

HOW DO OUR FACILITATORS, GUIDES AND COACHES BEHAVE?

Facilitation Charter

A commitment to integrity, humility, and responsible leadership.

Wild Hearts facilitators hold positions of trust.

Whether working through coaching, therapy, facilitation, retreats, circles, nature-based experiences, educational programs, or outdoor challenges, we recognize that meaningful human work carries influence and responsibility.

This charter exists to support the safety, dignity, autonomy, and wellbeing of all participants, while helping facilitators remain accountable to the values of Wild Hearts.

01 The participant comes before the facilitator

Facilitation is not a stage.

Participants are not an audience.

The purpose of facilitation is not self-expression, status, admiration, influence, or personal validation.

The work exists to support participants in their own process, not to place facilitators at the center of attention.

Facilitators are asked to continually examine their motivations and remain in service to the process rather than their personal identity.

02 Power is acknowledged, not denied

Facilitators hold influence.

Participants may project authority, wisdom, safety, parental qualities, spiritual significance, attraction, or leadership onto facilitators.

These dynamics are normal and human.

Wild Hearts facilitators commit to recognizing such dynamics rather than unconsciously benefiting from them.

Influence must never be used to manipulate, pressure, exploit, seduce, recruit, dominate, or control participants.

03 Consent is ongoing

Consent is not a one-time agreement.

Consent is a living conversation.

Facilitators commit to creating environments where participants can ask questions, slow down, decline invitations, change their minds, or step back from experiences without shame or punishment.

No meaningful transformation requires coercion.

04 Challenge is intentional, not reckless

Many Wild Hearts experiences include challenge.

Challenge may be emotional, relational, physical, environmental, psychological, or symbolic.

Facilitators are responsible for distinguishing challenge from overwhelm.

The purpose of challenge is not to break people down.

The purpose is to support meaningful encounters with truth, capacity, responsibility, vulnerability, and life itself.

Intensity is never pursued for its own sake.

05 Humility comes before certainty

Wild Hearts facilitators do not claim special authority over another person's life.

We do not present ourselves as enlightened, infallible, or uniquely gifted.

We remain students of our craft.

Questions, disagreement, feedback, and uncertainty are welcomed as essential parts of healthy facilitation.

Humility protects both facilitators and participants.

06 Clear boundaries protect everyone

Healthy boundaries support trust.

Facilitators commit to maintaining appropriate relational, emotional, physical, and professional boundaries.

Participants are never pressured into disclosures, physical contact, emotional expression, or experiences they do not freely choose.

Boundaries are not obstacles to connection.

They are part of what makes genuine connection possible.

07 Confidentiality is respected

Participants are trusted with their own stories.

Facilitators commit to treating personal information, disclosures, and experiences with care and confidentiality, except where legal, ethical, or safety obligations require otherwise.

The dignity of participants extends beyond the retreat, session, circle, or event itself.

08 Nature is approached with respect

Wild Hearts often works in natural environments.

Facilitators are responsible for creating experiences that respect both human wellbeing and the ecosystems in which the work takes place.

Nature is not treated as a resource to consume.

It is approached as a teacher, a partner, and a living context for the work.

09 Facilitators remain accountable

Facilitators commit to ongoing self-reflection, professional development, supervision, peer support, and honest examination of their own blind spots.

No facilitator is expected to hold complex human processes alone.

Support, consultation, and referral are signs of responsibility, not weakness.

10 Romantic and sexual boundaries

Wild Hearts recognizes that deep emotional work can create strong feelings of closeness, attraction, admiration, attachment, and intimacy.

These experiences are normal parts of human relating.

To protect participants and facilitators alike, Wild Hearts facilitators do not initiate or pursue romantic or sexual relationships with participants during active participation in a program, retreat, coaching relationship, therapeutic relationship, or facilitated experience.

Furthermore, facilitators commit to maintaining a minimum period of twelve months following the completion of a participant's involvement before considering any romantic or sexual relationship.

Even after this period, facilitators are expected to carefully consider power dynamics, dependency, vulnerability, unresolved process dynamics, and ethical implications before entering such relationships.

The wellbeing of participants takes priority over personal desires.

11 We work within our competence

Facilitators commit to working within the limits of their training, experience, qualifications, and capacity.

When participant needs exceed the scope of a facilitator's competence, appropriate support, referral, collaboration, or professional assistance will be sought.

Integrity includes knowing what we do not know.

12 The relationship matters more than the method

Techniques, practices, models, and frameworks have value.

However, the quality of relationship, trust, presence, honesty, and respect remains more important than any particular method.

Wild Hearts places human dignity above ideology.

No method is more important than the person in front of us.

