

# Calvary Chapel Montesano

## How to Raise a Concern - Member Guide to Accountability

At Calvary Chapel Montesano, we want to ensure everyone has a clear, respectful way to address any concerns or issues they may experience. Here's how to do that, based on God's Word:

### 1. Talk Directly

If possible, start by talking kindly and privately with the person involved. This could be a staff member, ministry leader, elder, or pastor. Many issues can be worked out with open conversation.

*"If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over."* - Matthew 18:15

### 2. Contact the Accountability Council

If the issue isn't resolved, or you feel that it's too serious or too personal to speak directly with the person, you can bring it to our Accountability Council. The contact information for this council is in the church app or will be given to you by any staff member when requested. This Council includes:

- One elder
- One deacon
- Two mutually agreed upon lay members from the congregation  
They will listen carefully, meet with those involved, and work toward a solution.  
*"Brothers and sisters, if someone is caught in a sin, you who live by the Spirit should restore that person gently."* - Galatians 6:1

### 3. Escalation If Needed

If the Council cannot resolve the concern, it moves to a committee of church elders (Accountability Committee).

If the concern involves a pastor, it may be referred to an external Accountability Conference made up of trusted pastors or elders from our local Grays Harbor Minister's fellowship and our Calvary Chapel Association.

*"If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector."* - Matthew 18:17

*"Obey your leaders and submit to them, for they are keeping watch over your souls."* - Hebrews 13:17

### 4. Our Commitment

All leadership agrees to cooperate fully with these processes to ensure fairness and unity in the church.

*"Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account."* - Hebrews 13:17

### 5. Confidentiality and Respect

Please know that all concerns will be handled confidentially and respectfully. Bringing up concerns in good faith is a valuable part of our church family's health.

*"Therefore encourage one another and build each other up."* - 1 Thessalonians 5:11