

NEW CREW WELCOME PACKET



EARTH  
GUARDIANS

*We train and empower youth to be effective leaders in the intersections of  
environmental and climate justice.*



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# WELCOME!

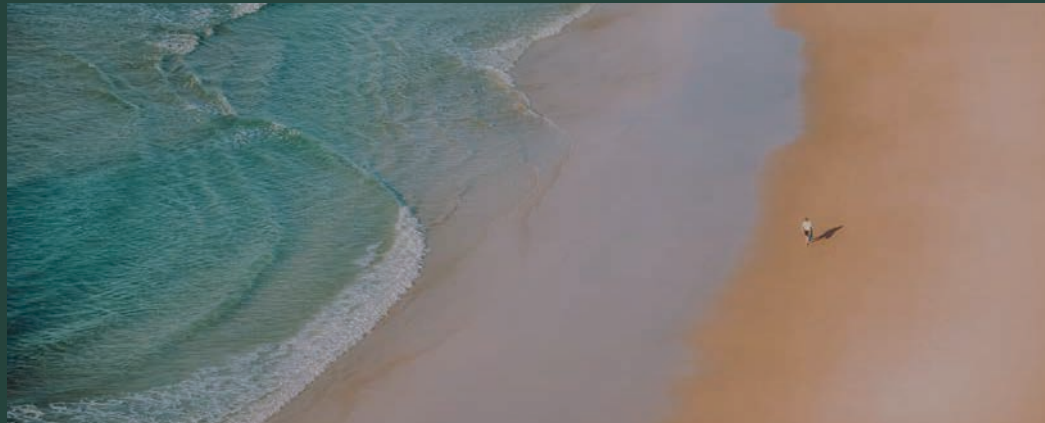
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## Join the Global Movement

Welcome to the Earth Guardians (EG) family. Introducing EG as a family is a bold statement, though it is the foundation of our organization. Earth Guardians has connected with hundreds of young people around the world taking action in their communities. We are committed to growing a regenerative, equitable and youth-led movement by training and empowering youth to be effective leaders at the intersections of environmental and climate justice. If you feel called to take meaningful action in your community and the larger movement, we are here to help you get started, and to support you along the way.



# WHO WE ARE, PURPOSE, AND VALUES



## WHO WE ARE

A platform where everyone can make a positive impact as we imagine and create a more just and regenerative world together.



## PURPOSE

Train and empower youth to be effective leaders in the intersections of environmental and climate justice.



## VALUES

- 1) Deep Listening
- 2) Community Building
- 3) Living in Connection to the Earth
- 4) Honoring Diversity
- 5) Adaptability
- 6) Creativity
- 7) Measurable Impact
- 8) Respecting Our Elders and Mentors
- 9) Commitment to Non-Violence



# GUIDING PRINCIPLES

## ~GUARDIANSHIP~

of the land, water and air, and all of us living here, we are connecting and protecting the environment. We acknowledge and honor the interconnection of all life and how our actions today can protect the environment for generations to come.

## ~COMMUNITY ~

unifying youth globally and collaborating with individuals, whole communities. & organizations for collective change.

## ~EDUCATION ~

sharing knowledge, trainings and resources to uplift and engage in climate justice work.

## ~ANTI-OPPRESSION~

committed to embodying anti-oppression social and environmental work, internally (including personal health) & externally in all actions and campaigns.





# WHY YOU ARE HERE

We believe you wouldn't be here unless you have been feeling a call to contribute to something greater than yourself. Maybe the call is more of a whisper or feels like a loud curiosity. Maybe you have already started advocating for the environment and are now looking for a group of like-minded individuals to join you.

**No matter where you're at, Earth Guardians is here to uplift your voice and help you take action.**

This packet is an introduction to the Crews Program, and is here to walk you through what you need to know as you start your Crew, what Earth Guardians offers, and introduces you to the entire EG team and how to connect with the entire Earth Guardians global community.



# WHAT IS A CREW?

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Crews are youth-led, intergenerational community groups of impassioned leaders taking action for a healthy, just, and regenerative planet. They are the heartbeat of Earth Guardians, modeling that impactful, meaningful and organic change comes from the widespread cultural shifts inspired by dedicated individuals acting as a collective to lead the way.



