



POLICY COMMITTEE

Best Practice Document

CONSIDERATIONS FOR DEALING WITH CANDIDATES WHO MUST BE ASKED TO LEAVE A WEEKEND

ORIGINAL DATE: July 13, 2020

DISTRIBUTED TO COMMUNITIES: July, 2020

BEST PRACTICE CONSIDERATIONS FOR DEALING WITH CANDIDATES WHO MUST BE ASKED TO LEAVE A WEEKEND

PURPOSE: To provide general direction for communities to develop policies involving situations when a candidate needs to be asked to leave a weekend.

NOTE: Refer also to the Best Practice Document titled *“Respecting the Self-Determination of Candidates”* dated November, 2017 for additional context.

BACKGROUND: As wonderful and blessed as Tres Dias weekends are, we all know that the weekend is not for everyone, and occasionally situations arise where candidates must be asked to leave a weekend. The important point is that we deal with each candidate in a loving and supportive Christ-like manner; providing as much freedom as possible (Self-Determination) without becoming a distraction to the weekend or to their table.

GENERAL DISCUSSION: There are many reasons a candidate may have difficulties on a weekend. These can range from anti-Christian sentiments (poor sponsorship), to dealing with previously unknown emotional issues, to candidates having a hard time dealing with revelations about themselves as revealed by the Holy Spirit, and everything in between.

The general principle is that, unless a candidate is disruptive or a distraction, every effort should be made to enable them to remain on the weekend to enable the team to minister to that person as the Holy Spirit leads.

However, at the point the candidate becomes a distraction to his/her table or others on the weekend, it becomes necessary, for the good of the weekend, to encourage the person to leave

- **REASONS A CANDIDATE MAY BE ASKED TO LEAVE A WEEKEND:** There are two primary reasons for asking a candidate to leave a weekend: Either they are having a consistently negative or disruptive effect on the weekend, or they are a distraction to themselves. Here are some examples although certainly not all-inclusive:
 - Missing too many rollos or other activities:
 - Although leeway must be provided for candidates who need some “space” such as the ability to withdraw from events to process revelations from the Holy Spirit, or even for a brief illness such as a migraine, there are limits. It’s not necessarily a ‘deal breaker’ if a candidate misses one, or even two rollos or other activities for legitimate reasons. In this situation, the difficulty is determining just how many rollos or events can be missed before the Weekend loses its context for that candidate. Keep in mind that if the candidate completes a weekend, despite having missed many rollos, they will not be permitted to re-take the weekend.

- The Committee's opinion, which is only a recommendation, is that if a candidate excessively misses rollos and Essential activities the team leadership should strongly consider counseling with the person and asking the person whether it would be better to leave the weekend and attend a future weekend.
- Refusal to follow instructions, such as cell phone or computer usage.
 - It's important that the reasons for the various rules be clearly explained to all of the candidates, and it may be necessary to repeat the reasons for someone who is refusing to comply.
 - If the candidate continues to be non-compliant, and especially if it is noticeable by other candidates, it may be valid to ask him/her to leave.
- Immaturity to the point of being a distraction
 - Participants on most weekends will often share very sensitive, personal details about their lives; fully expecting mature responses and confidentiality. Serious consideration should be given to candidates who, for whatever reason, violate this by acting inappropriately.
- Someone showing severe emotional issues and needs to the point that they become a distraction to the table. In these situations, it's very easy for one candidate to dominate the table discussions with their own needs thereby negatively impacting the experience of other candidates at the table.
 - When this occurs, Table Leaders need to consult with the Rector and Spiritual Directors

PRINCIPLES TO APPLY WHEN REQUIRING A CANDIDATE TO LEAVE A WEEKEND:

- 1) It should not come as a surprise to the candidate if he/she is being asked to leave. This means that there have been reasonable attempts to discuss the issues and to give the candidate the ability to correct their actions, so that when a decision is made they will have seen it coming.
- 2) The sponsors should be advised as early in the process as possible. They can hopefully provide insights and, if necessary, help to intercede if appropriate. Also, they will obviously be the ones who will drive the candidate home from the weekend so they need to be available.
- 3) Any personal Palanca that has been sent for the candidate should go home with him/her, along with an invitation to come back for another weekend, when appropriate.
- 4) Prayer should be an integral part of this process.

DECISION MAKING RESPONSIBILITY: As with all decisions regarding the authority of the Weekend, the final decision lies with the Rector. It is incumbent, however that in addition to prayer, the Rector seek wise counsel from the formal leadership team in place on the weekend. This would include input from the Spiritual Directors and any other advisory positions a community may routine have in place on a weekend (advising Rector, Secretariat Representative, etc).

SUMMARY: As disappointing as it is to have a candidate leave a weekend, it's important to keep in mind that the Holy Spirit will still continue the work He began in that candidate, even after he/she leaves.

It is the hope of the Tres Dias International Policy Committee that these guidelines will help each community to develop a comprehensive, compassionate and biblically based methodology to deal with candidates who must leave a weekend.

Respectfully submitted,

Jeff Mehl

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Policy Committee Chair

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