

PREPARING PEOPLE TO MEET A CHANGING CLIMATE

Weaving Earth's ATTUNE Immersion program is a 12-month educational training where climate response, disaster preparedness, ecological literacy, mental health, & community resilience meet.

PRACTICAL PREPARATION, ROOTED IN RELATIONSHIP

Building on the success of the inaugural cohort, **ATTUNE's second season convened 46 participants to deepen their connection to the living world, earn life-saving certifications, and build lasting networks.** What follows is the story of ATTUNE's Season 2 — a look at how collective care and practical skills come together to build resilient communities.



THREE CREDENTIALS. ONE TRANSFORMATIVE YEAR

ATTUNE's three certifications are **nationally recognized workforce credentials,** not just personal milestones. Participants train alongside the working firefighters, medics, and ecologists who staff these fields today — through partnerships with the School for Inclement Weather, Watershed Center, Fire Forward, Solidarity Field School, Backcountry Pulse, and Queer Nature — and graduate ready for paid roles in wildland fire, emergency response, and land stewardship.

CAREER-READY QUALIFICATIONS:

LAND STEWARDSHIP & ECOLOGICAL LITERACY
Embodied Ecology Naturalist Certification
Ecological relationship as a foundation for stewardship, grounded decisions, and durable resilience.

WILDLAND FIRE & PRESCRIBED BURNING
Firefighter Type 2 Qualification
Nationally recognized, with pathways into community-led cultural burning and wildfire prevention work.

EMERGENCY & COMMUNITY MEDICINE
Wilderness First Responder + Street Medic
Meets all WFR, Street Medic, and Bleeding Control standards — life-saving skills as collective power.

93% of Season 2 graduates say they're already putting the skills and knowledge from these certifications to work — in their jobs, their leadership, their communities.

Season 3 will begin tracking the wage and employment outcomes that follow.



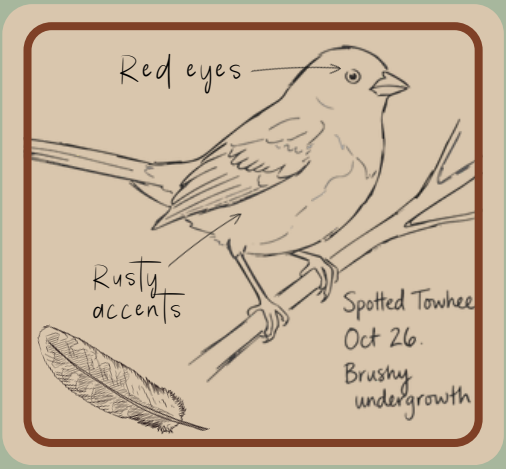


"I've been brought into prescribed fire in a way I wasn't tapped into before — I'm part of a whole web of fire practitioners in Northern California now. ATTUNE is the reason I found my way in."

AMANI | SEASON 2

CERTIFICATION DETAIL

Grounded in 20+ years of experience, this program offers participants eligibility in three nationally recognized certifications/qualifications:



Embodied Ecology Naturalist Certification

Through Weaving Earth's Level 1 Naturalist Certification, participants cultivate embodied ecology—an approach rooted in liberation, ecoliteracy and intimate relationship with the living world, laying the foundation for Level 2 and Level 3 certification.

OBSERVE bird language, tracking + signs
EMBODY somatic + sensory awareness
RELATE bioregional knowledge + reciprocity

WHY IT MATTERS Ecological relationship becomes a foundation for stewardship, grounded decisions, justice work, and durable resilience in the climate emergency.

Firefighter Type 2 Qualification

In partnership with The School for Inclement Weather, The Watershed Center, and Fire Forward, participants gain skills in fire stewardship, watershed resilience, and prescribed burning, opening pathways into community-led cultural burning and wildfire prevention. Building on a nationally recognized training, ATTUNE honors the ancestral, cultural, and political dimensions of fires.

PRACTICE fire behavior + safety
STEWARD watersheds + wild habitats
BUILD pathways into prescribed + cultural burning

WHY IT MATTERS Participants gain a nationally recognized qualification and practical pathways into community-centered fire stewardship.





