



2026 Facilitator Collaboration Mutual Support Agreement

You are invited to renew your membership in the Facilitator Collaboration through the Mutual Support Agreement. This annual renewal is your way of staying connected to the resources CCR provides to the learning community of Courage & Renewal facilitators. Learn more about the benefits of [Facilitator Membership here](#). Please review this document before clicking the link below to renew your membership.

2026 Renewal Fee: \$400

The membership renewal fee will remain \$400 in 2026. As always, we invite you to select an amount that aligns with your current circumstances and supports your continued engagement as a member of this community.

We also want to affirm that Facilitator Collaboration membership is not limited to those who are actively offering retreats or programs at this time. Facilitators remain vital members of this community in many ways: by participating in community gatherings, staying connected with peers, deepening their own practice, mentoring or encouraging others, sharing stories and resources, offering wisdom from their experience, and carrying the Courage & Renewal approach into their daily lives, relationships, workplaces, and communities.

Whether you are actively leading retreats, taking a season of rest, discerning your next offering, or contributing in quieter ways, you belong here. Your membership renewal helps sustain the shared infrastructure, relationships, and mutual support that make this community possible.

(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 Judy Skeen.)

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:

Integrity in Community. As a member of the CCR Facilitator Collaboration, I recognize that I play an active role in maintaining the integrity of our community as I relate to other CCR Facilitators, CCR Staff, and program participants.

- **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.*
- **Ongoing formation:** I acknowledge the importance of continuing to grow in understanding and integration of the Courage and Renewal® Approach as I offer immersive Circles of Trust®. I agree to deepen my practice of the [Touchstones](#), [Core Values](#), [Principles](#), and [Practices](#) of the Courage and Renewal® Approach. Some of the ways I might do this are: attending another facilitator's programming, engaging in a peer learning circle, attending or leading formation opportunities offered through CCR, and bringing learnings from other arenas into dialogue with the Collaboration.

Integrity in Attribution. As a member of the CCR Facilitator Collaboration, I recognize that I have a responsibility to honor the copyright and trademark rights of CCR and of individuals whose work I might engage as a part of my work.

- **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. If I have questions about whether I can utilize a resource, I will reach out to CCR Staff for guidance.
- **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.

Integrity in Practice. As a member of the CCR Facilitator Collaboration, I acknowledge the importance of holding questions in community. I understand that I may bring any questions, uncertainties, or curiosities about the Mutual Support Agreement or any of its components to CCR Staff at any time. The Collaboration Coordinator, Judy Skeen, will be my primary point of contact for these inquiries and can be reached at judy@couragerenewal.org.

[Click here to be taken to the Facilitator Collaboration Membership Renewal Form.](#)