BayNVC Immersion Program 2020 Information Packet

Join the warmth of a learning community in the BayNVC Immersion Program, where we explore real-life situations and uncover new ways to respond in place of old habits. Each year, the Immersion Program attracts a range of NVC practitioners: those who are relatively new as well as more experienced students. Participants find great value in the continuity of the monthly meetings and the opportunity to learn and grow in a lively community. We laugh, share, mourn, and learn together. We practice specific NVC skills while emphasizing the intention behind the form, the heart behind the words. If you know enough about NVC to want to immerse yourself more deeply we warmly invite you to join us for BIP 2020!

The Immersion Program offers training to:
- Transform recurring conflicts
- Enhance your ability to support others
- Find more balance and clarity with your own “triggers” or reactions
- Make movement on areas in your life that seem stuck
- Deepen your capacity for listening and empathy
- Develop mediation skills
- Build community with those who share values of Nonviolence

2020 Program Dates and Curriculum:
The Immersion Program begins with the Living Peace Retreat, a five-day residential retreat in January in Ben Lomond, CA. It continues with an 8-month intensive, February through September, consisting of eight weekend workshops which will meet in a lovely space in Berkeley, CA. The program also includes empathy-partner relationships, a monthly Zoom coaching call with a lead trainer, and other ongoing practice opportunities.

Program dates:
January 17 - 22: Living Peace Retreat at the Ben Lomond Quaker Center

8-month Intensive weekend workshop dates: (topics may change)
Note: Weekend workshops alternate trainers
Feb 29, Mar 1: A Strong and Vital Heart: Empathy under Fire (Roxy & Oren)
March 21, 22: The Myth of Perfection: Maturing through Self-acceptance (Oren)
April 25, 26: A Deeper Freedom: Power, Resources and Choice (Roxy)
May 30, 31: Being Real When It Counts: Authenticity and Vulnerability (Oren)
June 20, 21: The Art of Mourning, Healing, and Reconciliation (Roxy)
July 18, 26: Multiple workshops on different topics with guest trainers.*
August 22, 23: Radical Responsibility: Giving and Receiving Without Shame (Oren)
September 12, 13: Bridging the Gap: Skills for Mediation (Roxy)

* You’re invited to bring friends or family to the July workshops free of charge (space permitting).
To help us plan for and staff the program, we urge you to apply for the program by January 1, 2020. We will accept applications as long as space is available in the program. In 2019, we were not able to accept everyone on our waiting list.

Questions? Contact BIP@baynvc.org.
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Program Components

The BayNVC Immersion Program (BIP) runs from January through September of 2020. The in-person portion of the program consists of one intensive residential retreat in January and eight monthly weekend workshops led by Roxy Manning and Oren Jay Sofer, a group of assistants, and visiting trainers. These are each described in detail below.

1. Living Peace Retreat – January 17 - 22, 2020

The Living Peace Retreat is co-led by Oren, Roxy, and an amazing team of assistant 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 below (page 8). The Ben Lomond Quaker Center is located on 80 acres of redwood forest in the Santa Cruz Mountains, on the border of Castle Rock State Park. It is 1.5 hours south of San Francisco Airport, one hour from San Jose Airport, and 25 minutes north of Santa Cruz.

Meals prepared by our fabulous chef, Tod, will include vegetarian options, and can accommodate common dietary restrictions (gluten-free, dairy-free, soy-free, vegan, etc.).

The retreat starts on Friday with registration at 3:00 pm, dinner at 6:00 pm and the evening program at 7:00 pm. Please plan to arrive between 3:00 – 5:00 p.m. to register and settle into your room. The retreat will end at 12 pm on Wednesday with lunch.

