
Connection Practice Trainer Agreement



This agreement aims to ensure a win-win between RFI and the Connection Practice trainer and is written in legal language for that purpose. However, RFI recognizes that this is an agreement based on a heart-to-heart connection. This is not a contract designed with a profit motive as the priority for either party. Rather, this contract is based on a mutual understanding that we are all social change agents teaching a social-emotional skill for a more connected world.

This agreement is made between _____, hereafter referred to as the “Connection Practice trainer” and Rasur Foundation International, hereafter referred to as “RFI”. It is understood that the Connection Practice trainer is an independent contractor and is responsible for any taxes due as a result of this contract in accordance with, but not limited to, the application of the Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, the tax laws of any other state relating to income tax withholding at the source of income, any state unemployment provisions, the worker’s compensation laws of all states, 401(k) and other benefit payments, and third-party liability claims.

This agreement does not form the basis of an employment relationship between RFI and the Connection Practice trainer, and this agreement shall not render the Connection Practice trainer an employee, partner, agent of, or joint venture with RFI. The Connection Practice trainer is not an agent of RFI and shall have no claim against RFI for vacation pay, sick leave, retirement benefits, social security, worker’s compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind.

In consideration of the mutual premises stated above, RFI and the Connection Practice trainer hereby agree as follows:

Section 1: Certification

The Connection Practice Trainer will sign this agreement after taking a Certification Course and then being assessed in a final interview and being approved for certification by a Master Trainer.

This agreement will certify the Connection Practice trainer to teach the Intensive, teach a Part 1 course and coach using the basic Connection Practice taught in Part 1.

Any additions or modifications of the services shall be set forth in writing and signed by both parties. Any additions or modifications shall be governed by this Agreement unless otherwise described in a written agreement of the parties.

RFI is in no way liable for anything relating to the services, courses or trainings provided by the Connection Practice trainer. This includes, but is not limited to cancellations, refunds, damages or injury.

Section 2: Donating to RFI

RFI requests that you donate 10% of your income from teaching RFI courses to help us bring this practice to at-risk youth. This is not a requirement, it is a request.

Section 3: Professional Membership with Rasur Foundation International

To continue being certified and having access to training materials, the Connection Practice trainer agrees to purchase an annual Rasur Foundation International Professional Membership (\$197). This Membership includes a monthly Trainer Learning Session presented by Rita Marie Johnson, the creator of the Connection Practice.

Section 4: Profile and Posting Courses

Before offering courses to the public, the Connection Practice trainer agrees to submit the information needed for a profile on www.connectionpractice.org

The Connection Practice trainer agrees to post his/her courses for the public on www.connectionpractice.org

After teaching a course, the trainer sends the sign in sheet with names and e-mails to RFI. RFI requests this information so we can help you continue to engage participants in the Connection Practice.

Section 5: Connection Circles and Follow-Up

At the conclusion of courses, the trainer agrees to encourage the formation of Connection Circles and can receive income from members of the group for facilitating it.

The trainer agrees to send a follow up e-mail or have a conference call within 30 days of the end of the course to encourage participants to continue their Practice.

Section 6: Course Materials

All materials supplied by RFI are copyrighted and must not be used for any other purpose than those agreed within the terms of this contract. The Connection Practice trainer agrees not to alter RFI materials or logos.

All documents, scripts and PowerPoint presentations needed for teaching Connection Practice Part 1 concepts will be provided through the RFI website at no cost. These should not be provided to or shared with anyone who is not a Connection Practice trainer.

Materials such as Feelings and Needs Cards, the emWave software, etc. are available for purchase in the Trainer Store on the website at a trainer discount.

When the Connection Practice trainer is going to teach Part 1 concepts, he/she is obligated to have all the materials necessary for providing this service at RFI standards.

The Connection Practice trainer will ensure that no material is distributed during any course that is different than those agreed upon with RFI.

Once you have been approved for certification, you will be a certified trainer and will be given access to Trainer Resources at www.connectionpractice.org

Section 7: Merchandise

When Connection Practice trainers purchase merchandise from RFI, they will receive a 20% discount on most items. Trainers may include a markup on products they sell to their course participants and/or coaching clients.

