

Decision Tree

Review PIFs by PNC

No	Yes	Maybe
Send letter	Ask for sermon tape Send follow-up questions Review response to questions Listen to tapes	
No	Yes	
Send letter	Schedule phone interview Conduct phone interview	
No	Yes	
Send letter	Check references	
No	Yes	Send letters
Send letter	Send community information Set date for interview (at least 2 candidates) Arrange for neutral pulpit (COM) Arrange for Presbytery Exec red flag check Conduct interview COM review Statement of Faith (Those outside of this presbytery) Dinner (fellowship) Attend service Tour area as appropriate Comparative evaluation against requirements	
No	Yes	
Send letter	Make offer Obtain COM approval Obtain congregation approval Obtain Presbytery approval Work transition with Interim (See M-Q of Step by Step)	