KAIROS PATHWAYS

GROUP CONFIDENTIALITY AGREEMENT (GCA)

To be read, discussed, and signed by every member of the group — including the Leader and Helper(s) — before the first session begins.

Study Name: _____ **Hosted By:** _____

Group Leader: _____ **Helper(s):** _____

Meeting Day & Time: _____ **Start Date:** _____

Meeting Location: _____

This group exists to provide a safe, confidential, and Christ-centered space for honest conversation about pain, trauma, and healing. Because that safety depends on every person's trust, all members of this group — participants, helpers, and the leader alike — agree to the following commitments before the study begins.

Confidentiality Commitments

1. What Is Shared Here Stays Here: Everything discussed in this group — stories, struggles, names, and identifying details — is confidential. Members will not repeat, discuss, or reference what another person has shared, in any setting, without that person's direct permission.

2. No Recording: No member may record, photograph, screenshot, or livestream any part of a session — audio, video, or written transcript — without the explicit consent of **every** person present.

3. No Social Media or Written Reference: Members will not post about the group, its members, or anything shared in it on social media, in texts, in emails, or in any other written or public form, even if names are omitted, if the content could reasonably identify a person or their story.

4. Confidentiality Extends Beyond the Group: This commitment does not end when a session ends or when the study concludes. What is shared in this group remains confidential permanently, unless the person who shared it gives clear, direct permission to disclose it.

5. Discussing Your Own Story Is Always Your Choice: This agreement protects what others share. Each member remains completely free to talk about their own story, experiences, and struggles with anyone they choose, at any time.

Group Conduct and Culture

6. The Right to Pass: Every member has the right to pass on any question or activity at any time, without needing to explain or justify why. No one will be pressured, singled out, or made to feel guilty for passing.

7. No Ranking or Comparing Pain: No member will rank, compare, minimize, or dismiss another person's pain, including statements like "at least it wasn't as bad as..." or "others have it worse." Every story shared here will be received with equal honor.

8. No Unsolicited Advice or Fixing: Unless directly asked, members will listen rather than advise, and will resist the urge to fix, rescue, or offer solutions to another person's pain.

9. Respect and Non-Judgment: Every member will be treated with dignity, kindness, and respect, regardless of what they share. There is no judgment in this room.

10. No Cross-Talk During Sharing: While one person is sharing, other members will listen without interrupting, correcting, or redirecting the conversation.

Attendance and Commitment

11. Closed Group: This is a closed group. The members who begin this study together are the members who will complete it together. No new members will join once the study has begun.

12. Consistent Attendance: Each member commits to attending every session for the full duration of the study, and to notifying the Leader in advance whenever they are unable to attend.

13. Full Duration Commitment: Each member commits to remaining in the group for its entire length and will not withdraw without first speaking to the Leader, so the group can support that transition well.

14. Punctuality and Presence: Members will make every reasonable effort to arrive on time and to be fully present, without distraction, for the duration of each session.

The Nature and Limits of This Group

15. This Is Peer Support, Not Therapy: This group offers Christ-centered community and peer support. It is not professional counselling, therapy, or medical treatment, and it is not a substitute for those services.

16. Referral Is Welcomed, Not Penalized: The Leader may, at any time, recommend that a member seek additional professional or pastoral support. This is an act of care, not rejection, and does not require the member to leave the group.

17. Boundaries of the Leader and Helper Roles: The Leader and Helper(s) are not acting as licensed clinicians. Their role is to facilitate, support, and hold space — not to diagnose, treat, or provide clinical care.

The Mandatory Exception to Confidentiality

18. Safety Overrides Confidentiality: Every member understands and agrees that confidentiality has one mandatory exception. If a member discloses imminent danger to themselves or others, or ongoing abuse of a child or vulnerable person, the Leader may be required to share that specific information with appropriate authorities, emergency services, or another responsible party — regardless of this agreement.

19. Duty to Respond to a Crisis: If a member appears to be in immediate danger during or between sessions, the Leader and Helper(s) may take reasonable action to ensure that member's safety, including contacting emergency services or a trusted contact person.

If This Agreement Is Broken

20. Addressing a Breach: If a member believes this agreement has been broken, they are encouraged to raise it with the Leader as soon as possible. The Leader will address the concern directly and privately with the individuals involved.

21. Consequences: A serious or repeated breach of confidentiality may result in a member being asked to leave the group, at the discretion of the Leader, in consultation with the hosting organization.

Acknowledgment

By signing below, I confirm that I have read, understood, and freely agree to every commitment in this Group Confidentiality Agreement. I understand that this agreement applies for the full duration of the group and continues after the group concludes.

Participant Signature	Date

Participant Printed Name	Group Leader Signature (Witness)

Please keep this signed copy for your own records if a duplicate is provided, or ask your Leader for a copy.