# WHAT DO CREWS DO?

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As an Earth Guardians Crew, there are nearly no limits to what you can do. Crews have the agency to forward their own projects or initiatives in response to the climate and environmental issues affecting their communities, and contribute to the global climate movement as a whole. We encourage Crews to also think intersectionally and holistically, and to not limit themselves to what may strictly be considered "climate" or "environmental" issues or actions. In addition, Crews have the opportunities to participate in and have access to Earth Guardians campaigns, trainings, resources, community, and more.



# WHO CAN BE IN A CREW?

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EG Crews are emerging all over the world and can consist of family, school peers, groups of friends or community members dedicated to making a difference. They can be as small as 5 people, or to what ever size is most manageable for you and your Crew. No matter the size of your Crew--small or large--you can still make great impact and change!

Those under the age of 30 years old are able to participate in EG's youth programming, like the Crews Program! Strong youth-led movements need the allyship and support of passionate adults, but whether you are a youth or adult person, always make sure that those who are younger than you are valued and have the space to participate/contribute like every Crew member. Adult care takers, family members, educators, and community members with youth already in mind for membership may start and support a Crew. A Crew should have at least one Crew lead who is a youth person (under 30 years old), and have *at least* an even ratio of youth to adult (over 30 years old) membership--remember to prioritize youth members!



# CREW ROLES AND RESPONSIBILITIES

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CREW LEADS: The primary organizer and contact for the Crew. Crew leads may organize and facilitate Crew meetings, and guide and provide direction to the Crew. Crew leads are expected to communicate with the Global Crew Director and/or Regional Director on Crew updates and/or any Crew project(s) progress. They ultimately act as a bridge between Earth Guardians and the Crew for communications, connection and engagement.

CREW MEMBERS: Are an integral part of a Crew! They support, participate, and contribute to the Crew however able, encouraged, or positioned. Crew members help in brainstorming, planning, and executing Crew projects and initiatives. They may help in communications, community engagement and recruiting new members. Along with Crew leads, Crew members are able to utilize EG's offerings like trainings, resources, workshops, etc.

*If there is ever a change in Crew leadership, please notify your Regional Director and/or the Global Crew Director.*



# OPTIONAL CREW ROLES

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Below are some examples on more specific and optional roles Crew members could have in a Crew. We welcome you and your Crew to create and develop what ever roles meet the unique needs your Crew may have.

- TREASURER
  - Manages Crew fundraisers, funds and finances alongside Crew leads
- NOTE-TAKER
  - Writes and documents Crew meeting notes
- SOCIAL MEDIA MANAGER
  - Responsible for maintaining Crew social media platforms in alignment and collaboration with their Crew
- PROJECT/COMMITTEE LEADS
  - Working with their Crew leads, project/committee leads help ensure that Crew projects and initiatives are executed successfully



# HOW TO GET YOUR CREW STARTED

## LAUNCH YOUR CREW ONLINE

You've taken the first steps: you've signed up, identified your Crew name, and received your logo. Now it is time to create your social media profile(s), document your Crew, and engage your community. Use your new logo and Crew name so we can find you. Once you create your first post, tag Earth Guardians so we can share your post and welcome you to the family!

Instagram: @earthguardians

Facebook: @earthguardianstribe

Twitter: @earthguardianz

## RECRUIT & HOST YOUR FIRST MEETING

Host your first meeting! Get clear on the EG's purpose, vision, and values, and explore your Crew's personal connection to them as you begin to work together. Identify an ongoing meeting time for your Crew and send out a recurring invitation with the meeting details included. Discuss goals, and get to know your team, each other's passions and interests, and get familiar with the issues in your community that you want to take action on.

## BRAINSTORM YOUR FIRST PROJECT

Begin brainstorming your first Crew project! Once you've discussed goals for your Crew and have gotten to know each other and your interests/passions, it'll be a good time to start thinking about one of the first projects your Crew may want to do.

Remember: it's okay to start small! Have each Crew member share what they would like to see happen, take notes and decide together as a team your first project. Don't forget to share updates on your project on social media!



