

## **Policy**

# **Exit Interviews**

## **Overview**

When a minister or pastor is leaving the church, for whatever reason, conducting a formal Exit Interview is an opportunity to explore the reasons for the departure and gain learning to improve pastoral care across the church in the future.

## **Process**

Exit Interviews are voluntarily entered into by the pastor.

It is suggested that a pastor request an Exit Interview with the church they are leaving.

Ministry Support and Development also tries to offer Exit Interviews to all concluding or transitioning pastors. The Exit Interview may be conducted by a member of the MSD team, a Regional Minister or another pastor in the area, whom MSD will suggest.

Prior to the Exit Interview, pastors can be asked to consider or complete the Exit Questionnaire for Departing Pastors (Pastoral Care Resource Tool 6) to guide their reflections.

## **Resource**

Examples of the kind of questions that may be discussed with the departing pastor:

- As you leave, what would you like to communicate, positive or negative, to
  - the actual holders of power within this church?
  - other leaders?
  - the church as a whole?
- What do you believe are the highlights of your time at this church?
- What do believe are the most important strategic achievements you have made in your time at this church?
- What important goals do you believe you have *not* achieved? Why?
- What if any, regrets do you have, as you leave this church?
- In what ways has your sense of call to ministry been either reinforced or disturbed by your experience with this church?
- Are there any policies, procedures and structures could the church implement to assist the maximum effectiveness your successors?
- What lessons/experiences from this church will you take into your next ministry?
- What comments would you make on how closure to your ministry has happened or might happen at this church?
- What losses have you experienced in this transition to another ministry or role?
- What comments would you make on how your family has experienced your time at this church?
- Would you like us to give general feedback/reflections on your ministry here as you conclude?