

BIP 2012

BayNVC Immersion Program Information Packet

We are delighted to announce the seventh year of the BayNVC Immersion Program (BIP). The program was created to provide in-depth and on-going learning for people committed to increasing their skills and consciousness in NVC. Through intensive learning as part of a group that stays together over 9 months, participants build community and develop the skills to support internal, interpersonal, and social transformation.

Description of the Program

The BayNVC Immersion Program begins with a six day residential retreat and continues with eight weekend workshops, March through October, which will meet in Oakland. The program will include empathy-partner relationships and other phone and email practice opportunities. Program dates are as follows:

“Living Peace” Residential Retreat:

February 3-8, 2012 at Ben Lomond Quaker Center

Weekend workshops, in Oakland:

- March 10,11
- April 14,15
- May 5,6
- June 2,3
- July -- small group meetings offered on several different weekends; participants choose one or more
- August 25,26
- Sept. 29,30
- October 20,21

To help us plan for and staff the program, we urge you to let us know of your interest in the program no later than December 31, 2011. We will accept applications as long as space is available in the program.

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I. Program Mission

To contribute to internal, interpersonal and social transformation by supporting intensive study for individuals who are highly committed to living NVC, including those who also want to share NVC with others by supporting their capacity to:

- a. Understand NVC – to have clarity about NVC practices and the consciousness underlying these practices;
- b. Live NVC – to integrate NVC consciousness and skills in daily life; and
- c. For those who want to share NVC – to have the skills, awareness and support needed to:
 - i. Share NVC principles and practices with others
 - ii. Offer empathy and support to others
 - iii. Model NVC consciousness

II. Our Intentions For The Program

1. To model and live what we teach;
2. To provide a structured, supportive environment for exploring the principles and deepening the practice of NVC;
3. To nurture a community of NVC practitioners committed to learning and living based on an intention to understand and meet human needs, and to encourage this community to continue to provide mutual support to each other beyond the program year.

III. Contacting Us

If, after reading the information in this packet, you have any questions about the BayNVC Immersion Program, please contact the BayNVC office at BIP@baynvc.org or call 510-433-0700.

IV. Program Components

The 2012 BayNVC Immersion Program runs from February through October of 2012. The in-person portion of the program consists of one intensive residential retreat in February and eight monthly weekend workshops, led by Kathy Simon, a group of assistants, and some visiting trainers. Both of these components are described in more detail below.

We are excited about all the components of the program and we hope that participants will be as well. Our experience leads us to believe that people's needs are best met when they engage as fully as possible with the variety of offerings included and allow significant time for them between the monthly workshops. On average, we anticipate that participants will dedicate 2-3 hours per week to program work outside of the retreat and weekend workshops. We believe that engaging in all the program components contributes to meeting many needs for each participant. It also contributes to a sense of cohesion, growth, and companionship in the group as a whole.

1. **Residential retreat – February 3-8, 2012**

The retreat is an opportunity for participants to take a leap forward with their NVC practice. It will take place at the Ben Lomond Quaker Center, which hosts our programs regularly, and which has met participants' needs for beauty and connection with nature (with wonderful trails to explore, and beauty everywhere you look). We have chosen this site not only for its beauty, but also for its affordability, to help make this program as accessible as possible. In addition, the Ben Lomond Quaker Center is supportive of our mission, and the staff is a pleasure for us to work with.

We have our own cook, with whom we have worked for nine years now with great enthusiasm from participants. The center is located on 80 acres of redwood forest and has an outdoor labyrinth. It is 1.5 hours south of San Francisco and 20 minutes outside of Santa Cruz.

The accommodations are simple and can be described as "rustic," meaning that you can expect to walk outside your room (and outdoors) to go to shared bathrooms, and your room will have no amenities (you bring your own towels, sheets, sleeping bag/blanket - though for out-of area participants we will assist you with this). You can find more information on the center at www.quakercenter.org.

