Evolving Enneagram Spiritual Direction Training & Certificate Program

Program Overview & Formation Guide

Co-Led by Rev. Nhien Vuong, JD, MDiv & Rev. Scott McRae, MDiv, ACPE

February 2027 – December 2028

A Journey of Contemplative Formation

Welcome to the Evolving Enneagram Spiritual Direction Training & Certificate Program.

We believe that spiritual direction is far more than a set of skills to master. It is a way of being with another in the presence of the Sacred. The quality of our accompaniment flows not simply from what we know, but from who we are becoming.

Over twenty-two months, you'll journey with a dedicated cohort through a carefully designed process of contemplative formation that integrates spiritual direction, the wisdom of the Enneagram, personal transformation, and practical experience. Through live training weekends, monthly cohort gatherings, contemplative practice, reflective writing, supervised practicum, and guided self-study, you'll gradually cultivate the presence, discernment, and freedom that support authentic spiritual companionship.

Rather than separating personal growth from professional preparation, we understand the two as inseparable. As our own awareness, humility, and inner freedom deepen, so does our capacity to accompany others with wisdom, compassion, and loving presence.

Whether your calling is to become a spiritual director, deepen your contemplative life, integrate the Enneagram more fully into your work, or discern a new expression of service in the world, we hope this journey becomes a place where your own soul continues to unfold even as you prepare to companion the unfolding of others.

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Our Distinctive Approach to Formation

Spiritual Direction at the Heart

Spiritual direction is the heart of this program. Every aspect of the curriculum is designed to cultivate the contemplative presence, discernment, and practical capacities needed to accompany others with wisdom, compassion, and freedom.

The Soulful Art & Craft of Spiritual Direction

Blending contemplative wisdom with developmental learning, our approach cultivates deep listening, discerning responsiveness, authentic presence, and skillful spiritual companionship. Our unique approach to spiritual direction understands presence as an active, discerning practice that knows when to inquire, reflect, challenge, or simply remain silent in service of another's unfolding.

The Integrated Contemplative Enneagram

Rather than treating the Enneagram as a separate course or area of study, we weave its wisdom throughout every phase of the program as an integrated path of contemplative, psychological, and spiritual formation. In this way, the Enneagram becomes a living framework that deepens self-awareness, compassionate presence, and spiritual freedom within the practice of spiritual direction.

Participants who choose to deepen this dimension of their formation may also earn Evolving Enneagram's **Contemplative Enneagram Practitioner** (CEP) Certification by completing Phase 3 together with the accompanying CEP coursework.

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Inside-Out Formation

We see the cultivation of the spiritual director as an inside-out dynamic, developing the presence, self-awareness, and inner freedom from which authentic spiritual companionship naturally flows.

Interspiritual & Inclusive

Grounded in our shared humanity, we welcome people from diverse faith traditions, spiritual paths, and life experiences into a learning community rooted in dignity, curiosity, and respect. Our training is designed to equip spiritual directors to accompany people across the full spectrum of spiritual beliefs, practices, and worldviews—with openness, humility, and deep respect for each person's unique way of making meaning and encountering the sacred.

The Cohort as a Compassionate Field

Over twenty-two months, the cohort becomes a compassionate field of practice where shared learning, supervision, and spiritual companionship become integral to each participant's formation.

The Formation Journey

The journey unfolds across six developmental phases and twenty modules, from February 2027 through December 2028.

All participants will receive access to approximately forty hours of recorded Contemplative Enneagram Practitioner (CEP) teaching. Those who choose to complete the integrated CEP pathway may engage this additional self-study at whatever pace best

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supports their learning and formation. Participants who complete Phase 3 of the program together with the CEP coursework will earn the Certified Contemplative Enneagram Practitioner (CEP) credential through Evolving Enneagram.

After completing the 20 modules, those pursuing the Certificate in Spiritual Direction continue into post-program Spiritual Direction Supervision.

Each phase builds naturally upon the one before.

