

# EMERGE: Overview and Journal

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## **Emerge: an overview**

A short overview of the three streams and program philosophy

In the Hasidic movement, there is a saying: The fast path is slow, and the slow path is fast. This easily remembered proverb points to a very important truth:

There is no shortcut for doing things well.  
Growth takes time...

Our program is a combination of intensive work done by many people. It leans heavily into tried and tested theories and moles, but as it stands, it is a pilot program. As such, items in the schedule are subject to change and we are very open to your ongoing feedback from your direct experience of the program. We are committed to offering you a transformative and impactful program. Through integrating knowledge from neuroscience, psychology, human development, leadership, education, spirituality, and many other domains of personal and collective growth we seek to have an impact on yourself and your life mission. We have put the earth at the heart of our program, and we hope that it will get you excited about healing and building community for a more sustainable future.

**The program has three main streams:** (1) facilitation and leadership, (2) psychology and personal growth, and (3) consciousness and wisdom. Each stream is designed to be a balance point between inner knowing and outer pressures, the human experience and more than human reality, spiritual wisdom and practical action, scientific discovery and cultural insight. The learning streams are expansive in their scope, but also design to address your own goals, developmental path and values.

In order to achieve the program outcomes and your personalized program goals, we will dedicate week two to a series of interviews and assessments. Some of the assessments will be focused on personal needs, personality types and readiness for action, while others will help you design your goals and vision. Some of you will have Jan Tize helping with business development while others will be focused more on personal growth. As part

of the program, you'll be engaging in group processes, private therapy, academic learning, whilst gaining practical skills, tools, and resources. We will also practice yoga and meditation 2 to 3 times a week.

The program wishes to include every domain of the self to form a cohesive and integral experience: Your body, mind, emotions, soul and spirit will be engaged from somatic, therapeutic, rational, congestive-behavioural, ecological and spiritual models of change. You will explore your interiority, your relationship to others, nature and culture, and be focused on how you plan to have an impact on the world.

This “grow up, clean up, wake up and show up” (Wilber, 2018) kind of program will be demanding and at times emotionally difficult. Please ensure to make use of all the resources you have and those you will learn during your stay - speak to your therapist, bring it up in a group, and share it with the staff. We are here to support you!

You can look at our program like a road map. Each day is another step closer to your destination. Each day brings new insights and perspectives: You get to see inner obstacles but also discover new pathways around them. The longer you use the map, the easier it gets. The more you understand the terrain, the more you master your life.

The program is based on the **C.O.D.E**: A comprehensive orientation for developmental emergence.

**Comprehensive** in this context means to include as many perspectives and tools as needed. Community building is hard work and it's much harder when the community is highly diverse or when a group of very strong individuals try to collaborate spiritually, without a leader. Having a comprehensive mind means that a community can lean into many perspectives in their collaborative work. The five guiding principles of the CODE can be a great starting point, but in the end, it is the role of the community to seek an ever-expansive understanding of its worldview and values. This can be likened to being nourished by a well-balanced and diverse diet.

**Orientation** is about having a direction. Toward what? More joy, more peace, more collaboration, more growth. In other words, the fulfillment of peoples'

core needs, but equally important (in this model), the potential of post-secular collaborative work in an age of fragmentation and individuation. Orientation is the ability to lean, together with others, into open-ended questions, and to discover the insights that can only be found in spiritual collaboration. Think about Orientation as your (value based) compass.

The **Developmental** aspect of the CODE is just that—to know where each person is developmentally at any given moment and to be respectful of that. People and groups are developmental entities and therefore need appropriate (developmental) engagement. Pushing too hard toward collaborative work or holding a common goal can be detrimental for the health of the community. This is why in this model, safety always comes first. This can be likened to a workout at the gym: push too hard and you will hurt yourself, but if you don't push hard enough you won't accomplish anything.

Lastly, the model is an **Emerging** process and not a means to an end. There are no long-term goals, nor is there a destination. Instead, an alignment with the emerging qualities of the now is what propels the process. Think about this as if you are a collaborative artist in dialogue with your art, and in this case, the art is in the creation of the community.

The CODE is based on five organizing principles, five spiritual elements, and seven developmental tasks. The five organizing principles can be understood as the container that keeps you aligned in each step of the process. The five spiritual elements are what makes the process come alive. The developmental aspect of the CODE is the operational framework for the process. It builds the psychological condition for maximizing your potential as a human.