Wilderness First Responder(WFR) — 4 the People

Indigenous-led training with the Solidarity Field School, blending professional emergency medicine, Traditional Knowledge, and ecological first aid. Meets and exceeds WFR, Street Medic, and Bleeding Control standards while centering liberatory medicine, community empowerment, and defense of the sacred.

RESPOND with confidence in emergencies
STABILIZE life-threatening injuries
EMBODY liberatory + ecological care

WHY IT MATTERS Life-saving knowledge becomes collective power, community care, and community self-defense.

All certifications include 3-5 hours of homework per week over the course of the 12-month program

WHAT PARTICIPANTS ARE SAYING:

100%

experienced meaningful personal or professional growth.

94.1%

positive ratings across all 24 final outcome measures

100%

expanded their network for support, collaboration, and shared learning.

93%

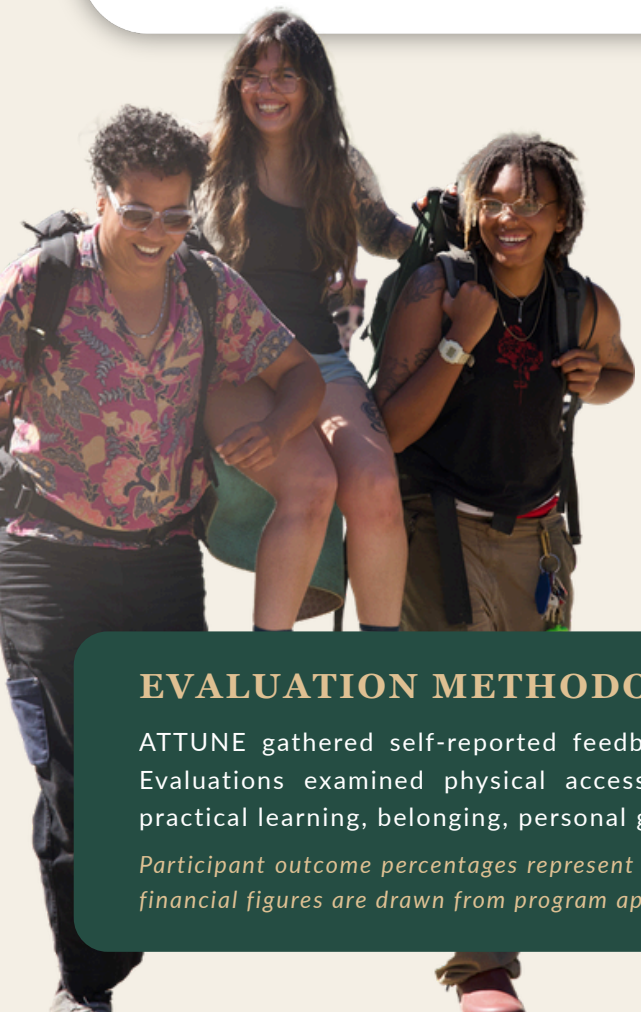
already putting the learning into practice

*"Programs like this, where you're learning how to **care for the body, care for the spirit, care for the land** all at the same time, are so vital — because all of those things are absolutely interconnected."*

AMANI | SEASON 2

*"This program gave us practical skills for supporting someone injured or in distress - in the backcountry, in the streets, at protests - and the **confidence to know how and when to respond**."*

KHUSHBOO | SEASON 2





EVALUATION METHODOLOGY

ATTUNE gathered self-reported feedback at three points: mid-year, in month nine, and at year's end. Evaluations examined physical access and financial barriers to participation, ecological relationship, practical learning, belonging, personal growth and development, and application.

Participant outcome percentages represent 358 individual ratings across 24 final outcome measures. Demographic and financial figures are drawn from program applications and records.

"I have been called to become an EMT and a paramedic — I feel deeply moved by the way that ATTUNE, Weaving Earth, and all of the teachers and facilitators held us with a deep reverence and level of care, nurturance, integrity, and presence."

