

DEACON EVALUATION

Church name _____

FOR RETURN BY [Date]

This form is an aid in evaluating **[Name]** for the office of Deacon and should be considered as an opportunity for communication to the elders as well as for the leader's growth. In no way should this form be considered a substitute for sharing any concerns you may have with him face to face, since these will be collected, read, and in turn passed on to him for his review. In the spirit of Matthew 18, Ephesians 4:25, and other passages, we believe that honest evaluation lovingly communicated is the responsibility we all share for and with each other in the body of Christ.

CHARACTER QUALIFICATIONS

	Check One		
	Yes	No	??*
1. Born-again believer (holy) (John 3:3, 21; Titus 1:8; 2:2) "Apart from me you can do nothing" John 15:5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Spiritual Maturity "holding to the mystery of the faith" (1 Timothy 3:9) "full of the Spirit" (Acts 6:3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Good reputation (Titus 1:6) "men of good reputation" (Acts 6:3) "beyond reproach" (1 Timothy 3:10) "men of dignity" (1 Timothy 3:8) "not double tongued" (1 Timothy 3:8) "not addicted to much wine" (1 Timothy 3:8) "not fond of sordid gain" (1 Timothy 3:8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Wives (1 Timothy 3:11) "Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Healthy Home (1 Timothy 3:12) "a one-woman man" "good managers of their children and their own households"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Unobserved

In light of these biblical qualifications, I am . . . (please check one) that he has the necessary character qualifications for this position.

☐

Absolutely Confident

☐

Convinced

☐

Neutral

☐

Doubtful

☐

Strongly Opposed

LEADERSHIP ABILITY

Listed below are some of the principles of biblical leadership. Circle your rating below.

Superior (4)

Has shown an outstanding gift in this function of leadership.

Above average (3)

Has shown an ability somewhat or sometimes above that for this area of leadership.

Satisfactory (2)

Meets the biblical standards set forth for service.

Needs improvement (1)

Needs to grow in this area of ministry.

Unsatisfactory (0)

His ability in this particular aspect of leadership is substantially below that expected in the New Testament.

A rating of (2) means that the candidate meets the Scriptural standard expected of a Deacon. Most candidates will fall in the (2) category which indicates that they do have qualifications to function as an elder. If your rating is either a (4) or a (0), please state your specific reason in the space provided on page 4.

Leadership by Service

“ . . . but let him who is the greatest among you become as the youngest, and the leader as the servant” (Luke 22:26).

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

Wisdom

“ . . . full of wisdom . . . ” (Acts 6:3)

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

Proven Reliability

“ . . . and let these first be tested . . . ” (1 Timothy 3:10)

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

Administrative Ability

"... whom we may put in charge of this task" (Acts 6:3).

Your evaluation: 0 ☐ 1 ☐ 2 ☐ 2 ☐ 4 ☐ 4

In light of these biblical principles and my observations of his leadership, I believe that he has the necessary character qualifications for this position (please check one).

☐

Absolutely Confident

☐

Convinced

☐

Neutral

☐

Doubtful

☐

Strongly Opposed

SHEPHERDING ABILITIES

Listed below are some of the shepherding abilities an elder should have. Circle your rating below:

1. **Knowing the flock** (John 10:14; Heb. 13:17): In order to function as a shepherd, he must know the needs, hopes, fears, of the sheep.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ 2 ☐ 4 ☐ 4

2. **Ability to be known by the flock** (John 10:3, 4, 14; the passages in which Paul exhorts his readers to follow his example: 1 Cor. 11:1, Phil. 3:17, 1 Thess. 1:6, etc.; Heb. 13:7; 1 Pet. 5:3). If he is to lead by example, one must be known by the flock as well as know the flock.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ 2 ☐ 4 ☐ 4

3. **Ability to lead the flock** (John 10:3, 4; Acts 20:28; Heb. 13:7; 1 Pet. 5:1ff.): An elder must be a leader.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

4. **Ability to discipline and correct** (Acts 15:2ff.; 20:28.f.; Titus 1:9, 10): An elder should exhibit the ability to deal with error in doctrine or practice.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

5. **Ability to counsel and give advice** (Acts 21:17ff.): From the life of Paul and by inference from the New Testament, a shepherd should be able to give spiritual counsel.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ 2 ☐ ☐ 4

6. **Ability to teach the Scriptures** (1 Tim. 3:2; 5:17, Titus 1:9): This does not demand the gift of teaching, but the ability to turn to the Scriptures and deal with doctrinal and practical concerns, at least on a one-to-one basis.

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

7. **Ability and desire to visit the sick** (James 5:14)

Your evaluation: 0 ☐ 1 ☐ 2 ☐ ☐ ☐ 4

In light of these biblical qualifications, I am . . . (please check one) that he has the necessary character qualifications for this position.

☐

Absolutely Confident

☐

Convinced

☐

Neutral

☐

Doubtful

☐

Strongly Opposed

(It is most helpful if you provide the personal insights called for on this page after completing the checklists.) Use extra page, if required.

OVERALL SUITABILITY

Usually a potential leader will already be serving the body of Christ in ways which use his spiritual gift(s). What in your opinion is his spiritual gift(s)?

Give specific examples of ministry which you have observed.

Are there other factors of which you feel we should be aware?

PLEASE SIGN THIS FORM, AS UNSIGNED EVALUATIONS WILL NOT BE CONSIDERED. We invite husband and wife to fill out separate forms. If they choose to complete the evaluation together, both the husband and wife should sign the form.

☐ I (we) prefer to keep the aforesaid information confidential from the candidate and agree to discuss my (our) concerns with the elders.

PRINT (TYPE) YOUR NAME HERE

PRINT (TYPE) YOUR NAME HERE

SIGN YOUR NAME HERE

SIGN YOUR NAME HERE

Please return by **[Date]** to Office in an envelope marked "Confidential" or return electronically to **[Name]**.