



SUSTAINABLE WELLBEING  
ENVIRONMENT NETWORK

# WORKING WELL IN A CLIMATE CRISIS

[WWW.SWEN.ORG.UK](http://WWW.SWEN.ORG.UK)

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THE SUSTAINABLE WELLBEING ENVIRONMENT NETWORK //

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*introduction*

## BEING HUMAN IN A CLIMATE CRISIS

There's nothing like a crisis to bring out both the best and worst of what it means to be human.

Crises can expose both our capacity for tenacity, resourcefulness, ingenuity, and compassion, yet also our tendency to compete, to exclude, to make a grab for power, to self protect.

We have all heard of post traumatic stress, and how highly challenging or traumatic circumstances can take their toll on our minds, bodies and relationships. **But what of the ways they can also bring out the very best of us?** A phenomenon that psychologists increasingly refer to as post traumatic growth.<sup>1</sup>

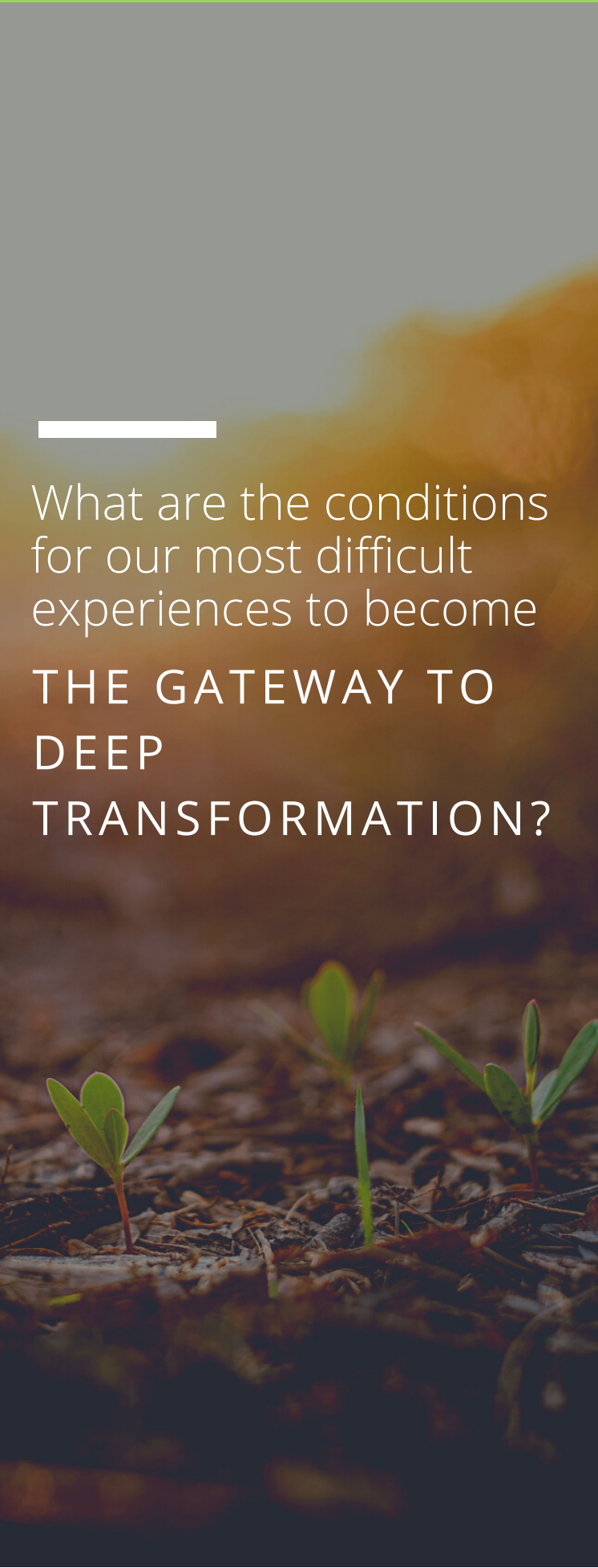
What are the conditions through which our most difficult experiences can also become the gateway to deep personal transformation, and what might that mean as we collectively face the escalating climate and nature crises?

*Working Well in the Climate Crisis* explores what it means to find ways of working that respond to some of the environmental movement's biggest challenges, such as burnout, lack of diversity and collaboration difficulties.

We also look beyond that, seeking to understand how the environmental movement might become even more of a catalyst for the kinds of deep transformations that are already unfolding in so many people and places, and yet that are still desperately needed, now more urgently than ever.

The work has been, and remains, a highly rewarding experiment, and one that we hope is only just getting started.

1. [www.apa.org/monitor/2016/11/growth-trauma](http://www.apa.org/monitor/2016/11/growth-trauma)



What are the conditions  
for our most difficult  
experiences to become  
**THE GATEWAY TO  
DEEP  
TRANSFORMATION?**

# ABOUT THE SUSTAINABLE WELLBEING ENVIRONMENT NETWORK (SWEN)

The SWEN is a collaboration of stakeholders from across the environmental movement exploring how to better support the wellbeing, and therefore impact, of the movement.

