



Pace e Bene Australia presents:

The Spirituality and Practice of Nonviolent Leadership

A new eight-day, residential program for
Church leaders, clergy and lay, in Australia



At the best of times, leadership is a challenging opportunity, a dynamic process and a soul-enriching experience. And, at the worst of times, the challenges of leadership can highlight our limitations.

*A leader is someone with the power
to project either shadow or light
onto some part of the world
and onto the lives of the people who dwell there...
a good leader is intensely aware
of the interplay of
inner shadow and light,
lest the act of leadership
do more harm than good*

(Palmer, P. 2000, The Courage To Teach, pg 79)

Effective leadership can only emerge from, and be sustained by, a foundation of self-understanding. Without an awareness of the light and shadow that drive our unique personalities we unconsciously repeat the myth of redemptive violence that is dominant in our culture. Even in the Church, we can perpetuate violence towards self and others.

The Spirituality and Practice of Nonviolent Leadership Program invites us to explore a different way to function as a leader. Exploring questions of self-care, integrity, power and hierarchy, the program affirms that we can expand self-knowledge and deepen leadership skills through a disciplined and sustained practice of reflection on inner work.

This Program has four themes:

- **Leadership** – exploring the fundamentals of effective leadership in Christian communities;
- **Context** – examining the socio-cultural aspects of nonviolent leadership in our time;
- **Inner Work** – engaging in depth the psycho-spiritual dynamics of nonviolent leadership, with special attention on the concept of the shadow;
- **Care** – a way of being together that enables us to align ourselves more closely with our soul's purpose.

This eight day, residential program will be offered in two modules in 2010 (Module 1 will be offered twice):

Module 1: The Inner Journey of Nonviolent Leadership (5 day residential retreat)

Either: Sunday August 8th -- Friday, August 13th

Or: Sunday August 29th – Friday September 3rd
Nathanael's Rest, Mundaring, WA (45 mins east of Perth)

Module one will focus on the meaning and personal understandings of a spirituality and practice of non-violence. Drawing on our 'inner and outer' lived experiences, we will develop together a holistic foundation for nonviolent living and leadership. The facilitators work intentionally from an experiential framework, engaging a wide variety of metaphors and stories, including the socio-political, cultural and personal mission of Jesus.



Module 2: The Tool-Kit For Nonviolent Leadership (3 day residential retreat)

November 14th - November 17th
Venue TBC (Sydney or Melbourne)

Module two will create space in which participants will explore and expand on their application of concepts from module one. This will include the process of 'emergent design' by building on the experiences, learnings and insights from the initial retreat to co-create a program of meaning and significance to the participants. It will include a range of strategies, tools and techniques to further sustain participants' capacity for nonviolent leadership within their own context.

Costs: a grant from the Glenburnie Programme underwrites significant costs for the design and delivery of this eight-day experience. Participants will be asked to contribute **\$1400** to facilitation, accommodation, catering and venue costs.

To find out more about the program and application process, please contact:
Brendan McKeague: mckeague.brendan@gmail.com tel: 0429 448 090



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Registration Form and Tax Invoice

ABN: 94121409872

(Please Print)

Name

Address

City

Post Code

Telephone

(daytime)

(evenings)

Module 1

Aug 8-13

or

Aug 29-Sept 3

Preferred Date

Email

Personal

(ie Dietary requirements)

Requirements

Payment

To secure an option for a place on this program, please send a non-refundable deposit (to 'Pace e Bene Australia') of \$100.00 (GST free) with this registration form and payment to:

The Treasurer
Pace e Bene Australia
3 Brierly Street, Warrnambool, Victoria 3280
Email: bobmyers@aapt.net.au

**The balance of \$1300 (gst free)
is payable before
JUNE 14, 2010**

Electronic Transfer

BSB: 633 000
Accn No: 128 057 940
A/c Name: Pace e Bene Australia
Reference: SPNL + your surname/initials

The Facilitators

Brendan McKeague is a member of the Pace E Bene Nonviolence Service and has provided facilitation and training in Australia and internationally for 20 years.

George E. Trippe has over 45 years experience in inner work with a focus on the dialogue between Jungian psychology and Christian spirituality.

Stacie Chappell lectures and studies at the UWA Business School, and facilitates learning in the areas of leadership, ethics and corporate social responsibility.

The Rationale

The World Council of Churches 'Decade to Overcome Violence (DOV)' comes to an end in 2010. The DOV has been supported by all national and State ecumenical bodies in Australia as an integral part of developing a spirituality of hope for today's world. It is timely to connect with the energies and insights of a growing global network of faith-based groups, who are engaged in the nonviolent transformation of culture around the world. We seek to provide leaders in Australian Churches with opportunities to deepen their learning about how to embed a spirituality of nonviolence within the leadership and membership of Australian Church communities.

Our Sponsors

Our 2010 program modules are presented under the sponsorship of Pace e Bene Australia (www.paceebene.org.au), and in part through a generous grant from the Glenburnie Programme (originating in Western Australia and administered by the National Council of Churches in Australia).





