



VIRTUES PROJECT
INTERNATIONAL

TABLE OF CONTENTS

- [Guidelines for the Development of The Virtues Project Worldwide](#)
- [2. Guidelines for Using the Body of Work of The Virtues Project™](#)
- [3. Guidelines for Responding to Referrals from Virtues Project International](#)
- [4. Guidelines for Designing and Delivering Virtues Related Programs](#)
- [5. Guidelines for Presenting a Pace of Grace](#)
- [6. Guidelines for Integrated Community Development using The Virtues Project™](#)
- [7. The Master Facilitator](#)
- [8. Guidelines for Master Facilitators Presenting the Facilitator Intensive](#)
- [9. Guidelines for Becoming a Master Facilitator1.](#)
- [10. Guidelines for Master Facilitators Nominating New Master Facilitators](#)

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

Guidelines for the Development of The Virtues Project™ Worldwide

- A. The purpose of The Virtues Project™ is to help people to remember who they truly are and to live by their highest values. It achieves this by promoting the principles, practices and strategies of The Virtues Project™ throughout the world; providing encouragement, support and guidance to individuals, communities, organizations, regions and nations seeking to make The Virtues Project™ a part of their everyday life; and by providing educational programs and materials in support of these efforts.
- B. The Virtues Project™ is a grassroots, global movement that exists on the voluntary efforts and support of individuals and organizations and is primarily spread by word of mouth. This reality makes it essentially a local/regional initiative in spite of its global nature. The following guidelines are offered as a result:
- C. The Virtues Project™ is best promoted, administrated, coordinated, and supported locally/ regionally. What that means varies from place to place and culture to culture. It most often reflects the scope of vision of those individuals most interested in taking on the above tasks. It has thrived under national groups such as Virtues Trust New Zealand and Virtues Project Korea. It has also thrived as an individual and/or family initiative. In all cases the primary purpose of any governing body is to:
 - i. Encourage and support enthusiasm and initiative in any way that will spread the principles, practices and strategies of The Virtues Project™. People provide the motive power of this Project rather than the presence or absence of funding.
 - ii. Support individual and collective efforts associated with The Virtues Project™ through guidance, encouragement and whatever material support is available.
 - iii. Coordinate the activities of all virtue community members, as much as possible, to maximize the benefit to the community as a whole.
- D. As any grassroots effort it begins with an individual or group of individuals who see how the principles, practices and strategies of The Virtues Project™ can be of benefit to a particular community of interest -- families, patients, clients, organizations, communities or nations
- E. As more people in their community of interest become awakened to the potential of The Virtues Project™, a Virtues Connection is often formed to provide mutual support and to nurture the interest of its members and others introducing them to the principles, practices and strategies of the Project. This quite often leads to a Facilitator Intensive being given in the community and an increase in activity as the new Facilitators spread the word.
- F. The presence of two or more Master Facilitators in an area typically calls for a formal or informal organization (could be a Virtues Connection) that coordinates their efforts and supports the Facilitators.
- G. If the vision of the founding members is national or if the scope of the interest starts to span a range of regions in a particular country, the need for a national supporting
P.O. Box 240 Ganges Station, Salt Spring Island, BC V8K 2V9 Canada
Email: virtues@saltspring.com Website: www.virtuesproject.com



VIRTUES PROJECT
INTERNATIONAL

organization becomes apparent. It undertakes the challenge of supporting the active individuals, Virtues Connections, Facilitators, and Master Facilitators. It often establishes a regional/national website that is linked to www.virtuesproject.com as well.

H. The best form for an organizing body to take is a Non-Governmental Organization (NGO) which typically implies a not for profit body. It can, however, take the form most suited to local needs and conditions.

As a grassroots initiative, it is very difficult to predict where The Virtues Project™ will catch on or spread next. Attempting to support, encourage and coordinate these efforts calls for mindfulness, flexibility and boundless enthusiasm. A combination that anyone involved with the principles, practices and strategies of The Virtues Project™ needs in abundance.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

