

# LEAVE TAKING IN YOUR CONGREGATION

## THE EPISCOPAL DIOCESE OF NEWARK



Guidelines to assist clergy, wardens and vestries in discerning the first steps in the transition process following the announcement of the clergy's intention to end the ministry relationship with the congregation. While saying "good-bye" is difficult for both clergy and congregation, steps can be taken to insure that the next chapter in the lives of both will be healthy, caring and respectful.

*FOR WARDENS AND VESTRIES*

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# OUR PRIEST IS LEAVING

## ❖ Notify the Bishops' Office

It is important that the Bishop's Office be a part of the process from the very beginning. The transition process begins when the departing priest meets with the Bishop and they determine together when the announcement to the Vestry and congregation will be made. Generally between 60 – 90 days notice should be given. In the case of a retirement, 4- 6 months may be appropriate. As a first step, clergy should speak with a representative of the Church Pension Group regardless of the nature of the departure. As soon as the priest announces to the wardens his or her intention to leave a parish, the wardens will make an appointment with the Bishop's Office to discuss the state of the parish as well as their roles and options in the upcoming transition period.

At this meeting, the wardens report generally on the congregation and are briefed in turn on what typically lies ahead for a parish in transition. **The wardens and vestry are the formal and canonical leadership of the congregation during the interim period;** as such, they hold the responsibility of choosing a course of action best suited to their particular parish and situation. With the help of the Bishops' Office, the Wardens must make arrangements for the conduct of worship and pastoral care until an interim priest is appointed. When there is a gap in official ministries, the wardens can secure names of supply clergy to fill in for the short term, on Sundays and when needed.

Shortly after the clergy's leaving has been announced, the wardens will meet with the clergy to negotiate a separation agreement which must be approved by the Bishop. **(See, A Letter of Understanding Concerning the Ending of the Pastoral Relationship)**

After the initial meeting of the wardens with the Bishop's Office, the Canon to the Ordinary will visit the parish as soon as possible following the departure of the priest. The visit usually takes the form of a meeting with the Vestry. The Canon will explore with the vestry what the congregation can expect during the transition period.

## ❖ Provision for Clergy Leadership During the Transition

Pursuant to the canons of the National Church, the Bishop, in conversation with the wardens, appoints a priest to provide transition clerical leadership. Depending on the particular needs of the parish, the Bishop will appoint either an Interim priest trained in interim ministry or, as the case may be, a Priest-in-charge to serve the parish during the transition period. A proposed candidate for interim ministry is confirmed (or not) following an interview with the wardens and/or Vestry.

## Transition Team

The period immediately following the announcement of the clergy's departure can be a time of considerable anxiety for the congregation. There is much speculation about "What will happen next?" and "How and when will we get our next priest"? As the canonical leadership during the interim period, the wardens and the vestry will be tasked with the significant responsibility of providing a clergy presence and of maintaining and supporting programs and ministry, a considerable undertaking. It is for that reason that a transition steering team should be formed. The function of the Transition Team is to point the congregation forward in order to embrace a new vision and possibilities. **(See, "Responsibilities of a Transition Team" included in this packet)**

### ❖ Saying Good-bye

The vestry, parish, and clergy together should plan and carry out the farewell and celebration of the priest's ministry, generally before any formal work on the search begins (e.g., before commissioning a search committee). Whether the priest is leaving because of retirement, a call to another parish, or even because of differences with the parish, the elements of the separation process remain the same. Much of the energy of the parish during this time should be devoted to saying "good-bye". Until the clergy leaves, the primary tasks are to arrange an exit interview, plan the current priest's departure and provide opportunities for people to say good-bye in a celebratory manner. **("Liturgy for the Ending of a Pastoral Relationship" included in this packet)**

## RESPONSIBILITIES OF A TRANSITION TEAM

The Transition Team, created by the Vestry at the time of the announcement of a clergy's upcoming departure, particularly when there may be a longer than average period of time between announcement and departure, serves primarily to oversee the over-all health of the clergy and parish in the interest of a life-giving and positive transition time. The Transition Team should be made up of about 4 - 8 members and meet as needed with greater time and attention often focused during the time of leave-taking and again for the welcoming of the new Rector.

The time of transition is an especially important time in the life of a parish, and much of the team's efforts should be centered on being the "eyes and ears" of the vestry and wardens. Recognizing that this is a time of high anxiety and much uncertainty, the transition team should act as that calm reassuring voice that combines empathetic listening with patient understanding. It should also have a sense of what issues need to be addressed and then channeling that vital information back to the vestry. The expectation is that the team's members themselves may not do all of these tasks, but will find people to take on various responsibilities. One member of this Team should be on or attend vestry meetings to report on their work.