# IDEAS FOR YOUR FIRST PROJECT

You've had your first Crew meeting, and now you're ready to take action. But, where do you start? We've found it's best to take action on projects that your Crew is passionate about. Looking for ideas? Here are just a few project ideas:

- Create an educational social media post
- Trash and/or waterway clean up
- Volunteer
- Organize a clothing swap
- Learn about and plant native plants
- Create art or new materials through upcycling and resusing
- Attend a climate rally or march
- Contact local elected officials about policies and issues in community
- Organize a hike or nature walk

*For more information, or to brainstorm ideas, email your Regional Director or our Global Crew Director, Marian Mejia, at [crews@earthguardians.org](mailto:crews@earthguardians.org).*



# BEING AN ACTIVE CREW

As an Earth Guardians Crew, you have access to many opportunities to forward yourselves as leaders and execute impactful projects in your community. Active Crews are able to apply for grant opportunities to support their projects, be featured on social media, register for any trainings, workshops, or events, and more!

In order to have "active" status as a Crew, the following is expected:

- **Have at least a total of five people in your Crew by the end of your Crew's first 12 months and onward**
  - A Crew is considered official and active starting in the month they complete Onboarding
  - If a Crew has less than five people total, this does not affect their Crew status and ability to participate in EG's events, campaigns, or trainings. However this may affect your Crew's eligibility for grant opportunities.
- **Complete at least one reported project a year**
- **Complete a quarterly check-in survey from the Global Crew Director and/or your Regional Director**
  - As well as any other reporting requested by your Regional Director
- **Attend at least four Global Crew Calls a year**
- **Attend at least one Earth Guardians training, workshop, or event a year**

At any point, you are able to change your Crew status from "active" to "inactive" by notifying the Global Crew Director. If at any point you would like to reactivate your Crew, you may do so at any time by completing the Reactivation Form.



# WHAT ARE GLOBAL CREW CALLS?

To help stay connected and engaged with one another as an entire Earth Guardians community, Global Crew Calls (GCC) are regular meetings between Crews, the Global Crew Director, Regional Directors, other Staff and Youth Council to share updates, project progress, hold discussions, and receive mini trainings, presentations, or workshops to support your development. They're intended to foster a sense of community, belonging, wellbeing and leadership among EG's Crews.

## JOIN A CALL!

Be sure to check your emails and Earth Guardians social media for reminders about the meetings, and check the Crews webpage for the schedule, RSVP and current information:

<https://www.earthguardians.org/crews>

*For immediate questions or concerns about GCCs, email our Global Crew Director, Marian Mejia, at [crews@earthguardians.org](mailto:crews@earthguardians.org).*



# HOW TO ENGAGE YOUR COMMUNITY

## INVITE FRIENDS AND FAMILY

Think about who you know that shares your values and love for the earth. Invite them to a Crew meeting or to learn more about a certain topic or issue. Then, ask your friends to invite 3 more friends to do the same!

## POST ON SOCIAL MEDIA

Share what you're doing on your social media! Post frequently in your feed, timeline, or story and invite people to reach out to you to learn more. Don't forget to follow @earthguardians on Instagram for a follow back!

## REACH OUT TO LOCAL ORGANIZATIONS & OTHER COMMUNITY GROUPS

Research and connect with other local environmental organizations, social justice organizations, schools, universities, aligned city officials, small businesses, etc., that you can potentially partner and collaborate with.

## HOST AN EDUCATIONAL MEETING FOR YOUR COMMUNITY

Invite your community to a Crew meeting or educational presentation about an issue or topic affecting the community, about your Crew and Earth Guardians, and how they can get involved.





# SEND US YOUR STORIES

We want to highlight your Crew and the differences you're making in your community and the world. Share your stories, messages, and great work with us!

1. Submit any content or media to EG's Communications Department using the [Content Submission Form](#)
2. Or email the Global Crew Director and/or your Regional Director content or media
3. To also share your Crew activity with Earth Guardians, tag us in whatever you post--especially on any social media Stories!

*The Communication Department is in the process of updating the Content Submission Form with guidelines of how to best take photos, captions, etc.*



# USE YOUR SOCIAL MEDIA

## ■ Post, Post, Post!

The world wants to be inspired by your stories. Update your social media pages regularly and tag Earth Guardians so we can highlight and share what you are doing with the larger EG community!

## ■ Inform Your Followers

Share and repost about innovative solutions to the climate crisis, local, and global current events, other people's inspiring stories, and helpful information and ways to get involved.

## ■ Take Photos

Make graphics and post pictures of your Crew and your projects. Share your updates, news, and invite others to work with your Crew.