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Further Information

This pilot program will explore new territory by integrating key areas of spiritual and leadership formation under the one overarching theme of nonviolence. To our knowledge, this is the first program of this kind in Australia. We believe it is a timely and relevant offering that will add significant value to Church communities in Australia.

The content areas of the first Module, **The Inner Journey of Nonviolent Leadership**, will focus on four key themes that create a foundation of substance for the journey into nonviolent leadership:

- Knowing Myself – awareness of, and continuing growth in, my inner journey, seeking authentic alignment with my soul's purpose and contribution towards the ongoing story of co-Creation.
- Knowing My Culture – understanding the power of the 'dominant culture' in which I live and breathe, and how it has contributed to shaping my worldview and patterns of behaviour, at personal and systemic levels.
- Knowing Jesus – revisiting the Jesus stories through the lens of the universal Christ figure, identifying the power and grace of his nonviolent leadership in his own cultural context.
- Expanding My Skills – recognizing, honouring and exploring the skills of nonviolence gathered from my life experience and how these may be transferred intentionally into my leadership role.

The content area of the second Module, **The Tool-Kit for Nonviolent Leadership**, will be fine-tuned in response to what emerges during Module One. This process of 'emergent design' illustrates a principle of self-organisation that permeates our commitment to nonviolence: the passion, energy and collective wisdom of the people who gather will be fully utilized in the creation and delivery of Module Two.

In order to illustrate what can be provided from the facilitators' areas of practice, we have considerable combined experience in: Open Space Technology (OST), Restorative Justice, Appreciative Inquiry, Dream Work and Active Imagination, Professional Ministry Supervision, Spiritual Direction, Creative Conflict Transformation, Myers Briggs typology, Emotional Intelligence, '360 Degree Feedback'...

Who Will Attend?

We are inviting those who are in significant leadership roles, within their own Church communities, local or national, to consider attending. We trust that those who come will be called from a deep longing within their own spirit to join us on this journey. One of the key principles of nonviolent leadership, fundamental to the process of OST, is the belief that 'whoever comes are the right people'. We eagerly await your presence.

Due to the nature and richness of the deep levels of engagement within this program, the total number of participants will be limited to **sixteen**.

Our Intention

We will seek to provide a sacred space in appropriate surroundings so that those who attend will relax in the comfort of an environment that is hospitable and open to the spirit moving among us. Nathanael's Rest, a modern, purpose-built retreat centre in the Perth hills, will provide such a place for us.



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Additional Comments from the Facilitators....

George writes:

It is my conviction that we cannot sustain the practice of peacemaking and nonviolent living unless we create a foundation for this work grounded in a regular practice of self-reflection and emotional honesty.

We will be using the insights of Carl Jung and some who have built on his work, including James Hillman, Marie-Louise von Franz, Alan Jones, Hanna Wolff and John O'Donohue to reflect on the dynamics of inner work. We will be engaging a model of ourselves that allows for a variety of points of view to be held in creative balance within, including the shadow sides of who we are as introduced by Jung in his psychological work.

The teachings of Jesus will be our overall framework for taking up the disciplines and practices of inner work that allow us to sustain our commitments to nonviolence and the daily practice of peace.

Brendan writes:

Having been engaged with social justice activism and the peace movement for many years, I have to confess that I am still capable of being violent, both to myself and to others. No matter how hard I have tried to expel my capacity for violence, the deeply embedded patterns of my socio-cultural conditioning remain within the recesses of my psyche. I continuously need to make peace with the 'enemy within'.

I have witnessed many people, some in significant leadership positions in Church and faith-based communities, commit harmful acts of violence in the name of peacemaking. I believe there are better ways to create peace, including an intentional commitment to model the way of nonviolence and 'be the change we wish to see in the world' (Gandhi).

Leaders, formal or informal, in any community, have wonderful opportunities to experiment with the power of nonviolence, both spiritual and practical, by using processes and co-creating structures, policies and procedures that reflect a commitment to growing a culture of nonviolence. I am excited to be able to share our discoveries about how to do this transparently as leaders who have passion for peace.

Stacie writes:

In my experience working with individual managerial leaders and organizational systems, the inside creates the outside. More specifically, the interior life of leaders has a significant impact on the behaviors, relationships and culture within their organization.

The role and process of leadership is demanding. Managerial leaders operate in unprecedented, complex and paradoxical contexts and so require multiple perspectives and skills. Effective managerial leaders think and act with complexity by drawing on different mental models and performing multiple roles. Such leaders commit to an inner journey of self-awareness and growth in order to achieve and sustain high performance. This process of developing oneself contributes to authenticity and an increasing capacity to deal with the complexity of organizational life.

We will work with multiple lenses to explore first, second and third person leadership effectiveness.

Links to Pace e Bene:

www.paceebene.org

www.paceebene.org.au

