

## **Suggested Questions for a Pastor's Exit Interview**

Ministerial Vocation Committee, October 2023

*Ideally, this interview would be conducted in person by two people, one to lead the interview and the other to take notes.*

- What were your hopes when you started your ministry here? In what ways were they realized? What made that possible? In what ways were your hopes not realized? What were the contributing factors?
- How would you describe the initial welcome our church offered you (and your family, if applicable)? How did that welcome affect your ability to minister alongside us?
- How would you describe the support and encouragement you received from our church for your leadership? For you personally? What was the impact?
- What can you share about your relationship with the Session?
- What do we need to celebrate about our ministry together? For what do we need to forgive one another? In what ways might we go about both?
- What are the strengths of this congregation?
- Where do you see untapped potential for our congregation? What are some barriers to our living into that potential?
- What is the “unfinished business” that we need to attend to in the next phase of our ministry?
- As you look back, tell us the things you feel good about in terms of your work with this congregation.
- What were barriers you faced in seeking to minister effectively in this church and community?
- What are some disappointments you encountered?
- What does the next called pastor REALLY need to know about this church?
- How has the Lord shaped you through your time with this church?
- What else would you like to share?