You can think of the CODE as an approach that encompasses what I term 'deep-diversity'— A system thinking approach to diversity that simultaneously provides depth, developmental theory and inclusivity, in the interest of developing innovative integrations that redefine who we are as carriers of life. My hope is that fragmentation between different religions and science and postmodernism can be mended by the principles, elements, and processes of the CODE.

The CODE enhances our stories by adding the growing understanding of human development, cultural diversity, and the natural (yet changing) hierarchy of worldviews. The model is a hub for an emerging participatory worldview. It responds to our social complexities, while still taking into consideration personal and cultural perspectives and values.

We need new types of synergies that can simultaneously grasp the incredible diversity we hold as a species, together with localized, human scale, collaborations. Far too many of us are isolated in this respect. Torn between our human potential (and need) to actualize as individuals and the lingering thirst for what can only be realized by commitment to a system that is bigger than the self.

We are living at a time fraught with challenge and simultaneously ripe with promise. We possess considerable socio-cultural and historical knowledge and have a higher tolerance for cultural diversity than ever before. Our world is exploding with perspectives, and yet at the same time people find it hard to sustain deep, heartfelt spiritual and psychological connections. We just don't have enough spiritual, political, or cultural models that demonstrate that it is possible to manage incredible diversity and complexity. While at the same time producing collaboration and a sense of belonging. We are spiritual misfits for a reason.

Like nomads seeking a new psychological and spiritual promised land, we are called to travel to unfamiliar places to seek a better future.

We hope you will find your own synergy!

Good luck!

The New Earth Institute

# Weekly schedule

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:30	Yoga and meditation		Yoga and meditation	Yoga and meditation	
9:30	Psychology and Personal development	Practice and empowerment	Consciousness and wisdom teachings	Facilitation and leadership	Leadership skill practice groups
11:00					
12:00					
13:00					
14:00					
15:00	Group process				
16:00					
17:00					
19:00			Revolution of the mind		

## Program overview

	<b>Monday stream: Personal development</b>	<b>Tuesday stream: Practice and empowerment</b>	<b>Wednesday stream: Consciousness and wisdom</b>	<b>Thursday Stream: Facilitation and leadership</b>	<b>Friday steam: Values and committed action</b>
Week 1: Rest	Silence, detox and orientation				
Week 2: Assess	Goal setting, assessments and interviews			Dr. Anne Berube- Embodied Leadership; Process Transformation (21/1/2020)	
Week 3: Orient	Neuroscience and group work— An overview	Business OR personal plan development (Jan Tize)	Embodied inner work—Meaning making, and purpose (Part I)	Tina Overbury: Stories from the core; deep listening (28/1/2020)	Business OR personal plan development (Jan Tize)
Week 4: Ground	Neuroscience and group work— A trauma informed approaches	Developing offer to the world	Embodied inner work (Part II)	Lieven Callewaert: Art of hosting (4/2/2020)	Developing offer to the world
Week 5: Agency	Attachment theory and social change	Developing offer to the world	Integral theory—an overview	Chela Davison: Embodied Leadership, Integral coaching & personal transformation (11/2/2020)	Developing offer to the world
Week 6: Balance	Psychological flexibility in relationships	Developing offer to the world	ACT in community	Dr. Sean Park: Human-centred design, creative problem solving and strategic foresight (18/2/2020)	Developing offer to the world
Week 7: Connections	Positive psychology and its implications for teams	Peer led program	Rituals and ceremonies—Inner rhythms (Part I)	Christina Atkinson: Stillness and silence as spiritual practice (25/2/2020)	Leadership skill practice groups (2 rounds)
week 8: Strength	Stages of change—how to move from resistance to action	Peer led program	Resilience and resources	Kathryn Thomson: Intentional and effective leadership (4/3/2020)	Leadership skill practice groups (2 rounds)
Week 9: Celebrations and Creativity	Earth and the human soul—connecting with the more-than-human world	Peer led program	Rituals and ceremonies—Inner rhythms (Part II)	Shasta Martinuk: Rhythm and song for body, mind and spirit (11/3/2020)	Leadership skill practice groups (2 rounds)
Week 10: Depth, rhythms and Diversity	Perspective holding—developmental psychology in community action	Peer led program	The great traditions—a relevant review	Saskia Tait: Philosophy of self; East-west integration (18/3/2020)	Leadership skill practice groups (2 rounds)
Week 11: Healing	When things get hard—creating safety and trust in times of crisis	Peer led program	Beyond Politics—healing a divisive world	Christina Solaris: Healing circle (OMEGA CODEX) (25/3/2020)	Leadership skill practice groups (2 rounds)

