

## **Courageous Leaders for Collective Liberation Advanced Training Program Overview**

We believe that courageous, compassionate leadership embodies many forms, and that it is most effective when grounded in deep, loving contemplative practice and an unwavering commitment to liberation for all. We teach who we are, and if we are not doing our own personal work, that will reflect in our service efforts. And if we are doing deep contemplative work, but aren't aware of the ways in which our capacity for care is limited by social and cultural conditioning, we may not realize our full potential. We also may end up perpetuating the very systems of oppression from which we aim to free ourselves and others.

Our Courageous Leaders for Collective Liberation Program is therefore designed to support both spiritual activists and organizers who wish to both grow and strengthen a healing and restorative contemplative practice as well to commit to taking action to make systems and communities they serve more caring and just. The training is open to all educators, health professionals, social workers, activists, organizers, spiritual teachers, community leaders and caring professionals who wish to:

- **expand** their *vision* for a more compassionate, just society;
- **strengthen** their *contemplative practice* in ways that are sustaining and generative;
- **develop** *systemic and structural competency* and fluency in anti-oppressive pedagogies;
- **learn** *tools for healing and transforming* privilege and oppression;
- **join** a growing *professional learning community* of spiritual activists committed to critical self-discovery and collective liberation; and
- **integrate** their healing and systems learning with their developing philosophy around organizing to workshop and implement their own personal and social leadership project.

### **Program Structure**

The program is designed as a year-long course to offer time, space and community building necessary for deep contemplative reflection and community building to unfold. The training includes the following in-person and online learning components:

1. **SEE| Courageous Compassion Retreat | Summer, July 13-18**
2. **HEAL | Healing Power of Love and Compassion Seminar | Fall**
3. **ReENVISION | Compassionate, Just Systems Seminar | Winter**
4. **LOVE | Compassion- and Love-Based Leadership Seminar | Spring**
5. **ACT | Courageous Leadership in Action Project | Spring/Summer**
6. **INTEGRATION | Capstone Retreat | Summer**

To successfully complete the Courageous Leaders for Collective Transformation Program, participants must complete all of the following retreats and seminars and the related assignments for each. Attendance at our live weekly seminars is required, and we can accept up to three absences throughout the course of the training.

**SEE** | The **Courageous Compassion Retreat** is a 5-day intensive retreat designed to support participants' personal contemplative practice, a deep understanding of Courage's blueprint for personal and social transformation, and to welcome participants into the Courage community. \*The retreat will be held from July 13-18, 2018 at our Headquarters in Oakland, CA. *This year the Foundations Retreat will be held at Courage of Care's Oakland Headquarters from July 13-18, 2018.*

**HEAL** | The **Healing Power of Love and Compassion Seminar** is an 8-week course that offers participants an opportunity to deepen their own compassion practice in community and to develop an analysis of love- and compassion-based relational approaches to systemic and social justice issues. This seminar will run from mid-September through mid-November 2018.

Topics:

- Session 1: Love as the Engine of Survival: Exploring in Diverse Wisdom and Spiritual Traditions
- Session 2: Relational Organizing: Malcolm, Martin and Ella
- Session 3: Honoring and Sensing our Spiritual Activist Lineages
- Session 4: On Behalf of All: Developing an Inclusive Strategy
- Session 5: Doing Our Own Work: Personal and Social Transformation
- Session 6: Radical Hope: Maintaining Practice and View
- Session 7: From and Ethic of Care to an Ethic of Risk
- Session 8: Sustainable Compassion: Avoiding Empathy Fatigue and Burnout

Assignments:

- Weekly reflections in response to questions posted on discussion board in Teachable
- Personal practice assessment and development plan and formation of a personal "leadership advisory board"
- Initial proposal for contemplative course or service project
- Closing integrated essay, video or art project on your leadership style

Suggested Pre-reading:

- Sharon Welch, *A Feminist Ethic of Risk*, Fortress Press, 1990.
- Rebecca Solnit, *Hope in the Dark*, Nation Books, 2005.

**ReENVISION** | The **Compassionate, Just Systems Seminar** is designed to help participants develop greater systemic and structural competency and to help them (re)imagine the possibility

of realizing the beloved community through personal and social transformation. This seminar will run from January through late February.

Topics:

- Session 1: Systems of Oppression and Their Devastating Effects
- Session 2: Developing a Common Inclusive Analysis
- Session 3: Imagining the Beloved Community
- Session 4: Successful Social Movements and Radical Spiritual Activists
- Session 5: Systems Change: To Change a System You Must Know Its History
- Session 6: New Models of Compassionate Systems
- Session 7: Collective Leadership and Emergent Strategy
- Session 8: What Do We Stand For?

Assignments:

- Weekly reflections in response to questions posted on discussion board in Teachable
- Research and share in on life of a social movement that has moved you
- Needs and systems assessment of your service or organizational project
- Reassessment of personal practice, leadership style and personal growth plan

Suggested Pre-reading:

- adrienne marie brown, *Emergent Strategy: Shaping Change, Changing Worlds*. AK Press, 2017
- David Bollier, *Think Like a Commoner*.

**LOVE | The Compassion- and Love-Based Leadership Seminar** is an 8-week course designed to support and prepare participants to lead open, inclusive and trauma-sensitive relational compassion organizing or service projects. This seminar will run from mid-March through mid-May.

Topics:

- Session 1: Trauma Informed Organizing, Facilitation and Collaboration
- Session 2: Healing Trauma and Oppression
- Session 3: Restoring and Repairing Relationships
- Session 4: Nonviolence as a Stance
- Session 5: Difficult Conversations and Conflict Resolution
- Session 6: Creativity and Collaboration
- Session 7: Accountability
- Session 8: Action and Reflection Cycles

Assignments:

- Weekly reflections in response to questions posted on discussion board in Teachable
- Revised organizing plan for project
- Develop introductory plan for initial training session, strategic plan, sample workshop, etc

- Revised leadership statement and Self-Assessment
- One-on-one check in

**ACT/TRANSFORM** | The **Courage in Action Organizing Project** involves the design and implementation of a compassion-based organizing project, workshop or training in one's community, organization or professional sector, or the integration of and reflection on Courage's blueprint in your existing work sphere. Given that our public work is never separate from our private or personal development, this seminar invites us to consider our developing leadership in "parallel process" with our personal growth processes. Participants will work in peer support groups with one or more of our core faculty for coaching and supervision during the process. These sessions will run in mid-May and June.

Topics:

Session 1: Program Planning, Organizing and Strategy

Session 2: Movement and Relationship Building

Session 3: Collaborative Leadership

Session 4: Coaching and Critical Friends

Session 5: Checking Yourself: Parallel Process

Session 6: Accountability and Action

Assignments

- Submission of project portfolio with strategic plan
- Revised teaching statement and self assessment
- Practice assessment and revised development plan

**INTEGRATION** |The **Community Capstone Retreat** offers a chance for the cohort to convene again for a 2.5 day intensive at our Oakland headquarters for retreat and reflection in late July.