

Kingian Nonviolence Task Team
(Re: “Putting Away Our Swords” Foreground Vision Initiative)
Proposal and Recommendations
March 2, 2023

Background

The Kingian Nonviolence (KNV) Task Team was called and approved in August 2022 with the following charge:

“By the October 2022 Board meeting, a task team composed of Staff (appointed by the General Secretary) and Board members (appointed by the Executive Committee) will have developed (and presented to MMB for its approval) a plan (general timeline, cost implications, logistics, etc.) for getting 100% of director-level staff and 100% of Board members trained in Kingian Nonviolence.”

On October 15, 2022, the Task Team provided a status update regarding its work leading up to the Mission and Ministry Board’s (MMB or Board) Fall meeting (attached as Appendix A). During that MMB meeting, the Task Team facilitated a work session to further engage Board members, as well as Staff, about their preferences for leadership resourcing and any persisting reservations regarding KNV Training.

In the months following the Board’s October meeting, the Task Team has met to debrief responses and observations from the work session and to discern a way forward that will benefit both individual MMB members and aid the work of the Board as a whole. The Task Team also invited Carl Fike, Board Chair, and David Steele, General Secretary, to one of its meetings to clarify the scope of the Team’s work.

In its discernment, the Task Team considered the missions and initiatives of multiple KNV centers across the country and identified individuals qualified to facilitate KNV training. The Task Team also contemplated the adaptability and flexibility of training design, including the willingness to utilize guest speakers to increase the diversity of perspectives from which the Board will benefit. Discipleship, leadership, and education were recognized as significant emphases for the MMB in participating in KNV training.

Recommendations

1. The KNV Task Team recommends that the Board contract with On Earth Peace (OEP) to conduct KNV training for all voting members of the MMB. The anticipated budget for this initial 2023-2024 training of the entire Board is \$19,000, which is all inclusive (including educational materials, travel, etc.) (see Appendix B).
2. The KNV Task Team recommends that ex-officio members of the MMB have the opportunity to participate alongside voting members in KNV training.
3. The KNV Task Team recommends that the MMB direct the General Secretary to identify Staff who would benefit from KNV training, develop emphases specific to Staff work, and contract separately with a KNV center or certified individual to complete KNV

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training. The KNV Task Team recommends that training of Staff occur by the end of 2024, if not sooner.

4. The KNV Task Team recommends that, for the initial KNV training, the first and last sessions be conducted as Board enrichment opportunities during regularly scheduled meetings of the MMB in October 2023 and March 2024, respectively. In between these two meetings, the Task Team recommends empowering OEP to provide multiple options to Board members to continue the remainder of the 16 hours of KNV training in small group settings and asynchronously.
5. Following completion of the MMB’s initial KNV training, the KNV Task Team recommends this training be offered every other year to Board members who have not received training, as well as new and interested ex-officio members, for a total of three additional sessions (October-March 2025-2026, 2027-2028, and 2029-2030). These biennial trainings will allow all Board members to receive KNV training through the expected life of the Board’s current Strategic Plan. In addition, the trainings will allow a future iteration of the MMB to evaluate whether KNV training should continue for future Board members.
6. The KNV Task Team recommends that the MMB dismiss this Task Team and assign the Executive Committee the responsibility of appointing a separate task team. This newly formed task team will assist OEP with the logistics of facilitating KNV training for the Board. It will also be a “resource upon request” should questions around the training arise (e.g., adaptive structures to suit the needs of the Board, prospective names for guest speakers, etc.). We recommend to the General Secretary that the Staff training resource be empowered to consult with the OEP Training Team to collaborate some design content (e.g., Brethren history), and pedagogy.

Members of the KNV Task Team:

Colin Scott (Convener and MMB Chair-elect)
Barbara Daté (Mission and Ministry Board member)
Meghan Mauldin (Mission and Ministry Board member)
Joanna Willoughby (Mission and Ministry Board member)
Joshua Brockway (denominational staff representative)

Kingian Nonviolence Task Team
(Re: “Putting Away Our Swords” Foreground Vision Initiative)
Status Update
October 15, 2022

The Kingian Nonviolence (KNV) Task Team was called in August 2022 with the following charge:

“By the October 2022 Board meeting, a task team composed of Staff (appointed by the General Secretary) and Board members (appointed by the Executive Committee) will have developed (and presented to MMB for its approval) a plan (general timeline, cost implications, logistics, etc.) for getting 100% of director-level staff and 100% of Board members trained in Kingian Non-violence.”

