

What Is ... Face To Face?

Face to Face is a day and a half event which brings church search committees and clergy candidates together in one location for a series of 45 minute **first time interviews**.

Church search committees are assigned an interviewing space and Clergy Candidates move from interview to interview as scheduled.

There are **ten possible interview slots**. Interviews are scheduled **based on a preference request and matching process** prior to the event. Participants are scheduled with churches or clergy who have requested to meet with them and also scheduled with other matches that have been determined by the matching team based on interests, experience, the required interview of a female candidate and other background information. Although top preferences will be scheduled as requested, it is not possible to provide an official interview for every request due to the complexity of the matching process. There will be opportunities for unofficial interviews during meals or offsite after each scheduled day concludes. The official interview schedules will be made available in Event Packets that will be distributed during check-in the first morning.

The ratio in numbers of clergy to churches also impacts the number of official interviews possible to schedule both search committees and clergy participants at the event.

There is a **system using a message board** whereby candidates and churches may **initiate their own interviews with participants**. These may be used to meet with someone not already on the schedule of interviews or to conduct a second or follow-up interview at the event.

Additional **interviews are also possible for clergy candidates to meet with regional staff** who are present at the event.

Confidentiality is a critical component of Face to Face. To ensure the comfort level of participants, a **signed Covenant of Confidentiality is required from each individual participating at the event, and also, search committee members back home who may not be attending, but will have access to clergy candidate information.**

In addition to being a part of a search and call process, Face to Face events also provide an important educational opportunity for clergy candidates and search committees. In some instances, a pastor may participate and come away from Face to Face even more committed to his or her present ministry. Confidentiality is a key ingredient for an open and easy exchange between committees and candidates, which in turn, provides an effective and instructive experience.

Once the names of the participants are made known to one another, no contact is allowed prior to the event. *Contacts that began prior to registering for F2F may continue.*

The event includes:

- A brief opening worship each day to invite God's presence into the time together.
- A brief orientation the first morning to acquaint participants with Face to Face and the local setting.
- **Training** – Clergy and search committees meet in two separate groups the first morning to enhance comfort in asking questions prior to interviews. Training may include role-playing, **do's and don'ts of interviewing** and **inappropriate questions** for interviews. This training creates a **safe environment in which to ask questions and raise concerns** about interviewing and being interviewed.