(For specific training dates and cohort gathering schedules, please see the **Program Schedule.**)

Phase 1	**Spiritual Direction & Contemplative Enneagram Foundations** Participants establish a shared foundation in the history and practice of spiritual direction while exploring the contemplative wisdom of the Enneagram, the evolving landscape of spirituality, and practices that cultivate a life of attentive presence.
Phase 2	**The Inner Integrative Work** Participants turn inward, exploring the journeys of ego, soul, and spirit while deepening their understanding of essence, instinctual patterns, boundaries, energy, and the inner life of the spiritual director.
Phase 3	**Methods, Skills & Accompaniment** Building upon this inner foundation, participants develop the practical art of spiritual direction, learning to accompany others through deep listening, discerning presence, relational awareness, grief, trauma, and the skillful integration of the Enneagram within spiritual companionship.

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Phase 4	**Enneagram-informed Practicum & Practice Development** Participants begin offering spiritual direction through supervised practicum, reflective integration, and live fishbowl experiences. As confidence and competence grow, attention also turns toward developing a thoughtful, sustainable practice rooted in authenticity, integrity, and contemplative presence.
Phase 5	**Practice Design & Outreach** As the formal curriculum draws toward completion, participants discern how their unique calling may take shape in the world. Together we explore vocation, sustainable practice design, ethical marketing, financial stewardship, and the many ways spiritual accompaniment can become an authentic expression of one's life and ministry.
Phase 6	**Closing Session & Supervision Kickoff** The program concludes with a shared celebration honoring each participant's journey of formation and the relationships cultivated along the way. Those pursuing the Certificate in Spiritual Direction then begin the final stage of formation through post-program supervision, integrating what they have learned into the ongoing practice of spiritual companionship.

Program Rhythm & Expectations

Spiritual formation unfolds through a shared rhythm of contemplative practice, learning, reflection, supervision, and community. The expectations below are designed not simply

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to support successful completion of the program, but to foster the depth of presence, integrity, and formation that spiritual companionship invites.

Live Training Attendance

Participants are expected to attend all live training sessions.

- If you miss more than one hour of a training day: You are required to view the recording of the missed portion(s) and schedule a 60-minute one-on-one make-up mentoring session with Scott or Nhien.
- If you miss more than half of a weekend training: You are required to view the recordings for the entire training and schedule a 90-minute one-on-one make-up mentoring session with Scott or Nhien.
- These additional mentoring sessions are billed at $225 per 60-minute session or $325 per 90-minute session. All mentoring fees are billed through Evolving Enneagram.

Cohort Model

Participants are expected to attend at least half of the live cohort gatherings within each phase. If you are unable to attend a cohort gathering, please view the recording.

- If you attend fewer than half of the live cohort gatherings within a phase: You are required to schedule a 60-minute one-on-one make-up mentoring session with Scott or Nhien.

These additional mentoring sessions are billed at $225 per 60-minute session. All mentoring fees are billed through Evolving Enneagram.

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Reflection Journal

Participants are encouraged to keep a reflection journal throughout the program to capture insights, questions, practices, and emerging awareness. More than a record of the journey, the journal becomes a way to integrate learning, deepen personal formation, and create a trusted resource of contemplative practices that can later be adapted and shared with future spiritual companions.

Reflection Papers

A brief reflection paper is submitted at the completion of each phase, inviting participants to integrate their learning, reflect upon their cohort experience, and articulate their ongoing personal and spiritual formation before moving into the next stage of the journey.

Papers are to be submitted via Google forms, which are on the Mighty Networks platform.

Tech Support: Edgar Pinto <edgar@evolvingenneagram.com>

Receiving Spiritual Direction

Experiencing spiritual direction firsthand is one of the most meaningful ways to deepen your capacity to companion others well. For those pursuing the full certificate program, prior or ongoing experience with spiritual direction is required. Participants must either have previously worked with a spiritual director or be actively engaged in spiritual direction during the program.