Section 8: Brand Marks, Advertising and Publicity

The Connection Practice trainer must use the Connection Practice brand in advertising, sales literature, press releases or in any other manner when teaching the Connection Practice. The trainer must follow the guidelines for the use of this brand. These guidelines are found in the RFI Style Guide, which can be downloaded from Trainer Resources online. The Connection Practice trainer shall not alter or combine Connection Practice brand marks without the permission of RFI.

The trainer agrees to honor RFI's agreements with the HeartMath Institute by teaching the Quick Coherence Technique accurately.

To honor agreements with HeartMath and CNVC, the Connection Practice trainer agrees to define the Connection Practice by RFI definitions and not as a combination of HeartMath and NVC. The trainer also agrees to honor and express gratitude for these methodologies that inspired our practice.

The Connection Practice trainer agrees to teach it in its purity without adding other methodology. If these practices are taught as part of another course or as part of coaching sessions, they must be taught as a separate section and identified by their brand names. They are not to be integrated into other subject matter.

We encourage you to teach the complete practice so the synergy between empathy and insight can be experienced. The Connection Practice trainer agrees to honor the integrity, simplicity and efficiency of the gift we have to give.

Section 9: Professionalism and Quality of Service

By signing this contract, the Connection Practice trainer is making a personal commitment to himself/herself and his/her clients, to strive for coherence and connection in all interactions. In doing so, the Connection Practice trainer hereby receives the full trust and support of this organization to move forward together in clarity and integrity. All courses and services will be delivered by the Connection Practice trainer named in this agreement, who may not assign or subcontract this agreement or any rights or benefits he/she may have under it.

The Connection Practice trainer has received information on legal liability regarding coaching and understands RFI is not liable for any problems related to the quality of the trainer's coaching.

Section 10: Confidentiality

The Connection Practice trainer shall not use or disclose any information of a confidential nature about participants and/or their organizations, howsoever the Connection Practice trainer may acquire it. The Connection Practice trainer shall not use or disclose any information of a confidential nature about RFI, howsoever the Connection Practice trainer may acquire it.

Section 11: Term and Termination

This agreement shall begin on the date it is signed by both parties. Either party may terminate this Agreement by written notice of termination (electronic or other means), which shall be effective 15 days from the date of receipt, unless the parties agree otherwise. The party terminating must ensure the notice of termination has been received.

If the trainer has not taught a course after two years from the date of this agreement and wants to offer a course, he or she must retake the Certification Course, which will be offered at a reduced price.

Section 12: Alteration

This agreement can only be changed with the written consent of both parties.

Section 13: Governing Law/Jurisdiction/Conflict Resolution

This agreement shall be governed by and construed in accordance with the laws of the State of Missouri, and the parties hereby submit to the exclusive jurisdiction of Missouri State courts.

By accepting this contract, the Connection Practice trainer acknowledges that the currency of RFI is the embodiment of connection through the Connection Practice. If this organization is to be successful at communicating the essence of this teaching, it is imperative that all people directly associated with the organization adhere to the fundamental principles of our practice.

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Therefore, the Connection Practice trainer will utilize the following RFI procedure for resolving conflicts:

1. If a Connection Practice trainer, RFI staff member or board member has a conflict with someone and a Connection Practice trainer hears him/her speaking about it with people other than the person(s) directly involved, the Connection Practice trainer will request that he/she go directly to the person(s) he/she is in conflict with and utilize the Connection Practice. If it is not resolved in this way, mediation conducted by a Connection Practice trainer will be the next step.
2. If the Connection Practice trainer becomes engaged in an organizational conflict involving one or more employees, course participants, or anyone directly associated with the organization or its many affiliates; the Connection Practice trainer hereby commits to ask another Connection Practice trainer to serve as a mediator in Connection Mediation.
3. If the parties in conflict believe it is an organizational issue that requires Rita Marie Johnson's and/or board awareness, mediation will be set up with those parties so that all concerns can be addressed in a safe and transparent manner. These mediations will be documented. Connection Practice trainers agree to first use Connection Mediation for any conflicts prior to resorting to any legal action.

In witness whereof the parties have signed this agreement on the date below, regarding certification in Part(s) _____.

Connection Practice Trainer's Name: _____

Address: _____

Primary Email: _____

Primary Phone: _____

Signed: _____

Date: _____

Rasur Foundation International Master Trainer certifying this individual:

Name: _____

Signed _____ **Date:** _____

Send a copy of this contract to: RFI, 1520 Rosette Way, Gilroy, CA 95020 USA