



**ROYAL CANADIAN MARINE
SEARCH & RESCUE**
Saving Lives on the Water

**Member Leaving Survey
Station Exit Conversation**

Member Name: _____

Station: _____

Position: _____

Date: _____

Completed by: _____

Position: _____

Introduction: Thank you for taking the time to meet with me today. We really appreciate your willingness to share your thoughts and experiences. The purpose of this conversation is to gain insights into your time with us: what worked well, where we can improve, and how we can continue to grow as an organization. Your feedback is incredibly valuable, and it will be used constructively to help us enhance our practices and better support our team. This conversation is not an evaluation of your performance, but rather an opportunity for us to listen and learn. Please feel comfortable speaking openly, your responses will be treated with respect and kept confidential where appropriate.

What initially drew you to join our organization, and how has your experience matched your expectations?	
What aspects of your role did you find most rewarding, and which were most challenging?	
How would you describe the support and communication from your team and leadership?	
Do you feel you had the tools, training, and resources needed to succeed in your role?	
How would you describe the overall culture and working environment?	
Are there any processes, policies, or systems that made your work more difficult than it needed to be?	
What led to your decision to leave, and is there anything we could have done differently to support your continued involvement?	
Are there any benefits or programs that you feel are missing from the organization?	
Do you have any suggestions for improving the experience for future volunteers?	
Would you be interested in volunteering with RCMSAR again in the future?	
Would you recommend this position to others?	
Do you have any questions for me?	
Is there anything that I haven't asked that you would like to share?	

Conclusion: Take this opportunity to thank them for their feedback and everything they contributed in their time with the station. Let them know that the door will always be open should they choose to return and wish them all the best in the future.