Living Peace Retreat Typical Daily Schedule

While the schedule varies, this gives you a general idea:
<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 - 7:45</td>
<td>Shared morning practice (yoga, meditation, movement, etc.)</td>
<td>Self-organized, optional</td>
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<tr>
<td>7:45 - 8:45</td>
<td>Breakfast</td>
<td></td>
</tr>
<tr>
<td>9:00 - 10:45</td>
<td>Teaching/skill building</td>
<td>Large group teaching mixed with experiential practice opportunities in small groups</td>
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<tr>
<td>10:45 - 11:00</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>11:00 - 12:25</td>
<td>Teaching/skill building</td>
<td>Small group practice</td>
</tr>
<tr>
<td>12:30 - 1:30</td>
<td>Lunch</td>
<td></td>
</tr>
<tr>
<td>1:45 - 3:00</td>
<td>Empathy groups</td>
<td>Daily opportunity to connect with the same small group throughout the retreat to give and receive empathy</td>
</tr>
<tr>
<td>3:00 - 4:25</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>4:30 - 5:55</td>
<td>Requested topics and participant offerings.</td>
<td>Additional practice sessions, and/or opportunities for participants to share NVC and receive feedback from other participants and support staff</td>
</tr>
<tr>
<td>6:00 - 7:00</td>
<td>Dinner</td>
<td></td>
</tr>
<tr>
<td>7:15 - 8:30</td>
<td>Large group Session</td>
<td>Additional experiential practice, connection &amp; healing work; games; harvesting of what we’ve learned.</td>
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2. **Weekend workshops**

After the retreat, we will meet monthly for eight, two-day weekend workshops in Berkeley. These weekends are designed to continue to deepen our 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 teaching, small and large group experiential learning, and lots of practice.
Weekend Workshop Typical Daily Schedule
Saturdays and Sundays, 9:30am-4:30pm

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30-10:30</td>
<td>Opening circle / Activity</td>
</tr>
<tr>
<td>10:30-11:15</td>
<td>Teaching on theme of the month</td>
</tr>
<tr>
<td>11:15-11:30</td>
<td>Break</td>
</tr>
<tr>
<td>11:30-12:30</td>
<td>Small group practice sessions</td>
</tr>
<tr>
<td>12:30-1:45</td>
<td>Lunch and walk or rest</td>
</tr>
<tr>
<td>1:45-2:00</td>
<td>Game/movement</td>
</tr>
<tr>
<td>2:00-3:15</td>
<td>Empathy groups</td>
</tr>
<tr>
<td>3:15-3:30</td>
<td>Break</td>
</tr>
<tr>
<td>3:30-4:30</td>
<td>Practice and integration</td>
</tr>
</tbody>
</table>

3. **“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, learning, integration of concepts, empathy, and deep connection.

4. **Group Size**
We anticipate limiting enrollment in the Immersion program to 40 participants. Much of our learning and practice occurs in small groups, which have an average teacher: to student ratio of six or seven to one.

5. **Program Dashboard and Online Group Forum**
We will use a central webpage with all relevant resources, links and contact information. We will also have a private google group list-serve for the 2020 Immersion Program participants. This group forum will serve as the primary means of communication for the program leaders with participants, as well as a shared forum to share challenges, offer mutual support and empathy, exchange information, explore teaching questions, and share celebrations. We request that each participant post 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. Assistants and trainers will participate in the forum as they are able according to schedules and availability.

6. **Monthly Zoom Calls**
Each month, between sessions, Roxy or Oren will lead a 90-minute, live coaching call open to all participants. These calls are intended to support your learning, integration
of the skills, and the continuity of the program from month to month. They are a time when the lead trainers will be available for questions, coaching, and live role plays. Each call will be recorded and available for viewing for approximately one month until the following call. Dates and times are listed below.

- March 11, 6:30-7:30 pm: Coaching Call with Roxy
- April 4, 9:00 - 10:00 am: Coaching Call with Oren
- May 13, 6:30 - 7:30 pm: Coaching Call with Roxy
- June 13th, 9:00am: Coaching Call with Oren
- August 10, 6:30 - 7:30pm: Coaching Call with Oren
- August 31, 6:30 - 7:30 pm: Coaching Call with Roxy
- September 13, 5:00-7:00 pm: Closing Potluck Celebration!

