

The Seattle School

OF THEOLOGY & PSYCHOLOGY

Center for Transforming Engagement



Covenant & Release of Claims

Resilient Leaders (“the program”) of the Center for Transforming Engagement (“CTE”) is a part of The Seattle School of Theology & Psychology (“The Seattle School”).

Your participation in the Program is conditioned on your agreeing to the terms of this Covenant and Release of Claims ("Covenant"), among other things. Please carefully review this document and contact Admissions at admissions@theseattleschool.edu if you have any questions. Thank you.

Code of Conduct

CTE strives for intentionality in the ways we relate to one another - how we as a team relate to each other, how we relate to participants, and how we hope participants will relate to us and one another. To that end, we hold cultural norms about the ways we interact with one another. Your participation in this program is contingent on your agreement to abide by these cultural norms.

- 1. Maintain confidentiality.** Though you can share about the impact of the program and others’ stories, we ask that you not share any identifying information or confidential elements of topics discussed in small groups or in the large group during Live Days.
- 2. Speak from the heart.** In short, speak to others in a caring and authentic way.
- 3. No unsolicited advice giving.** Often, advice-giving comes from a place of care in the form of resource recommendations, or sharing an inspirational quote or scriptural verse. It can pull you away from the embodied emotional experience of listening to one another, so we ask that you refrain from offering unsolicited advice.
- 4. Respect where someone is** right now, and not where you think they should be. Meet them where *they* are.
- 5. You are invited to be a whole person**, with both thoughts and feelings. We value both thoughts and feelings as valuable pieces of information that inform our learning together.
- 6. Be in the here and now.** Be present with the people who are sharing their time and stories with you. Try to eliminate distractions.

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Attendance and Participation Policy

Full attendance and participation during all sessions is expected and required to complete this program. Please consider your personal schedule closely to ensure you will be able to attend all sessions. Small group meeting times can be found on the program page; please mark them carefully in your calendar.

Excused absences may be possible with advanced approval from the program staff. Excused absences include emergencies, severe illness, or situations which are entirely out of your control. Absences cannot be made up, due to the live and group nature of the program.

Due to the nature of the deep personal work and the interpersonal ecosystem that is built during the small group sessions, missing more than 1 small group meeting (except in the case of emergency) during the course of the program will result in being withdrawn from the program.

You will not be eligible to receive a certificate of completion if you do not meet the following requirements:

- Came to small group meetings with assignments completed, ready to engage.
- Have not missed more than 1 small group meeting (unless a prior arrangement has been reached with staff regarding your absence)
- Have not missed more than 2 total hours of Live Days meetings

Costs & Payment Policy

Choosing to register in a training program creates a financial commitment. A non-refundable, non-transferable deposit is required to secure your seat at the time of registration. This deposit is applied to your total fee. At the time of registration, you will have the option to pay in full or to choose to pay in full or in 2 installments.

CTE reserves the right to pursue payment in full of the amounts owed using any lawful means it deems appropriate. This may include involving a third party agency. Administrative and/or collection fees permissible by law are the responsibility of the participant. Certificates of completion will not be issued until balances are paid in full.

Cancellation & Refund Policy

Due to the intimate nature of this training program it is important to thoughtfully consider the time, financial, and emotional costs of participating prior to registering. With very limited seats available we take seriously our responsibility to honor the integrity of this program and the brave individuals who participate.

If you choose to cancel your registration, please notify us in writing by sending an email to admissions@theseattleschool.edu.

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Your registration deposit is non-refundable and non-transferrable. The remaining workshop fee may be refundable, following the below schedule. The program start date is considered to be the first day that content is available on the online platform.

- 60 days in advance of the program start date: 100% refund
- 30-60 days in advance of the program start date: 100% refund less the deposit
- Less than 30 days in advance of the program start date: 0% of any monies paid

Fair Use Policy

All Program content, recordings and materials are the intellectual property of the Center for Transforming Engagement and may not be presented, distributed, or replicated. The Program retains the copyright for all recorded content.

Print materials (PDFs, worksheets, journal prompts, etc.) are licensed under Creative Commons: Attribution NonCommercial ShareAlike. Print materials may be used as long as the following conditions are met: (1) attribute to the Center for Transforming Engagement at The Seattle School, even if remixed/modified; (2) do not use for commercial (paid) purposes; and (3) anything you make that remixes or builds upon this material, you must also distribute under Creative Commons. More information on this license is available [here](#).

Cancellation and Reschedules

The Center for Transforming Engagement makes every effort to plan for contingencies and hold events as scheduled. At times, extenuating circumstances do occur. If an event is cancelled we will make every effort to reschedule. If we are unable to reschedule, all participants will receive a refund for the portion of the program missed.

Release of Claims

1. **Content and Risks.**

I have read about the purpose and content of the Center for Transforming Engagement by reviewing the information at <https://transformingengagement.org/> I understand that the Program includes components of a psycho-educational experience that allows participants to engage in many things, including but not limited to, their life stories, practices, work, and callings. The sessions in the Program are designed to encourage participants to engage in their story in a holistic way by exploring psychological, spiritual, biological, and social aspects of both the personal and collective experience of their life stories. I understand the Program is not therapy and does not act as a substitute for therapeutic engagement. I understand the Program involves the exploration of my own story and the stories of others. The content of these stories may at times be upsetting to me. I also understand that by participating in the Program, I may discover and share

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about sensitive elements of my life experiences, and this may be difficult for me. I also understand CTE and Program facilitators, teachers, and other participants may reflect or comment on my own story in ways that I find challenging (for example, their conclusions may be different from the conclusions or the story I have held as true). I understand the risks involved in participating in the Program. I have adequately dealt with my personal issues, and I am mentally, emotionally, and psychologically healthy enough to participate in the Program. If at any time I do not believe I am mentally, emotionally, or psychologically healthy enough to continue to participate in the Program, I will withdraw from the Program and take care of myself. The Seattle School and Project Releases (defined below) are not responsible for the costs I incur to take care of myself. No refunds are allowed, except according to The Seattle School's refund policy (see "Costs" above).