2. Guidelines for Using the Body of Work of The Virtues Project™

- A. The body of work of The Virtues Project™ includes, but is not limited to: the principles, practices, and strategies of The Virtues Project™; the words used in presentations by Linda Kavelin-Popov; the logo, and trademarks associated with The Virtues Project™; the books and materials produced for and by Virtues Project International (formerly The Virtues Project, Inc.); and all other copyrighted material produced under license to Virtues Project International unless the license grants the rights to some other entity.
- B. The rights to The Family Virtues Guide and A Pace of Grace are owned by Penguin Books, and the rights to The Virtues Project™ Educator's Guide by Jalmar Press and its assigns. Initiatives that involve these three publications should be directed to these publishers.
- C. The remainder of the body of work is owned and controlled by Virtues Project International (VPI). In order to support the work of The Virtues Project™, VPI licenses others to translate, adapt, use and incorporate the body of work. In order to maintain the integrity of the body of work, VPI decides who may make use of the body of work and the rules that will govern that use. This will be established in the Licensing Agreement ~ a simple agreement that outlines what you may do, any conditions associated with what you plan to do, and what you owe VPI for allowing you to make use of its body of work.
- D. That's the legal part. Having said that, VPI wants you to make use of the body of work that comprises The Virtues Project™ in new and creative ways.
- E. VPI always wants to know whenever you plan to make use of any part of the body of work in a new and creative way BEFORE you do it. Send a simple email to virtues@saltspring.com outlining who you are; what you plan to do with the body of work; who you are doing it for; whether it is a commercial or non-commercial endeavor; and what level of support and/or endorsement you would like to have. We will let you know if we need further information and/or what our boundaries and/or expectations are.
- F. Here are some principles that we will use to develop a Licensing Agreement.
- G. We ask that you either use your own words or quote the words of the body of work exactly. Avoid mixing up the words of the body of work and your own words.
- H. If your application is your own creation based on e Virtues Project™, or incorporates a small part of the body of work, acknowledge it and use a tag or label that states, "Inspired by The Virtues Project™ www.virtuesproject.com".
- I. If your application(s) involve(s) quoting or incorporating more than a paragraph of the body of work a simple, formal license will be required.
 - i. For non-commercial uses of a limited nature or for a single, limited population we will typically ask for a reasonable fee up front that will



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

cover your intended use. New editions or uses may require another reasonable fee.

- ii. For commercial uses of a limited nature or for a single, limited population we will typically ask for a reasonable, negotiated royalty, up front, that will cover your intended edition. New editions will require another royalty payment.
- iii. For non-commercial uses of a general nature or for a larger population we will typically ask for a negotiated fee, up front, and the opportunity to collaborate in the development of the application. New additions or uses may require another reasonable fee.
- iv. For commercial uses of a general nature or for a larger population we will typically ask for a negotiated royalty, specified on a per item basis (eg. \$1.00 for each item sold), with 10 percent of the anticipated royalty (based on the edition) paid up front as an advance on royalties and the balance paid as the items are sold, and the opportunity to collaborate in the development of the application. New editions or uses may require additional royalties.

J. Items that individuals have already developed and would like to be distributed and/or endorsed by The Virtues Project™ through its website www.virtuesproject.com or its Virtues Shop will be submitted to Virtues Project International with a statement of the level of support or endorsement desired. VPI will, at its discretion:

- i. Agree to list the item in an Items of Interest area of the website
- ii. Agree to take orders for the item in the Virtues Shop for an agreed upon fee with the developers shipping the item.
- iii. Agree to sell and distribute the item in the Virtues Shop with The Virtues Project™ receiving the best discount available for items ordered.
- iv. Agree to allow the developer to use the name and/or logo on its product and/or promotional material under a licensing agreement.
- v. Suggest modifications to the item and the level of support/endorsement likely for making the changes.
- vi. Decline to list or support the item.

K. To work with VPI to develop items that will include the name and/or logo and be endorsed by The Virtues Project™, the following will typically apply:

- i. Evaluate the need/purpose for the product/material.
- ii. Write a proposal outlining your idea as completely as possible.
- iii. Production of the prototype. Design review by a design committee that includes the Board of Directors.
- iv. Make modifications as needed.
- v. Design approval.
- vi. Licensing/royalty Arrangements developed.
- vii. Produce items.
- viii. Quality assurance review process implemented.

