

# BayNVC Immersion Program 2019 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 2019!***

The Immersion Program offers training to:

- Transform recurring conflicts
- Develop mediation skills
- 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
- Build community with those who share values of Nonviolence

## **2019 Program Dates and Curriculum:**

The Immersion Program begins with the [Living Peace Retreat](#), a five-day residential retreat in Boulder Creek, CA, and continues with an 8-month intensive, March through October, consisting of eight weekend workshops which will meet in a lovely space in Berkeley, CA. The program will include empathy-partner relationships and other phone and email practice opportunities.

Program dates are as follows:

February 15-20: Living Peace Retreat at the Vajrapani Institute

### **8-month Intensive weekend workshop dates: (topics may change)**

March 16, 17: *A Strong and Vital Heart: Empathy under Fire*  
April 13, 14: *The Myth of Perfection: Maturing through Self-acceptance and Growth*  
May 18, 19: *Being Real When It Counts: Authenticity and Vulnerability*  
June 8, 9: *Radical Responsibility: Giving and Receiving Without Shame*  
July 13 & 21: *Multiple workshops on different topics with guest trainers. \**  
August 17, 18: *The Art of Healing: Mourning and Reconciliation*  
September 14, 15: *Bridging the Gap: Skills for Mediation*  
October 12, 13: *A Deeper Freedom: Power, Resources and Choice*

\* You are invited to bring friends or family to the July workshops, free of charge!

To help us plan for and staff the program, we urge you to [apply for the program](#) by December 15, 2018. We will accept applications as long as space is available in the program.

Contact: Write to Talli Jackson at [bip@weavinghearts.com](mailto:bip@weavinghearts.com)

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## Program Components

The BayNVC Immersion Program (BIP) runs from February through October of 2019. The in-person portion of the program consists of one intensive residential retreat in February and eight monthly weekend workshops led by Roxy Manning and Oren Jay Sofer, a group of assistants, and visiting trainers. Both of these components are described in more detail below.

### **1. Living Peace Retreat – February 15-20, 2019**

The retreat, located at the Vajrapani Institute, is 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 Vajrapani Institute is located on 70 acres of land 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 50 minutes north of Santa Cruz. You can find more information on the Vajrapani Institute at [www.vajrapani.org](http://www.vajrapani.org).

Meals prepared at the Vajrapani Institute are vegetarian and the chefs can accommodate most common dietary restrictions (gluten-free, dairy-free, soy-free, vegan, etc.)

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

## Living Peace Retreat Typical Daily Schedule

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

Time	Activity	Notes
7:00 - 7:45	Shared morning practice (yoga, meditation, movement, etc.)	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 experiential practice, connection & healing work; games; harvesting of what we've learned.

## 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-5:00pm

<b>Time</b>	<b>Activity</b>
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

### **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. Email group**

At the beginning of the program we will establish an email group for Immersion Program 2019 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.

### **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 set up venues for self-organized study groups. Assistants may be called in to facilitate based on their availability and the needs of the group.

## 7. Phone calls with assistant trainers

As a part of BIP we will invite you to contact an assistant trainer once during the course of the program if you would like to receive coaching, empathy, or support with your experience in the program. The session will last 30-45 minutes. Those who would like to have additional calls with program assistants are invited to make those arrangements directly with the assistant and work out a mutually agreed upon exchange for the assistant's time and service.

## 8. 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 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**

### 1. Experience

We would like prospective 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 an ongoing training program of 6-months or longer
- Participated in a 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 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 weekend during the program.

## 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, 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 \$550 for a bed in a dormitory, to \$875 for a private cabin (limited availability)

#### **Tuition for the Living Peace Retreat:**

Adults: sliding scale \$1400-\$750

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.

**Application Process and Timelines**

The following timeline is intended to support clarity and connection. 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 Talli at [bip@weavinghearts.com](mailto:bip@weavinghearts.com)

Step 2: Submit an Application by Dec. 15, 2018: 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 15. 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. 15th you can expect to hear from us within 3-4 weeks. If you apply after Jan. 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 Program Agreement, (reflecting financial agreements) and a link to register.

**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 February Living Peace retreat, and we will gladly accept applications then if we still have room.

## Program Leadership

**Roxy Manning, Ph.D.** is a Certified Trainer with the CNVC and co-lead BayNVC's Leadership Program from 2008 to 2017. 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 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.us](#), providing training in mindfulness, communication, and resilience to the healthcare community. [www.orenjaysofer.com](http://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 other 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



