



CREATING A CULTURE OF RENEWAL® COMMITMENT AND TRANSFER POLICY

Updated October 14, 2025 (policy is subject to change)

OUR COMMITMENT TO YOU

We are 100% committed to your transformation. Throughout Creating a Culture of Renewal®, a three-year, in-depth leadership program, we invest in you through providing innovative and enriching online and in-person retreats, one-on-one mentoring, live group coaching, and regular peer support. In addition, we give you access to *Everything DiSC*® profiles, custom learning platforms, and professionally designed Creating a Culture of Renewal® workbooks. This is an intensive process of transformation and so we promise you will not be alone – we are with you on the journey.

YOUR COMMITMENT TO US

Your registration commits you to the entire three-year program. Renewal doesn't happen overnight. Personal, congregational, and organizational transformation requires time and intentionality. Your engagement and participation in the program are directly correlated with your success; therefore, you commit to be fully invested in your own growth and development. Creating a Culture of Renewal® is built on a foundation of accountability, so we ask you not to give up on yourself, your people, or your ministry during this process. For this reason you agree to be fully responsible for complete payment of the program, even if you choose not to participate fully.

TRANSFERS

If, after registering into Creating a Culture of Renewal®, you find that you need to wait a year before beginning Track 1, or between Track 1 and Track 2, or between Track 2 and Track 3, you may transfer your registration to the next upcoming cohort. We charge a \$200 transfer fee to cover administrative costs each time you transfer. You agree to continue your monthly payments during this time unless you have already paid in full.

RE-START OR REVIEW

If, after starting a Creating a Culture of Renewal® Track, you find that you are unable to complete it, you may "Re-Start" that Track the following year. Additionally, if you have completed a Track and decide that you would like to refresh your leadership skills, you may "Review" any Track by joining an upcoming cohort. For both "Re-Start" and "Review" options, you may choose to reuse materials you already have for the Basic fee (\$800). Or you may choose to receive all new materials for the All-Inclusive fee (\$1500).

RESCHEDULE

We reserve the right to reschedule offerings or replace personnel due to extreme weather events, low enrollment, or circumstances beyond our control. If an offering is rescheduled or cancelled, we will give you as much advance notice as possible. Participants may then enroll in the next available cohort with no additional fees.