EXIT INTERVIEW QUESTIONS FOR CHURCH STAFF

General Questions

1. What led to your decision to seek a change in call?
2. How would you describe your overall experience working with our church?
3. What do you wish you had known before you began here?

Leadership & Staff Dynamics

1. How would you describe your relationship with each ministerial or administrative staff member?
2. What challenges did you face in leading our congregation?
3. Did you feel supported by our church leadership? Why or why not?
4. Are there considerations regarding personnel, staff structure or administrative burden that should be addressed before the next minister is called?
5. What advice about leading our church would you give to your successor?

Work Load & Church Culture

1. How would you describe your work load as our minister?
2. How would you describe our church culture?
3. What elements of our church culture, structure or relationships did you find challenging or toxic?
4. What unarticulated or surprising expectations did you encounter from congregants?
5. What could be improved to support life and vocation balance?

Vocational Satisfaction & Growth

1. How did the church support or hinder your vocational growth?
2. How did you receive constructive feedback or input for your leadership?
3. What could be improved to provide better feedback on leadership?

Final Thoughts

1. What issues, struggles, challenges or conflicts should the church address before calling the next minister?
2. What would you like to say now, that you felt you could not say while leading our church?

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