



COMMUNITY VALUES

Here at The Rebel Rousers, I'm building a business that celebrates your fabulous, unique self. I want everyone I work with to feel safe at all times, and I am committed to building an inclusive, intersectional business. This includes but is not limited to race, sexuality, gender, (dis)ability including physical and mental health, neurodiversity, religion, parenthood and those with caring responsibilities. Any discrimination of any sort will not be tolerated.

The Rebel Rousers, and by association, The Dreaming Outloud Season Pass, is built upon shared values of mutual respect, kindness and inclusivity.

By joining The Dreaming Outloud Season Pass, you are acknowledging these values, and understand that any violation will result in the immediate termination of your participation and a pro-rata refund will be given.



I want to make sure that we're both clear about our responsibilities and expectations during our time together. I've outlined these in the Coaching Agreement below.

COACHING AGREEMENT

Coaching relationship

This is a coaching relationship. You are in the driver's seat of your life. Feel free to dismiss anything I say. This is a coaching relationship, and at no point, is or will become any type of therapy or psychological counselling. Please bring any issues relating to this to my attention.

Confidentiality

I will treat everything that is discussed in strict confidentiality. The only time I will breach this is if I think you or someone else is at risk of harm.

Conflicts/Disagreements

This is an open relationship and I encourage you to be honest with me from the start. Please let me know if you'd prefer me to do something in a different way or if I have said something to upset you so we can work it out.

Coaching Contract

This agreement is between you and coach Meg Kissack.

Services

The service provided will be The Dreaming Outloud Season Pass, an online group coach programme. The standard fee for this programme is £220 (unless you have signed up to the One Woman Band + Dreaming Outloud Season Pass bundle), to be paid upfront before starting in

January, or via 4 monthly payment plans of £55. If you have chosen to pay via payment plan, this is committing to pay the total amount.

All payments are final, but if your circumstances do change, please do get in touch and we might be able to sort something out.



Coaching may address specific personal projects, business successes, or general conditions in the client's life or profession. Other coaching services include value clarification, brainstorming, identifying plans of action, examining modes of operating in life, asking clarifying questions, and making empowering requests or suggestions for action. Throughout the working relationship, the coach will engage in direct and personal conversations. The client understands that successful coaching requires a co-active collaborative approach between client and coach. In the coaching relationship, the coach plays the role of a facilitator of change, but it is the client's responsibility to enact or bring about the change.

If the client believes the coaching is not working as desired, the client will communicate this to the coach, and this will be discussed in a professional and constructive manner. You have the right to leave The Dreaming Outloud Season Pass at any time.

Prior History

As a coach, I do not engage in therapy with my coaching clients. In entering into the coaching relationship, and signing the agreement, you are agreeing that if any mental health difficulties arise during the course of the coaching relationship, you will notify me immediately so that I can discuss with you an appropriate referral.

Privacy

The client can, at any point in any coaching session, declare their preference not to discuss a specific issue, by simply stating that they would rather not discuss this issue. The coach agrees to

respect this boundary and will not attempt to forward the conversation further along those lines.

Confidentiality

Everything in the group coaching calls, the private MeWe group and any other communication with the other members is shared in the understanding of strict confidentiality. Anything shared by other members of the group of yourself will be held in the strictest of confidence and each member is required to sign this agreement before joining The Dreaming Outloud Season Pass. The only time I will breach this is if I think you or someone else is at risk of harm.

Group coaching calls (workshops, check-in calls) will be recorded, but only shared within the group for people to catch replays when they're not available to make the calls live. These calls will be housed in our secure Dreaming Outloud Season Pass dashboard.

As a client, I understand and agree that I am fully responsible for my well being during my coaching, including my choices and decisions. I am aware that I can choose to discontinue coaching at any time. I recognise that coaching is not psychotherapy and that professional referrals will be given if needed. I also accept that if my coach suspects that I or someone I know could be in a harmful situation my coach can contact the police and the client confidentiality clause will be null and void.

By confirming you have read and agree to the coaching agreement on The Dreaming Outloud Season Pass payment page indicates full understanding of and agreement with the information outlined above.

M.KISSACK

11/01/2023

Coach

Date



CODE OF ETHICS

While I am not an ICF certified coach, I have adapted their code of ethics for this coaching relationship.

Code of Ethics

Part One: Definition of Coaching

Section 1: Definitions

- Coaching: Coaching is partnering with clients in a thought provoking and creative process that inspires them to maximize their personal and professional potential
- A professional coaching relationship: A professional coaching relationship exists when coaching includes a business agreement or contract that defines the responsibilities of each party.
- Client: The "client" is the person(s) being coached.

Section 2: Professional Conduct At Large

As a coach:

- 1) I will not knowingly make any public statement that is untrue or misleading about what I offer as a coach or make false claims in any written documents relating to the coaching profession or my credentials

Code of ethics

- 2) I will accurately identify my coaching qualifications, expertise, experience, and certifications
- 3) I will recognize and honor the efforts and contributions of others and not misrepresent them as my own. I understand that violating this standard may leave me subject to legal remedy by a third party.
- 4) I will, at all times, strive to recognize personal issues that may impair, conflict or interfere with my coaching performance or my professional coaching relationships. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s).
- 5) I will maintain, store, and dispose of any records created during my coaching business in a manner that meets regulations.

Section 2: Professional Conduct with Clients

As a coach:

- 6) I will not knowingly mislead or make false claims about what my client or sponsor will receive from the coaching process or from me as the coach.
- 7) I will not give my prospective clients or sponsors information or advice I know or believe to be misleading or false.
- 8) I will have clear agreements or contracts with my clients. I will honour all agreements or contracts made in the context of professional coaching relationships.
- 9) I will carefully explain and strive to ensure that, prior to or at the initial meeting, my coaching client and sponsor(s) understand the nature of coaching, the nature and limits of confidentiality, financial arrangements, and any other terms of the coaching agreement or contract.
- 10) I will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact I may have with my clients or sponsors.
- 11) I will not become sexually intimate with any of my current clients or sponsors.
- 12) I will respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement or contract. I will be alert

to indications that the client is no longer benefiting from our coaching relationship.

13) I will encourage the client to make a change if I believe the client would be better served by another coach or by another resource.

14) I will suggest my client seek the services of other professionals when deemed necessary or appropriate.

Section 4: Confidentiality/Privacy

As a coach:

15) I will maintain the strictest levels of confidentiality with all client and sponsor information. I will have a clear agreement or contract before releasing information to another person, unless required by law.

16) I will have a clear agreement upon how coaching information will be exchanged among coach and client.

