

INTERDEPENDENCE PROPOSAL

"THE THREE-YEAR ARC"

2018-2021 REPORT

WEAVINGEARTH
Center For Relational Education



in·ter·de·pen·dence | \ ˌin-tər-di-ˈpen-dən(t)s

1: the state of being dependent upon one another – mutual dependence.

2: a form of symbiosis, of close mutual dependence between two or more species.

3: the deep psychological connection between ourselves and those we love.

On July 4th, 2018 Weaving Earth launched an initiative of Interdependence, calling together some of our dearest people to help manifest a vision for the world. We had been operating as Weaving Earth, LLC for 5 years and co-facilitating in different forms for a decade. In order to meet our vision and purpose, we felt it was essential to deepen the work by widening the circle of our team, our participants, our resource streams, and our programmatic offerings. The clear next step for WE to support this widening was to become a 501c3 "Social Benefit" organization (as Gigi Coyle likes to refer to it).

We knew we couldn't do it alone, nor did we want to. Inspired by the work of so many who came before us, one of the prayers we placed at the center of WE was to create experiences aimed at helping us remember and live more fully into our interdependence. With that prayer in our hearts, we asked you to join us in saying YES to the Weaving Earth vision. Thank you for answering that call! Together over the next three years you helped us build the internal resources to deepen and widen our work. With your yes, so much was made possible. With your yes, the circle – and our faith and trust in it – was widened from the start. With our *collective* yes, Weaving Earth has grown into what it is today. Thank you for being with us in the nurturing of this coal and these embers. We are so grateful!

ORIENTATION

As a testament to what we've done together, we present you with this glimpse into the arc of our work over the last four years. This testament is accompanied by a prayer that our collective YES to the fire at the center of this Social Benefit organism continues to burn brightly, cleanly, and safely.

This document will walk you through the arc of our development from the moment Weaving Earth became a 501(c)3 in mid 2018 to the close of our Interdependence Proposal in 2021. It follows 5 key, interwoven storylines. Each storyline has an icon associated with it that will help you follow each particular thread through the timeline on the pages ahead.



These stories haven't been made into a publication (yet!) but if they were, their titles and back-of-the-book blurbs would be:

“STAYING TRUE TO OUR NORTH STAR”

We co-created an intercultural and intergenerational Guiding Council (Board of Directors) comprised of all femme and non-binary members. The Guiding Council tripled in size since the start of the Interdependence Proposal and is well situated to guide Weaving Earth through this next phase of our evolution.

“FINDING CREATIVE NEW FORMS FOR ADULTS PROGRAMS”

Our Relational Education curriculum was informed by and expanded upon through profound practice within the container of the WE Immersion. This was easily our most powerful and complete Relational Education offering, but the intensity of running it began to feel unsustainable for the core WE staff leading it. The pandemic offered us an opportunity to reimagine how we might serve adults, a journey with many successes that is also our greatest opportunity in the years ahead.

“ROOTING DEEPER DURING A TIME OF UPROOTING”

Amidst so many social, political and ecological challenges, WE took time to create internal systems and structures that are meant to take care of our most important resource: the members of the WE ecology.



“SHOWING UP FOR THE RISING GENERATION”

We doubled-down on and expanded our commitment to educating youth through nature-based, socially-conscious programs. We’ve served hundreds of youth in the past 4 years and have trained and worked with many talented mentors.

“CONTINUING THE SPIRIT OF COLLABORATION”

WE has always been an ecology of many, and that truth has only grown in the past 4 years. We continually seek opportunities to work alongside and learn from others, strengthening the fabric of WE, and of the community as a whole.

