

Suggested Questions and Topics for Exit Interviews: Pastor

Questions for the concluding Senior Pastor

To be given out 1-2 weeks prior to the interview

1. Name five events, developments or processes on which you look back with gratitude, joy and satisfaction during your leadership of [church].
2. Reflect on three specific strengths you see in this church community. How should these be maintained and developed?
3. In what areas or opportunities do you see the potential life and growth of the [church]?
4. What are the contributions you feel you have made to this church?
5. Reflect on your three deepest concerns for the long term health and growth of [church]? What needs to be done to best address these?
6. What were the three most difficult or painful challenges, issues, or relationships during your time with [church]? Are there issues left unresolved or relationships left tense or broken? Do you need to do anything with any of these for your own wellbeing and the wellbeing of others?
7. What are the most important working partnerships / relationships for the senior pastor at ... ? Reflect on your own fit to these partnerships. What worked well for you and what was a challenge? Reflect on the understandings, skills and requirements for an incoming pastor to be effective in these.
8. What three things do you now know after working with this church that you wish you had fully understood when you first arrived?
9. What support, development and empowerment processes need to be in place for the senior pastor of [church]?
10. Leave us with some "words of experience and wisdom"! What advice would you give to the lay church leadership, and also the incoming senior pastor for this church?
11. What would you really like to say to us that you haven't yet had the opportunity to express? What question should we have asked you in this interview?