



Southeastern Minnesota Synod, ELCA

Congregation Exit Interview with Interim Pastor



Name of Congregation & City: _____

Name of Interim Pastor: _____

Name of Synod Staff: _____

Date: _____

An interim ministry that has been understood and defined as a process of adjustment and changes, a transition from what was to what will be, is a rich, dynamic period of time. The insights and discoveries from this intentional period of time need to be captured and integrated into the life of the congregation. A valuable step in this process is for the group or committee responsible for interpreting the results of the interim period to have an “exit interview” with the out-going interim minister. These interview questions are meant as a guide to help focus the information and experiences of the interim minister. Use the questions as a foundation for dialogue and exploration.

******Following the interview, it is recommended that the responses and the discussion be summarized and reported to the appropriate groups in the church and to the congregation.***

Exit Interview Questions:

1. How was our congregation different when you came from what you had expected? What could have been done to better interpret our congregation and situation for you? What can be learned from your experience as to how the congregation can be presented to potential new members?

2. In what ways do you perceive the congregation to be different now from when you came?

3. What do you see as the congregation’s strengths?

4. Were there things you had hoped to accomplish but did not? What might have helped make it possible to accomplish them?

5. What areas of the church (programs, services, organization, worship, stewardship, etc.) do you believe still need improvement and change? What recommendations do you have for achieving these improvements and changes?

6. What “unfinished business” so you see still facing the congregation?

7. Are there new areas of ministry and mission that you would suggest for the church?

8. If you were not the interim, would you have applied to be the called pastor of this church? Explain.

9. How would you describe this church to the newly called pastor?

10. How do you feel about your relationship to the congregation as you prepare to leave?

11. Other comments: _____

12. **DATE: END OF INTERIM CALL:** _____
