

BayNVC Immersion Program 2017

Information Packet

Welcome to the 12th year of the BayNVC Immersion Program (BIP)! If you are considering joining this program, chances are you know enough about NVC to know that you want a lot more. Do you want to develop the skills that can help turn friction into an opportunity for connection and closeness? Would you like to turn down the volume on self-judgment and step more into your power? Would you like to bring more joy into your life as a partner or parent or son or daughter? Would you like to take more leadership in your workplace, building collaboration in place of strife or distrust? Would you like to get involved in social change work in a way that promotes the values of nonviolence? If any of these are true, BIP is for you!

Dates and Curriculum

The Immersion Program begins with a five-day residential retreat in Ben Lomond, California, and continues with eight weekend workshops, March through October, which will meet in a private home in San Lorenzo. The program includes empathy-partner relationships and other phone and email practice opportunities. Program dates are as follows:

2017 Program Dates:

February 17-22: Residential Retreat at Ben Lomond Quaker Center

Weekend workshops: (topics may change)

March 18, 19	Empathy When Its Hard: Translating Enemy Images
April 22, 23	Self-connection, Self-Acceptance, and Desire for Growth
May 20, 21	Authenticity and Vulnerability
June 17, 18	Taking Responsibility -- Making Requests and Hearing Them
July	Choose your weekends: multiple workshops on a variety of topics on a variety of weekend dates throughout the month; also, you are invited to bring friends or family members to the July workshops, free of charge
August 12, 13	Mourning, Healing, and Reconciliation
September 16, 17	Mediation
October 21, 22	Power, Resources, Choice

To help us plan for and staff the program, we urge you to let us know of your interest in the retreat by January 20, 2017 and in the weekend workshops by February 6, 2017. We will accept applications as long as space is available in the program.

Contact: Write to Roxy Manning at Roxy@BayNVC.org or call 408-420-3933.

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Program Components

The BayNVC Immersion Program (BIP) runs from February through October of 2017. The in-person portion of the program consists of one intensive residential retreat in February led by Kathy, and eight monthly weekend workshops, led by Roxy Manning, a group of assistants, and some visiting trainers. Both of these components are described in more detail below.

Residential retreat – February 17 - 22, 2017

The retreat, located at the Ben Lomond Quaker Center, is led by Kathy and an amazing team of trainers, with plenty of time for small group work to focus on what matters most to you. You can read more about the leadership team at baynvc.org; look under “events,” “retreats,” and “Living Peace.” The Quaker Center is located on 80 acres of redwood forest and has hiking paths and an outdoor labyrinth. It is 1.5 hours south of San Francisco and 20 minutes outside of Santa Cruz. The accommodations are simple and rustic, meaning that you can expect to walk outside your room (and outdoors) to go to shared bathrooms, and you are asked bring your own towels, sheets, and sleeping bag or blanket. You can find more information on the Quaker Center at www.quakercenter.org.

Meals and snacks will be prepared by our beloved chef, Tod Nysether, an incredible master of healthy, inspired, fresh, mostly organic food that has been one of the highlights of the retreat for more than ten years.

The retreat starts on Friday with dinner at 6:00 pm and an evening program at 7:00pm, and ends at 3:00 pm on the following Wednesday. Please plan to arrive between 4:00 – 5:00 p.m. to register and settle into your room or campsite.

Typical daily schedule at the retreat

While the schedule varies, this gives you a general idea:

Time	Activity	Notes
7:00-7:45	Movement	Self-organized, optional
7:45-8:45	Breakfast	
9:00-10:45	Teaching/skill building	Large group teaching mixed with experiential practice opportunities in small groups
10:45-11:00	Break	
11:00-12:25	Teaching/skill building	Small group practice
12:30-1:30	Lunch	
1:45-3:00	Empathy groups	Daily opportunity to connect with the same small group throughout the retreat to give and receive empathy
3:00-4:25	Break	
4:30-5:55	Requested topics and participant offerings.	Additional practice sessions, and/or opportunities for participants to share NVC and receive feedback from other participants and support staff
6:00-7:00	Dinner	
7:15-8:30	Large group	Additional practice and connection, healing work; primarily experiential; lots of games; harvesting of what we've learned.

Weekend workshops

After the retreat, we will meet for eight monthly two-day weekend workshops in San Lorenzo. These weekends are designed to continue to deepen the immersion in NVC consciousness and practice as well as to build community.

Below is a sample daily schedule for these weekends. We may move some of the topics around or change some specific pieces or aspects of the schedule, but you can anticipate having these kinds of focus-areas on the weekends. For each theme we bring some teaching, small and large group experiential learning, and lots of practice.

