

EXIT INTERVIEW MODELS

Exit interviews with clergy and their wardens (or other lay leadership) help ensure a good exit process and identify next steps for the congregation's discernment. These interviews are held with a facilitator, whose notes from the meeting are reviewed by all participants for accuracy, corrected if necessary, and shared with the vestry and Diocesan Transition Minister. Questions may be given to participants in advance so they can think about and pray over their answers prior to the interview meeting. What follows are three examples of questions that might be used in such interviews.

Question Set 1

1. What is there to celebrate in our ministry together?
2. What did we learn from each other? What lessons should each of us take into the future from our ministry together?
3. What do we all need to pay attention to as we enter the next phase of ministry?

Question Set 2

1. Reflecting on our ministry together, remember a time when you felt the congregation was most engaged, alive, and motivated. What was that time? Who was involved? What happened as a result?
2. What do you value most about this congregation? What activities, ingredients, or ways of life are most important? What are the best features of this congregation?
3. What three wishes do you have for this congregation's future?
4. What are the two things that might be done during the interim to strengthen the congregation for the future?

Question Set 3

1. What is there to celebrate in our ministries together?
2. What are your hopes for this time of transition?
3. What do you want to make sure does not get lost during this time?
4. What do the congregation and the clergyperson need to pay attention to as each enters the next phase of ministry?
5. What would you like to say now that has not yet been said?