

Interviewing Members Leaving GCRC Policy

Rationale:

This interview serves two purposes. First, it is an act of pastoral care to allow members who are leaving (for any reason) to have their story and feelings heard. Second, it is helpful to the church to hear from people directly what their experience at GCRC has been, including their reasons for leaving, in the hopes that our ministries can be maintained or improved.

Procedure:

When any Pastoral Elder gains reliable information that a member or household has begun worshipping elsewhere, the Elder shall notify the member's District Elder and Chair. The Chair shall place this information on the next agenda.

At the meeting the Pastoral Elders need to concur that an interview is appropriate. They will delegate two Elders to conduct the interview – normally the District Elder and one other. The District Elder will request a meeting with the member/household.

The Interview:

The visitors will convey the two-fold purpose of the interview (above), noting that what is shared in the course of the interview will be shared with Council and/or the Elders, unless an explicit request is made by the visited not to share. The visitors will convey their sadness that the members have reached the point, and reassure the members that their story and feelings/opinions will be heard and not argued with. The visitors will ask the members if they are comfortable proceeding.

The Questions:

1. Tell us the story of your joining and your participation at GCRC.
2. What were some of the high points of your time with us?
3. Was there anything challenging about your time here?
4. What has led to your decision to worship at another Church?
5. Is there anything the church can do to help with this transition?
6. Is there anything else that you would like to share with the church's leadership?

The visitors will thank the members for sharing in the life of this body, and for the time for the interview (restating the purpose); the visitors will ask permission to draft a bulletin note regarding the members' leaving (unless the visited prefer to write their own), subject to their and the Pastoral Elders' approval. The visitors will close the meeting with prayer.

The visitors will draft a summary of the visit for the Pastoral Elders, along with a bulletin note conveying the members' decision. At their next meeting the Pastoral Elders will decide whether the matter is closed, and give permission to publish the bulletin note, while securing permission from the members.

Any & ALL information that could identify the names of those interviewed will be 'blacked-out' before the Recording Clerk files the report in a location available to current and future Pastoral Elders.