The team's specific tasks might include:

- Provide support for whatever Clergy may be present. This means the departing Rector, the interim, the new Rector and their families.
- Coordinate celebrations and thanksgivings for the ministry of the departing Rector including the final service.
- Monitor the transition process which means interacting regularly with Clergy, Vestry, and parishioners to listen to thoughts and concerns about the transition period.
- Enhance and enable communication throughout the transition time by supporting and sponsoring pot-luck dinners, picnics etc. that encourage conversation.
- Serve as "spotters", noting parishioners who don't seem to be around as often and making a conscious effort at reaching out to those on the margins or those who have become disenfranchised.
- Assist the vestry in gathering informal Focus Group information from the parishioners before the appointment of an interim.
- In some cases, to work with the Search Committee in its initial phase of gathering self-study information.
- Prepare ways of welcoming and orienting the new rector and his/her family to both the parish and the community, including social events, small gatherings in peoples' homes, showing the new rector where the stores, schools and medical services may be found.
- In some cases, to work with the interim in guiding the parish's work on the "Five Developmental Tasks."
- Undertake other transition-related tasks from time to time as may seem appropriate.

# EXIT CHECKLIST FOR LAY LEADERS

*A good beginning depends on a good ending. Your congregation's ability to call a successor depends on how well the ending of the previous relationship is handled and the ability of both the congregation and the departing clergy person to let go.*

*The following are not commandments, rubrics, or rules (for the most part). They are the collected wisdom and good practices about an important moment in the life of a congregation — a moment of celebration, ending, beginning, death and resurrection.*

## Leave-taking Essentials

- When informed by the clergy person that he/she is resigning, retiring, or has accepted a call to another congregation, the Senior Warden must inform the Bishop in writing (by letter or e-mail) that the congregation is without a rector and request the Bishop's assistance (Title III, Canon 9, Sec. 3(a)(1)).
- Upon receipt of the clergy person's letter of resignation, the vestry must formally accept the resignation (Title III, Canon 15, Sec.1).
- Pray and spend some time with whatever spiritual practice keeps you centered and focused upon God and the fact that Jesus is walking this journey with you.
- With the departing clergy person, clarify the terms of unused leave or vacation time, plans for continuing contributions into the Church Pension Fund, and arrangements for insurance coverage.
- Plan a ritual ending of your pastoral relationship within the context of worship. Refer to the **Book of Occasional Services** for suggestions or contact your Diocesan Transition Minister for other examples. Help make arrangements for the clergy person to say "good-bye" to congregational organizations and staff.

## Communicating the Decision

- Assist the clergy person with writing a letter to the congregation that outlines his/her plan for leaving, expresses gratitude for your mutual ministry and assures them that diocesan staff will support and guide the congregation through the transition.
- Develop an agreement with the clergy person and let the congregation know, in writing, that when the clergy person leaves he/she will:
  - No longer be able to function as their pastor or priest;
  - Will not officiate at their baptisms, weddings, or funerals;
  - Will return only at the invitation of his/her successor, and then only as their

former pastor.

- If the clergy person has been part of a community, ecumenical or interfaith group be sure they are aware of his/her departure and if someone else from the congregation can serve in his/her stead, make sure that someone can take on the responsibility.

### **Preparing for the Departure**

- Schedule an exit interview for the wardens (and other lay leaders, if appropriate) and the departing clergy with a facilitator.
- Get a list of the clergy person's current responsibilities, a date by when they will be handed off, and designate a specific person to take up that task.
- With the clergy person, review all leadership positions, clarifying roles and responsibilities as needed.
- Make sure wardens/vestry and clergy person are clear about all financial commitments to each other and how to handle whatever vacation time remains.
- Get up-dated job descriptions for paid staff.
- Find out about any up-coming commitments such as previously planned baptisms, weddings, memorial services that will occur after the departure date for which alternate arrangements must be made.

### **Organizing for a Transition of Responsibility**

- Review with the clergy person the leadership responsibilities of wardens and vestry for property, finance and administration during the transition.
- Get a list of those in hospitals, nursing homes, assisted living facilities, and home bound, with expectations for visits and how frequently. Be sure there is a list of names, addresses and contact information for all of them.
- Ask the clergy person to share significant pastoral concerns such as premarital counseling, pregnancies, divorces in progress, terminal illnesses, and bereavement, remembering to maintain appropriate confidentiality. This information should be left in writing for the interim priest and may be entrusted to either the Senior Warden or appropriate Canon on the diocesan staff for delivery.
- Find out if there are any preplanned funeral arrangements and where the information is filed.