FORREST | SEASON 2





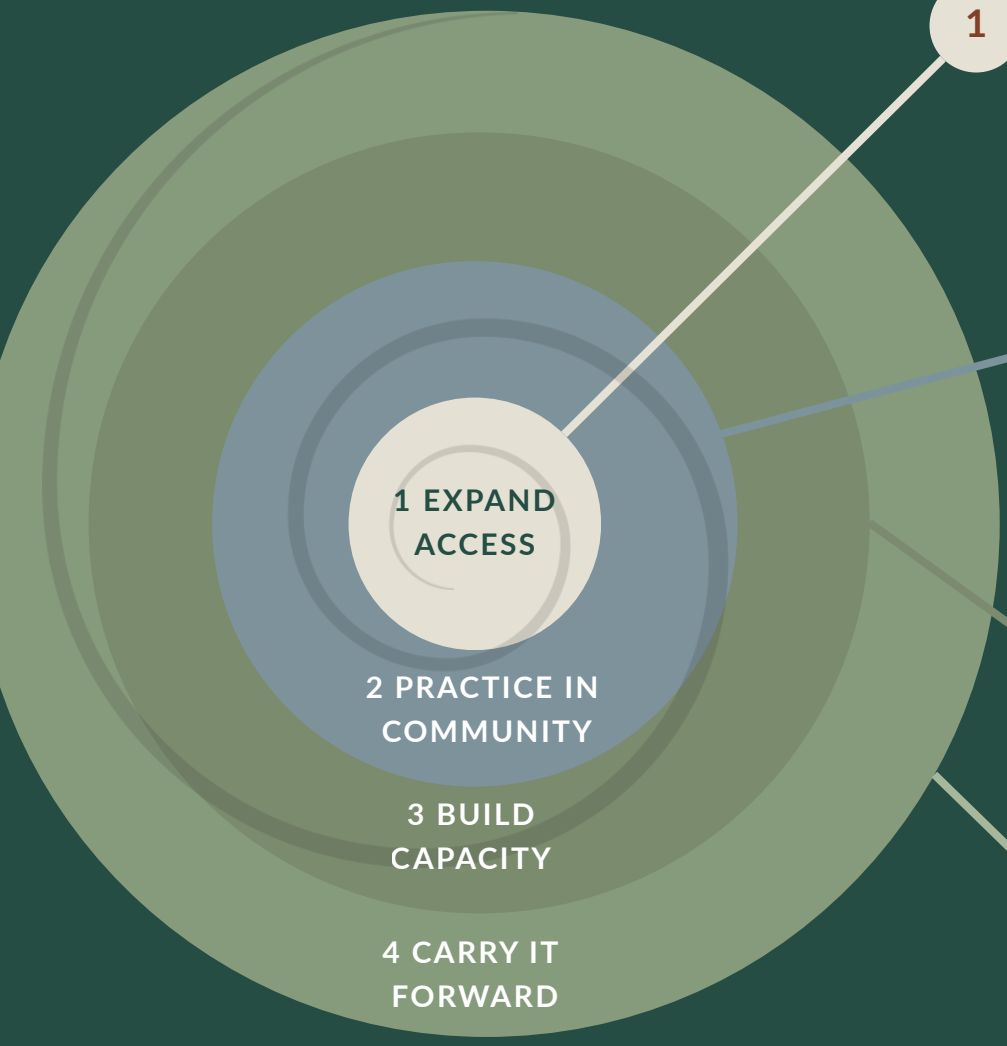
"I am a citizen of the White Earth Nation in Minnesota. We are Anishinaabe, the original people of the woodlands of the Great Lakes region. Post ATTUNE I got hired as an AD firefighter for White Earth Nation Fire.

This on-call structure allows me to work my normal 9-5 but support the tribe on weekends or when I'm able to. I have already supported with 3 prescribed burns this calendar year."

MISTY | SEASON 2

KEY GOALS

ATTUNE'S THEORY OF CHANGE



1 EXPAND ACCESS

Scholarships, childcare, food, lodging, a facilitation team that reflects the identities and lived experiences of our participants, and safe gathering places make participation possible.

2 PRACTICE IN COMMUNITY

A diverse cohort trains through 4 immersions, 3 certifications, 1:1 mentoring, and shared practice.

3 BUILD CAPACITY

Skills, confidence, belonging, and trusted relationships become lifelong resources.

4 CARRY IT FORWARD

Participants apply the learning in work, family, leadership, and community.