The retreat starts with dinner at 6:00 pm and an evening program on Friday 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.

Residential retreat typical daily schedule

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 dyads/triads or in small groups
10:45-11:00	Break	
11:00-12:25	Teaching/skill building	Usually small group practice
12:30-1:30	Lunch	
1:45-3:00	Empathy groups	Daily opportunity to connect with the same group throughout the retreat to give and receive empathy
3:00-4:25	Break	
4:30-5:55	Requested topics; participant offerings.	Additional practice sessions, and/or opportunities for people 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.

2. Weekend workshops

After the retreat, we will meet for eight monthly weekend workshops in Oakland, California at the BayNVC office. 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 and this year's themes for each of the monthly 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 kind 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 basic daily schedule

Time	Activity
9:30-10:30	Opening circle
10:30-11:15	Teaching
11:15-11:30	Break
11:30-12:30	Small group practice sessions
12:30-1:45	Lunch
1:45-2:00	Game
2:00-3:15	Empathy groups
3:15-3:30	Break
3:30-5:15	Practice and integration
5:15-5:30	Closing

Weekend workshop dates

March 10,11: Empathy When Its Hard: Translating Enemy Images

April 14,15: Self-connection, Self-Acceptance, and Desire for Growth

May 5,6: Authenticity and Vulnerability

June 2,3: Taking Responsibility -- Making Requests and Hearing Them

July -- choose your weekend: Empathy Intensive

August 25,26: Mourning, Healing, and Reconciliation

Sept. 29,30: Mediation

October 20,21: Power, Resources, Choice

3. “Empathy Buddy” relationships

Program participants build an ongoing, mutually supportive relationship with another program participant. (We will create the pairing based on participants’ preferences at the retreat). Buddies schedule at least *a 1-hour phone conversation or in-person meeting each week* for empathy, connection, practice, mutual support, and review of individual study.

Buddy relationships are one of the strongest components of this program, giving participants opportunities for mutual contribution, relationship building, practice with the learning, integration, empathy and healing, and deep connection.

4. Email group

At the beginning of the program we will establish an email group for Immersion Program 2012 participants. This email group serves as a forum to share challenges, offer mutual support and empathy, exchange information, discuss topics such as NVC assumptions and intentions, 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.

5. 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.

6. 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.

7. 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.

8. Reference Materials

Each participant will receive a binder full of materials for your learning. Some of the materials we include in the binder are:

- 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.

V. Program Leadership

Kathy Simon, Ph.D., BayNVC Immersion Program Leader

Kathy has been practicing NVC for more than 16 years, and was active behind the scenes in supporting the founding of BayNVC by her partner, 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 seven 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 2012 we anticipate having 5-6 assistant trainers, including graduates from the 2010 and 2011 BIP. Assistant trainers maintain personal contact with program participants (quarterly calls and some additional availability when the need arises), 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.

VI. Experience from Past Years' Participants

Here are a few experiences that previous years' Immersion Program (called CNPP until 2010) participants have shared with us. We hope they inspire you and connect you to the value of the BayNVC Immersion Program.

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.**

Being in an NVC retreat environment with Kathy as the leader, reminds me of all the love I have in my heart for myself and the world and all the potential I have as a person to create the connected, compassionate world of my dreams. **Former teacher, current personal growth facilitator, 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**

My experience with learning NVC with Kathy was enlivening and inspiring, not only or principally because of the content, but because Kathy's continuous flow of presence and communication met my need for clarity and authenticity; freeing me to be able to take in the content effectively. **Writer and Activist, BIP 2010**

I've experienced many moments of feeling jaw-droppingly impressed with how Kathy teaches NVC and holds our community with such care and compassion. She truly embodies NVC and the mantra she taught us at the Living Peace retreat: "Everybody's needs matter; that includes me." I feel such deep gratitude for getting to learn from her. **Psychotherapist, BIP 2010**