- With the assistance of the clergy person develop a calendar for the upcoming year, including visits by the bishop, homecoming, patronal feast days, sunrise services, graduations, every member canvas, annual meeting date.
- Find out if there are commitments for your congregation's participation in community or ecumenical services, as well as expectations for preaching at or hosting such events.
- Ask the clergy person to balance his/her discretionary account and turn it over to the wardens.
- Get a list of any special funds, their purpose, use and signatories, including scholarships and other financial commitments.
- Know where the most recent audits, parochial reports, budgets for the past three years, and congregational by-laws are kept.
- Know the location of the safe and find out who has the combination.
- Know where the bank deposit box is located and who has the key.
- Assure that the parish lists and service registers are up to date.
- Know the location of any historical documents and/or archives.
- Make sure that the clergy person's office is cleaned of all personal affects and files and is cleaned, repainted (if necessary) and otherwise prepared for his/her successor.
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- If the congregation provides housing, establish a date certain for it to be vacated and prepare it for the successor.
- Ask the clergyperson to prepare a file of orders of service for the past three years and document any special customs for the conduct of worship, especially weddings and funerals.
- Make sure that there are certificates for all current Eucharistic Ministers and Visitors, and lists of current altar guild members, ushers, acolytes, and servers with contact information (phone numbers and e-mail addresses).
- Know where to find the home communion set, chrism, last year's palms, the nativity set, etc.
- Have a list of all groups that use the buildings, along with contact information and

copies of all current agreements.

- Make sure there is temporary coverage for pastoral emergencies and sacraments until the interim arrives.

### **Starting the Process**

- Schedule a meeting between the vestry and the bishop soon after the retirement/resignation is announced to discuss the diocesan process for calling a new rector.
- Arrange for the Diocesan Transition Minister (DTM) to meet with the whole congregation or come on a Sunday to preach and celebrate in order to give everyone an understanding of the transition process.
- Engage an interim pastor, as appropriate (full- or part-time).
  - Determine mutual expectations for the interim time and relationships between interim and vestry and interim and congregation.
  - Draft a clear Letter of Agreement.
  - Decide who will chair the vestry.
  - Bring interim up-to-speed on congregational styles of worship, administration, structure, policies regarding building use and equipment, upcoming major events.
  - Review congregational records with interim, including financial reports, budgets, congregational register and service book, organizational chart, personnel policies, church calendar, and previous mission studies or development plans.
  - Establish system for informing interim of pastoral care needs in the congregation and tell him/her of any immediate pastoral concerns.
  - Introduce interim to relevant community, clergy, and diocesan organizations.
  - Work with interim to initiate needed changes.
- Repeat cycle when interim departs, updating records and data.
- Conduct a mutual review of ministry covering the interim period.

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*Adapted from the Exit Checklist for Clergy based upon the work of numerous Diocesan Transition Ministers, especially the Rev Thad Bennett of Vermont and the Rev. Canon Tom Orso of New Yo*

# ON THE ETHICS OF CLERGY TRANSITIONS AND BOUNDARIES

For the purposes of this procedure, the term "Rector or Priest" may be applied to vicars, assisting clergy and deacons. The purpose of this paper is to address the sensitive issue that can arise when clergy are invited into a pastoral role by persons who are no longer under their care.

As clergy, bound together by our common mission, and accountable to each other, as well as to the whole church, to foster healthy ministry in all our congregations, we seek a professional ethic that understands and respects the ending of pastoral relationships. That is, when a priest leaves a congregation the pastoral relationships end.

It is understood as a starting point that nearly everything surrounding relationships and transition is sensitive in nature. Inherent in every professional pastoral relationship is a personal relationship. This mix of relationships goes to the very being of who we see and experience ourselves to be as priests in God's church. Without both, none of us could function effectively as pastors to those who have called us into their lives in this role.

It is our experience that boundary issues grow out of healthy pastoral relationships. Said another way, when a good healthy pastoral relationship has been formed, is also when it is most natural for people to seek the presence of the pastor that is known to them, even when that relationship has ended. Weddings, baptisms and funerals are the most common points of a person's life where they might instinctively reach out to a former pastor. In fact we can almost expect that these times will often bring requests to participate.