## ■ Use EG Hashtags

#EGYouth #EGCrew #YouthLed  
#EarthGuardians #Environmentalism  
#ClimateChange



# NETWORK OF LEADERSHIP

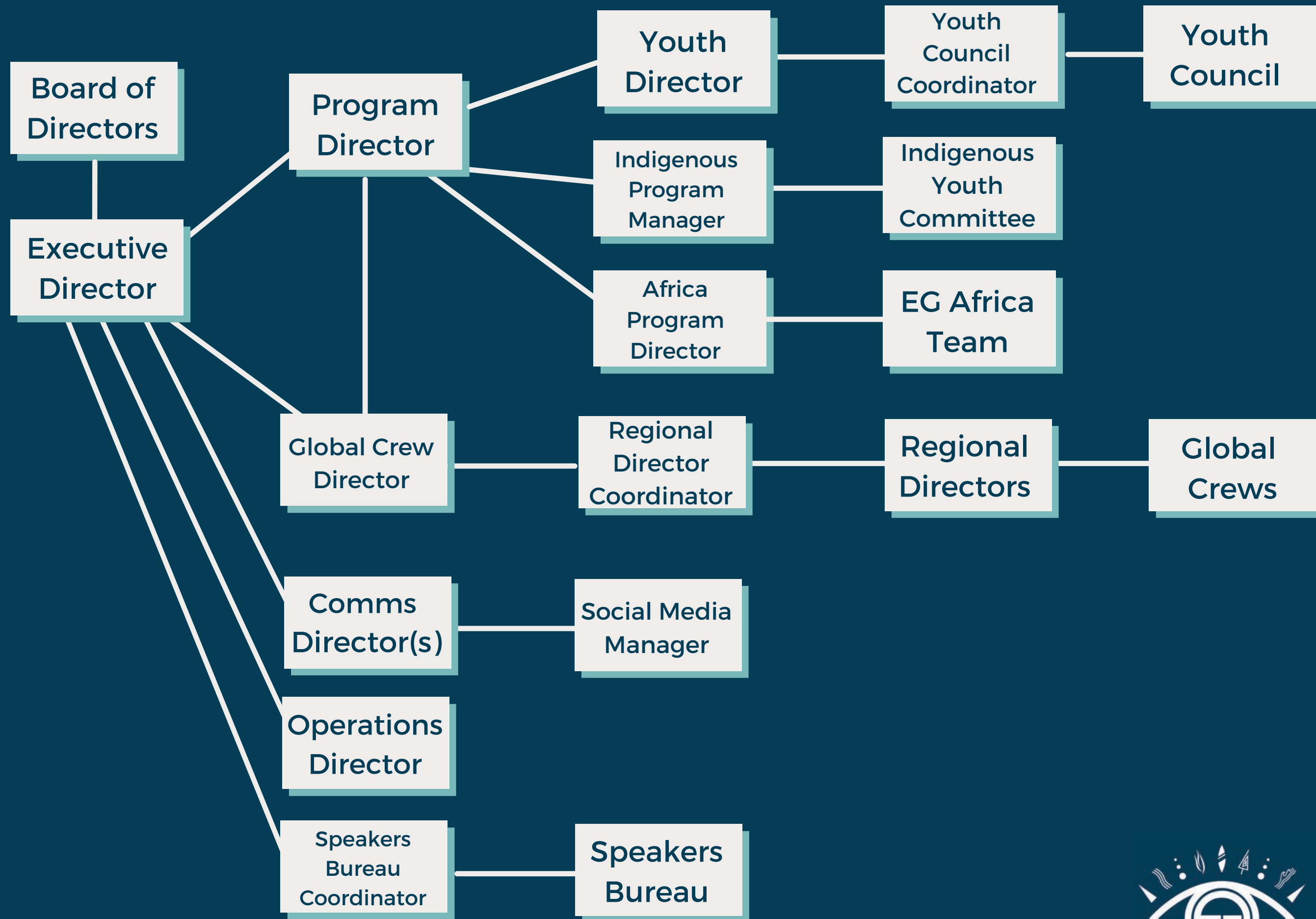
At Earth Guardians, we engage youth at every level of our decision-making processes. This model allows us to better support the work YOU are doing. The **Earth Guardians Staff Team** works behind the scenes to ensure the movement moves. The Staff Team is guided by the EG **Youth Council**, which is led by our **Youth Council Director**. The Youth Council advises the Staff Team on decisions to guide EG projects, programs, and initiatives. They ensure the representation of the youth voice is in the realization of the greater Earth Guardians' vision to build a more equitable and regenerative world.

