**INTERIM MINISTER EXIT INTERVIEW SAMPLE**

Introduction

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 learnings, 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 official board, personnel committee, or other body with responsibilities for interpreting the results of the interim period to the congregation to have an “exit” interview with the out~going interim minister. The interview questions that follow are meant as guides to help focus the information and experiences of the interim minister; the questions are meant 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.

Interview Questions

1. How was our congregation different when you came from what you had expected?
2. 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?

1. In what ways do you perceive the congregation to be different now from when you came?
2. What do you see as the congregation’s strengths?
3. Were there things you had hoped to accomplish, but did not? What might have helped make it possible to accomplish it/them?
4. 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?
5. What “unfinished business” -work begun but not finished -do you see still facing the congregation?
6. Are there new areas of ministry and mission that you would suggest for the church?
7. If you were not the interim, would you have applied to be the installed/called pastor of this church. Please explain.
8. How would you describe this church to the new incoming pastor?
9. How do you feel about your relationship to the congregation as you prepare to leave?

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Interim Ministry Resource Packet Appendix C Maine Conference UCC Guides for Church Leaders in the “Inbetween” Time & Inbetween Search Committee