



2023 Facilitator Collaboration Mutual Support Agreement

You are invited to renew your membership in the Facilitator Collaboration through the Mutual Support Agreement. Though our costs are increasing as we expand services and access, we are keeping the 2023 renewal fee at \$400. As always, we provide the option for you to select an alternative fee that aligns with your current circumstances, and allows you to fully engage as a member of this community.

The Mutual Support Agreement speaks to some of the ways we help uphold our integrity as a community through interactions with one another, with program participants, and in compliance with legal requirements. **Please review the following acknowledgements before submitting.**

We Are All in This Together: I acknowledge that, as a Courage & Renewal Facilitator, I serve as an important advocate for CCR's mission, values, and approach. I understand that my work is part of a global movement, and that we do this work best when we support each other and our shared efforts, grounded in Courage & Renewal values, principles, and practices. Despite our best intentions, sometimes we experience conflicts with other facilitators, participants/registrants in programs, or other related parties. I agree to work toward healthy conflict resolution, and am aware of the [Strengthening Community, Listening to One Another Process](#) available to facilitators.

Non-discrimination Policy: I agree to abide by CCR's non-discrimination policy: *The Center for Courage & Renewal and its facilitators do not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, and marital status.*

Copyright Policy/Fair Use Agreement: I agree to recognize and respect intellectual property rights and am committed to fulfilling my moral and legal obligation with respect

to my use of copyright protected works. I have reviewed the [Fair Use Memo](#) for guidance on the fair use doctrine as it relates to using copyrighted works in Courage & Renewal programs.

CCR Trademark Use and Liability: I agree to use the Licensed Marks in the same form and style, including use of the ® symbol, as indicated in the branding guidelines; and that all uses of the Licensed Marks will be in such a manner so as to maintain the reputation, goodwill, and foundational values and principles of the Courage & Renewal® approach. In accordance with laws governing the trademark renewal process, I will be willing to provide examples of my use of CCR's Licensed Marks if requested. I understand that I am an independent contractor, and not an employee of CCR, nor am I insured under any CCR liability policies and/or coverage.

Program and Publications Data: I agree to support the work of this community by sharing data for Courage & Renewal programs and publications I offer through the Program Data Survey available on the Community Platform

The MSA renewal is a "fee-for-service" *not* a charitable donation. However, such fees may be a business tax deduction. Please check with your tax advisor. If you need documentation beyond your receipt in order to claim this tax benefit, please send a request to Nichelle.