Weekend workshop typical daily schedule

Time	Activity
9:30-10:30	Opening circle
10:30-11:15	Teaching on theme of the month
11:15-11:30	Break
11:30-12:30	Small group practice sessions
12:30-1:45	Lunch and walk or rest
1:45-2:00	Game/movement
2:00-3:15	Empathy groups
3:15-3:30	Break
3:30-5:00	Practice and integration

Saturdays and Sundays, 9:30am-5:00pm

“Empathy Buddy” relationships

Based on your preferences, we will pair you up with an “empathy buddy.” We ask buddies to schedule at least a 1-hour phone conversation or in-person meeting each week. Buddy relationships are one of the most popular components of this program, giving participants opportunities for mutual contribution, relationship building, practice with the learning, integration of concepts, empathy, and deep connection.

Email group

At the beginning of the program we will establish an email group for Immersion Program 2017 participants. This email group serves as a forum to share challenges, offer mutual support and empathy, exchange information, explore teaching questions, and share celebrations. We request that each participant send an email to the group at least once per quarter, even if it is just a brief check-in, to contribute to the overall connection, meaning and aliveness of the group for everyone.

Individual learning

In the course of the program, we will provide suggested practice activities for you to consider engaging with, either on your own or with your buddy. Some of these will be internal work, some journaling suggestions, and some opportunities to learn with others. We anticipate offering such activities once or twice a month.

Optional Small Group Meetings

To maintain connection with group members in between our monthly sessions, we will occasionally offer evening or weekend in-person and/or telephone meetings around specific themes. These will be optional, but we hope all participants will attend some of these.

Phone calls with assistant trainers

Twice in the course of the program we will invite you to contact an assistant trainer if you would like to receive support with your experience in the program, coaching, or empathy. Each session will last 30 minutes to an hour.

Reference Materials

Every month you will receive a handout with materials for your learning. Some of the materials include:

- Key assumptions and intentions of NVC – our own understanding of the spiritual and practical foundations of NVC
- Journals for your learning during retreats and at home.
- Articles on various topics such as empathy, mediation and others.

Requested Experience and Commitment from Participants

Experience

We would like prospective Immersion Program applicants to have the following background:

- a. Conceptual understanding of the basic principles of NVC
- b. Previous experience in NVC trainings, including a minimum of Foundations 1 and Foundations 2, or the equivalent. It is desirable to have attended at least one residential retreat and to be a participant in on-going practice groups.
- c. At least a year of ongoing NVC practice or training (or more intensive training over at least 8 months).

Commitment

We request that program participants intend to participate fully in the program. Along with individual learning, the program aims to be a source of community and mutual support for all of its members, so each individual's participation has an impact on everyone. One of the themes we explore each year is that of "interdependence" — and being able to count on participation is a key way for us to investigate that together. This said, we recognize that all of us have other commitments in our lives, and we expect that there are circumstances which would participants may choose to miss a day or a weekend or two during the program.

Financial Contributions

About money

At BayNVC we try to relate with money in line with our values of considering everyone's needs. Receiving financial contributions is a strategy for meeting our needs for sustainability, as well as for contribution, appreciation, mutuality, care and choice about how we spend our time. We also want to meet the needs of the people who want to learn NVC with us – needs for sustainability, joy, contribution, choice, and care, along with others. In thinking about how much money to request, we try to create a sliding scale that is likely to accommodate most people, as well as having a commitment to include as many people as we possibly can regardless of financial means.

In order for this approach to meet our sustainability needs, however, we assume that most people will contribute above the minimum we request; contributions at the middle range of the sliding scale are set to cover our anticipated program costs. At the same time, we request that each person give no more than what they would enjoy giving. This last request greatly contributes to meeting our need for pleasure in receiving your gift.

If the contributions requested are beyond your means...

We strongly encourage you to raise funds for your expenses. If you believe the Immersion Program will be of benefit to yourself and the communities you are involved in, we hope you will apply and not let financial considerations deter you. We will do our best to include you in the program.

2. Contributions Requested for the Immersion Program

The Immersion Program has three distinct categories of contributions; room and board for the retreat, tuition for the retreat, and tuition for the weekend programs.

Room and board and other retreat expenses:

This covers room and board at the retreat, facility use, supplies, etc. These expenses range from \$400 for camping to \$800 for a single room, when available. Full details on the web site:

<http://baynvc.org/event/living-peace-residential-retreat/>

Tuition for the retreat:

Early Bird retreat tuition, extended to January 17, is \$650. More details on tuition for the retreat is discussed on the above web site.

Tuition for the weekends:

We ask \$1600-\$3200 sliding scale tuition to participate in the weekend program.

Application Process and Timelines

To contribute to clarity and connection, we have set the following dates by which we would like to hear from you and by which you can expect that we will get back to you with specific information.

Step 1: Let us know as soon as possible of your interest: It helps us manage the application process with much greater ease if we know ahead of time who is interested and who is intending to apply. Contact us at roxy@baynvc.org.

Step 2: Submit an application by January 20 (or until Feb. 10, if there are spaces available in the program): If you believe that you meet the application criteria we encourage you to submit an application as soon as possible. Complete instructions are on the Application Form.