TIMELINE – 2018

summer solstice

Weaving Earth becomes a Social Profit organization (501c3)

With GG's support and guidance, we create the *Interdependence Proposal*, an invitation to our Founding Family and Supporting Partners to help us take root in new soil through 3 years of financial and energetic support

Our Board of Directors, dubbed a Guiding Council, takes shape with 4 intergenerational femme/non-binary members

We articulate a set of 28 Organizational Values, one for every day of the lunar cycle

2018

We more than double our financial and energetic commitment to BIPOC participants in the WE Immersion through an expansion of our Reparations Fund, founded in 2017

We continue in relationship with the Beyond Boundaries collective, an important bond that continues to this day

WE becomes the fiscal sponsor for Walking Water

We enroll youth staff members in an Occupational Therapy training to deepen capacity to support youth with sensory integration and embodiment, which continues to inform our trainings and curriculum

We become a member of the Fierce Allies community of practice, deepening our commitment to anti-oppression education and praxis

2018

fall equinox

We commence the 7th consecutive year of the Wild Tenders Youth program, serving 35 participants

We choose to change the WE Immersion calendar from a Fall start date to the Spring Equinox, ending on the Winter Solstice – a calendar that more accurately aligns with program elements and energetics

We develop our first fundraising initiatives (including a major event hosted by Gigi Coyle, Charles Eisenstein and Orland Bishop) involving our devoted alumni and community members, as well as new allies in our annual giving cycles.

We raise nearly $137K in grants and individual donations from 39 donors in our first year as a 501c3

2019

spring equinox

We add two new board members, keeping the Guiding Council a decisively femme/ non-binary space, as well as making it a majority BIPOC group

Queer Nature steps into deeper partnership with the WE Immersion

We initiate a partnership with Education for Racial Equity (ERE) and Robin Di'Angelo by co-hosting a course for white participants, *Seeing the Racial Waters*

We transform the WE Immersion teaching team from 5 white core members to a group of 9 multicultural, intergenerational and gender diverse facilitators

2019

WE expand our curriculum to more intentionally incorporate Somatics and other Embodiment practices

We double our youth staff team from 4 to 8 in order to meet an expanding program

We redesign our website to better convey our values and pedagogy, creating a beautiful presentation of Relational Education, our Commitment to Reparations, our Vision & Purpose, & WE's Staff Ecology

We implement redesigned internal systems for bookkeeping and donor tracking

2019

summer solstice

We offer teen backpacking experiences into the wilds of California's high Sierra

We continue our support of Bioneers' Youth Education and Leadership Program through the Community of Mentors program and supporting the 'youth tent'

We complete the WE Immersion program in its new seasonal form with 27 graduates including 5 BIPOC Reparations Fund recipients

We run the Wild Tenders Youth program for its 8th consecutive year, with 44 participants

We raise $175K in grants and individual gifts from 151 donors. We gain 130 new donors this year. A nearly 400% increase!

2020

spring equinox

Majority of the Guiding Council and program staff meets at 3 Creeks to discuss WE futures with a focus on program development and land base

We pause all in-person programming indefinitely due to Covid, just as we were preparing to launch the next round of the Immersion with 11 BIPOC registered through the Reparations Fund and 27 total participants

We end Wild Tenders early due to COVID – many parents donate their remaining tuition rather than receiving a prorated refund

Core WE team volunteers time during the pandemic – this supports organizational continuity and ensures long-term sustainability, helping keep the org alive through this challenging period

2020

We create KWEB New Moon and Full Moon Radio podcasts for youth, involving current and former youth staff, and some additional Weaving Earth alum and allies. Shows were downloaded more than 1000 times

We run the Wild Practice Webinar series for adults as an offering of support and connection mid-pandemic. Themes include “Surrendering to Liminality,” “Bird Language and Resisting the Attention Economy,” and “Cultivating our More-Than-Human Kinships”

We make a commitment to support professional development for WE Team with members taking trainings in Embodied Social Justice, Integrative Trauma Therapy, Somatic Experiencing, Somatics for White Racial Justice Leaders, and Nature-Led approach to Occupational Therapy

We convene the “Spider & Web” team, a group of 10 WE staff and board members, to meet over a 5-month period to re-design WE programs and offerings, supported by a grant from Kalliopeia

2020

summer solstice

We offer a “ceremony for black levity // bird intimacy for black folks” (online), designed and hosted by Guiding Council member and WE facilitator brontë velez

We run an online class on Bird Language and Attention Liberation for the Bioneers Conference

We formalize our Organizational Policies and a set of Relational Best Practices for employees

WE co-founder Will Scott serves on the Guiding Council of the School of Lost Borders through an important period of growth and development

We raise $180K in grants and individual gifts from 434 donors, gaining 372 new donors this year – a 290% increase!