Between August 24 and October 10, 2022, the Task Team has met a handful of times via Zoom and has also been utilizing frequent email correspondence to pursue its assigned task. In its work to-date, the Task Team has been involved in the following:

- 1) Discussing and naming its aspirational hopes for the Board and Staff in participating in KNV training.
- 2) Educating itself about the time commitment required for KNV training (16 hours), the adaptability/flexibility of training design, and naming potential logistical obstacles.
- 3) Identifying KNV Training Centers and conducting initial research on the initiatives and emphases of each.
- 4) Discussing factors that could be considered in choosing a KNV Training Center.
- 5) Naming prospective relational conflicts of interest and anticipating potential reservations around receiving KNV training.
- 6) Meeting with Matt Guynn, Co-Executive Director of On Earth Peace, to solicit additional information about KNV training and how trainings can be developed and crafted to meet a specific group’s needs.
- 7) Surveying the voting members of the MMB to understand their awareness and familiarity with KNV training, as well as to gather their interest, availability, and preferences for participating in KNV training.
- 8) Developing questions for a work session during the October 2022 MMB meeting to aid in achieving its task.

The Task Team emphasizes that this is merely a status update regarding its work; the assignment is significant and has potential to be transformative. The Task Team will continue to meet following the October 2022 MMB meeting and will bring recommendations about KNV training to the March 2023 MMB meeting, if not before.

Members of the Strategic Design Team:

Colin Scott (Convener and MMB Chair-elect)
Barbara Daté (Mission and Ministry Board member)
Meghan Mauldin (Mission and Ministry Board member)
Joanna Willoughby (Mission and Ministry Board member)
Joshua Brockway (denominational staff representative)



Training Proposal

Church of the Brethren Mission and Ministry Board

Kingian Nonviolence Leadership Development Training Process

“Putting Away Our Swords” Foreground Vision Initiative

Overview

On Earth Peace will provide a 16-hour core training in Kingian Nonviolence Conflict Reconciliation for members of the Church of the Brethren Mission and Ministry Board between fall 2023 and spring 2024.

OEP will provide options for KNV training for new MMB members in upcoming years.

OEP will coordinate with a separate KNV training process used by denominational staff.

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Objectives

- Orient MMB board members to the imagination and perspective of Kingian Nonviolence
- Introduce core content from the Kingian Nonviolence curriculum, including key readings from Dr. King; historical context of key campaigns; and the 4 Pillars, 6 Principles, 6 Steps, and 3 Social Dynamics of Kingian Nonviolence
- Consider how the legacy of Kingian Nonviolence enriches our understanding of Christian discipleship and what it means to be a peace church
- Link Brethren/Anabaptist history and examples to how we follow Jesus in our own daily lives
- Practice applying the Kingian Nonviolence framework to personal, ministry, and community settings

Kingian Nonviolence Conflict Reconciliation

Kingian Nonviolence Conflict Reconciliation is an approach to conflict and community leadership that offers values and methods useful for anyone who wants to use conflict constructively in your personal life, in group settings, or in community issues and building a reconciled world.

Kingian Nonviolence workshops are transformational experiences that have helped thousands of people around the world understand the depth of the philosophy of nonviolence and learn to begin to bring the practices into their lives and their work. Whether you are an organizer working for social change, a teacher trying to change the culture of your school, or simply an individual trying to deal with the conflicts in your personal life, each person will walk away from our workshops with new skills and a new perspective.

Kingian Nonviolence is rooted in the philosophy and leadership of the Rev. Dr. Martin Luther King, Jr. and the leadership of the U.S. Civil Rights Movement. The curriculum was codified by Rev. Dr. Bernard LaFayette Jr., and David Jehnsen, both of whom served on Dr. King's staff in the 1960s, and who sought to make lessons and tools from the Kingian legacy and the Civil Rights Movement period available for people to address today's conflicts, concerns and conditions.

Church of the Brethren connections

In 1962, a 19-year-old Church of the Brethren member from Michigan named David Jehnsen joined BVS. He wanted to work on racial and ethnic animosity and imagined going overseas for two years. Experiences in his training unit led him to see the U.S. as a key place to work on issues of racial animosity, and he secured a placement in Chicago, Illinois.