The number and frequency of sessions are left to each individual's discernment, needs, experience, and circumstances. We encourage participants to find a spiritual director whose approach and spiritual orientation are a good fit for their journey. We are happy to recommend spiritual directors whom we know and trust. Because this is a specialized

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program, some participants may already be experienced spiritual directors; when both individuals discern that it is an appropriate fit and approval is given by Nhien or Scott, participants may also receive spiritual direction from a fellow member of the EESD cohort.

Practicum Sessions

One of the most significant milestones in the program is the transition from personal formation to accompanying others through supervised spiritual direction practice.

The practicums are where formation moves from reflective learning into lived practice. The four required practicums may be completed through a combination of recorded at-home sessions and live cohort fishbowls, with at least two sessions recorded (audio or video). Following each practicum, participants complete and submit a guided reflection designed to deepen learning and support continued growth. Throughout the process, participants receive thoughtful feedback that strengthens confidence, cultivates responsive presence, and embodies the art and craft of spiritual companionship.

While stepping into this "guidance" and "journeying with" role for the first time can stir real anxiety alongside excitement, participants consistently find it one of the most meaningful and formative parts of the entire training. Practicum requirements may be altered for participants who have previously completed comparable spiritual direction training.

A detailed Practicum Guide, including session options, requirements, and evaluation criteria, will be provided as this phase of the Program approaches.

Note: Practicum requirements may be altered for participants who have previously completed comparable spiritual direction training.

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Program Book & Reading List

The following required books are to be purchased separately by participants:

On Spiritual Direction

- *Spiritual Direction 101: The Basics of Spiritual Guidance* — Teresa Blythe
- *Kaleidoscope: Broadening the Palette in the Art of Spiritual Direction* — ed. Ineda Pearl Adesanya
- *Our Unforming: De-Westernizing Spiritual Formation* — Cindi Lee
- *Sacred is the Call: Formation and Transformation in Spiritual Direction Programs* — ed. Suzanne Buckley

On the Enneagram

- *The Enneagram of the Soul: A 40-Day Spiritual Companion for the 9 Types* — Nhien Vuong (Please read pp. 1–71 before Phase One begins.)
- *The Sacred Enneagram* — Christopher Heuertz

Additional articles, excerpts, and resources will be shared throughout the Program on our Mighty Networks platform.

Upon enrollment, you'll also receive a **recommended resource guide** to support your ongoing formation and the development of your spiritual direction practice.

Post-Program Supervision

For participants seeking the **Certificate in Spiritual Direction**, the final stage of formation is the completion of four post-program supervision sessions. This requirement may be fulfilled in one of two formats:

- **Individual Supervision:** Four 60-minute one-on-one supervision sessions — **$600**

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- **Group Supervision:** Four 90-minute group supervision sessions — **$300** *(dates to be announced)*

These supervision fees are separate from the program tuition and are offered at a substantially reduced rate exclusively for graduates who have successfully completed the full 20-module training program.

Program Investment

Program Tuition — $4,600

20 Modules · 22+ Months of Formation and Training

- Pay in Full: $4,600
- Payment Plan: 4 quarterly payments of $1,212.50 *(a modest payment-plan fee applies).*

Early Bird Savings: participants receive $300 off either tuition option when they register by October 31, 2026. The discount comes off of the first payment.

Alumni Discounted Tuition

A significantly reduced tuition rate is available for current cohort members and alumni of Rev. Nhien Vuong's Contemplative Enneagram Practitioner Training & Certification program and Rev. Scott McRae's Sojourners Institute spiritual direction training.

Alumni also receive an additional $100 Early Bird discount when registering by October 31, 2026. Contact the program for your alumni investment rate and discount code.

Payment Plans

This program has been designed to be genuinely accessible. Keeping costs down is part of why the program does not require in-person training, sparing participants the

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expense of travel and lodging. Flexible payment arrangements can be discussed for those who need them.

Scholarships & Sponsorships

Limited scholarship and sponsorship support may be available for those experiencing financial hardship. If cost is the primary obstacle to participation, please reach out.