P.O. Box 240 Ganges Station, Salt Spring Island, BC V8K 2V9 Canada
Email: virtues@saltspring.com Website: www.virtuesproject.com



VIRTUES PROJECT
INTERNATIONAL

VPI will always receive 5 free copies of any application that incorporates its body of work.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

3. Guidelines for Responding to Referrals from Virtues Project International

- A. Virtues Project International consists of the co-founders of The Virtues Project™ and the Board of Directors. We monitor and guide the worldwide initiative that is The Virtues Project™. As we support the website www.virtuesproject.com and maintain the official email address at virtues@saltspring.com, we often get inquiries and requests for assistance that we cannot possibly address. We count on the Virtues Community to respond to those requests we cannot. We are also keenly aware that any request not responded to in a timely fashion reflects badly on The Virtues Project™ as a whole.
- B. As a result, we refer requests we have received to those individuals or groups we feel are in the best position to respond to them. In most cases, this would be to those who have expressed a willingness to handle referrals. In other cases, it will be to individuals or groups we know to be in the area that the request comes from.
- C. The ideal would be that every request was responded to in a way that left the requester fully satisfied and reflected the best that the principles, practices and strategies of The Virtues Project™ has to offer. What we will settle for is:
 - i. If you receive a referral from Virtues Project International acknowledge receipt of the referral by email (just hit reply and write “Thank you, I received it.”)
 - ii. As soon as possible but no later than 24 hours after you receive the referral, reply once again to the same referring email with your decision “I will handle it.” or “Can’t deal with it now, refer to someone else please.”
 - iii. As soon as you can but no later than 3 days, contact the requester to find out what (s)he wants. Use companioning to determine not only what the request is but also what the reason for the request is. Based on this companioning session (which might be just an email exchange), determine what the request really is and what would satisfy the requestor.
 - iv. Determine whether or not you can provide what is needed. If so, just do it, on the best terms you can negotiate. If you cannot provide what is needed, write up what you have found out and refer it to someone who can. If you cannot think of anyone to refer it to, email Virtues Project International or your closest Regional Communicator with what you have found out and the type of person you feel can meet the need. It will then be referred to someone else.
 - v. Finally, let us know what you have done and what you believe the impact was. Also include any lessons you have learned in the process that may be of benefit to others.
- D. Not every referral will result in a paying event not every referral will need to be done for free all referrals will be an opportunity to be of service to the Virtues and



VIRTUES PROJECT
INTERNATIONAL

The Virtues Project™. In managing these requests we are all representing The Virtues Project™ as a whole.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

4. Guidelines for Designing and Delivering Virtues Related Programs

- A. The Virtues Project™ is not in competition with any other initiative. The principles, practices and strategies of The Virtues Project™ can enhance and complement any endeavor or approach that encourages people to live by the best within. Indeed, the virtues are the keys to success in any human enterprise. Any program that you develop and present that includes reference to the virtues or the principles, practices and strategies of The Virtues Project™ can be considered to be a virtues related program.
- B. When you are designing and delivering virtues related programs we recommend that you follow these guidelines:
- i. Keep what The Virtues Project™ contributes to the program as clear and distinct as possible. Explain and illustrate how it enhances, supports and complements the other material you may be presenting.
 - ii. If you are developing a virtues related program, it is likely because your experience and understanding has given you a particular insight into how something can be made more effective. Others in the virtues community with similar experiences will have something to add. We encourage you to seek them out and when possible collaborate with them to design and develop your program.
 - iii. Keep the five strategies in mind as you design and deliver the program. These strategies can assist you to structure and present your material. Ask yourself, “How am I using the language of the Virtues?”, “How will I respond to the teachable moments that arise?”, “Are my boundaries clear?”, “How will we honor the spirit?”, and “What opportunities am I providing for the participants to companion one another?”.
 - iv. Remember that each time you present your material is a potential teachable moment. Ask for feedback and companion those who provide it until you clearly understand the point they are making. Use the feedback to improve the design and/or the delivery the next time you present the program. No one expects you to be perfect! We do, however, encourage everyone to be committed to perfecting what you do, little by little, day by day.
 - v. After you have perfected your program to the point that you are comfortable with it, we would encourage you to share it with the broader virtues community. You can do this in any form that you feel is appropriate and with conditions that you are comfortable with. For example, you can package up your lesson plans and materials, seek an agreement with Virtues Project International to distribute them, and sell them. Alternatively, you can educate others to deliver the material through a Virtues Project™ sponsored workshop, teleconference or webinar.



VIRTUES PROJECT INTERNATIONAL

We encourage you to share all that you know with others in creative, innovative ways. We encourage you to include the principles, practices and strategies of The Virtues Project™ in all that you do and present. We request that you maintain the integrity of The Virtues Project™ by acknowledging what belongs to the Project and what belongs to you and/or other initiatives.

