

Exit Interview Questions

Pastoral Relations Committee

1. EXIT INTERVIEW QUESTIONS

Church: _____

Pastor: _____

Date: _____

Interviewer: _____

Some of the following questions will obviously deal with your personal observations of your tenure in ministry with this congregation. Others will call you to reflect on the character of the congregations, its strengths and weaknesses, to help prepare the way for the next pastor to most effectively lead the people into the future.

1. What do you believe were the greatest accomplishments during your tenure of ministry with this congregation?
2. In what ways has the congregation been most effective in its mission in the past two to three years?
3. In what ways were you challenged or inspired in your efforts to help the congregation reach these blessings?
4. What were two or three emphases within the life of the congregation that took a major portion of your time and effort during the last three years?
5. To what degree do you believe the Consistory shared your understanding of your vision and work? How about the congregation as a whole?
6. What pieces do you see as importantly fitting into the mission strategy of this congregation in the next three to five years?
7. What important aspects of the work do you sense are "in progress" and need continued guidance for long-range success?
8. In his writings on *Natural Church Development*, Christian Schwarz suggests that there are eight "quality characteristics" that are critical to the health and growth of a church. Any additional comments would also be helpful, but how would you rate this congregation, using a scale of 1 (very poor) to 10 (very good), on each of the following characteristics:
 - a. Empowering Leadership (people sensing that this ministry belongs to them and are investing themselves in it)
 - b. Gift-oriented Ministry (people doing what God has blessed them to do)
 - c. Passionate Spirituality (people excited about personal growth and ministry)

- d. Functional Structures (things are working effectively and efficiently)
- e. Inspiring Worship Service (people sense the presence of God and his blessing)
- f. Holistic Small Groups (groups that gather and meet the needs of people)
- g. Need-oriented Evangelism (discerning community needs/making effort to meet)
- h. Loving Relationships (love for one another is a high priority)

9. Are there any critical issues that are currently side-tracking mission and ministry and that the next pastor will need to understand before moving forward?

10. How adequate were the salary and other benefits of this pastoral position during your tenure here?

11. How were the human needs of your family met within the life of this congregation and this community?

12. What else would you like to say as you leave this congregation that has not already been covered in one of the above questions?