

# DRAFT Colorado Koinonia Incidence Policy

## Allegations against other Koinonians

In order to keep Koinonia a safe and strong Christian community, this policy has been put in place by the vote of the Colorado Koinonia Continuance Board of Directors. This policy is for situations where someone has a concern that needs to be voiced, and is in place to stop the enemy's plans for division and destruction.

When a Koinonian is accused by another Koinonian, the offended person must meet with the alleged offender alone first to resolve the matter. If no resolution is found, then the offended person must meet with the alleged offender along with either a Spiritual Director or a Board Member to resolve the matter. The situation must be kept confidential and not be shared with the Koinonia body at large. The full Continuance Board does not need to have knowledge about such a meeting unless the first two steps did not resolve the issue.

15 "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. **16** But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' **17** If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." **Matt. 18-15-17 (NIV)**

19 "Do not entertain an accusation against an elder unless it is brought by two or three witnesses. **20** Those who sin are to be rebuked publicly, so that the others may take warning. **21** I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favoritism." **I Tim. 5:19-21 (NIV)**

If the offended person is simply misinformed or wrong, or if the if the allegation cannot be verified or documented and if the accuser is therefore found to be spreading gossip or being malicious, then the offended person must apologize and repent to the alleged offender, with the witness of a Spiritual Director or a Board Member. If the offended person refuses to do so, the offended person will be asked to leave the Koinonia community.

If the alleged offender is found to be in sin (documented with the confession of two or three witnesses), the offender must be brought before the Koinonia Board (this meeting must include the Spiritual Director Board Member) to repent and apologize for their sin. If they repent and apologize, a form of restitution, defined by current Board, will be implemented on a case by case basis according to the word of God. If the offender refuses to repent and apologize, the offender will be asked to leave the Koinonia community.

If the offender is in a leadership position (Board Members, Spiritual Directors and Companions, current Lay Leader or Assistant Lay Leader), the offender will be asked to step down temporarily until a form of restitution has been satisfied and then reinstated to their position. If the offender refuses to repent, apologize, and make restitution, then the offender will be asked to leave the Koinonia community.

11 "But now I am writing to you that you must not associate with anyone who claims to be a brother or sister but is sexually immoral or greedy, an idolater or slanderer, a drunkard or swindler. Do not even eat with such people. **12** What business is it of mine to judge those outside the church? Are you not to judge those inside? **13** God will judge those outside. "Expel the wicked person from among you." **I Cor 5:11-13**

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When anyone is asked to leave the community, this must be well documented in a letter to the member and placed on record. If more than one Board Member is involved, the remaining Board Members and Spiritual Directors will be invited to judge the matter.

Restoration required:

1. Admission of sin and repentance.
2. Ask forgiveness of the offended person/people with a Spiritual Director or Board Member present.

Possible other steps:

3. May be recommended for Pastoral Counseling for specific issues.
4. May be recommended for Mentoring or Accountability Partners.

If repentance and restitution has been completed, and appropriate documentation presented by the offender according to the requirements stated by the Continuance Board, then the offender will be fully restored to the Colorado Koinonia Community.