David began doing youth work with West Side Christian Parish, and was drawn into the work happening in the Chicago faith community to support the campaigns of the southern Freedom Movement. Within a couple of years, David ended up on the Chicago staff of the Southern Christian Leadership Conference, working with Dr. King and his associates to organize the Chicago Freedom Movement.

After Dr. King's assassination, Jehnsen worked with his colleague Bernard LaFayette, Jr., to codify lessons they learned from Dr. King and the leadership of the era into an approach and curriculum called Kingian Nonviolence Conflict Reconciliation.

Content: Kingian Nonviolence Core Training

Kingian Nonviolence Conflict Reconciliation training includes role-plays, personal reflection exercises, multimedia, mini-lectures, and many interactive exercises. The 16-hour “Core Training” (also known as the “Two-Day” training) is the standard entry into the Kingian Nonviolence approach and includes the following topics:

Contents of the basic Core training

- 4 Pillars of Kingian Nonviolence - Why is it called Kingian?; A Philosophy and a Methodology; An Approach to Conflict; An Approach to Organizing
- 3 Social Dynamics of Nonviolence - How and where to direct your energy; How to engage the whole community; How to continuously develop leaders
- 6 Principles (the will) - How to view and transform conflict
- 6 Steps (the skill) - How to engage with conflict and organize around an issue
- Definitions of violence and nonviolence, and negative and positive peace
- Types and levels of conflict, and how they escalate and de-escalate
- Dialectical Thinking - a discipline to move beyond apparent polarities
- A brief history of the Civil Rights Movement and some of Dr. King’s philosophies

The core training can be adapted to also highlight:

- Deeper engagement with social dynamics of nonviolence
- “Framing the Issue” - How to frame and issue for working in your context
- More opportunity for direct work on specific projects your group is bringing
- Additional content from KNV curriculum depending on your specific needs

What OEP brings to Kingian Nonviolence Training with the CoB

Since 2009, On Earth Peace has offered and developed introductory, advanced, and online training programs in Kingian Nonviolence. We have played a special role in updating and applying the material in contemporary contexts. We have been at the forefront of online education in Kingian Nonviolence. Building on Matt Guynn’s twenty-five years as a facilitator with Training for Change, OEP has a proven track record of forming powerful multi-racial and international online cohorts for learning and action.

OEP is particularly interested in application and community engagement. We are not “just” interested in providing training; we are interested in what happens *after* the training. This theme structures our trainings and the followup.

Because the 1000 Brethren Kingian Nonviolence Training Project has a focus on spiritual renewal as well as nonviolence leadership development, in this work with Brethren, we include more of Dr. King’s sermons and writings and greater opportunity to reflect and share about the training’s impact on participants’ spiritual formation. (The core training always includes two of Dr. King’s powerful faith-rich essays, “Pilgrimage to Nonviolence,” and “Letter from Birmingham Jail.” Our work with Brethren adds more and deepens these faith explorations.)

Matt Guynn currently sits on the five-member board of David Jehnsen’s organization, the Institute for Human Rights and Responsibilities, Inc., which is authorized to publish and distribute the Kingian curriculum. The IHRR specifically works on the preservation of the Kingian legacy for future generations. This provides a unique perspective on the tradition and offers powerful grounding for the work we offer at On Earth Peace.

Working with On Earth Peace would mean that MMB’s experience would be integrated into the Kingian training that other CoB constituents are receiving during the 1000 Brethren Kingian Nonviolence Training Project.

Format

As requested by MMB members in initial planning conversations, the training will be designed as a hybrid training.

- The process will start in-person (both participants and facilitators) with a 2-4 hour session at the October 2023 meetings in Elgin, Illinois.
- It will continue online for 2-4 sessions conducted via Zoom, taking place November 2023-February 2024.
- It will conclude with 2-4 hours at the Spring 2024 MMB meetings in Elgin, Illinois.
- The learning design will include learning partners or triads to support ongoing application and connection.

Customization

On Earth Peace will adapt standard training content:

- To combine in-person sessions and online sessions
- To incorporate and highlight examples of nonviolence from the Brethren tradition

- To calibrate multiple segments of a larger MMB/staff training process (board plus staff, handled separately, likely with different resource people)

On Earth Peace will work with a task team or other group assigned by the MMB to mutually consult about logistics, pedagogy, schedule, etc.

