

ETHICAL COACHING COLLECTIVE

THIS IS TO CERTIFY THAT

Nicole Hate

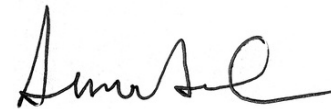
has successfully completed the required course of
study and qualifies for certification as an

INTEGRATIVE CHANGE WORKER



Melissa Tiers
Director

April 5, 2023



Simone Seol
Director

