

EXHIBIT 21

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JOURNEY INTO MANHOOD

An Experiential Weekend Training by



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Process Name: Four Principles of Growth: M.A.N.S.
 Process Number: B7

Leader: Weekend Leader

Optional break for staff not involved in this process

Est. start time: 10:10 a.m.

Time allotted: 60 minutes

Support: MOS

Music: None

Materials:

3 blank Post-It posters on wall OR poster pad on easel for leader to write on
 Heavy marking pens

4 posters:

- Masculinity (south wall)
- Authenticity (west wall)
- Need Fulfillment (north)
- Surrender (east)

Set up: Seated facing the front of the room

Energy/intent: Understanding, hope, clarity, and a connection to others in the circle (they are not alone!)

WEEKEND LEADER:

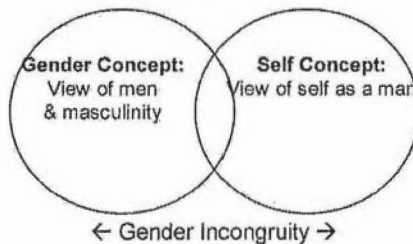
- 1) Invite comments and feedback on the “MANS” paper sent to them in advance.
- 2) MANS is a summary of the pathway OUT of homosexuality: Masculinity, Authenticity, Need Fulfillment, Surrender (MOS place these posters on the walls)

Gender Wholeness Theory: The Path In

- 3) One model for what can lead men INTO homosexuality is described in “Gender Wholeness Theory,” which we’ll describe here (credit David Matheson, in partnership with Alan Downing).
- 4) Have Journeyers list “I see men as...”
- 5) Have Journeyers list “I see myself as...”
- 6) Invite a Journeyer forward to share his lists. Have him draw 2 overlapping circles on the poster paper—one representing his “I see men as...” list and one representing his “I see myself as...” list.
 - How much overlap (percentagewise) is there between your 2 lists?
 - What are the areas of overlap? The areas of differences.

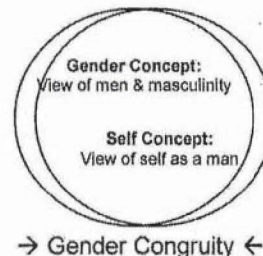
7) Invite other Journeyers to share amount of overlap, areas in common, and areas not in common.

8) Draw on poster paper and teach the following:



Teach:

The less the overlap, the greater the Gender Incongruity, and the GREATER the inclination toward SSA



Teach:

The greater the overlap, the greater the Gender CONGRUITTY, and the LESS inclination toward SSA.

9) Solution: increase Gender Congruity by:

- increasing your INTERNAL sense of masculinity
- expanding your concept and definition of what it means to be a man—what men are like (e.g., surrendering false “gender imperatives” like “a man must be athletic to be a real man”).

- 5) Help him **PHYSICALLY EXPRESS and RELEASE (“abreact”)** the feelings by intensifying the conflict.
- **ANGER** work: Use psychodrama to create an emotional “battlefield” where the man can confront, kill, bury, silence or evict the Shadow in some way. (e.g., beating a punching bag)
 - **GRIEF** work: Help him mourn by intensifying the lines (which he provides) in the psycho-dramatic scenario and by using melancholy music. (e.g., being held / loved by Golden Father)
 - **FEAR** work: Set up the scenario so he faces his deepest fear – and survives. (e.g., trust fall)
 - **SHAME** work: Set up a situation where he can express his shame and be accepted, or break out of shame through anger or grief.
 - *A Golden Father or Golden Self may need to be brought in to help the Journeyer fully express anger or grief – that is, to support him and give him “permission” to express the full intensity of his feelings.*

➤ When emotional release work is done authentically, the shift occurs at about this point of the “guts” process.

- Authentically expressed and released **ANGER** leads to empowerment, conviction, protection, joy.
- Authentically expressed and released **SADNESS** leads to acceptance, peace, surrender.

These new states lead to clarity, power, joy... an ability to see and embrace his own Gold – and an ability to identify and meet his authentic needs, with intention.

- 6) Help him shift to the **NEW STATE** of joy and Gold. (May be power, conviction, acceptance, surrender, or similar.) From this place he has the clarity and conviction to **IDENTIFY WHAT HE NEEDS** and to **CLAIM** what is rightfully his. In the process, he **REPLACES SHADOW WITH GOLD**.
- Step 6 is the pivot point, where authentic needs based on authentic emotions are claimed, and where Shadow is turned into Gold.
 - In turning Shadow into Gold, we create new memories or “tapes” to replace the old ones, or new “lines” that may be triggered when the old ones start to play. You may bring in a Golden Father or Golden Self who intervenes on behalf of the wounded boy, or gives the Journeyer positive affirmations.
 - This step may be closely intertwined with No. 5, expressing and releasing, but it takes the man beyond emotional catharsis to move him to a place of masculine power and personal responsibility for getting his needs met.