The CNPP weekends are amazing. I feel so warm and close to everyone, and well loved. It has even had an effect on my physical body in that I have an absence of the neck pain I usually experience! Thanks for a mind-blowing, life-enhancing, life-changing 10 months!!!!!! **Photographer, Berkeley, CNPP 2009**

Learning NVC has empowered me to act more in line with my hopes and dreams for myself and the world. **Nonprofit manager, Oakland, CNPP 2009**

I have attended and taught a wide variety of training programs for personal growth and communication. This immersion program provides an exceptional opportunity to internalize and integrate the simple practices that can lead us all to greater personal freedom, connection, and joy. **Leadership coach and organizational consultant, CNPP 2009**

My family life has improved so much as a result of my participation in the CNPP, now Immersion Program. I am grateful for my ability to hear my husband and children from a place of compassion and for the closeness and trust this has built between us. **Mom, Berkeley, CNPP 2009**

My experience of depression, anger, and fear of conflict are all significantly decreased from what they were at the beginning of CNPP. This is leading to being more at peace with myself and more joyful connection in my relationships. **Queer anarchist, CNPP 2009 Participant**

"NVC provided a highly effective framework for communication with my students and their parents. I feel more skilled in sharing my thoughts and begin open to listening to others, thus building trust, warmth, and satisfying relationships." **Elementary school teacher, CNPP 2009 Participant**

VII. Requested Experience and Commitment from Participants

1. Experience

We would like prospective Immersion Program applicants to have:

- 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).

2. Commitment

We request the following commitment from program participants:

- a. Intention to participate fully in all program components. The intention to participate is paramount, along with the understanding that each person will assess what is doable for her or him. Additionally, we recognize that different program components work differently for different people, and that some people may participate more in some than in others. *This request meets needs for integrity, clarity, mutual support and contribution for us.*
- b. Willingness to share some writings or taped contributions that document your inner process and, if applicable, changes in your life during the duration of the program. These contributions might be used in future publications, and/or in research about NVC (anonymously or attributed to you according to your preference.) *This request meets needs for support in reaching more people.*
- c. Agreement to purchase recommended NVC materials, if you do not already have them, for a total of no more than \$50. *This request meets needs for support in learning and integration of NVC.*

VIII. Financial Contributions

“I always thought that it would be hard to give so much, that there would be some cost on my end. I told myself that I don’t have quite that much money, or that I could not live without the money I would give. Like many other people, I had this idea of holding back, planning for the future. Now I realize that this is planning for the future. Not only for my own future, but for everyone’s future.” (Major donor)

1. 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, whereas contributions at the bottom end of the sliding scale are partial scholarship rates as they are not sustainable for us. At the same time, we would like to trust, and 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. Please contribute as much as you can.

If the contributions requested are beyond your means...

We recognize that the amounts requested for our programs are sometimes beyond the means of people who are passionate about living and sharing NVC. We strongly encourage you to raise funds for your expenses, and have created a list of options for how you may do that. If you believe the Immersion Program will be of benefit to yourself and the communities you are involved in, we hope you will apply. We will do our best to include you in the program.

2. Contributions Requested for the Immersion Program

The Immersion Program has two distinct categories of contributions:

Direct Out-of-pocket Expenses:

This covers room and board at the retreat, facility use, supplies, etc. We ask that you cover these expenses in full. These expenses range from \$315 for camping to \$515 for a single room, when available. Full details in the application.

Tuition:

We request a \$2500 - \$5000 sliding scale tuition contribution for the whole program. Our sustainability is met at \$3500. Below that amount is considered a scholarship rate.

3. Refunds

Our preferred practices around refunds are articulated in the Financial Addendum. We are generally happy to offer refunds minus the \$100 application fee provided the program has not started yet and we are able to fill your spot.

IX. 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 immediately 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 BIP@baynvc.org.

Step 2: Submit an Application by Dec. 31, 2011 (or until Feb. 3, 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, preferably no later than December 31, along with a \$100 application fee. Complete instructions are on the Application Form.