In addition to the Youth Council voice, we ensure that quality, relevant training and resources are available through transparent and consistent communication streams between the EG Staff Team and all Crews. To facilitate this, as a Crew Lead you will work closely with the **Regional Director** in your area. They will meet or check in with you and your Crew regularly to ensure all information between the Staff Team and our Crews is flowing, and that you have the support you need. If you do not have a Regional Director in your area, you will work with the Global Crew Director directly.

The **Global Crew Director** will assist you in the Onboarding process, setting your Crew up for success, and will manage regular check-ins to track Crew activities and ensure our programming matches your needs. The Global Crew Director supports the Global Crew Calls and cultivates an environment of inspiration and connectivity across EG's platforms, overseeing education & resources, trainings, online learning & forums.

By maintaining these streams of communication, and collaborating directly with the Youth Council, Regional Directors, and our Crews, the Staff Team is able to integrate information from all of you to guide our overall strategy, projects and campaigns, engagement, and initiatives.







# YOUTH COUNCIL



**RACHEL SPECTOR**

Youth Council Coordinator



**ANNE MUTHONI**

Youth Council Member



**TYLER MASSIAS**

Youth Council Member



**REY WATSON**

Youth Council Member



**ESPERANZA SOLEDAD GARCIA**

Youth Council Member



**WALLANG AKWO  
JUNIOR ANGWA**

Youth Council Member



**WARSHA MUSHTAQ**

Youth Council Member



**IVÁN DANIEL MARTÍNEZ  
PICHARDO**

Youth Council Member



**EMMY ADAMS**

Youth Council Member



**RENA KAWASAKI**

Youth Council Member



# REGIONAL DIRECTORS



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# EARTH GUARDIANS STAFF



CATHERINE MONGELLA  
(SHE/HER)

Executive Director



KELLIE BERNS  
(SHE/HER)

Program Director



EMMY SCOTT  
(SHE/ZE)

Operations Director



MARIAN MEJIA  
(SHE/THEY)

Global Crew Director



ANPA'O LOCKE  
(SHE/HER)

Communications Director



MARLOW BAINES  
(SHE/HER)

Youth Director



# EARTH GUARDIANS STAFF



**MENSA TSEDZE**  
(HE/HIM)

EG Africa Program Director



**ANTHONY RAMÓN PÉREZ SOTO**  
(HE/HIM)

Regional Director Coordinator



**RACHEL SPECTOR**  
(SHE/HER)

Youth Council Coordinator



**ALTHEA PHILLIPS (SHE/HER)**

Indigenous Youth Program Manager



**HEATHER BAINES**  
(SHE/HER)

Speakers Bureau Coordinator



# BOARD OF DIRECTORS



MARGARET FERRIGNO

Board Chair



SLAM DUNKLEY

Board Member



RUTH BREECH

Board Member



ALISON FARMER

Board Member



# OTHER RESOURCES

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*Click the underlined links  
to view and access!*

- [Choose Action Now Project One Pagers](#)
- [Educational Kits and How-To Guides](#)
- [50 Simple Things](#)
- [VIDEO: Starting a Crew](#)
- VIDEOS: Fall 2021 Virtual Crew Training Series
  - Session 1: [Climate Change Crash Course](#)
  - Session 2: [Re-Imagining Leadership](#) (passcode: EarthGuardians 2!)
  - Session 3: [As the World Burns: Conceptualizing Social Justice in a Climate Crisis](#) (passcode: EarthGuardians3!)





**WE'RE HAPPY YOU'RE HERE!**  
AND WE'RE LOOKING FORWARD TO WORKING WITH YOU

There are many ways to show up in this movement as an Earth Guardian, and we are grateful and thrilled you are answering the call to share your voice as leaders. Follow your passion, focus on what you care about, and commit to meaningful and regenerative solutions.

We truly never know how powerful our impact is and just how far our "ripple effects" can reach.

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# CONTACT US

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[www.earthguardians.org](http://www.earthguardians.org)



[@earthguardians](https://www.instagram.com/earthguardians)



[@earthguardianstribes](https://www.facebook.com/earthguardianstribes)



[@earthguardianz](https://twitter.com/earthguardianz)

## GENERAL INQUIRIES

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## GLOBAL CREW DIRECTOR

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