From the clergy perspective it is both flattering and alluring to be asked to enter people's lives in the ways we have been trained to do. To be asked to be at the bedside of a family member who is dying is to be asked to be who we are. This circumstance, as well as others, are not situations to which we easily say no.

It is understood that, because of the nature of pastoral relationships, on occasion, personal friendships might also develop in the context of the pastoral. Such situations are only natural. However, they should not be taken lightly by the former rector. On a professional level self-examination should take place that asks first and foremost, how much of me is looking to my professional life, that is my pastoral relationships, for my personal friendships? At the same time other questions should be addressed. How do such friendships come to be? How many such friendships do I seem to develop in the context of pastoral relationships? Am I willing and or able to continue these friendships after I leave the pastoral role? What emotional toll will be involved to continue these relationships or, not continue them? What affect could my continuing these friendships have on others with whom I had a pastoral relationship but, choose not to continue with a friendship? There are no certain or clear answers to these questions. However, such issues should be openly and honestly addressed with one's bishop and or spiritual advisor.

It is understood that the most important relationship in dealing with the ethics of clergy transition and boundaries is the one between the former pastor and the new pastor. It is our belief that when this relationship is open, honest and healthy, boundary issues will rarely be a problem. One of the single biggest assets in a new priest beginning his or her ministry is the

support and collegial friendship of the previous rector.

It is also understood that it is the responsibility of the former rector to enforce boundary issues. It is not the responsibility of the new rector to have to react to awkward situations that come unexpectedly. It is critical in maintaining appropriate boundaries that the former rector be firm and clear in his/her commitment to appropriate boundaries. It is only under limited circumstances that contact with a former parishioner be initiated by the former rector.

Assuming this, then the situation most commonly addressed is the former parish member contacting a former rector to act again in the pastoral role. In such circumstances it is the responsibility of the former rector to respond appropriately. Such response should be automatic, "I'm really sorry, but it is simply not appropriate for me to do that. You must understand that I care about you, but I am not your pastor anymore." You might even consider giving the new rector a "plug" such as "I know your new rector will do a wonderful job for you at this time." After such a contact it is important that you call the new rector and let him/her know that the contact was made and how you responded. Most critical, when a former parishioner contacts you, is to not fall into the trap of saying something like, "You'll have to talk to the new rector about that, I really can't do it without his/her permission." Often such a response is thought to be out of respect to the new rector. However, the opposite is true. Such a response puts the new rector in a difficult situation. It leaves the new rector in the unenviable position of either relinquishing the pastoral role or saying no and being judged as unresponsive at best and, at worst, uncaring to the pastoral need.

It should also be noted that should a former rector decide to attend a program or worship service at the former parish, they should notify the current rector prior to the event. Consequently, the former rector should treat his/her presence among the community in a discreet manner so as not to distract from the pastoral role of the new rector.

It has been our experience that most clergy are very clear about these matters most of the time. We do need to remember that our former congregations are best served when we respect the boundaries by which we have ordered our lives and ministries.

The Rt. Rev. Mark M. Beckwith  
Bishop of Newark - March 2008

# A LETTER OF UNDERSTANDING CONCERNING THE ENDING OF THE PASTORAL RELATIONSHIP

**Purpose:** To set forth the understandings between the rector, the Rev. \_\_\_\_\_ (“Rector”) and vestry of \_\_\_\_\_ Episcopal Church \_\_\_\_\_, New Jersey (“the Church”), regarding the ending of the pastoral relationship between the Rector and the congregation.

**Date of Departure:** The Rector’s tenure and responsibilities will end on \_\_\_\_\_.

**Date to Vacate the Rectory:** The Rector and his/her family will vacate the rectory located at \_\_\_\_\_ no later than \_\_\_\_\_. Prior to the Rector’s departure, there will be a on-site inspection of the premises conducted by representatives of the Vestry accompanied by the Rector to assess the condition of the Rectory.

## Responsibilities of the Church

- To pay the Rector’s full compensation and benefits as set forth in the Rector’s letter of agreement, the final payment to be made no later than \_\_\_\_\_.
- To continue the Rector’s family health insurance coverage through \_\_\_\_\_.
- To pay in full the Rector’s pension as billed by the Church Pension Fund through the period of his/her tenure, recognized as \_\_\_\_\_.
- To provide to the Rector and his/her family, without charge, the use of the Rectory through \_\_\_\_\_ and to provide all utilities, maintenance and repairs required through said date.
- To pay all housing equity that has accrued in accordance with the terms and conditions of the Rector’s letter of agreement.
- To reimburse the Rector for all business-related expenses and mileage in accordance with the terms and conditions of the Rector’s letter of agreement.

