

Nurture & Navigate Participant Commitment & Values

Welcome! We're so glad you're joining the Creative Wellness Supervision collective. Before you dive in, this page is a friendly snapshot of what we ask from you — and what you can expect from us — as part of our supportive, professional community.

1. The Program

“Creative Wellness” (“the Program”) is a 12-month professional supervision and growth collective facilitated by Sally Tyrrell and Arna Kerklaan (“the Facilitators”).

The Program may include:

- Group supervision**
- Professional training**
- 1:1 supervision or coaching**
- Focus Flow calls**
- Retreat experiences**
- Digital resources and recordings**
- Optional add-on services**

All services are delivered within a professional development and supervision framework. Participation is intended for professional growth, reflective practice, and personal development as it relates to professional functioning. The Program is not therapy.

2. Eligibility & Professional Standing

By enrolling, you confirm that you:

- Hold appropriate qualifications**
- Maintain relevant professional registration (if applicable)**
- Hold current professional indemnity insurance**
- Practise in accordance with Australian law and your professional code of ethics**

You remain solely responsible for your clinical decisions, ethical compliance, and professional conduct. The Facilitators reserve the right to decline or discontinue enrolment if participation compromises the safety, ethics, or integrity of the collective.

3. Program Commitment & Structure

Your enrolment secures a limited position within a capped cohort and constitutes commitment for the full program term of 12 months.

To support sustainable practice and model work-life balance, no group supervision sessions are held during January. This period is intentionally scheduled as a program break.

The Program is still structured as a full 12-month commitment; however, fees are spread across 11 monthly payments only, reflecting the January break while maintaining each participant's place within the cohort and supporting continuity of learning and professional development.

Fees remain payable for the agreed term regardless of attendance. This commitment allows the Facilitators to plan, prepare, and maintain a high-quality experience for all participants.

3.1 Minimum Enrolment Requirement (Program Activation)

This Program requires a minimum of 6–8 participants to proceed. If the minimum enrolment number is not reached prior to commencement, the Program will not run. In this case, all fees paid will be refunded in full. Participants will be notified prior to the Program start date if the minimum threshold is not met.

4. Fees, Payment & Recovery

4.1 Payment Structure

Participants may pay:

Monthly (as per selected tier), or
Annual upfront payment (if offered)

All fees are in AUD. By enrolling, you commit to the full agreed term and associated payment structure.

4.2 Late Payment & Suspension

If payment is not received by the due date:

Access to sessions, calls, resources, and recordings may be suspended
Supervision verification or documentation will not be issued
Participation may be paused until accounts are brought up to date

4.3 Recovery of Outstanding Funds

If payment remains outstanding after reasonable reminders:

The debt may be referred to a recovery process

Administrative, collection, and legal costs may be added (to the extent permitted by law)

Interest may be applied in accordance with applicable legislation

We aim to resolve payment concerns respectfully before escalation.

5. Cancellation, Missed Sessions & Withdrawal

We understand that life, work, and personal commitments may change. However, your place in the collective is intentionally limited and reserved for you.

5.1 Withdrawal from the Program

Withdrawal within 14 days of enrolment and prior to commencement may receive a refund, less a \$500 administration fee

Once the Program has commenced, fees are non-refundable

Payment plans remain payable for the full agreed term

Exceptional circumstances may be considered at discretion but are not guaranteed

5.2 Group Supervision & Training Sessions

If you are unable to attend a live group session:

No refund or credit is provided

A recording may be made available where appropriate

Recordings are for personal professional use only

5.3 1:1 Supervision & Coaching Sessions

Includes:

- 1:1 supervision**
- Coaching sessions**
- Focus Flow calls**

A minimum of 48 hours' notice is required for rescheduling.

If less than 48 hours' notice is given or a session is missed:

- The session is forfeited**
- The fee remains payable**
- No refund, credit, or transfer applies**

5.4 Creative Supervision Retreat

Retreat fees are non-refundable due to upfront commitments

Transfers may be considered at discretion if space permits

Travel and insurance are participant responsibility

5.5 Why These Policies Matter

These policies ensure fairness, sustainability, and program integrity for all participants.

6. Confidentiality & Privacy

Participants agree to:

- Maintain confidentiality**
- De-identify client material**
- Attend sessions from private locations**
- Not record without written consent**

The Program complies with relevant Australian privacy and professional legislation.

7. Limits to Confidentiality

Confidentiality may be limited where:

- There is risk of serious harm**
- Mandatory reporting is required**
- Disclosure is legally compelled**

8. Professional Responsibility & Indemnity

Supervision is consultative. Facilitators do not accept liability for clinical, ethical, or business outcomes. Participants indemnify Facilitators against claims arising from professional practice decisions, to the extent permitted by law.

9. Intellectual Property & Content Protection

All Program materials remain the intellectual property of the Facilitators and may not be copied, shared, taught, or commercialised.

10. Recording & Media Protection

Recordings are confidential, for internal use only, and may not be distributed.

11. Group Conduct & Removal

Participants may be removed for breaches of confidentiality, misconduct, non-payment, or unsafe behaviour without refund.

12. AI-Assisted Documentation

Secure AI tools may be used in compliance with Australian privacy standards. Consent may be withdrawn at any time.

13. Limitation of Liability

Liability is limited to fees paid. No guarantees are made regarding outcomes.

14. Force Majeure

Services may be rescheduled due to events beyond reasonable control.

15. Dispute Resolution

Parties agree to attempt resolution in good faith prior to legal escalation.
Jurisdiction: Australia (NSW unless otherwise agreed).

16. Acceptance

By enrolling, you confirm you have read and agree to these Terms & Conditions and meet eligibility requirements.

Facilitators

Sally Tyrrell

Signature: _____

Arna Kerklaan

Signature: _____

Participant

Name: _____

Signature: _____

Date: _____