2. Sharing; Confidentiality; Removal.

- 2.1. I will be assigned to a small group as a part of the Program. I understand the importance of participating in my small group discussions. I also understand that small group participation is a major part of the Program. I will share my personal information and story in my assigned small group. However, I will only share what I determine is appropriate and beneficial for me to share. I am solely responsible for setting my own boundaries and taking care of myself during the Program, including the small group work.
- 2.2. Because others in my small group will be sharing personal information about themselves, I will keep confidential all personal information I learn about those in my small group, including their names and any information they might share about themselves during the small group work. I will not share that information with anyone outside my small group, except as required by law.
- 2.3. I may be removed from the Program if I do not pay the registration fees and other costs when due. I may also be removed from the Program if The Seattle School, in its sole discretion, determines that my continued participation in the Program or my small group is disruptive to the learning environment. If I am removed from the Program for being disruptive or absent during key components, I understand The Seattle School will not refund fees, deposits, or travel and other expenses I paid to participate in the program.
- 2.4. The Program collects survey feedback to evaluate program effectiveness and to inform research and publications that advance knowledge in the field of resilience. I consent to my survey responses being used in aggregate for these purposes. I understand that quotes given in research (surveys, interviews, evaluative group conversations) become the property of The Seattle School. I understand that, in the spirit of confidentiality, quotes will not be attributed to me without an additional Quotation Release Form.

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3. Medical Consent.

I grant The Seattle School permission to call 911 for medical emergency aid or to take me to a hospital or physician for medical treatment, or both, if any employee or agent of The Seattle School believes I require medical care. I assume responsibility for all medical, rescue, transportation, and other expenses incurred on my behalf. Without limiting this permission or my assumption of responsibility for all associated expenses, I agree The Seattle School staff, faculty, or Project educators or facilitators may call 911 or take me to a hospital emergency room or a physician if I express any intent to harm myself or others, or if any of them believe I may be a danger to myself or others. Nothing in the Covenant requires The Seattle School staff, faculty, or Project educators or facilitators, agents, or volunteers to take any action on my behalf.

4. Waiver and Release of Claims.

- 4.1. The following terms have the following definitions:
 - 4.1.1. "Claim" means any claim, damages, fee (including attorneys' fees), cost, expense, and other liability.
 - 4.1.2. "Project Releasees" means The Seattle School and its former, current, and future trustees, officers, employees, contractors, and other agents, including those providing instruction or small group facilitation for the Center for Transforming Engagement or the Program.
- 4.2. I hereby release the Center for Transforming Engagement Releasees from and against all Claims, whether known or unknown, suspected or suspected, and whether existing now or arising in the future, that are related to my participation in the program, including Claims related to my withdrawal or removal from the program. This release of Claims is binding on me and on any person who asserts any Claim through me or on my behalf. This release of Claims does not apply to any Claim against a particular Project Releasee to the extent the Claim is caused by the gross negligence or intentional misconduct of that particular Project Releasee. I waive any rights I have under the California Civil Code section 1542 and any other similar statute that limits the release of Claims to those Claims that I know of or suspect might exist at the time I sign this Covenant. I am releasing unknown and unsuspected Claims, which if known to me now, might materially affect my decision to participate in the program or sign this Covenant.
- 4.3. Governing Law; Venue; and Personal Jurisdiction. This Covenant is governed by the laws of the State of Washington, except for its conflict of laws provisions. Venue for any action to enforce the terms of this Covenant is in King County, Washington. I hereby subject myself to the personal jurisdiction of the federal and state courts located in King County, Washington.

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5. **Video and Photography Policy**

- 5.1. I hereby grant the following rights and permissions to the Center for Transforming Engagement, their heirs, legal representatives, and assigns, those for whom The Seattle School is acting, and those acting with their authority and permission.
- 5.2. They have the irrevocable, perpetual and unrestricted right and permission to take, use, reuse, publish, and republish photographic portraits or pictures as well as video footage of me or in which I may be included, in whole or in part, or composite or distorted in character or form, without restriction as to changes or alterations, in conjunction with my own or a fictitious name, or reproductions thereof in color or otherwise, made through any medium at their campus or elsewhere, and in any and all media now or hereafter known, specifically including but not limited to print media and distribution over the internet, promotion, art, editorial, advertising, trade, or any other purpose whatsoever.
- 5.3. I specifically consent to the digital compositing or distortion of shape, perspective, context, foreground or background. I also consent to the use of any published matter in conjunction with such photographs and/or videos.
- 5.4. I hereby waive any right that I may have to inspect or approve the finished product or products and the advertising copy or other matter that may be used in connection with them or the use to which they may be applied.
- 5.5. I understand that images of me may be used in public advertisements to promote the Center for Transforming Engagement.
- 5.6. I hereby release, discharge, and agree to hold harmless the Center for Transforming Engagement, their heirs, legal representatives, and assigns, and all persons acting under their permission or authority or those for whom they are acting, from any liability by virtue of any blurring, distortion, alteration, optical illusion, or use in composite form, whether intentional or otherwise, that may occur or be produced in the taking of such photographs or videos or in any subsequent processing of them, as well as any publication of them, including without limitation any claims for libel or violation of any right of publicity or privacy.
- 5.7. To opt out, you must email transforming@theseattleschool.edu before the start of the program.