

THE EXIT INTERVIEW – SESSION

Format:

This interview is to take place as soon as possible after the conclusion of the pastoral relationship with the Commission on Ministry liaison. The Moderator (appointed by Presbytery if vacant) will chair the meeting, and, if possible, all members of the session should be present. The COM liaison will lead the exit interview and the Clerk of Session will take notes following the format of the questions, with care to note pertinent information and comments.

Purpose of Meeting:

1. To give the session a chance to voice its feeling and to be affirmed about the future.
2. To provide a source of information for use by the COM in working with the church
3. To provide data/counsel for the next pastor, if appropriate
4. To give an overview of the pastor search process

Setting:

If the pastor/associate pastor is leaving under duress/conflict, the session interview should be after the pastor has left the community. If the pastoral relationship has been a healthy one, the exit interview may take place before the pastor has moved. The pastor should not be present. It is important that the entire session be present.

Questions on feelings:

1. As a Session, what are your feelings at this point?
2. What are your anxieties or regrets?
3. What do you feel good about?

General Reflection Questions:

1. What are the ways in which this church has been faithful in its mission(s)?
2. What are the ways in which this church has been effective in the past two years?
3. Describe three things your minister (or associate) tried to accomplish in the past two years.
4. Did the Session and congregation encourage and support the minister's ideas?
5. What are the weaknesses/challenges of this congregation?
6. What is the most important thing this church must not lose in the weeks and months to come?
7. Describe your annual review of the church's program and the pastor's compensation.

8. How did the housing arrangements work out with your pastor? Were there any challenges to the pastor/session in arranging adequate housing?
9. Were there areas of conflict between you and your pastor?
10. How did the congregation relate to the pastor's spouse and family?
11. Comment on the community's acceptance of the pastor and family.
12. Other comments:

Church: _____

Date: _____

Moderator: _____

Liaison: _____