Refund Policy

To withdraw from the program, you must notify Evolving Enneagram in writing at revnhien@evolvingenneagram.com.

Your refund is determined by the date your written notice is received.

Upon registration and payment, you receive immediate access to over $1,200 worth of course materials, including the recorded Contemplative Enneagram Practitioner (CEP) addendum. The first $1,200 you pay is applied to these materials and is non-refundable in all circumstances. Any refund you may be eligible for is calculated only on the amount you have paid above $1,200, and is subject to the schedule below. Payment-plan fees are separate and non-refundable.

This applies whether you pay in full or by quarterly installments:

- Withdrawing within the first 30 days: You receive a refund of 50% of the amount you have paid above $1,200.
- Withdrawing between days 31 and 90: You receive a refund of 25% of the amount you have paid above $1,200.
- Withdrawing after 90 days: You receive no refund.

If you pay by quarterly installments: withdrawing within the first 90 days cancels any remaining scheduled payments. Withdrawing after 90 days means you receive no refund and the full remaining balance of your chosen tuition plan remains due and payable.

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Program Completion & Credentials

Participants may complete different aspects of the formation journey depending upon the pathway they choose.

- **Program Completion Document** — Awarded upon successful completion of all twenty modules.
- Certified **Contemplative Enneagram Practitioner (CEP)** — Awarded to participants who complete Phase 3 of the program together with the accompanying CEP coursework.
- **Certificate in Spiritual Direction** — Awarded upon successful completion of the twenty-module program together with the required post-program supervision.
- **Advanced Practice Certificate in Spiritual Direction**: Awarded to participants who have previously completed a spiritual direction training program, upon completion of the twenty-module program, post-program supervision, and a reflection paper.
- **CEP Level II Certification**: Awarded to graduates of Evolving Enneagram's Contemplative Enneagram Practitioner program upon completion of the twenty-module program and post-program supervision.

Pathways for Experienced Practitioners

Already a Spiritual Director? Advanced Practice Certificate in Spiritual Direction

If you've already completed a spiritual direction training program, we warmly welcome you to continue your formation with us.

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The Advanced Practice Certificate in Spiritual Direction is designed for practicing spiritual directors who long for deeper formation, expanded skills, and a credential that honors their continued growth.

Through the Evolving Enneagram Spiritual Direction Program, you'll bring your existing training into conversation with new perspectives and practices, weaving together the Enneagram, contemplative practice, spiritual formation, and emerging spiritual wisdom.

Requirements

To earn the Advanced Practice Certificate, you'll:

- Provide documentation of your completed spiritual direction training with your application
- Complete the 22-month Evolving Enneagram Spiritual Direction Program, followed by post-program supervision
- Submit a 3–5 page reflection paper on your formation journey as a spiritual director, exploring:
    - What did you find most valuable in your previous training?
    - How has the EESD program deepened your understanding and practice of spiritual direction?
    - What are the most significant changes you've experienced along the way?
    - How do you anticipate your practice may continue to evolve?

Build on What You Already Know

Rather than starting over, you'll bring your existing training into conversation with new insights and practices, and receive a credential that reflects your continued growth as a spiritual director.

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Already a Certified Contemplative Enneagram Practitioner (CEP)? CEP Level II Certification

Graduates of Evolving Enneagram's Contemplative Enneagram Practitioner program may earn CEP Level II Certification by completing the Evolving Enneagram Spiritual Direction Program, including the post-program supervision required for the Certificate in Spiritual Direction.

Through this deeper formation, you'll add a new layer to your Enneagram practice: training to hold sacred space as a spiritual companion.

To learn more about either pathway, reach out to Rev. Nhien at revnhien@evolvingenneagram.com.

Questions?

If you sense a call to spiritual accompaniment, informed by the contemplative wisdom of the Enneagram, we invite you to begin a conversation, or simply reach out with any questions you may have about this journey

"We're all just walking each other home." — *Ram Dass*

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