# Teachers



Dr. Shahar Rabi

Program director, lead teacher



Saskia Tait

Philosophy of self;  
East-west integration



Jan Tize

Business development;  
Business plans



Chela Davison

Embodied Leadership, Integral coaching & personal transformation



Dr. Sean Park

Human-centered design, creative problem solving and strategic foresight



Tina Overbury

Stories from the core; deep listening



Christina Atkinson

Stillness and silence as spiritual practice



Dr. Anne Berube

Author, Embodied Leadership, Process Transformation  
Facilitator



Shasta Martinuk

Rhythm and song for body, mind and spirit



Lieven Callewaert

Art of hosting, healthy planet, On being an entrepreneur



Christina Solaris

Founder of the OMEGA CODEX



Kathryn Thomson

Intentional and effective leadership

# Schedule overview

## 1. Foundation: Engage from safety

**REST (Week one):** The first week of the program is dedicated to the establishment of deep rest and orientation to the space and surroundings. Our intention is to allow your body to fully relax into the environment. We are usually so busy and our lives feel full. We rarely take the time to give our bodies the gift of rest and regulation. This is why the first week will be in silence: It will give you a chance to tune in and slow down.

This week will also include a detox from the Internet, smartphones and computers. It is intended to reboot your nervous system. You will not do much during this week but rest, eat, go for nature walks, read contemplative books and journal. We will meet a few nights during the week to get to know each other and share stories. Our hope is that by providing you with a full week of computer detox and rest, you will feel rejuvenated and ready to start your training.

**ASSESS (Week two):** During week two, we will have some initial conversations around your intentions, values and goals for the program, while providing you with assessments to evaluate your capacity, interests and opportunities. The week will include personal interviews, initial group work, personal therapy and assessments.

## 2. Preparation: Orient from pleasure

(Lean into safety)

**ORIENT (Week three):** On week three, we will start our official curriculum. This will include understanding how our nervous system works in optimal situations and how to respond to stress. We will explore the self, how we make meaning in a complex world and how we implement changes in ourselves. You'll have dialogues with Jan Tize about your personal goals or business development. We will also host Tina Overbury, who will lead us through a process of discovering how to live our best story.

**GROUND (Week four):** In week four we will continue to explore the self, focusing on emotional regulation and its relationship to our nervous system. If communities are to thrive spiritually and psychologically, we need to create containers that are small enough that people can feel safe to share and explore their needs, values, concerns, and questions. People need spaces where they can feel safe to be vulnerable, and thus more attached, to others. Lieven Callewaert will be joining us to speak about the 'Art of hosting' and on being a conscious entrepreneur.

### 3. Find your voice: Play with agency

(Lean into pleasure)

**AGENCY (Week five):** When we are not aware of the way we attach ourselves to others, we struggle with our capacity to regulate and with our agency. We struggle to have a voice, set boundaries and to discover our power and life force. This is why week five will be dedicated to exploring our attachment styles and needs and how they show up in our relationships. In addition, this is the week when we start to explore the integral map and its understanding of human consciousness. Integral theory is Ken Wilber's attempt to place a wide diversity of theories and thinkers into one single framework. It is portrayed as a "theory of everything" ("the living Totality of matter, body, mind, soul, and spirit"), trying "to draw together an already existing number of separate paradigms into an interrelated network of approaches that are mutually enriching." (Wilber). [Chela Davison](#) will be teaching us about Embodied Leadership, Integral coaching & personal transformation and will introduce you to her online learning platforms (which you will have access to).

**BALANCE (Week six):** The principle of balance reminds us that all forces—physiological, biological or psychological—are meant to work together despite their inherent tension. Reality is a balancing act among all of the forces that make our universe and our civilizations tick. In week six, we begin to explore the connection between the way we think (our worldviews and values) and the way we behave (Actions). We will learn how psychological flexibility can be increased in our personal and professional life and why we need to bring more awareness to the inflexible aspects of ourselves. You will be taught a series of practical tools to live a committed and value-based life and [Dr. Sean Park](#) will engage us in a series of human-centred design games, creative problem solving and strategic foresight.

## 4. We-space and beyond: Actualize love

(Lean into agency)

**CONNECTION (Week seven):** Week seven will focus on how positive psychology can be used to motivate and engage groups. In addition, we will experiment with the concept of rituals and practice ceremonies that aim to actualize more love between people and in the world. Christina Atkinson will guide us through practices that involve stillness and silence.

