2026
MICHIGAN CONFERENCE OF THE UNITED METHODIST CHURCH
Deacon Self-Evaluation

Charge: **Deacon:**

District:

Note: The areas and tasks listed below represent expectations applicable to full-time clergy. If you are less than full-time, please note expectations are reduced accordingly.

Completed form due electronically in the District Office as directed. DS reads the form, responds personally regarding significant information, considers the responses before engaging in the supervisory meeting (such as the "one-to-one"). Form is kept in supervisory file. Used as a resource for appointment-making.

INSTRUCTIONS: After careful reading of the descriptions, note areas of excellence and areas where improvement is needed. Use the letter "E" for excellent, "A" for adequate, "I" for improvement needed, or "N/A" if an item does not apply. Areas marked with "I" should be addressed on the Joint Dialogue and Goal Setting Form

A. Ministry of Word:

1. When this deacon speaks, the love and hope of Christ is felt. _____
2. Passion for God is expressed. _____
3. Encouragement is given for people to connect with God. _____
4. Encourages discipleship as a way that leads to life. _____
5. Teaches and preaches in a way that encourages people along their faith journeys. _____
6. Shares leadership roles in worship with other clergy and laity in an effective manner. _____
7. Communicates clearly and effectively in both written and spoken forms. _____
8. Assists elders with sacraments and assures homebound members receive Holy Communion. _____

Comments:

B. Ministry of Service:

1. Models servant ministry as a way to follow the example of Jesus Christ. _____
2. Assists lay persons in claiming their own ministry. _____
3. Personally participates in mission and service in the local church and community. _____
4. Challenges members to share Christ in practical ways in the wider community. _____
5. Is present at fellowship gatherings and activities of the church. _____
6. Is personally visible and active in the local community seeking to build relationships. _____
7. Regularly encourages laity to consider where God may be calling them into ministry. _____

Comments:

C. Ministries of Compassion and Justice:

1. Regularly works to bring justice issues to the forefront. _____
2. Helps to define those that are considered to be in the margins including, but not limited to, the poor, the elderly, people of color, those with disabilities and children. _____
3. Works to build bridges between the community and the congregation they serve. _____

Comments:

D. Interpersonal and Relational Skills

1. Is available and approachable. _____
2. Is trustworthy, confidential, and non-judgmental. _____
3. Is even-tempered. _____
4. Is a "non-anxious presence" (able to be calm in the moment) in meetings and one on one. _____
5. Works at building and strengthening relationships with others. _____
6. Is open to feedback and takes critique well. _____
7. Is able to communicate in honest and caring ways. _____
8. Deals appropriately with those who have authority and oversight of her/his ministry (D.S., Board of Ordained Ministry, SPRC) _____

Comments:

E. Personal Spiritual Formation & Self Care

1. Demonstrates evidence of a consistent personal devotional life. _____
2. Lifts up accountable discipleship and spiritual formation as a priority for all people. _____
3. Demonstrates integrity; actions and behaviors that reflect stated beliefs. _____
4. Participates in continuing professional education and study for ministry (please indicate specifics in comment box below). _____
5. Is involved in a peer group for learning, accountability, mentoring, and support. _____
6. Is attentive to regular self-care of body, mind, and spirit. _____
7. Demonstrates a balanced personal and family life outside of church and ministry. _____
8. Takes personal Sabbath time, days off, and all four weeks of vacation. _____

Comments:

F. Connectionalism

1. Supports and invites participation in District and Conference Events: i.e. Camping, Emmaus, District Leadership Training, etc. _____
2. Serves in District and Conference leadership: Mentoring, Boards/Agencies, connectional responsibilities, etc. (List below Committees/Boards on which Deacon serves). _____

Comments:

District and Conference Leadership:

After reviewing the responses given above, please identify the strengths and growth areas which may have the most impact in your current ministry setting:

G. Ministerial Strengths:

1.
2.
3.

H. Areas Needing Intentional Growth/Improvement:

1.
2.
3.

Continuing Education plans to address growth areas and enhance strengths:

Any other information you would like to share?

Signatures

Deacon	Date	SPRC Chair	Date