Step 3: Complete a Phone Contact by January 31, 2012: After we have received your application, we will email you to schedule for a phone call with one of the program assistants, who can answer any questions you have.

Step 4: Receive Participation Confirmation after your call: 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 Application:

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 intensive retreat, and we will gladly accept applications then if we still have room.

Appendix: Financial Addendum and Q&A

Section 1: Practical Information Related to Contributions & Payment Plans

In order to create more ease for staff and more efficient use of limited resources at BayNVC, we have a few requests pertaining to how financial contributions are made.

1. Payment in U.S. Dollars

We ask participants to make all of their payments in U.S. dollars. The time and uncertainty involved in converting payments made in other currencies has proved to be more than we can easily handle. So, if you live outside of the U.S., we ask that you either obtain money orders or checks made out in U.S. dollars (many banks offer this service), or make credit card payments by phone.

2. Payment Options

For most of our programs, especially the lengthier ones, we ask participants to pay an application fee, and later – upon acceptance – a deposit, usually equal to about 1/4 of the amount a person intends to contribute. Thereafter, we offer two options for completing payments:

- a. Lump sum payment for the remaining amount due, usually requested early on in a program.
- b. Three equal payments on a timetable we set out throughout the program.

3. Refunds

- a. The \$100 Application Fee: BayNVC will refund this fee in the event that we decide not to accept an applicant into the program. We do not refund this fee to applicants who withdraw themselves from consideration, as it is used to cover the staff time and expenses associated with the application process. For applicants who are accepted into the program and who decide to participate, the application fee is applied towards (deducted from) the overall tuition contribution. (Note: we do not apply the application fee towards someone's Direct Out-of-pocket Expenses contribution as these contributions go toward covering direct retreat-related costs).
- b. Deposit Refunds: The "deposit" is generally equal to 1/4 of the total contribution you intend to make. We are usually happy to refund the deposit as long as the program has not started and someone else can fill your place in the program. If we are not able to add another participant, we ask you to forfeit the deposit. Deposits are particularly significant in programs that have residential components – retreats, family camps, etc. In these programs, many decisions that have financial implications – such as the number of assistants, the amount of food to be purchased, the number of cooking staff to be hired, use of retreat center facilities, etc. -- are made months ahead of time, and are difficult to renegotiate with retreat center hosts.

The later notice we are given, the less likely we are to fill the spot. We generally do not accept new participants into a program once it has started, as we place a high value on building community and trust, and on continuity of learning. Whether you are experiencing an unforeseen personal emergency, or challenges, discomfort or stress related to the program

itself, we ask that you dialogue with us about your decision before making a decision to withdraw.

- c. Tuition Refunds: If tuition refunds are wanted after the start of the program, we refund tuition contributions minus the deposit. This is, again, because we do not accept new people after a program starts, and there is no replacement for lost income at that point. We do not assume that tuition refunds would be wanted; some people choose to keep their financial agreement to us even if they have changed their attendance agreement.

4. Payment Plans

We ask participants who are on payment plans to choose one of the following two methods for ensuring that their payments are made in a timely manner and with ease for them and for us:

- a. To submit post-dated checks for all payments that are pending in the future; these checks are then deposited on the first of the month for which they are dated;
- b. To give BayNVC a credit card number that can be used for automatic withdrawals. Automatic withdrawals are usually set up for the middle of the month for which payment is due.

You will be asked to choose one of these options after your participation in a program has been confirmed.

Section 2: Strategies for Supporting Mutual Sustainability

Q: I am contributing within the sliding scale, but my contribution is lower than I would wish. Do you have suggestions for how I can increase my contribution?