5. Guidelines for Presenting a Pace of Grace

- A. A Pace of Grace is a book published by Penguin Books and a series of workshops that provide in depth experiences in the four part program reflected in the book. The book, program and the workshops are a gift of co-founder Linda Kavelin-Popov to the world and The Virtues Project. The program of A Pace of Grace is intensely personal and potentially changes how the participants view themselves and the world around them.
- B. Because of the unique, personal, spiritual nature of this program, it carries a particular set of conditions:
 - i. Read the book – A Pace of Grace. Apply what you learn in your everyday life.
 - ii. Order the supporting materials for the Pace of Grace workshops from Virtues Project International Virtues Shop, including the Pace of Grace Facilitator Guide download.
 - iii. Sponsor and/or attend Pace of Grace Workshops in your community.
 - iv. Participate in teleconferences provided by Virtues Facilitators (provided for a fee).
 - v. If the material you encounter resonates with your soul, enhances your everyday life, and you want to share that with others, ask yourself if you have the presence and skills needed to facilitate the intensely personal, potentially emotional experiences that will enable people to see the value of the program and the part it can play in their lives.

Be creative and look for ways to share what works with other Master Facilitators.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

6. Guidelines for Integrated Community Development using The Virtues Project™

- A. Integrated Community Development involves all levels of a community (from the schools to City Hall, police to the business community) using the principles, practices and strategies of The Virtues Project™ to help every member of the community remember who they truly are and to live by their highest values. Even if The Virtues Project™ does not take the lead in such an endeavor, it has much to contribute to in any effort to develop communities into ones in which human beings can thrive.
- B. Community development is an area in which many organizations have a vested interest and most will have programs already actively involved in doing it. The Virtues Project™ has neither the resources nor the desire to compete with these existing programs or any other program promoting the same goals. What the principles, practices and strategies of The Virtues Project™ can do is make any initiative/endeavor more effective. It introduces the spiritual dimension in a practical, acceptable way into any program. In this way The Virtues Project™ is unique. Because of this, the following guidelines are suggested:
- i. The lead for any Virtues based community development must come from within the community.
 - ii. The Virtues Project™ is not a program that is sold to the community or any organization within it, but rather presented as an approach that will enable them to do what it is that they are doing or hope to do more effectively.
 - iii. Meet with any existing community agency and explore what it is that they are doing, companion those you meet with to identify their needs and hopes while demonstrating the power of the Virtues approach. Explain the principles, practices and strategies of The Virtues Project™ and how they apply to what the organization is doing or wants to do.
 - iv. Offer to present a one to two hour Introduction to The Virtues Project™ to those involved in community development in each interested organization.
 - v. Every community already has movers and shakers who will be threatened and resent anyone who comes into the community wanting to make a difference. Learn who the movers and shakers are and set out to form a positive relationship with all of them. Aligning yourself with one of them is likely to alienate the rest.
 - vi. Approach each of these relationships as you would any companionship relationship, with compassion and detachment, showing them what the principles, practices and strategies of The Virtues Project™ can do for each of them.



VIRTUES PROJECT INTERNATIONAL

- vii. Finally, be patient. Every community has resources available to do what The Virtues Project™ does so well. When the educational process begins to bear fruit, the opportunities to make a significant difference in the community will come.

7. The Master Facilitator

“Wherefore by their fruits ye shall know them.” The Gospel According to St. Matthew 7:20

