

Finalist Selection Process

A finalist weekend is the last significant interview step before deciding whom to call as your next pastor. The purpose of this event is to consider your top 1 or 2 candidates in-depth so that you can discern if they are the person whom God is calling, and they can also discern whether they also are sensing that same call to your particular community. Typically, final selection activities are done on and around a weekend, given the work schedules of PNC members and candidates.

Potential Weekend Activities to Consider

- Hotel accommodations
- Transportation to and from airport, church, interview locations etc.
- COM examination of candidate (if not done virtually before or after)
- A time for the candidate to interview the PNC and/or Session
- Tour of church building and local neighborhood
- Informal opportunities to talk
- Preaching at a neutral pulpit for the PNC to observe (arrange with presbytery)
- Formal final interview with PNC
- Meet and greet with other ordained staff
- Meal breaks

Sample Schedule for Finalist Weekend

Depending on where your finalist(s) are coming from, this sample schedule can be used to provide the PNC the opportunity to observe the candidate in a number of situations. Remember that you are interviewing the pastor and not their family. If a spouse or family is present, it is okay to invite them to social events such as meal breaks, but not formal interview events. The following schedule has worked for candidates who have come from out of town. Adaptations can be made for those who are local.

Activity	Day	Time
Airport + Hotel Arrival	Thursday	TBD
Tour of Church + Neighborhood	Friday	Morning
Candidate meets with COM	Friday	Afternoon
Candidate interviews PNC and/or Session	Friday	Afternoon
Formal Interview with PNC	Saturday	Morning
Shared Meal	Saturday	Lunch
Other (i.e. teach a sample class, lead a devotion, meet other ordained staff)	Saturday	Afternoon
Neutral Pulpit	Sunday	Morning
Final Fellowship with PNC	Sunday	Early Afternoon
Return to Airport, PNC Debrief	Sunday	Afternoon