A: Yes! We are excited by the recognition that many people would like to give more than they are. The section below will give you ideas for raising money that do not involve withdrawing money from your own bank. Additionally, you may want to gift us with your time and skills. Contact the BayNVC office to talk about donating a monetary gift or volunteering your time and skills, 510-433-0700 or nvc@baynvc.org

Q: The low end of the scale is a stretch for me. Do you have suggestions for how I can raise sufficient money to be able to contribute within the scale?

A: Yes! We are excited to support people in taking proactive steps to raise funds to support your participation and capacity to contribute to you and to others. Below are various ideas we have about how you can do that.

Each person who participates in an extended program will be contributing back to their community through their skills in living NVC and sharing it with others, in leading groups, mediating, and/or serving as a hub for those who want to learn more about NVC. We believe many communities and individuals would enjoy investing in an individual who wants to make the commitment to learning and integrating NVC at this level.

Nearly every one of the fundraising ideas below can also become an opportunity to talk with people about NVC and to share flyers or brochures about NVC and/or about the program:

1. If you share NVC with others, ask for contributions to BayNVC at every event where you share NVC, or share with us a portion of your income from these events, until you have given us the amount you wish to give.
2. If you have a local NVC community, let people know of your plans and invite contributions to support you to participate in a program. Plan to share with the group what you have learned when you return, so your attendance can contribute to everyone.
3. Write letters or emails to family and friends, describing your plans and asking for their support.
4. Contact local organizations that may have an interest in NVC, such as faith-based, neighborhood-based, or civic and social change organizations, or organizations focused on a theme of your interest (e.g. for parenting groups contact La Leche League, PTA's, etc.). Share your plans and ask for their support. If you plan to share NVC through empathy or practice groups, you can offer the group members an opportunity to participate in what you will offer, or hold a series specifically for the group. You can offer to spend an evening sharing with group members what you learned in the retreat you went to a week or two after you come back. You may ask for financial investment ahead of time, or ask for donations after your return.
5. Offer introductory sessions on NVC in your community, and ask for donations at those events to support your participation in the program.
6. Organize an unrelated fundraiser, such as a bake sale, garage sale, etc. You can hold a bake sale at your local farmer's market.
7. Ask friends to hold garage sales for you.
8. Organize a fundraising dinner: you cook and host some friends, and ask for donations.
9. Hold an "empathy booth" or "mediation table" at a local café or farmer's market, with a donation basket.
10. Seek small grants from local grant-makers, possibly highlighting that you will offer free training in NVC as part of your contribution to the community.
11. Ask friends for other fundraising ideas – and share them with us so we can share them with others!

Section 2: Financial Assistance

Q: It's not sustainable for me to make the full financial contribution that is requested, and I cannot see a way of doing fundraising. What are my options?

A: There are two main options you can consider:

- 1) Extended payment plan
- 2) Tuition scholarships

Q: How do extended payment plans work?

A: Extended payment plans are available to those people for whom our other payment options would create a hardship. As with all payment options, we ask people who are choosing extended payment plans to submit an application fee followed by a deposit once they have received the official confirmation of participation. Thereafter, participants pay the remaining amount due in monthly installments for a timeframe they determine, up to a maximum of 24 months.

Q: How do you make decisions about scholarships?

A: First, we want to ensure that the program as a whole is sustainable. If we have enough people paying for the program to support the trainer and our administrative costs, then we can consider accepting scholarship applicants. So far we have successfully managed to find ways of including virtually every person who has wanted to come to one of our retreats and programs and let us know of their desire ahead of time.

We offer partial scholarships for tuition for those who would not otherwise be able to attend and who are unable to consider a payment plan.

Q: What is the process for requesting financial assistance?

A: On our application forms, we ask applicants to indicate the amounts of their contributions, their preferred methods and timeframes for payment, as well as whether they are requesting a scholarship. In many cases, we will simply confirm your registration, accepting the payment plan, or scholarship request you have made. In some cases we will put you on a waiting list until we confirm the program you are applying for assistance for is sustainable. If we have any challenge in meeting your request, we will let you know and try to find a different arrangement.