**STRENGTH (Week eight):** What makes us strong is our capacity to be resilient in difficult situations. We can expand our strength by increasing the amount of inner and outer resources we have. Therefore, week eight we will focus on the importance of resilience and resources, whilst understanding how we can use them in different stages of change and personal growth. Kathryn Thomson, will share her experience and tools around how to be an effective leader in our own life and with the people we live and work.

## 5. In search of a common ground: Connect to Communicate

(Lean into love)

**CELEBRATION AND CREATIVITY (Week nine):** Creativity is a deep longing for stability. The universe and life as we know it are in a constantly chaotic and yet somehow harmonious dance. Ceaselessly fruitful, it is like a wish-fulfilling gem. This creativity is the birthplace of art, philosophy, and science. It also produced the powerful devices of destruction, hateful belief systems, and suffering. Therefore, in order for us to have a meaningful impact in the world, we need to feel connected not only to ourselves, but to others, nature and the cosmos. In week nine we will learn to celebrate our connection to the more than human world and unpack the incredible creativity that comes from that. Shasta Martinuk will lead us through rhythms and songs for the body, mind and spirit.

**DEPTH, RHYTHMS AND DIVERSITY (Week ten):** Our perceptions and actions are by their very nature limited, narrow, and restricted. Not wrong but constrained. They may be limited by their scale of validity, level of complexity, or capacity to hold diversity, among other reasons. No matter what you believe, how well researched your theory is, it is an incomplete yet important piece of the story. The holonic perspective is critical for any community, especially those interested in bringing together the wisdom of the past with the needs of tomorrow. By having it as a guiding principle in your community, you will save so much time and effort! You won't have to fight over perspectives or convince each other that you are right, and others are wrong. In addition, through the roots of tradition we can find stability and meaning in a world that is becoming more complex and diverse than ever before. We need to find our rhythms. These rhythms are a fundamental quality that can be found in the pulse of the expanding universe, nature, and the human body. The more you align with the basic rhythms of life, the more you feel balanced, present, and engaged. Indigenous cultures around the world knew this intuitively as they integrated rhythms into their ceremonies, holidays, and initiations to strengthen and maintain their alignment with their environment. Week ten will be dedicated to finding our own unique balance between the old and the new, span and the depth. Saskia Tait will dialogue with us about the philosophy of self and East-west integration.

## **6. Healing and change: Communicate your common vision**

(Lean into communication)

**HEALING (Week eleven):** Divisiveness, populism, and authoritarianism are growing concerns in democratic societies. They can have devastating effects on people's sense of belonging, safety, meaning making, and wellbeing. In these complex times we believe that a key to facilitating individual flourishing is group work. This is why it is so important to prepare for difficult times and to know what to do about them. We also need to learn how to heal and grieve with parts of ourselves that we need to look at. Christina Solaris will guide us through a healing ceremony.

## 7. Plan your action

(Lean into vision)

**VISION AND NEW INSIGHTS (Week twelve):** It's time to say goodbye and put your plans, passion and dreams into action. The last week will be time for integration and support. Try not to rush. It might feel easier to wrap it all up with a nice bow and declare that you have arrived. You have not arrived. You never will. So, stay with the insights, keep on integrating them in your community and family life, and into the work you do in the world. Practice juggling—try to keep all of the developmental tasks, practices, insights and principles you have come to know intimately in the past years in the air at once. Watch them fall in front of you and then pick them up again, and again. Juggle with friends, other members, at work. Let the juggling penetrate your dreams and your day-to-day activities.

Let it be a celebration! Enjoy the deepening of your friendships and reflect on the journey you have taken, on how you have changed, and on what you have learned. Honor where you have been and the courage it took to risk it all. Listen to the impulse that has asked you to walk to a new promised land. If you are willing to remain vulnerable and curious, and to take responsibility for your life force, then you will be rewarded not only through having better experiences, but by taking your place as a co-evolutionary partner with divinity.

Art-based projects can provide a container to process all that happens in and to you and the program at large.

