

GreenFaith Circle Launch Process

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Pre-work before the launch meeting:

Create a purpose statement for the team. When creating the purpose, ask yourself:

- What does success look like for this team?
- What are the major opportunities and challenges that this team might face?

Template for purpose:

- *This team exists to [direct outcome]...by [3-5 bullet points] so that [progress is made towards a broader/larger goal].*

Discuss together whether the draft purpose is:

- Clear - we know what it would look like to accomplish it
- Challenging - a stretch, but not impossible
- Consequential - it has meaningful impact on the lives and work of others

Examples of GreenFaith Purpose Statements

These are examples of purpose statements that GreenFaith Circles have used. Feel free to use this as is, or alter it to fit your local context or campaign that you're working on. .

GreenFaith Dodoma Circle (Tanzania)

The GreenFaith Dodoma Circle exists to bring people of faith together who are impacted by the East Africa Crude Oil Pipeline Project so we can have a strong, unified voice. We do this by:

- Gathering stories of impacted families and farmers and spreading those to others who are impacted.
- Teaching the Bible verses and passages from the Qu'aran that tell us to stand up against injustice and protect our communities and the planet.
- Connecting our group to the global campaign to Stop EACOP which provides us more safety on the ground.

We do this because we believe that local people should be able to decide what happens in their own communities and that when we are united and speaking from a place of faith and quoting our holy scripture, we can impact political decisions and win the demands of our community.

GreenFaith Bay Area Circle (United States)

The GreenFaith Bay Area Circle exists to bring more people in the Bay Area into the Faith Climate Justice movement. We do this by:

- Creating a welcoming space for religious and spiritual people to join into larger campaigns for climate justice where we create community and get to know each other and our faith traditions.
- Doing outreach events and presentations in congregations and communities of faith about our campaigns and the need for people of faith to be involved in the movement.
- Plugging into local and national campaigns through letter writing, attending council meetings and giving statements, attending actions and events, and organizing our own faith rooted events to bring more people into the campaigns.

We do this because it is aligned with our religious and spiritual beliefs, and we believe that bringing more people of faith into the movement will create the power it takes to win a more sustainable and just world for all.

US GreenFaith Song Circle

This team exists to write, teach, and infuse the GreenFaith network with singing and songs that ground, energize and support our movement and campaigns. We do this by:

- Writing new songs to be sung for specific regions or campaigns.
- Learning and teaching new songs to others in our network to be used in actions, meetings, and events.
- Training people throughout our network to become song leaders.

We do this because song is such a strong part of all of our faith traditions and we believe that having songs in our movement will create joy, community, and power that will strengthen our cause and make more people want to join us.

GreenFaith team launch agenda (2 hours)

Spiritual moment/Mindfulness exercise - 10 min

You can choose a passage or verse from your own holy book, a poem that moves you, or choose a resource or prayer from this GreenFaith collection.

 Sacred Season Resource Collection - EN

Relational check-in and introductions - 10 min

- Go around- everyone speaks and checks in.
- Some possible go around questions:
 - What brings you here today?
 - Why do you care about climate justice?

Discuss the primary purpose of this team- 10 min

- Present the pre-drafted purpose of the team.
- Round: Is it clear, challenging, and consequential? If not, what would make it more so?

- Clear - we know what it would look like to accomplish it
- Challenging - a stretch, but not impossible
- Consequential - it has meaningful impact on the lives and work of others
- Are there any questions or elaborations?
- Does everyone fully understand the purpose of the team?

What excites you about the Circle? Do you have special skills, relationships, and experiences that will be helpful for this Circle? - 10 min

- Go around- everyone share if they have any special skills, relationships or experiences that will be helpful for the Circle.

Before Action Review (modified) - 20 mins

- **What is the intended result of this team?**
- Imagine the project failed. What happened?
- What have we learned from previous projects or teams we've been a part of?
- What do we think will make us successful this time?

Commitments: Norms and work practices - 10 min

- Norms: how do we want to work together?
- Quality standards: how will we hold ourselves and each other accountable to the agreements and the norms we've set for ourselves?

Team roles - 15 min

- Go over Possible Roles:
 - Convener: schedules the meetings and sets up the logistical pieces of meeting.
 - Facilitator: decides on the agenda and runs the meetings.
 - Spiritual leader: Provides the spiritual moment at the beginning of the meeting, or makes sure that someone else is set to lead it.
 - Notetaker: Takes notes throughout the meetings.
 - Song leader: Leads the group in song to close the meeting.
 - Delegate: Is the liaison between this team and the GreenFaith staff or other teams/circles within the GreenFaith movement.

- Participant:
 - Participates in the team meetings but doesn't have a specific leadership role.
- Feel free to add additional roles based on what you all come up with. There may be a role that liases to a certain campaign coalition or brings potential action on a particular campaign back to the group.
- Go around: What role do you want to take on on the team?
- How often do you want to rotate leadership roles? How long do you want the terms to be?
- Conversation:
 - If there are multiple people who want to be a single role, see if there's a way that role can be shared or broken down into 2 different roles.
 - If there is an important role that needs to be filled but nobody wants to do it, see if someone would be willing to fill it temporarily, and brainstorm who you might recruit to the group who could fill that role moving forward.