Step 3: Receive Participation Confirmation: We hope to make final decisions about applicants no later than February 5. Applicants who are accepted into the program will receive an email confirmation accompanied by a Program Agreement, which reflects each applicant's personal program and financial agreement and requests payment of the deposit.

Late Applications:

If you want to apply after the deadlines above, feel free to contact us to check if there is still space in the program. We welcome late applicants as long as we have space. In particular, each year so far we have accepted several people who decided to apply after attending the February Living Peace retreat, and we will gladly accept applications then if we still have room.

Program Leadership

Roxy Manning, Ph.D., BayNVC Immersion Program Leader

Roxy Manning has been one of the lead trainers at the BayNVC Leadership Program for ten years. A seasoned leader of high quality NVC intensives, Roxy has co-lead over 50 NVC retreats in the US and several Asian countries, was a trainer for the first CNVC International Intensive Training in Japan, and will be co-leading several CNVC IITs around the world in 2017.

Roxy's transparent and authentic leadership creates safety, clarity and inspiration for participants to explore their full potential. She has a gentle, natural way of teaching profound concepts that makes learning advanced NVC skills a true delight. Roxy brings her passion for social justice to her teaching. She is committed to supporting people who lack structural power and to teaching others how to understand and work with structural power dynamics.

Roxy has a PhD in Clinical Psychology and her teaching draws on her experience and insights gained through her work with organizations, community development, coaching and therapy.

Kathy Simon, Ph.D., Living Peace Retreat Leader

Kathy has been practicing NVC for more than 20 years, and was active behind the scenes in supporting the founding of BayNVC by her wife, Inbal Kashtan, and the other co-founders. Kathy, an educator by background, has a passion for teaching and a passion for NVC, and has loved combining the two. Kathy has been teaching NVC for the past ten years, including leading the Immersion Program since 2009. She has focused particularly on working with parents, couples, and teachers, and also does organizational trainings and mediations. Kathy is excited about NVC as a path toward both greater self-knowledge and toward peaceful, powerful action in the world.

A former high school English and drama teacher, Kathy taught student teachers at Stanford University and co-directed the Coalition of Essential Schools, a national school-reform organization. Kathy is the author of *Moral Questions in the Classroom: How to Get Kids to Think Deeply About Real Life and Their School Work*, and co-author of other books on education and school reform.

Leadership Team

In 2017, we anticipate having 5-6 assistant trainers, including graduates from recent BIP programs. Assistant trainers maintain personal contact with program participants, offer empathy support during the retreat, lead small groups, and engage in many other support activities. With a leadership team of 6 or 7 people, we anticipate being able to provide lots of individual attention and frequent small group practice. Often small groups will have just 2-4 participants, allowing for maximum focus on the particular areas each participant would like to explore.

Experience from Past Years' Participants

Here are a few experiences that previous years' Immersion Program participants have shared with us. We hope they give a sense of what the program can offer and entice you to join us!

Hands down the most useful, practical and inspiring tool for creating connection — deep, meaningful connection — I've ever encountered. Dave O, father, husband, writer, BIP 2014

The Living Peace retreat and BayNVC Immersion Program were life changing for me. My ability to make peace with myself and others grew exponentially. This is a gift that keeps on giving in ways I had only dared to hope. Astraea Bella, LCSW, Relational Therapist, BIP 2014

Learning the ways to connect and speak to people through NVC has deepened and enriched by life on all levels. Moving away from right/wrong thinging towards the universality of needs, I am relearning the "Oneness of All Beings." A. Rogers, M.D., BIP 2014

The BIP program was a place where I could show up as my authentic self and be appreciated for what I have to offer without worrying about protecting others from the parts of me they don't want. Everyone is able to take care of themselves and are empowered to do so. The focus on the lack of judgement and on understanding made it safe. G., BIP 2014

NVC and BIP have given me the vocabulary to communicate in a deeper and more authentic manner. I've been particularly delighted with the effect on my relationship with one of my lifelong friends. We are able to hear each much more clearly, and we don't fight anymore!
Nurse, BIP 2013

BIP has been a wonderful container for my NVC practice. Knowing that I have a community, empathy buddies and a regular meeting schedule has really helped raise my NVC consciousness in a way that I doubt I would have been able to do on my own. This has helped me tremendously at work and my personal life. Leadership trainer/entrepreneur, BIP 2012.

Though I did the BayNVC Leadership Program, in the Immersion Program I still found new, inspiring ways to renew and remember some of the things I've learned and a loving community of conscious, compassionate communication. Mental Health Counselor, BIP 2011.

It is difficult for me to capture in just a few sentences the profound impact that immersion into NVC study has made for me in my life. My levels of acceptance, self-acceptance and non-judgment have increased to levels that have allowed my heart to open and for peace to flower in my life as never before. This is my second time through the program but not the last. Lawyer, BIP 2010