

EXIT EVALUATION FORM

Report from Outgoing Pastor or Deacon

As the mutual ministry of pastor or deacon and congregation comes to an end, an invaluable aspect of closure is the exit interview. Please complete the following form with honesty, thoroughness, and sensitivity and then meet with the Congregation Council to review it. If you want to talk with the bishop or a member of his/her staff prior to the review with council, please complete the form promptly and call the synod office as soon as possible. It is important that the review with the council take place prior to your leaving.

Your insights and evaluation of the congregation can be of help both to the congregation and to candidates for call as they assess the past, present, and future of their mission and ministry. Constructive criticism can lead to change or, at least, to acknowledgment of reality.

1. Congregation Name: _____

Address: _____ (street)

_____ (city/state)

Reporting Rostered Minister: _____

Length of service: _____ to _____
(month) (year) (month) (year)

2. What do you see as the strengths of this congregation?

7. How does this congregation handle conflict?
8. When you accepted a call from this congregation, what were the compelling reasons for coming here? In what ways did you see a match between your gifts, skills, and interests and the congregation's leadership needs?
9. During the years you served this congregation, how were your expectations met or not met?
10. In your view, what are the pastoral leadership needs of the congregation?
11. In your view, how can the congregation be of support to the interim pastor and then to the incoming called pastor?

12. During your years as pastor of this congregation, what has brought you joy?

13. During your years as pastor of this congregation, what has frustrated or disappointed you?

14. What will you miss as your service to this congregation ends?

15. In what ways has the congregation supported or not supported you while you served them as pastor?

16. Strengths of the Congregation and Priorities of Your Ministry:

INSTRUCTIONS:

(a) In the left-hand columns indicate for each area the degree of strength the congregation has in that area. The four numbers have the following meanings:

- (1) The congregation has exceptional strength in this area.
- (2) The congregation has good strength in this area.
- (3) The congregation has limited strength in this area.
- (4) The congregation is weak in this area.

Please note that you are evaluating the strengths of the congregation, not your own ministry.

(b) On the right-hand column indicate the six areas that have consumed most of your time during the last twelve months.

Indicate the degree of strength the congregation has in each of the following areas:

Select six areas that consume most of your time:

Strong <u>Area</u>	Weak <u>Area</u>		
//_/_/ 1 2 3 4		<u>CHILDREN</u> : Working with and teaching pre-teens.	_____
//_/_/ 1 2 3 4		<u>YOUTH</u> : Teaching and working with teenagers.	_____
//_/_/ 1 2 3 4		<u>ADULTS</u> : Developing educational opportunities for adult members.	_____
//_/_/ 1 2 3 4		<u>VISITING</u> : Regularly visiting members in their homes or places of employment.	_____
//_/_/ 1 2 3 4		<u>MINISTRY TO AGED</u> : Serving older members and shut-ins.	_____
//_/_/ 1 2 3 4		<u>CRISIS MINISTRY</u> : Visiting people in the midst of personal crises.	_____

Indicate the degree of strength the congregation has in each of the following areas:

Select six areas that consume most of your time:

Strong	Weak		<u>Area</u>		
<u>Area</u>					
	N/A	<u>COUNSELING</u> : Talking with leaders to assist them with problems or decisions.	_____		
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>ADMINISTRATION</u> : Managing the affairs of the congregational organization.	_____
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>EVANGELISM</u> : Relating the Christian faith to leaders outside the church.	_____
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>INTER-CHURCH COOPERATION</u> : Programs or ministries jointly with other congregations or denominations.	_____
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>SOCIAL MINISTRY</u> : Dealing with community issues such as drugs, housing, politics, schools, youth, either as members, a congregation, or together with church or community partners.	_____ _____
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>STEWARDSHIP</u> : Developing and using individual and congregational resources.	_____
<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u>THEOLOGY</u> : Communicating a comprehensive understanding of the Bible and Christianity.	_____
	N/A	<u>PREACHING</u> : Nourishing God's people in Christ through the proclamation of law and Gospel.	_____		

Indicate the degree of strength the congregation has in each of the following areas:

Select six areas that consume most of your time:

Strong Weak
Area Area

 / / / / WORSHIP: Planning and conducting worship
1 2 3 4 as the central event of the congregation. _____

 / / / / FELLOWSHIP: Developing opportunities for the
1 2 3 4 congregation to gather informally and socially. _____

 / / / / COMMUNICATION: Making everyone in the church
1 2 3 4 and community aware of what is happening
 at all levels of the congregation. _____

 / / / / MUSIC: Encouraging people to witness to God through
1 2 3 4 through music (such as congregational singing,
 choirs, and special groups and programs). _____

 / / / / MISSION: Being involved in the global mission
1 2 3 4 of the church. _____

Additional Comments:

17. What is your prayer for this congregation?

18. Your willingness to have this report shared:

_____ I want the opportunity to discuss this information with the bishop of synod or a member of his/her staff before any of it is shared. **(If you check this statement, please make arrangements for the discussion before meeting with the Congregation Council to review the exit evaluation.)**

19. Your signature: _____

Date: _____