Finalize your GreenFaith team or circle name (5 mins):

- If you're a circle that's based in a specific locality, you should name your circle after that locality. (Examples: GreenFaith Charlotte, GreenFaith First Presbyterian Church Atlanta, GreenFaith Boulder)
- If you're a circle that has a certain theme, you should pick a creative name that illustrates the theme of your circle. (Examples: GreenFaith Youth, GreenFaith Songwriters, GreenFaith Miami Street Choir, etc)
- What's your GreenFaith team or circle name?

Next steps - 20 min-60 min

- Brainstorm next steps and who will be responsible for them.

Meeting evaluation- 10 min- Round

- How did you feel about the content of the meeting?
- How did you feel about the process of the meeting?
- How was the interpersonal part of the meeting for you?

GreenFaith Circle Welcome Process

Once your Circle has decided on a name, roles, and a purpose for yourselves, it's time to go through the GreenFaith Circle Welcome Process.

As part of the GreenFaith Circle Welcome Process, we will add your Circle to the list of Circles and Global Map on the website. On the website, you can list whatever information you'd like to list publicly for someone new who might be coming and wanting to get plugged into the GreenFaith organizing.

In addition to having your group added to the GreenFaith website, we will recognize and celebrate you and your group members on a global GreenFaith Celebration call (which happen 4 times per year).

But before you can be added to the website and recognized on the Global GreenFaith Celebration Call, we ask you to read through GreenFaith's Mission, Vision, Values, and Theory of Change.

[This form prompts you to fill in the information you'll need to share with GreenFaith in order to be recognized as a Circle and reviews the Mission, Vision, Values, Theory of Change, and priorities for GreenFaith.](#)

Mission:

Because the Earth and all people are sacred and at risk, GreenFaith is building a worldwide, multi-faith climate and environmental movement. Together our members create communities to transform ourselves, our spiritual institutions, and society to protect the planet and create a compassionate, loving and just world.

Vision:

We envision a world transformed, in which humanity in all its diversity has developed a shared reverence for life on Earth.

Religious and spiritual communities everywhere generate a moral awakening to the sacredness of Earth and the dignity of all people. Together, we are building resilient, caring communities and economies that meet everyone's needs and protect the planet. The era of conquest, extraction, and exploitation has given way to cooperation and community.

The good life is one of connectedness—with each other and all of nature. It is a world of flourishing life that replaces despair with joy, scarcity with shared abundance, and privilege with justly distributed power.

Values:

We share beliefs and principles that shape our work and guide our relationships:

Rooted in Spirituality.

We are centered and inspired by our faiths and revere the sacredness of Earth and all people.

Moved by Compassion.

We act out of love and a deep will to end the suffering of people and the planet.

Passionate for Justice.

We strive to end all forms of oppression and bring forth an equitable and healed world.

Inclusive by Nature.

We collaborate with persons richly diverse in culture and backgrounds.

Responsible in Practice.

We lead by example and seek to embody integrity, transparency, and accountability.

Bold for Good.

We show courage in taking risks and creativity in our actions.

Theory of Change

If we build a large, multi-religious base, deepen its members' religious motivation, organizing and communications skills, and bring people of faith at scale into campaigns that target the fossil fuel industry and advocate for a just transition and loss and damage funding, we can delegitimize the

fossil fuel industry so it no longer are able to collude with governments to build destructive new projects. We can also provide a moral voice and a mass of people to win big resource commitments for the new economy we want to see- that prioritizes impacted communities and moves towards a world of regenerative, connected, community solutions.

Priorities:

- opposing new coal, oil, gas and deforestation projects and related financing;
- calling for policies and finance commitments to support growth in green jobs, an equitable energy transition for heavily affected communities and workers, and universal access to clean, affordable energy;
- insisting on generous support from countries responsible for the historic majority of emissions to countries which have contributed least to the climate and environmental crisis, and which suffer the greatest loss and damage today.

Additional activities for team launch events and team coaching

Gamestorming is a set of co-creation tools [used by innovators around the world](#). Some activities that can be used in a team launch or re-launch event.

- [Circles and Soup](#) - an alternative to the After Action Review
- [Code of Conduct](#) - an alternative method of creating norms
- [Campfire](#) - a method of surfacing and sharing knowledge in a group
- [Memory Wall](#) - an activity to acknowledge team member contributions, celebrate their accomplishments, and build camaraderie among team members
- [History Map](#) - an activity to map moments and metrics that shaped an organization.

- [Spectrum Mapping](#) - an activity to reveal the diversity of perspectives and options around any given topic and to organize them into a meaningful spectrum
- [Welcome To My World](#) - an activity that gives team members an opportunity to better understand other people's roles and responsibilities.
- [Impact & Effort Matrix](#) - a decision-making exercise that forces team members to evaluate a proposed tactic or approach

Liberating Structures are easy-to-learn microstructures [that enhance relational coordination and trust](#). A few activities are below.

- 1-2-4-All - [Engage everyone simultaneously in generating questions, ideas, and suggestions](#)
- [What I Need From You](#) - Surface essential needs across functions and accept or reject requests for support.
- [Critical Uncertainties](#) - Develop strategies for operating in a range of plausible yet unpredictable futures
- [Appreciative Interviews](#) - Discover and build on the root causes of success
- [Making Space with TRIZ](#) - Stop counterproductive activities and behaviors to make space for innovation

Join the [Liberating Structures Slack](#) to connect and learn with 8,000 other people using the microstructures. Find free and paid workshops on this shared calendar to get experience using LS.

The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization is a book of activities for building a shared vision, systems thinking in an organization, designing a dialogue session, strategies for team learning [and much much more](#).