7. **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.

8. **Optional Small Group Meetings**
To maintain connection with each other between monthly sessions, we encourage both in-person and online venues for self-organized study groups. Assistants may offer or be asked by participants to facilitate these groups based on their availability and the needs of the group.

9. **Individual NVC Coaching / Empathy with Assistant Trainers**
As a part of BIP, we also will invite you to receive private coaching, empathy, or support from an assistant trainer once during the program. The session will last 45 minutes.

10. **One to One NVC Coaching Packages with Assistant Trainers**
We invite you to further enhance your learning with monthly or bi-monthly one on one, NVC coaching calls with a member of our assistant team. You can choose your coach during the program, or add this option at any time. Note: not all assistants are offering coaching packages for purchase through BIP.

*Disclaimer: NVC Coaching packages offered as part of the BayNVC Immersion Program are designed to support the participant with their understanding, integration and embodiment of NVC principles and tools. NVC coaching is not a substitute for counseling, psychotherapy, psychoanalysis, mental health care or substance abuse treatment.*

11. **Reference Materials**
Each month you will receive additional materials for your learning, including:
• Key assumptions and intentions of NVC – an elaboration of the spiritual and practical foundations of NVC
• Journals for your learning during retreats and at home.

Requested Experience and Commitment from Participants

1. Experience
We would like Immersion Program applicants to have at least two of the following:

- Conceptual understanding of the basic principles of NVC
- Taken a 6-8 week NVC Foundations course
- Attended an NVC intensive or retreat
- Participated in a monthly NVC training program of 6-months or longer, meeting
- Participated in a weekly NVC practice group for 2 months or longer
- Studied on their own through reading or recordings
- Taken an NVC course online
- Taken NVC Teleclasses

2. 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; being able to count on participation is a key way for us to investigate that together. This said, we recognize we all have other commitments, and expect that there are circumstances in which participants may choose to miss a day or weekend during the program. If you anticipate missing more than one full weekend (or two full days), please indicate this in your application.

Financial Contributions

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, to mention a few. 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 benefit you and the communities you are involved in and you are not able to raise funds from your community, we hope you will apply and not let financial considerations deter you. We will do our best to include you in the program.

2. **Financial 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 $425 for a camping spot or bed in a dormitory, to $625 for a single room (limited availability)

**Tuition for the Living Peace Retreat:**
Adults: sliding scale $1400-$750
Register here
Scholarships and youth rates (24 and younger) available. Apply here

**Tuition for the 8-Month Intensive:**
We ask $4000-$2000 sliding scale tuition to participate in the 8-Month Intensive. This helps to cover the range of costs (supplies, rent, etc.) for the program, as well as trainer prep, teaching, and support time.

Scholarships and youth rates (24 and younger) available. Apply here
Application Process and Timelines

To support clarity and connection, we’ve 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 who is interested and intending to apply. Contact BIP@baynvc.org

**Step 2: Submit an Application:** 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 1. Applications are rolling; we will continue to accept applications until the program is full. All instructions are on the Application Form.

**Step 3: Follow-up Questions:** If we have questions about your application, one of the trainers or assistants may contact you by email or phone for a short conversation.

**Step 4: Receive Confirmation:** We plan to review applications and make final decisions on a rolling basis, once per month. If you apply before Dec. 1st you can expect to hear from us within 3-4 weeks. If you apply after Dec. 1st, you can expect to hear from us within 2 weeks. Applicants who are accepted into the program will receive a confirmation email with a link to register.

**Full Payment or First Installment of Payment Plan Due:**
Living Peace Retreat: December 20th, 2019
BIP: February 1st, 2019

**Late Applications:**
We welcome late applicants as long as we have space. Since applications are accepted on a rolling basis, we cannot guarantee there will be space in the program. Each year so far we have accepted several people who decided to apply after attending the January Living Peace retreat, and we will gladly accept applications then if we still have room.