"The way we learn at ATTUNE is embodied, and very much at our own pace. At university I was really struggling with the more traditional school style, whereas the learning style here has felt like a relief for me — because it is meeting you where you are, every day."

MARIAM OSMAN | SEASON 2

ACCESS EMPOWERS CULTURE

LIFEWAYS BACK FUND

The Lifeways Back Fund helps restore ancestral lifeways by removing financial barriers for Black, Indigenous, and People of Color (BIPOC) to access ATTUNE. It is one expression of our larger prayer for reparations, Land Back, and the return of cultural lifeways.

76%

of cohort are BIPOC, 94% of whom received support from the Lifeways Back Fund

100%

Lifeways Back recipients named the fund as *critical* to program access and attendance

"As a single, Indigenous mother, this program has been transformative and healing. I brought these skills back to my community, while my 3-year-old daughter learned and connected with the land alongside us. It truly is a multigenerational program."

KORINA BARRY | SEASON 2





"Receiving support to attend this program through the Lifeways Back Fund has meant I've been able to arrive and feel like I'm being met where I'm at."

YÉTÚNDÉ | SEASON 2

THE CIRCLE MATTERS



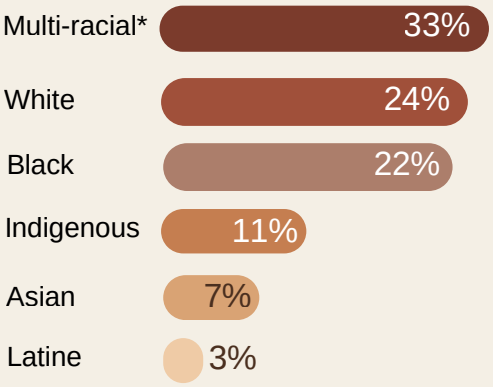
ATTUNE brings together a diverse circle of educators, therapists, ecologists, farmers, artists, frontline and healthcare workers, childcare professionals, birth workers, chaplains, activists, Indigenous leaders, and nonprofit professionals serving their communities across the Bay Area, the U.S., and Canada. Who participates—and how they are supported in being together—shapes the depth of what becomes possible in the learning.

ATTUNE reflects that commitment: the **majority of our cohort identifies as BIPOC and/or gender-expansive, nearly a third navigate the rich complexity of multiracial and multi-ethnic heritage, and at least 35% identify as neurodivergent.**

> *"Being in ATTUNE felt like coming into a space where my whole self was welcomed, which is incredibly rare. I learned as much from the people around me as from the training itself."*
>
> **—25-26 ATTUNE PARTICIPANT**
>
> *(anonymous by request)*

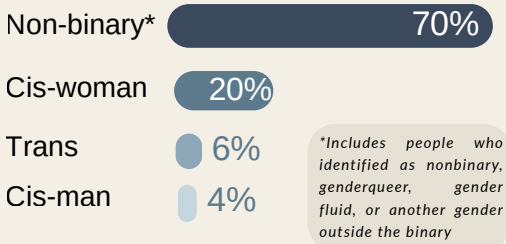


RACE/ETHNICITY DISTRIBUTION



*Race and ethnicity reflect participant self-identification, in their own words. We created a Multiracial/Mixed Heritage category for those who named more than one racial or ethnic background, honoring their full identity rather than collapsing it into a single box. Latine lineages, while appearing as the smallest single category, are woven through the identities of 16% of participants — most of whom also hold Indigenous, Black, or other heritages.

GENDER IDENTITY



*Includes people who identified as nonbinary, genderqueer, gender fluid, or another gender outside the binary



"At Weaving Earth and ATTUNE, we aim to situate ecological belonging as an essential foundation to our co-liberation work. The two are inextricably linked."

LAUREN D. HAGE | WE EXECUTIVE DIRECTOR

LISTENING TO THE EARTH CHANGES HOW WE LISTEN TO EACH OTHER

WHAT PARTICIPANTS REPORTED

93% feel a deeper sense of belonging within the natural world

100% deepened their relationship with, and responsibility to, the more-than-human world

93% strengthened their capacity to lead through relationship, listening, and responsiveness

93% gained practices that support their emotional, physical, and relational wellbeing

WHY IT MATTERS

When we feel we belong to the earth and to each other, we take better care of both. In a divided time, that care is both an antidote and the deepest preparation we can offer for what's ahead.

