



Some Process Considerations for Nominators of Eldership Candidates

Dear nominator

Thank you for your time and thought in consideration and nomination of a candidate for eldership at Crossroads. Here are a few thoughts about how to go about interacting with candidates, and what you can expect from the ESC in communication. Firstly we ask you consider prayerfully and carefully before you nominate a candidate, both about whether they meet the Biblical and leadership qualifications, and whether they would be willing to serve the interest of the broad spectrum of members in our non-denominational community. Secondly, we will not communicate back to nominators on the outcome, since we believe that respecting the confidentiality of the nominees is essential for good process. Below are some of the principles of how and why the ESC operates in this respect:

1. We aim for the ESC process itself to be clear and well-defined, in order that members can trust that all nominees are dealt with consistently, in fairness and respect, and with appropriate Biblical consideration and discernment before God. You can find an explanation of the Elder Selection process on the Crossroads website [here](#)
2. We will always acknowledge to the nominator via the ESC mailbox that we have received and included their nominated candidate into the process, and all nominations so acknowledged will be given the proper attention defined by the process.
3. In the individual proceedings with nominated candidates, we do however protect the privacy of these sensitive discussions, and the personal discernment of both the nominees and the ESC. For this reason we will not inform nominators or the Crossroads community, neither individually nor collectively, about the outcome of the process with individual candidates.
4. The only visible outcome of the ESC process will be the candidates who are selected by the ESC for the initial period of candidate-Eldership. It is for the Elders themselves to introduce such new candidate-Elders to the community. This protects the dignity and privacy of all nominees who are not carried forward to Eldership for whatever reasons the process may have concluded.
5. The nature of the discernment process and discussions with nominees demands confidentiality, in order for trust and full disclosure between candidates and the ESC. This need for confidentiality takes into consideration that there are a wide variety of personal and sensitive reasons why a nominee may not progress, which should not be public business. Some nominees may choose not to stand for very good reasons related to time availability, or personal discernment with God, etc. It could also be the case that at times there may be more nominees than required positions, and some competent candidates may be declined in favor of others who have a better match of skills and gifts for the current need and season. On the other hand there may be cases of Biblical standards which are not met. All these possibilities highlight why the content and conclusions of the discernment process need to remain confidential, to protect both the candidates and the ESC.
6. For these same reasons, we would ask you to be discrete in communicating with others about any candidate you may have nominated, so that the candidate's privacy in the process is protected.