

**The SPIRE Center**  
**School of Possibility, Inspiration, Reimagining, Exploration**

**POLICY – March 2022**

**The SPIRE CENTER:**

- Is committed to make its learning opportunities affordable to all. Scholarships available upon request.
- Is free to the LWA congregations who contribute to Our Church's Wider Mission, (OCWM). Their members, staff, pastors, leaders attend the learning opportunities free of charge. This is so because the Center's ministry is made possible through the gifts of our congregations to OCWM.
- The congregations of the LWA who do not contribute to OCWM will receive invoices when their members, staff, pastors, leaders attend the opportunities.
- For all our neighbors and friends a nominal fee will be charged upon registration so the Center can continue to provide high quality opportunities for learning for all
- Assumes that all parties will commit to the covenantal nature of our relationship and agree to the behavioral agreement, relating to one another with respect, courtesy and grace.

**OUR BEHAVIORAL COVENANTAL AGREEMENT**

The nature of our relationship in the Church is covenantal. All parties involved, instructors and learners, guests and participants, promise to adhere to this covenantal agreement, hence will:

- Relate to one another with respect, courtesy, kindness and grace as well as cultural sensitivity using extreme care when responding to potentially sensitive issues
- Embrace openness of heart and generosity of spirit as they engage in dialogue sharing a diversity of thoughts, ideas, perspectives, beliefs and more.
- Recognize that they comprise a community of learners who come from different backgrounds, ethnicities, ancestral roots, living situations, with diversity of age, gender, sexual orientation,
- Allow space for open interchange and dialogue of ideas, thoughts and feelings
- Allow others their own communication style and seek to understand multiple perspectives.
- Respectfully ask for clarification if unsure how a post may have been intended.
- Refrain from behavior that is — or may be perceived as — inappropriate, offensive, or unfair.

All parties involved, instructors and learners, guests and participants, will NOT:

- Be combative, antagonistic or hostile
- Embarrass, humiliate or harass others
- Use inappropriate, offensive, insensitive or derogatory language
- Act or behave in a way that interferes with, obstructs, or disrupts the gathering

It is vital that all participants agree to conduct themselves in a respectful and gracious manner at all times. Those who fail to adhere to our behavioral covenantal agreement will be held accountable.