## Responsibilities of the Rector

- To continue to fully and faithfully execute the duties and responsibilities required by the canons of the Episcopal Church and the Diocese of Newark, the laws of the State of New Jersey, and the bylaws of the Church through \_\_\_\_\_.
- To surrender to the wardens of the Church, all files and computer records held by him/her which in any manner pertain to the financial, spiritual, and temporal affairs of the Church on or before \_\_\_\_\_.
- To remove from the Church and Parish Offices any books, files, records, vestments, or other accoutrements which are his/her personal possessions before \_\_\_\_\_. It is understood that any personal property left on the Church’s premises after that date, will become the property of the Church.

- To remove from the Rectory all goods and possessions belonging to the Rector and his/her family before \_\_\_\_\_. It is understood that any personal property left in the Rectory after that date, will become the property of the Church.
- To turn over to the wardens all keys relating to the Rectory by\_\_\_\_\_.
- To turn over to the wardens all keys and passwords relating to the property or management of the Church by\_\_\_\_\_.
- To disengage from all pastoral relationships with members of the congregation at the conclusion of his/her ministry with the Church.

**Notice of this Agreement:**

This agreement will be approved by a resolution of the Vestry of the Church, and duly executed by the wardens on behalf of the Church, and by the Rector as evidenced below. A duly executed copy of this agreement and accompanying resolution shall be sent to the Bishop of the Diocese of Newark.

Approved by the Vestry of \_\_\_\_\_ Church on \_\_\_\_\_ as attested to by the signature of the Clerk of the Vestry.

\_\_\_\_\_  
Clerk of the Vestry

Wardens \_\_\_\_\_

Rector \_\_\_\_\_

Date \_\_\_\_\_

Approved \_\_\_\_\_  
Bishop, Diocese of Newark

*The Diocese's interest in this matter is to insure that both sides reach a fair, full and clear understanding of one another's obligations so that the ministry transition proceeds as smoothly as possible. The Diocese also seeks assurance that the parish is in a financial position to meet its obligations under the separation agreement. Hence, all separation agreements are to be reviewed by the Bishop's Office and must be approved by the Bishop. In this regard, the parish's annual budget, the most recent financial statement and a brief explanation of how the financial obligations of the agreement are to be met must accompany the proposed agreement.*

# A LITURGY OF LEAVE-TAKING IN THANKSGIVING FOR OUR MUTUAL MINISTRY

## Returning the Gifts for Ministry

*After the sermon the exiting priest stands before the congregation and says,*

**Priest:** At the beginning of my ministry, you gave me many things in trust and a charge as to how to use them. Now, I leave these and other things with you, the ministers of St. YYY, its congregation and lay leaders.

**To Worship Leaders:** Continue to share these worship resources (Book of Common Prayer, Enriching our Worship etc.) and these stoles that belong to this church and ensure that the prayers of God's people and, along with the ministry of clergy, the sacraments of the church continue in this place. **Amen.**

**To Lay Preachers:** Continue to use these various translations of scripture and ensure that the word of Christ is preached and proclaimed in this place. **Amen.**

**To Ministers of Music:** Continue to use all these hymnals and ensure that the praise of God continues in this place. **Amen.**

**To Healers:** Continue to use this oil for anointing and ensure that this remains a place of care, healing and reconciliation. **Amen.**

**To Pastoral Caregivers:** Continue to use the congregation's Communion kit and ensure that this remains a place of mutual care, healing and reconciliation. **Amen.**

**To Christian Formation Leaders:** Continue to use this LCD projector for Christian Formation programs and the Family Friendly Service and let it give you vision for programs in the future, so that all may learn of God's love for us in Christ.

**To Senior Warden:** Receive this key and ensure that the doors of this place remain open to all people. **Amen.**

**To Vestry:** Receive these Canons and the Diocesan Handbook and ensure that this congregation continues to be governed in accordance with them and in communion with our Bishop. **Amen.**

**To Leadership Team:** Continue to use this water for the baptismal font and ensure that this remains a place where people are loved and brought into the family of God through baptism. **Amen.**

Let all these be signs of the ministry that is yours and the Bishop's in this place. Amen.

*The service continues with the Prayers of the People*

Let us pray.

Eternal God, creator and preserver of all, and provider of grace to all who toil together in the hope of meaningful living: continue your saving work through your Spirit in our midst.