When we slow down enough to hear the birds, feel the seasons turn, and notice who else lives where we live, we remember that we've never been alone. We belong to a living world that holds us, and that asks for our care in return.

Yet connection to the earth doesn't automatically bring belonging. It can also stir grief, anger, and fear tied to histories of displacement, exclusion, and loss. ATTUNE makes room for all of it.

That honesty opens something between people, too. Over the year, participants practiced the relational skills that hold communities together: listening across difference and staying present through joy, grief, conflict, and repair. They also gained practices to tend their nervous systems and listen to their bodies as part of how they listen to the world. In a time of change and loss, **many reported finding grounding in the land and in each other.**

Our wild neighbors are part of that circle: the birds, trees, rivers, and creatures whose lives are woven with ours. **Caring for the land and caring for each other become the same practice.** None of us gets free alone, and the earth's wellbeing is bound up with our own.

"I have more of a sense that the land is caring for me back."
SORREL | SEASON 2



LISTEN with the land.
EMBODY presence and care.
BRIDGE our differences toward shared goals.
BELONG to a living, interrelated whole.
WEAVE the web we need.



"I feel like I live in a whole new place now, just from even doing the journaling exercises and seeing, wow, presumably these trees were here last year. These blossoms were there last year. I just wasn't noticing them."

IMANI | SEASON 2

TENDING THE PEOPLE WHO TEND THE LAND

Wellbeing isn't extra. It's part of the work.

Those who tend land, community, and each other in a changing climate carry heavy loads, and burnout pushes too many of them out of work they love. ATTUNE treats care for body and mind as essential training, not an afterthought.

Our nervous systems evolved in intimate relationship with the natural world. Through somatic practice, bird sits, small-group shares, and long stretches of time on the land, participants learned to notice the full range of their nervous system states, from alert and activated to calm and at rest. The goal isn't to stay settled, but to move through these states with more ease, which builds personal resilience. With these body and land-based practices, they learned to work with overwhelm, ground, and come back to themselves. For many, the land became a source of steadiness: a place to co-regulate, rest, and feel held.

WHAT PARTICIPANTS REPORTED

93% gained tools to sustain themselves in the work

87% feel better able to do climate-related work without burning out

WHY IT MATTERS

People can only care for land and community over the long haul if they're cared for too. Sustaining the people who do this work is part of building climate resilience.



> *"After the first session, I used bird sitting as a way to move through my depression and trauma, to keep going really."*
>
> **SEASON 2 PARTICIPANT**
>
> *(anonymous by request)*

THE PEOPLE HOLDING CENTER



EIGHT CORE STAFF

ATTUNE's core team brings distinct backgrounds, disciplines, lived experiences, and ways of knowing into a shared practice of careful facilitation, creating a container that is safe enough for vulnerability, loving enough for belonging, and potent enough for transformation.



brontë velez (they/elle)
PROGRAM CO-DIRECTOR
black-boricua transdisciplinary ritual artist, shepherd and cultural worker, committed to re-ecologizing the roots of pastoral care.



Dave Hage (he/him)
PROGRAM CO-DIRECTOR
WE co-founder of N. European descent, unlearning the separations embedded in his cultural inheritance, while cultivating bird language and rites of passage as pathways to co-liberation.



Lauren Hage (she/they)
EXECUTIVE DIRECTOR
ecological designer, educator, somatics facilitator dedicated to ecological belonging in service of eco-social co-liberation. Ancestry from the shorelines of Sicily, Odessa, & Scotland.



tayla shanaye, Ph.D. (she/they)
PROGRAM FACILITATOR
biculturally Black somatic educator, counselor, and scholar weaving decolonial Black feminist practice with embodied healing and spirit.



Jiordi Rosales (he/him)
PROGRAM FACILITATOR
educator, writer, and CA-Certified Prescribed Burn Boss of latine and jewish ancestry, crafting ways of learning rooted in birds, joy, humor, mystery, and contradiction.



Naike Swai (they/them)
PROGRAM FACILITATOR
queer and trans healing arts practitioner, sonic trance facilitator, and astrologer of Tanzanian and German heritage.



