



How Much do I Contribute? A Sliding Scale Primer

We are aware that "money" is a charged issue for most of us in this culture. Money is generally thought of, and referred to, as a need-in-itself in our culture; a concept that is often accompanied by a scarcity consciousness (there is not enough for everyone, so I must obtain and protect as much as I can).

Within ORNCC, our understanding of NVC is that money can be used as a strategy to meet deeper needs, needs for acknowledgement, acceptance, security, peace of mind, etc. It is our hope to use ORNCC training registration as an opportunity to both consider and shift our relationship to money. We do this, in part, by creating a wide sliding-scale. In using our sliding scale, we hope each person will consider the variety of needs involved in determining the amount they are willing to contribute.

Needs of ORNCC Board and Regional Teams

ORNCC is a nonprofit organization supported almost entirely by volunteers. In coordinating trainings, we aim to meet a variety of our needs, including contribution to compassion and peace in our world, connection with others and growth of communication skills. We choose the sliding scale for each workshop from needs for:

1. Support for the expenses involved (space rental, advertising, mailings, handouts, trainer's travel/ meals/accommodations and ongoing costs of maintaining accounting, voicemail, and website)
2. Reciprocity for the other costs of continuing to coordinate information, workshops and practice groups
3. Security and hope for the continued growth of NVC in our region through ongoing outreach and promotion
3. Support to the livelihood of the trainers who devote him/herself to sharing NVC
4. Inclusion and support by making NVC available to *all people* regardless of their financial means. We do this by setting sliding scale training rates, which are below observed industry standard for the area, and by providing alternatives to contributing within the sliding scale (see Scholarship Form).

Needs of Trainers

Certified Nonviolent Communication trainers have typically spent several years learning, practicing and teaching NVC. In sharing NVC, they often make the difficult choice to spend time away from their home and loved ones to meet their needs for inspiration, connection and contribution to people's lives. They typically spend many hours preparing for workshops and are paid considerably less than most organizational trainers. They also contribute approximately 10% of their workshop revenue to support the international Center for Nonviolent Communication. While they clearly don't "do it for the money," your workshop fee supports their ability to continue what they do.

Your Needs

We ask that you consider your own needs in contributing to an ORNCC training. These might include basic survival needs, security, comfort, contribution, mutuality, hope and more.

Choosing an Amount

We request that you consider all needs involved and contribute as much as you would enjoy. We feel excited about this approach since we predict that, over time, it will contribute to learning and for moving toward a society in which everyone's needs can met.

Scholarships

More information about alternatives to contributing within the sliding scale is available on the Scholarship Form.