*People:* **Give grace to your servants, O Lord.**

Grant that our lives, and XXX's in *retirement (her/his new call)*, may continue to be instruments for serving the common good, with time for leisure, for new growth and service.

*People:* **Give grace to your servants, O Lord.**

Grant XXX, as s/he leaves the accomplishments and trials of the *work place (this congregation)*, a sense of gratitude for those who have shared this journey, both at St. YYY's, in this community, the Church, and the world.

*People:* **Give grace to your servants, O Lord.**

Give him/her thankfulness for all who have supported her/his life's journey, especially NN, as well as for all those who have shared in her/his spiritual journey, that s/he may continually use insights from her/his path to help others know and serve God.

*People:* **Give grace to your servant, O Lord.**

Grant her/him wisdom and understanding in *the ordering of retirement life (in her/his new ministry)*, that s/he may be blessed with a positive, hopeful perspective, so that future years may be valued and productive, in service to you.

*People:* **Give grace to your servants, O Lord.**

Give forgiveness to us and to XXX for all things done and left undone in our common life.

*People:* **Give grace to your servants, O Lord.**

Grant to the people of St. YYY Episcopal Church the vision to continue on God's journey, to fulfill the mission of St. YYY, that all people might know God and love each other through Jesus Christ our Lord.

*People:* **Give grace to your servants, O Lord.**

Grant to this congregational family the awareness of those who have gone before us, a thankfulness for their abiding faith, and a willingness to ever seek the kingdom of God, both in this place and beyond its walls.

*People:* **Give grace to your servants, O Lord.**

To you, O Lord, be the power and glory, now and forever.

*People:* **Amen.**

## **The Peace**

*Celebrant:* The peace of the Lord be always with you.

*People:* **And also with you**

*After the blessing and before the closing hymn and the dismissal, the priest sits on a chair placed in view of the congregation and says:*

On the X<sup>th</sup> day of Month Year I started my ministry with St. YYY Episcopal Church as your rector. I have, with God's help and to the best of my abilities, exercised this trust, accepting its privileges and responsibilities.

After prayer and careful consideration, it now seems to me that I should leave this charge, and I publicly state that my tenure as rector of St. YYY ends this day.

*On behalf of the Bishop, the Senior Warden says:*

Do you, the people of St. YYY Episcopal Church, recognize and accept the conclusion of this pastoral relationship? **We do.**

## **Closing Hymn and Dismissal**

*Adapted by the Rev. Thad Bennett from liturgies designed by a number of clergy when they were leaving their congregations.*

## **EXIT INTERVIEW MODELS**

*Exit interviews with clergy and their wardens (or other lay leadership) help ensure a good exit process and identify next steps for the congregation's discernment. These interviews are held with a facilitator, whose notes from the meeting are reviewed by all participants for accuracy, corrected if necessary, and shared with the vestry and Diocesan Transition Minister. Questions may be given to participants in advance so they can think about and pray over their answers prior to the interview meeting. What follows are three examples of questions that might be used in such interviews.*

### **Question Set 1**

1. What is there to celebrate in our ministry together?
2. What did we learn from each other? What lessons should each of us take into the future from our ministry together?
3. What do we all need to pay attention to as we enter the next phase of ministry?

### **Question Set 2**

1. Reflecting on our ministry together, remember a time when you felt the congregation was most engaged, alive, and motivated. What was that time? Who was involved? What happened as a result?
2. What do you value most about this congregation? What activities, ingredients, or ways of life are most important? What are the best features of this congregation?
3. What three wishes do you have for this congregation's future?
4. What are the two things that might be done during the interim to strengthen the congregation for the future?

### **Question Set 3**

1. What is there to celebrate in our ministries together?
2. What are your hopes for this time of transition?
3. What do you want to make sure does not get lost during this time?
4. What do the congregation and the clergyperson need **to** pay attention to as each enters the next phase of ministry?
5. What would you like to say now that has not yet been said?

# CLERGY EXIT INTERVIEW WITH BISHOP'S OFFICE

**To completed and brought by clergy to final interview with Bishop and Canon**

1. Name of Parish \_\_\_\_\_

2. Period of Employment : From \_\_\_\_\_ to \_\_\_\_\_

3. Main responsibilities of your ministry

4. Proudest accomplishment(s)

5. Things I wish I could have done

6. Congregation's greatest gifts and assets

7. Congregation's growing edges

8. The one thing I would like the incoming clergy to know is...

9. Additional comments