## **9. Wednesday evening (bi-weekly)**

Wednesday evenings will be dedicated to “the Revolution of the mind” — a radical non dual course that will help you recognize and stabilize your understanding of the nature of the mind. The purpose of this course is not to introduce new theories or ways of thinking about the mind, but rather to explore the nature of the human mind through personal inquiry. We will actually travel into and gain familiarity with the mind, exploring its impersonal nature and habitual tendencies. This course centers around an exploration of how the ordinary relationship we have with thoughts, feelings and emotions (i.e. our narrative) colors our experience in day-to-day life, and how a new view, that is born from one's own understanding of the mind, can influence our lives, our relationships and our actions in the world. At the heart of the journey we will make together are the questions of if and how we can use the mind in new ways.

## **10. Peer led groups, and leadership skill practice groups**

We want you to practice. We want you to get feedback and learn from supervised experiences. This is why we are offering you a series leadership skill practice group. How does this work? After the assessment week, you will have a week to reflect on our goals for the training and then take an additional three weeks (8 hours per week) to develop a prototype that you will then present to the group.

The prototype will be presented in two ways — (1) as a presentation to the group (on Tuesday), where you will receive feedback, and (2) as an activity (on Thursday), where you will receive additional feedback from the team and Shahar Rabi. There will be online training during the program to support you to achieve your goals and develop your ideas.

## Expectations from participants and staff

1. Adhere to all applicable NEI policies and procedures (these will be shared with participants before arriving to the retreat or soon after they arrive)
2. Abide by all local provincial and federal laws
3. Uphold all rules applicable to conduct outside of the centre on the island, out of respect for the local community
4. Maintain honesty and integrity in all dealings with NEI
5. Comply with all ethical and professional standards applicable to their profession
6. Practice Covid-safety at all times, inside and outside of the centre, in accordance with provincial guidelines
7. Contribute actively to the process of learning, including complying with attendance or participation requirements, completing tasks and preparing for learning sessions
8. Conduct themselves in an ethical, professional and civil manner, behaving appropriately and courteously to all staff, students and any other party/parties the organisation has relations with
9. Demonstrate respect for the rights of others
10. Refrain from drinking alcohol or smoking at the centre or in the gardens. No illegal drugs are allowed in the centre.
11. Manage their wellbeing whilst at the centre, voicing their needs and asking for support when needed. Living in communities can be challenging and expectations can meet the (not so exciting at times) reality of the day to day life of an intensive program. Your experience really matters to us, so please share your feedback of all the things we are doing well and how we can improve. Please speak up when feeling frustrated or when needing something. We will do our best to accommodate that.
12. Participate in all orientation and training programs unless otherwise agreed

13. Complete all payments for accommodation by **the 30th of November**
14. Notify the organization, in due time, if you wish to change the nature of your participation

### **Participation expectations:**

1. Full participation in the learning program to the best of your capacity. Transformation comes from dedication towards your practice and participation.
  - Five-day silent digital detox in Week 1 of the program
  - 45 minutes to an hour of morning yoga/meditation practice 2-3 mornings a week
  - Maximum 15 hours direct learning
  - Homework, self-work and learning prep as required
2. Up to 3 hours for house maintenance, which includes:
  - General cleaning to keep the centre organised and functional (as you would do in your own house). As a group, you will create a weekly schedule for all the general cleaning tasks
  - Performance of key roles for centre maintenance (e.g. Recycling Lead, Kitchen Lead)
3. Participation in a one and half hour inner work peer group per week
4. Participation in a one-hour individual therapy session per week (If we receive the clinical placement). Please note that we are requesting this as part of your inner growth and healing. However, there is no expectation from the NEI to work on any past trauma or therapeutic topics. You are welcome to use this time as per your own goals, needs and intentions. Some therapeutic insights that may come out of your therapy may include healing, burn out, insecurities, social

justice issues, expressing needs, communication, boundary issues, and other potential topics.

5. Offer up to two hours of 'skill sharing' per week.
6. Participating in assessments and interviews (your privacy will be kept at all times)
7. Participating in recorded classes (your back might be in the frame)

# Thoughts for your first and second week

1. Am I willing to be open to different outcomes than I expect from the program?
2. Do I feel comfortable to speak with the facilitators if/when needed? Explain.
3. Do I feel comfortable sharing my answers to the questions with the group? Briefly describe.
4. Am I willing to inquire into belief systems and assumptions about who I take myself and all perceptions to be?
5. What do I usually do when a disturbing perception (like thoughts, ideas, feelings and so on) arises? What do I usually do when positive perceptions (thoughts, ideas, feelings and so on) arise? Give one example.
6. Describe attempts that you have made to control your thoughts and emotions. How successful have you been in the long run?