Pinar Sinopoulos-Lloyd (they/it)
PROGRAM FACILITATOR
Indigenous futurist & ecophilosopher; co-founder of Queer Nature, weaving ancestral skills, interspecies solidarity, and rites of passage.



Will Scott (he/him)
WE PROGRAMS DIRECTOR
educator and facilitator of Northern European descent, working at the intersections of ecological health, human development, social justice, and community resilience.



30+
SPECIAL GUEST INSTRUCTORS
Including medical professionals, firefighters, wildlife trackers, indigenous teachers offering traditional ecological knowledge, backcountry guides, and more.

GROUNDED IN ACCOUNTABILITY

This work is guided by a multicultural, intergenerational Board of Directors, and its impact is consistently affirmed by participant, facilitator, and partner feedback.

WHAT IT TAKES



ATTUNE isn't a weekend workshop. It's a year-long ecosystem of mentors, certifications, field experience, community, and care.

THE COST OF A TRANSFORMATIVE YEAR

Price Per Participant: $14,500 includes:

- **3** CERTIFICATION TRAININGS
- **8** CORE STAFF MENTORS
- **4** IN-PERSON, 8-10 DAY IMMERSIONS
- **1000+** FIELD HOURS
- **30+** SPECIAL GUEST FACILITATORS
- **12** OFFICE HOUR SESSIONS
- **1:1** +SMALL GROUP MENTORING
- **32** DAYS/NIGHTS FOOD + LODGING

TUITION AT A GLANCE:

- Participants pay on sliding scale $11,200-$22,000
- 78% of participants received financial support
- Of the remaining 22%, about 8% paid at the higher end, actively subsidizing others
- 14% Paid at the low end
- Average tuition paid / participant = $3400



"ATTUNE as a container has created a miraculous entry point into what it looks like for us to heal... It's extremely difficult to hold a container where people are able to work through the discomfort of reckoning with all of our complex relationships to each other and to place—and to feel held in that container."

KAHAYAG | SEASON 2

FUND ACCESS. EMPOWER TRANSFORMATION.



THE SEASON 2 FINANCIAL PICTURE

93% FUNDED
$49,400 TO GO

Philanthropic support and participant tuition have secured $617,574 toward the complete $667,000 cost of Season 2.

HOW THE YEAR IS FUNDED

69%
PHILANTHROPIC SUPPORT
$460,574 IN GRANTS AND INDIVIDUAL GIFTS funded 69% of the program.

24%
PARTICIPANT TUITION
$157,000 in Sliding-scale tuition contributes 24% of the funding.

7%
REMAINING
$49,400 left to raise

HOW YOUR GIFT MAKES AN IMPACT

For one participant:

$60
Provides one day of locally sourced, delicious organic meals

$750
Subsidizes childcare for one full immersion

$1200
Covers fire certification costs

$1500
Covers Wilderness First Responder Certification cost

$2500
Funds one complete 8–10 day immersion

$14,500
Provides full access to the ATTUNE Immersion program



The crises of our time are not slowing down. Frontlines are many. Community need is high. What meets that need — more than any single institution — is people who know their neighbors, know their bioregions, and have real skills to draw on when it matters.

ATTUNE is working to meet that need. And we can't do it alone.
It happens because people who believe in this work choose to invest in it.

WITH IMMENSE GRATITUDE TO OUR PARTNERS + SUPPORTERS

KALLIOPEIA FOUNDATION
Kolibri FOUNDATION
MA·EARTH
EMERGENT FUND
Exchange Bank
NWF
CULINARY MAGIC
school for inclement weather
SFS SOLIDARITY FIELD SCHOOL
QUEER NATURE
BACKCOUNTRY PULSE WILDERNESS MEDICINE
All Hands Ecology FIRE FORWARD
Chicago Community Foundation
Scorpio Rising Fund
WATERSHED CENTER HAYFORK, CALIFORNIA
GREEN VALLEY FARM + MILL
Debley Foundation
Ancestors & Money

*With additional support from **hundreds of individual donors.***

Thank you for believing that transformative education, access, ecological belonging and community resilience are worth investing in.

LET'S BUILD WHAT COMES NEXT

Lauren D. Hage | Executive Director | lauren@weavingearth.org | 415-827-2046