

Name of Deacon: _____

Diocese of Austin
DEACON MINISTRY EVALUATION
For period 01/01/2012 through 12/31/2012

The deacon and his pastor/ministry supervisor should each fill out this ministry evaluation form. After both have considered the ministry of the deacon, they should hold a joint meeting to discuss their evaluation. This meeting would then be a prelude to the new ministry agreement for the following year. The intention of this evaluation is to insure that open communications are continuing between the ministry supervisor and the deacon. When the new ministry agreement is prepared, the expectations should then be clear to both parties. **This is an evaluation and communication tool only and does not need to be returned to the Office of Diaconal Ministry, but either the pastor or the deacon may send it to the Director of Diaconal Ministry.**

Rate on the scale of 1 – 5, with 5 being the highest rating:

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 1. | <u>Quality of Ministry</u> : Deacon provides effective ministry. | 1 | 2 | 3 | 4 | 5 |
| 2. | <u>Quantity of Ministry</u> : Deacon meets or exceeds the amount of ministry mutually agreed upon. | 1 | 2 | 3 | 4 | 5 |
| 3. | <u>Knowledge</u> : Deacon is thoroughly informed about all areas of his ministry. | 1 | 2 | 3 | 4 | 5 |
| 4. | <u>Leadership Ability</u> : Deacon has exceptional ability to plan, to organize, to coordinate and to lead. | 1 | 2 | 3 | 4 | 5 |
| 5. | <u>Follow-through</u> : Deacon can be counted on to complete the tasks he has agreed to accomplish. | 1 | 2 | 3 | 4 | 5 |
| 6. | Has the ability to judge when he is overextended. | 1 | 2 | 3 | 4 | 5 |
| 7. | Has the ability to judge when his ministry negatively impacts his wife and/or family. | 1 | 2 | 3 | 4 | 5 |
| 8. | Has an understanding of the mission of the parish/ministry area and the Church. | 1 | 2 | 3 | 4 | 5 |
| 9. | Has excellent relationships with those he serves. | 1 | 2 | 3 | 4 | 5 |
| 10. | Has an understanding of the key issues, trends, and problems in his field of ministry. | 1 | 2 | 3 | 4 | 5 |
| 11. | Is aware of his own feelings. | 1 | 2 | 3 | 4 | 5 |
| 12. | Makes effective use of supervision. | 1 | 2 | 3 | 4 | 5 |
| 13. | Has the ability to learn from his supervisor. | 1 | 2 | 3 | 4 | 5 |
| 14. | Utilizes consultation effectively. | 1 | 2 | 3 | 4 | 5 |
| 15. | Participates in collaborative ministry. | 1 | 2 | 3 | 4 | 5 |
| 16. | Deals with emergencies appropriately and effectively. | 1 | 2 | 3 | 4 | 5 |

(Please continue on other side)

Name of Deacon: _____

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 17. | Possesses great capability as a minister. | 1 | 2 | 3 | 4 | 5 |
| 18. | Is often an <u>active</u> participant in meetings, programs and special events. | 1 | 2 | 3 | 4 | 5 |
| 19. | Is willing to take the initiative. | 1 | 2 | 3 | 4 | 5 |
| 20. | Is willing to consider other's comments. | 1 | 2 | 3 | 4 | 5 |
| 21. | Has continued to develop his spiritual/prayer life. | 1 | 2 | 3 | 4 | 5 |
| 22. | Has participated in continuing education. | 1 | 2 | 3 | 4 | 5 |
| 23. | Is able to relate well with other deacons or co-ministers. | 1 | 2 | 3 | 4 | 5 |
| 24. | Is able to relate to other staff members. | 1 | 2 | 3 | 4 | 5 |
| 25. | Is willing to share responsibility. | 1 | 2 | 3 | 4 | 5 |
| 26. | Is very sensitive to others. | 1 | 2 | 3 | 4 | 5 |
| 27. | Has excellent ability to think intelligently and make decisions logically. | 1 | 2 | 3 | 4 | 5 |
| 28. | Plans and organizes his activity with a high level of efficiency. | 1 | 2 | 3 | 4 | 5 |
| 29. | The deacon's most outstanding qualities are: | | | | | |
| 30. | The deacon needs to improve his ministry by: | | | | | |
| 31. | Identify the personal development activities the deacon could be exposed to during the coming year to assist him in improving his ministry: | | | | | |

Signed: _____
Pastor/Ministry Supervisor

Deacon

Date