- A. For the last fifteen years countless individuals have been serving the Virtues and The Virtues Project™. The vast majority of these individuals have served without recompense or acknowledgement. The Virtues Project™ would neither be the global movement that it is today, nor would it have had the impact that it has had in the day to day lives of tens of thousands of souls without their contributions.
- B. The time has come to acknowledge their contributions. It is the right thing to do. We hope that this acknowledgement will convey our thanks for their efforts thus far and empower them in the future. It is also recognition that these individuals have something to share with the entire Virtues Community.
- C. We have chosen the designation Master Facilitator because the term “to facilitate” means to make easy, and these individuals have discovered how to make it easy for others to appreciate the value of the principles, practices and strategies of The Virtues Project™. Some have done it by their enthusiasm and example; others have done it by working closely with key individuals and organizations; others have done it by deepening them in their understanding of The Virtues Project™ and awakening them to its potential in their lives; and still others have accomplished this awakening by the sheer force of their will. All have something to teach us.
- D. Some may feel that the term Master Facilitator should be reserved just for those workshop leaders who can formally present material in an engaging way. This view reduces The Virtues Project™ to a mere training program. It is so much more. It is awakening to one’s full potential and the full potential of others. It is living the strategies because they give fuller expression to your potential rather than merely learning the strategies. It is not about facts, skills and concepts it is about recognition, realization and ownership. Whether one communicates this by example, through the classroom or workshop setting, or by individual interaction is irrelevant.
- E. No two Master Facilitators will be alike. Masters never are ~ each will have her own style, her own strengths and weaknesses, and this is wonderful. For every student there is the right Master and it is not the same one for every student. Each has something unique to share and from each we may learn something marvelous that deepens our understanding of the principles, practices and strategies of The Virtues Project™.

In the development of human beings from a soul centered framework, there comes a time for the Crowning. This Crowning is a recognition that individuals have

P.O. Box 240 Ganges Station, Salt Spring Island, BC V8K 2V9 Canada

Email: virtues@saltspring.com Website: www.virtuesproject.com

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

developed the gifts they were given and offered these gifts honorably to the world. It also acknowledges that now they have a broader and more profound role to play in empowering others. It is in this spirit, the spirit of the Crowning, that we name Master Facilitators.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

8. Guidelines for Master Facilitators Presenting the Facilitator Intensive

- A. The Facilitator Intensive is an in depth experience of the principles, practices and strategies of The Virtues Project™ that enables the participants to more fully grasp the significance of The Virtues Project™, deepen their understanding of the five strategies to the point that it can become a part of their lives, and learn how to communicate it effectively to others. While it is typically presented in a three day workshop setting, it can be presented in a variety of ways.
- B. The Facilitator Intensive is of particular importance to the future of The Virtues Project™. Because of this, it carries a unique set of conditions:
 - i. The emphasis must be on the principles, practices and strategies of The Virtues Project™. Avoid mixing the body of work of the Project with other programs during this intensive.
 - ii. Make use of The Workshop Leader's Manual and its slides/power point during this intensive and assure that each of the participants has access to a manual (either printed or on CD) following completion. This is the only way we can be assured of the integrity of the principles, practices and strategies of The Virtues Project™.
 - iii. Participants must already be familiar with the principles, practices and strategies of The Virtues Project™ before attending. This is not an introduction but rather a deepening.
 - iv. This Intensive must focus on a deeper understanding and practice of the Five Strategies of The Virtues Project™. It must be a minimum of 20 hours. **I** can be provided in a 2-1/2 to 3 day workshop or a series of intensive workshops provided over time.
 - v. Over the years, a number of Master Facilitators have developed course outlines, lesson plans, exercises, and supporting materials that have enabled them to provide effective Facilitator Intensives in workshop settings, as well as by one on one mentoring, and intensives given over time. ANY Master Facilitator who desires to present the Facilitator Intensive in such a setting and has not already done so is **STRONGLY** encouraged to contact them through the VP Facilitator Exchange on Google. In this workshop you are most fully representing The Virtues Project™. Make sure you are ready to do so **BEFORE** doing it. You are encouraged to co-facilitate an Intensive with an experienced Master Facilitator before doing one on your own. This may well be a part of an ongoing mentoring relationship.
 - vi. Provide each Facilitator who successfully completes the intensive with a Certificate that acknowledges that fact, and forward the names and contact information (preferably emails) to Virtues Project International for registration as Facilitators.

P.O. Box 240 Ganges Station, Salt Spring Island, BC V8K 2V9 Canada
Email: virtues@saltspring.com Website: www.virtuesproject.com



