

## **Guidelines for Deacons (Probationary and Full Connection) in Non-Salaried Appointments (Local Church and or Other Setting)**

¶ 319 *The 2000 Book of Discipline of the United Methodist Church* states: “Deacons fulfill servant ministry in the world and lead the Church in relating the gathered life of Christians to their ministries in the world, interrelating worship in the gathered community with service to God in the world. Deacons give leadership in the Church’s life: in the teaching and proclamation of the Word; in worship, and in assisting the elders in the administration of the sacraments of baptism and the Lord’s Supper; in forming and nurturing disciples; in conducting marriages and burying the dead; in the congregation’s mission to the world; and in leading the congregation in interpreting the needs, concerns, and hope of the world.” Those wishing to serve as a Deacon on probation or in full connection should measure their ministry in accordance with this paragraph.

### *Fulfillment of Service of a Probationary Deacon*

¶321.1 “Served under Episcopal appointment in a ministry of service the entire probationary period. Upon recommendation of the board of ordained ministry, the annual conference may equate nonsalaried service as meeting this qualification.”

### *Fulfillment of Service of a Full Deacon*

¶322.6(d) “Deacons in full connection at their request or with their consent may be appointed to a nonsalaried position. Such missional appointments will serve to express the Church’s concern for social holiness, for ministry among the poor, and for advancing emerging needs of the future. In such cases, the bishop will carefully review plans for expressing this appointed ministry and will consult with the deacon about the well-being and financial security of his or her family.”

## **Appropriateness of the Appointment**

The person seeking appointment in non-salaried ministry should demonstrate the following:

- a. How the proposed ministry is one in which the vows of ordination of word and service can be fulfilled.
- b. How the proposed setting of ministry provide opportunity to maintain a relationship and accountability with the order and the structure of the church.
- c. Show how the proposed ministry is congruent with the church’s missional commitment in and to the world.
- d. How the person possesses the specific/special gifts, training, education, work experience, and experiences of grace, which are appropriate for this ministry.
- e. That the person is financially able to fill a non-salaried position.
- f. How the proposed ministry furthers the ministry of the diakonate in the United Methodist Church.

## **Accountability**

The proposed ministry must set up lines of accountability. These questions they shall be answered:

- a. How much time the deacon will give?
- b. How will the deacon be used in the worship and study of a local congregation?
- c. Who will supervise the deacon as they fulfill their ministry? A specific structure should be established. (Examples: A Senior Pastor, or a Staff-Parish Relations Committee or an Advisory Board could be established with people of similar ministry vocation or interest)
- d. What are the guidelines with which they will be evaluated? They should be clearly delineated.
- e. How is the proposed ministry accountable to their certification and their certifying bodies?
  - A log should be kept of hours spent in ministry and contacts.
  - A specific job description should be written for the proposed ministry.
  - An evaluation time line should be established.

## **Relationship to the call of Deacon**

A theological rationale shall be written that explains how the proposed ministry fulfills the ministry of the deacon found in *The 2000 Book of Discipline of the United Methodist Church* ¶319.

- a. How does this proposed ministry connect the church and the world?
- b. How does the proposed ministry fulfill the vows to word and service?
- c. How does the proposed ministry express compassion and justice and how does it assist laypersons clarify their own ministry?
- d. How does the proposed ministry allow for the deacon to teach and form disciples and lead worship?
- e. How does the proposed ministry provide experiences for social holiness, ministry among the poor or advancing emerging needs for the future?