Training team

Over the last 15 years, On Earth Peace has developed a relational network of Kingian trainers and organizers, and we assemble the best facilitation team for each training group - demographically, geographically, and in terms of relevant experience. Our facilitator network includes a wide variety of cultural identities and geographic locations and experience ranging from newer facilitators (including the 8+ Brethren certified in 2021 and 2023) to senior trainers with up to 50 years of experience. For a core training with the Mission and Ministry Board, we would offer a demographically diverse team of faith-based trainers, with a blend of Brethren and non-Brethren resource people.

Things to determine/discuss as we further plan the training

- Specific purposes or hopes for the MMB training group, including shorter and longer-term goals
- Group size & composition
- Preferred dates/times
- Facilitation team - What team will be best-suited to lead this training, based on your group's concerns, composition and demographics?
- Customization - What specific tweaks or deeper customization/adaptation are required, in light of group & goals?
- Logistics - travel, materials, meeting space
- Review and discuss cost

Trainings for Future MMB Board Members

We understand that the MMB wants to train new board members as they are onboarded, with 7-10 new incoming board members entering every two years through 2030. There are several options.

One option is a new round of KNV training for the MMB, every other year until 2030.

- Based on information provided, these training dates would follow the same training model -- October-March 2025-2026, 2027-2028, and 2029-2030.
- For core trainings in the same format, the cost for each training would start at the baseline of that laid out in this proposal for the initial training-- with the important caveat of future incremental adjustments in light of inflation and the rising cost of fair wages for professional resource people.

Another option is to invite new board members to attend a public KNV training provided by OEP or another Kingian Nonviolence organization.

Another option is to combine some elements of pre-recorded training segments with personalized coaching or small group training sessions.

- If the MMB prefers to create video recordings of training content as a component to meet this extended training need, we would prefer to develop a new budget to cover the cost to record it effectively and intentionally, and not simply edit Zoom trainings or record in-person training workshops.

These options will need to be considered and determined with a future MMB planning or implementation team.

Consultation and Coordination with Staff Training

In the interest of effectiveness and coherence in this significant organization-wide training investment across the Mission and Ministry Board and CoB, Inc., staff, we are including time/labor in this proposal to coordinate with the resource person or people who are selected to lead the Kingian Nonviolence training track for staff. (We are willing to directly coordinate that training for staff, but at the time of this writing, we understand that will not be provided by On Earth Peace.)

Cost Overview

To be adapted in light of the final schedule, facilitation team, and other considerations.

Project Development & Design	Amount of work determined by the complexity of training; includes time to coordinate with the trainer working with staff.	\$3,000.00
Facilitation	Assumes two primary facilitators. The current plan includes opening and closing in-person sessions, plus four 3-hour sessions online. Change in design would impact facilitation costs.	\$6,800.00
Guest Speakers	Guest speakers can fill out the facilitation lineup.	\$1,000.00
Travel, Food and Lodging	Placeholder cost reflecting two facilitators traveling for two different training dates. The cost could be reduced by MMB provision of lodging (for example).	\$3,600.00
Materials	Kingian Nonviolence <i>Community Leaders Workbook</i> (25, to be adjusted with more or fewer participants)	\$750.00
Administrative & program support	Determined by program size and scope	\$3,787.50
	TOTAL	\$18,937.50
Pay it Forward Premium	<i>See below</i>	\$2,272.50
	“Pay It Forward” Total (see below)	\$21,210.00

OEP's Approach to Cost

On Earth Peace works with a philosophy that money won't stand in the way of ministry and program. We use the labor, travel, and other aspects of a requested program to develop the sustainable cost – what it actually costs OEP to provide the requested if we pay our facilitators for their expertise and time, cover all internal costs to produce the program, etc. The figures shown are not a price you must pay - they are a transparent communication offered so we can talk about what your community group or congregation can pay (some pay 100% of the cost, some pay 25% of the cost, etc.) - and how we might work together to find other sources of financial support together, to cover the difference. [You can read more about our philosophy here.](#)

In a culture where bargains and “get it for free or cheap” are the norm, it might be challenging to digest the cost model that we are developing here. The numbers above share the actual cost to OEP for doing the work. That isn't the amount that a group “has to pay” - it's a starting point for discussion about resources and abundance.

Some groups choose to pay the “Pay It Forward” total, which helps cover the cost of developing future offerings, covering future training groups, and other emerging opportunities. The number is a suggestion based on the size and scope of this training. With help from a spring 2021 training group, we nearly 100% covered the cost of a KNV Core training in Spanish for a Bolivian group in summer 2021. We can provide a specific current project if you are interested in paying it forward with a specific project in mind.