



# Northwestern Ohio Synod

Evangelical Lutheran Church in America

## EXIT INTERVIEW OUTLINE

- I.
  1. Introductions
  2. Prayer requests, opening devotions on "Seasons" (Ecclesiastes 3:1-15).
  3. Council & Pastor: What are your responses and thoughts on the reading?
  4. Pastor, what is your view of the ending of this season of ministry at this congregation?  
Pray
  
- II. Exit Questions for both Council and Pastor
  1. How have you experienced the love of Jesus over these years of ministry together and how have you shared that love in the community?
  2. Describe a few highlights of your ministry together over these years.
  3. What challenges has the congregation faced during your ministry together and how have you worked through them?
  4. What have been your greatest discoveries through the more difficult experiences together and what would you have done differently?
  5. Looking to the future, what are the greatest challenges facing this congregation and the surrounding community?

*Review Covenant of Separation, obtain signatures*
  
- III. Final Farewell
  1. Council: What would be one word or phrase that would describe your pastor?
  2. Pastor: What would be one word or phrase that would describe this congregation?
  3. Dean or Synod Rep.: Sending prayer and blessing for departing pastor (optional: laying on of hands) Pastor is excused.
  
- IV. To the Council: Next Steps
  1. Introduction and overview of the time of transition, Congregational Resource Team Workshops and the Call Process
  2. Supply Pastors for 2-3 months until Transitional plan is established (See [nwos-elca.church/resources/supply-list/](http://nwos-elca.church/resources/supply-list/))
  3. What specific administrative or ministry areas need to be addressed by the synod reps. during the upcoming period of transition? Would a Vice Pastor be helpful?
  4. How can we be of most help?
    - Ensure that pastoral care needs are covered by the conference until the Transitional Leader is assigned
    - Share contact information (Council sign-in sheet for name, email, phone; Synod Rep. contact sheet)

Closing Prayer