

EXIT INTERVIEW FOR PASTORS

Purposes

1. To determine the progress made with the congregation under the pastor's leadership and in which areas of the congregation's life.
2. To identify any issues that should be addressed during the interim period.
3. To identify any issues/concerns about which the next pastor should be appraised.
4. To think through the interim pastoral leadership needs of the congregation and a prospective Moderator of Session.

Generally, this interview should be an informal time of conversation to assess the pastor's ministry with the congregation; note concerns and problems that need to be addressed or communicated to new leadership; and to affirm a brother/sister going to a new opportunity of ministry.

Possible Questions

1. What stage of development do you believe the congregation is in?
2. What were your most satisfying successes during your ministry?
3. Where were the rough spots, the places you struggled?
4. If there were some stories about your ministry you would pass on to your successor about his congregation, what would they be?
5. Are there concerns/matters about which the Presbytery should be aware as we help the congregation move forward?
6. How do you assess the health of the church relative to:
 - a. stewardship and finances
 - b. lay involvement and lay leadership availability
 - c. members' awareness and use of their gifts
 - d. spiritual integrity and Biblical knowledge
 - e. relationship to the larger church (especially presbytery)
 - f. mission awareness, giving, and involvement