**Cancellation Policy:**
Our ability to make these programs sustainable depends on having a certain number of participants. The closer to the program start date, the harder it is to fill a cancelled spot. We expect this program to fill with a waitlist, and want to ensure that those signing up are fully committed to attending the program. To support our sustainability with the program, we have set the following cancellation policy:

**BIP: 8 Month Intensive**
- Before **February 1st**: Full refund, less $50 admin fee per person
- Before **February 15th**: 50% refund, less $50 admin fee per person
- **Cancellations after February 15th will not be refunded.**
Living Peace Retreat
- Before December 16: Full refund, less $50 admin fee per person
- Before December 28: 50% refund, less $50 admin fee per person
- Cancellations after December 28 will not be refunded.
Program Leadership

Roxy Manning, Ph.D. is a Certified Trainer with the CNVC and a CNVC Certification Assessor-In-Training with TCCP. She co-led BayNVC’s Leadership Program from 2008 to 2017. In 2007, she co-founded the annual Nonviolent Leadership for Social Justice Intensive which she has co-led for the past 13 years. A passionate champion of social justice, she brings NVC to her work as a licensed clinical psychologist serving the homeless population in San Francisco, CA, and has volunteered and supported groups around the world interested in causes from LGBTQ rights to equity and transformation of social structures related to race, ethnicity and social class. Roxy uses her own experiences as an Afro-Caribbean immigrant in the United States, a clinician who has worked intensively with couples and families, and a consultant to businesses and organizations to deliver trainings that are attuned to the needs of participants with diverse interests. Roxy lives in San Lorenzo where she brings NVC to her most rewarding work as a mother.

Oren Jay Sofer began practicing meditation in 1997, and soon developed a deep interest in the relationship between mindfulness, embodied presence, and communication. A CNVC Certified Nonviolent Communication Trainer, he began teaching NVC in 2006 and has taught classes and workshops to individuals and organizations nationally. His teaching places particular emphasis on how awareness practice and communication training can inform and deepen one another in a synergistic manner. Oren holds a degree in Comparative Religion from Columbia University, is a Somatic Experiencing for healing trauma, and is a member of the Spirit Rock Teacher’s Council. He is the author of Say What You Mean: A Mindful Approach to Nonviolent Communication, the founder of Next Step Dharma, an online course in bringing meditation into daily life, and co-founder of MindfulHealthcare.net, providing training in mindfulness, communication, and resilience to the healthcare community. www.orenjaysofer.com

Assistant Trainers Team
In 2019, we anticipate having 7-8 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 7-8 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.
Testimonials

Here are testimonials from past participants and students of Oren’s and Roxy’s. We hope they give a sense of what the program can offer and entice you to join us!

“Roxy is a natural healer with a huge capacity to hold pain and and create space for deep healing. I love the way Roxy facilitates groups; there’s something about her energy and the way she leans forward that inspires me and gives me hope.” — Martha Lasley, Founder and Certified Coach, Leadership that Works

“I was blown away by Oren’s ability to clearly, consciously, and potently articulate and bring to life so many teachings. The organization of his retreat was flawless, which made it much easier for me to see the connections between various ideas and practices. I would be thrilled to spend another retreat with Oren.” — Retreat Participant

“Being in the Immersion program with Roxy has transformed my life in a thousand positive ways… I've learned more of what it means to be a part of a community. BIP has been a safe space that's supported me in experimenting with living in a way that has more joy and authenticity. And this is just the beginning of all the positive changes rippling out through my life from my involvement in BIP. Thank you, Roxy, and all the leadership in BIP and the NVC community.” — Sarah, BIP 2017

“There is no replacement for working with this material in an interactive group field with a grounded and spiritually mature, capable instructor like Oren. It’s been invaluable!” — Dawn Neal, Life Coach, Berkeley CA.

“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.” — 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.

“Being in an NVC retreat environment . . . 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 in ways 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