2021

Guiding Council lays the groundwork to continue its growth, with a goal of 11 members by 2022

The Guiding Council creates a Vision & Praxis document that outlines vision-aligned best practices for the Board's operation

summer solstice

We launch a successful new online program for adults, *under the auspices of summer*, running May-September of 2021, co-facilitated by tayla shanaye, brontë velez and Lauren Hage

We collaborate on *the auspices* with astrologer Naike Swai who focuses on decolonizing astrology and connecting to the transformative liberation inherent in our natal charts

2021

We design job roles and responsibilities for core Service Team members to help re-center energy and to ensure an equitable distribution of responsibility given the changing and emergent moment we found ourselves in

We begin working on a “Field Guide to Relational Education” in collaboration with Guiding Council member Kailea Frederick, with funding support from Kalliopeia Foundation

We form “The Spring”, an advisory council circle composed of some of our trusted teachers, mentors, and guides who hold us accountable to our vision and values, offering guidance, questions, witness and reflections

We do extensive preparatory effort toward offering health and retirement benefits for employees starting in 2022

2021

After 9 months of work, we complete a staff training manual for Wild Tenders mentors

We begin partnership with Solace Botwick-Ries and Angus Baguinho on *Queer World Making*, a coming of age experience for queer and gender blessed youth

In collaboration with NARA, the Native American Rehabilitation Association, we create a new online class on herbal medicine making for teens in recovery, facilitated online by Jeanette Acosta and Dave Hage

We raise $90K in grants and individual gifts from 177 donors, 99 of whom are new in 2021

IN CLOSING

As we arrive squarely at the 4-year mark from the original Interdependence Day launch**,** we simply want to marvel with you at what a journey these first 3 years of Weaving Earth's life have been! At times it hasn't been easy, but it has been made infinitely more graceful thanks to this circle of people. THANK YOU.

And, *the prayer continues*.

With the strong foundation of the last few years we are dreaming up new programming while deepening in existing forms. We are honored at the invitations we've received into exciting new collaborations, and have already been a part of multiple virtual conferences around the country.

We continue to be on the search for a home for Weaving Earth. Our primary program site at Green Valley Farm + Mill has been wonderful in many ways, and the truth remains that a more permanent home for WE would be a game changer. The ultimate goal of the Interdependence Proposal was to help make that a reality, and due to many factors (including the pandemic), we are not there yet. The prayer remains, however, and we will stay with it, and stay with you through the process.

We believe that WE has an important and valuable gift to offer in this time.
We are clear that we are to continue on, even as we look out into increasingly uncertain futures ahead. With that, we conclude with some of the questions we are holding now:

- What will our in-person adult programs look like moving forward?
- The Immersion has been a powerful institution within WE and within the community... *and* its expression is changing. How do we take the best of what that program offered while ensuring that our staff and facilitators are well tended throughout?
- How do we most effectively weave our Relational Education practices with the beautiful ecology of organizations working with similar visions?
- How will the completion of our publication "Naturing: a Field Guide to Relational Education" inform and influence our next steps?
- How do we make our work even more resilient and financially sustainable moving forward?

These questions and more continue to guide our process. Thank you for witnessing us in them, and please reach out with any thoughts or questions that you may have.

And so it is with the utmost humility and authentic gratitude that we say, "Hey look what we did together!!! Thank you! May it continue!" We will be in touch soon with more thoughts about where WE is headed and to see how our paths might continue to weave. Until then, may you and yours be well cared for, and may the global work towards collective liberation and peace be manifest in all hearts, everywhere.

