

Peace River Presbytery
Exit Interview Protocol

6.1482 Exit Interview Protocol. An exit interview shall be conducted by members of the Committee on Ministry and Presbytery staff with all ministers retiring or leaving their current call. In October 2019, COM approved having Exit Interviews carried out for Interim Pastors as well. The purpose of these interviews is to:

- A. Celebrate the pastor's ministry,
- B. To bring closure to that person's ministry,
- C. To gain information that will help the Committee on Ministry regarding the congregation's possibilities and problems,
- D. To discover if there is anything the pastor has shared that cannot be shared with the Committee on Ministry, and
- E. To review the ground rules regarding the relationship with the church the pastor is leaving by sharing the ethical guidelines from the Code of Ethics for Ministers and Separation Ethics.

Background and Purpose. It is the intention of the Committee on Ministry (COM) of the Presbytery to schedule Exit Interviews with pastors leaving their called positions. The purposes of these interviews are several and often depend largely upon the conditions surrounding a pastor's departure. The Exit Interviews may simply provide closure and an opportunity for celebration and blessing for the pastor, the church, and the Presbytery. The Exit Interview may also serve as a kind of debriefing, or unpacking, of a pastor's experience with a particular church. Authentic sharing may also provide insights related to the challenges and opportunities in a given church, as well as point to appropriate qualities for its next pastor.

For purposes of both candor and confidentiality, one-on-one conversations may prove most effective. No formal minutes of the meeting would be recorded apart from noting the date and place of its occurrence. (Note: It will be at the pastor's discretion what is confidential and what may be shared with the COM or the PNC.) The PNC liaison from COM would use his or her judgment as to what information to relay to the COM or Pastor Nominating Committee, but all information that will be helpful to the Presbytery (COM) should be shared with the General Presbyter and COM chair. The liaison may also become a resource for the interim pastor.

In the event of special concerns, the PNC liaison may also request another COM representative to attend the meeting. The same guidelines regarding confidentiality would apply.