VIRTUES PROJECT
INTERNATIONAL

C. Be creative and look for ways to share what works with other Master Facilitators.

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity



VIRTUES PROJECT
INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

9. Guidelines for Becoming a Master Facilitator

- A. Virtues Project International has acknowledged Master Facilitators in Asia, Australia, Canada, Europe, Micronesia, New Zealand, the Pacific Islands, and the United States. They have been steadfast enthusiasts of the project or served it in some meaningful way. Master Facilitators are certified to provide Facilitator Programs and are available for workshops and conferences on cultivating virtues in personal life, family life, education, the workplace and community development.
- B. At this time, Facilitators become Master Facilitators through appointment by Master Facilitators familiar with their virtues presentation experience, personal mastery of virtues strategies, and excellent facilitation skills.
- C. Now you have a sense of the spirit that we are using to name Master Facilitators. It is a statement that these individuals have used and acknowledged that The Virtues Project™ has played a part in developing the gifts each was given and has helped them do more effectively what they have been called on to do in this world. It is a statement that each of us can learn something from them and that they have something to teach the broader virtues community.
- D. We have asked Master Facilitators to nominate those they feel are ready to be recognized. You can become a Master Facilitator in one of two ways:
 - i. First, make a difference in your community through your unique application of the principles, practices and strategies of The Virtues Project™. Make a significant difference in spreading The Virtues Project™ anywhere in the world. We are not looking for you to do it in a particular way. It matters only that those you work with see the significance of The Virtues Project™, and/or want to deepen their understanding of its principles, practices and strategies. Work with the Master Facilitator who provided your Facilitator Intensive. Seek one who is willing to provide one-on-one mentoring. Identify those Master Facilitators who have accomplished what you hope to accomplish, and learn from them. Start and/or support Virtues Connections in your area and attend Mentorships. Put into practice what you learn, learn from your teachable moments, and then the impact you are having will be obvious to us all.
 - ii. Second, seek a Mentoring Program with a Master Facilitator whose style and approach resonates with your spirit. Strive to more fully grasp the significance of The Virtues Project™, deepen your understanding of its principles, practices and strategies to the point that it becomes a part of your life, and find a way to communicate it effectively to others. If and when the Master Facilitator you work with sees that you are ready to play a broader part in facilitating The Virtues Project, they may choose to nominate you.



VIRTUES PROJECT INTERNATIONAL

assertiveness
caring
cleanliness
commitment
compassion
confidence
consideration
cooperation
courage
courtesy
creativity
detachment
determination
diligence
enthusiasm
excellence
flexibility
forgiveness
friendliness
generosity
gentleness
helpfulness
honesty
honor
humility
idealism
integrity
joyfulness
justice
kindness
love
loyalty
moderation
modesty
orderliness
patience
peacefulness
perseverance
purposefulness
reliability
respect
responsibility
self-discipline
service
tact
thankfulness
tolerance
trust
trustworthiness
truthfulness
understanding
unity

Nomination is not about popularity or paying one's dues. It is not merely about knowledge, desire, skills, number of courses given or ratings received. Rather it is about knowing, appreciation and enthusiasm, knowing how, being able to demonstrate, and having an impact.

10. Guidelines for Master Facilitators Nominating New Master Facilitators

- A. First and foremost the designation of Master Facilitator is an acknowledgement of an individual as a true champion of The Virtues Project. It is recognition that an individual has grasped the significance of The Virtues Project™, deepened their understanding of its principles, practices and strategies to the point that it has become a part of their lives, and that they can communicate it effectively to others.
- B. The designation reflects the diversity of the world-wide virtues community. It is a statement that these individuals have used and acknowledged that The Virtues Project™ has played a part in developing the gifts each was given and has helped them do more effectively what they have been called on to do in this world. It is a statement that each of us can learn something from them and that they have something to teach the broader virtues community.
- C. How do you know them? In one of two ways:
 - i. First, you know them by the impact they have on the world through their unique applications of the principles, practices and strategies of The Virtues Project™. Have they made a significant difference in spreading The Virtues Project™ anywhere in the world? It matters little how they have accomplished this for each will have taken her/his own path. It matters only that in their wake they have left those who see the significance of The Virtues Project™, and/or want to deepen their understanding of its principles, practices and strategies.
 - ii. Second, you know them because you have seen them in action or have worked with them. You recognize that they grasp the significance of The Virtues Project™, have deepened their understanding of its principles, practices and strategies to the point that it has become a part of their lives, and that they have found a way to communicate it effectively to others. In your estimation they are ready to play a broader part in their world than they have done so far. To nominate them is to provide them with greater opportunities to serve The Virtues Project™ and empower them to accept those opportunities if they choose.
- D. Nomination should be about one or both of those conditions. we ask that you send your nominations for Master Facilitator -- the highest acknowledgement that we, the Virtues Community, can bestow -- to the VPI Board of Directors.