

Central Presbytery Exit Interview with Minister

The goal of this process is to help the Minister depart well, to share any information or concerns they have for the context as they depart, and to ensure that COM is doing whatever it can to support both the Minister and the ministry context in this transition.

The COM representative(s) doing this interview is/are:

Open in prayer- use this one or your own:

God of our past, our present, and our future: We come to you as this relationship is ending. This time overflows with many thoughts and feelings and it is appropriate to share them at this time. Give us clarity of thought, the ability to listen well, space to feel the hard feelings that come and to celebrate the joy we share. Be with us in this meeting and make this a holy space where we partner together for the betterment of the ministry being done, and where we support (name) in what is next for them as your child and minister. Amen.

Exit Interview Conversation guide:

Considering the vows we take at ordination, live into and are sustained by in ministry, and which we try our best to live into every day, please respond specifically to how you lived out these vows with this ministry context (Book of Order W4.04 e, h and i3):

Will you be governed by our church's polity, and will you abide by its discipline?
Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?

Will you be a faithful minister of the Word and Sacrament, proclaiming the good news in Word and Sacrament, teaching faith and caring for people? Will you be active in government and discipline, serving in the councils of the church; and in your ministry will you try to show the love and justice of Jesus Christ?

Reflecting over your time at _____ :
What are you proudest of?

In hindsight, was there an opportunity to serve the Lord here in this ministry that you feel you either missed or didn't fully explore?

Reflecting on financial realities at _____ :
Looking forward, do you feel the ministry has the financial resources to achieve it's vision?

Do you feel the leadership has been good stewards of the gifts (time, talents, and treasures) given to the church?

Please share with us some reflections of your time at _____.

Are there concerns you have about _____ that the COM should know about?

How might COM support the congregation you have left?

What support would you benefit from as you move into this new chapter of your ministry?

Close in prayer.

Eternal God, whose church we profess to be, we are grateful for the time to reflect upon our past and to grow in our understanding of your call to (name) and to all of us. We seek your direction in helping us to be faithful as the future unfolds. Although our hearts are heavy, as (name) departs as leader for this ministry, we pray that your Spirit will continue to guide them in new paths of service. We pray that you would show us the way as we work with (ministry/church name) to face the next steps for their life as a community and in finding new leaders. Let us not become complacent or discouraged, for you are with us. We pray in the Name and Spirit of that One who has promised to be with us always, now and forever. Amen.

FOR THE COM TEAM

What if any actions or follow up needs to happen following this exit interview?

What reflections do you have on your time with this Minister? This might include how they seemed (were they well, energetic, upset, tired) or on anything that stood out to you in the conversation but was not highlighted by the Minister.