

### **Lead Pastor Exit Interview**

Some of the questions in this survey will deal with the personal observations of your tenure in ministry with this congregation. Other questions will ask you to reflect on the character and culture of this congregation and its strengths and weaknesses to prepare their next pastor for future ministry and leadership.

1. What do you feel were the greatest accomplishments in your goals and objectives for this congregation during your tenure?
2. What will you miss about your ministry here? What will you not miss?
3. What was the best thing about serving here? What was the most difficult thing about serving here?
4. How effective has this congregation been with accomplishing their mission over the past two or three years?
5. What two or three congregational needs required a major portion of your time and energy during this tenure in ministry?
6. To what degree do you believe the leadership supported your passion for the vision, values, and mission of this church? Congregational support?
7. What important aspects of the work do you believe are “in progress” or unfinished and need continued guidance for long-range success?
8. What future challenges do you consider “must-win battles” for the church to be effective in the future?
9. Were there any critical issues that sidetracked your ministry or leadership?
10. How adequate was the salary and benefits of this pastoral appointment during your tenure?
11. What is our church’s three greatest needs?
12. What are the three greatest dangers or threats our church is facing?
13. What are our church’s greatest strengths?
14. What changes are taking place in our church that have the potential to impact our future needs?
15. From your perspective, how can our church better reach its immediate community?
16. What financial or organizational commitments (missionary pledges, love offerings, facility commitments, or staff and volunteer obligations) have you made as a leader that remain outstanding?
17. What missionaries, guest speakers, or guests have been scheduled that we need to know about?
18. What wounds have you received here that still require healing? How can we heal together?
19. How can we best support your successor?
20. Is there anything else you would like to tell us in confidence about this congregation?