Beginning in 2021 with a roundtable discussion between environmental funders wanting to understand how to support grantee wellbeing, the SWEN was consequently established to grow a network of similarly interested individuals and organisations.

After an initial six month consultation period, the [results of which can be read here](#), October 2022 signalled the beginning of a one year pilot period to trial a range of ways of working that could shed light on some of the biggest challenges facing the movement.

This report details the findings of this year of exploration through the voices of a variety of people involved in the work. **The hope is that these personal experiences can bring life to 'theories of wellbeing', and enable you to explore ways in which these experiences might have resonance or insight for your own context.**

The network now meets each month to explore and learn together, and you are warmly invited to become involved also. You will find further details of these meetings at the end of this report.



# NAVIGATING OUR PERSONAL AND COLLECTIVE CRISES

*Jo Musker-Sherwood has worked over the past couple of years as the SWEN's project convener. Here she shares her reflections on working practices that give both individuals and organisations the resilience they need to navigate experiences of crisis.*

The original idea for the SWEN was born out of an experience of a personal crisis that seemed to reflect something of the environmental movement at large.

After seven years running a fast growing climate charity, I experienced an extreme burnout. What enabled my recovery, and what ultimately stopped me from leaving environmental work altogether, was a remarkable grant from a progressive funder who offered to support me through my recovery process.

Their request in return was simple; that I eventually use my recovery to help others also experiencing burnout.

One of the biggest learnings from my recovery process was that **all the self care in the world does little to address the structural issues that might lead us to burnout in the first place**, such as funding pressures, personal (over)investment and, ultimately, the rapidly escalating environmental crises.

And so the idea for the SWEN was born, firstly to explore what values and principles might enable the environmental movement to not only reduce instances of burnout, but also to increase our impact. And secondly, to create a network that could experiment together with putting those values into practice.



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At the start of this pilot year I had many, many ambitions for the SWEN's activities. I was so excited to be working on something that has genuine potential to facilitate lasting cultural change across the environmental movement.

**But I was shortly faced with a choice; I could strive to do all of those things, or I could prioritise wellbeing, but I could not do both.**

I wanted to impress those funding the work of the SWEN, I was anxious to see the results of the work for myself, I wanted the network to reach out to as many people as possible. But equally, those were the very same kinds of pressures that had first led me to burnout several years ago.

So I brought those anxieties to the various people who had offered to work with me in setting up the SWEN, and I asked, how do we strike the balance between urgency to act, and the need to bring real depth to the work we are doing? It is a question that seemed to resonate for others also in that it reflected a very present dilemma prevalent across the environmental movement as a whole.

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“HOW DO WE STRIKE THE BALANCE BETWEEN URGENCY TO ACT, AND THE NEED TO BRING REAL DEPTH TO THE WORK WE ARE DOING?”

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Just the act of not trying to carry everything alone, and of explicitly naming what felt uncomfortable, felt different from many of my previous experiences in professional environmental spaces. The conversations and revelations that followed were so rich and became an integral part of the work itself as we explored how best to strike this balance.



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This has been one of the biggest learnings of our explorations this year; that our biggest personal conundrums and challenges, such as our needs, fears and failings, need not stand in the way of our work but that they can actually become a gift to the work when held within structures that offer support.

What emerged, as we wrestled with these questions together, were three values that served us in our decision making over and over again, and which have eventually become the cornerstone for the SWEN's working culture.

The first is to **welcome more of ourselves**. We invite all of ourselves to the work, such as our emotions, intuitions and bodies, as well as our minds. Our doubts, fears, failures and not-knowing are also valued as vital to the work we are doing together.

The second is to **make time for each other**. We take time to build our relationships of trust, which in turn enables us to be more authentic, collaborative, creative and, ultimately, effective. This also means making time to face into the challenges of our working together where we find difference, trusting in what could be learned from those experiences.

The third is to **live what we hope to create**. We experiment with embodying the kind of changes we hope to see in a more sustainable world, including a fairer distribution of power, and respecting the limitations of our personal and collective resources.

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“THE SWEN WELLBEING VALUES ARE TO WELCOME MORE OF OURSELVES, MAKE TIME FOR EACH OTHER AND LIVE WHAT WE HOPE TO CREATE.”

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Half way through the pilot year, those values faced a major test when I found myself experiencing another personal crisis.

I was pregnant and suffering with extreme 24/7 nausea, or hyperemesis, that had me bed bound for most of the day. More than that, I also discovered that the pregnancy was extremely complicated.

After losing one of the two twins I was carrying, I was in and out of hospital often several times a week in the vague hopes of trying to save the other one. It was a personally gruelling time that lasted for months and months.

Due to the extreme nature of my circumstances, no one expected me to be working over that time; not my doctors, nor the SWEN funders, nor my colleagues. There was no obligation to push through to get the work done, yet **what I found was not only that I could continue to work, but that doing so was actively nourishing to me, and I attribute much of my capacity to do that to those core SWEN values.**

Welcoming more of myself meant I didn't have to pretend I was fine when I wasn't, meaning I felt safe to turn up to our working spaces even when I wasn't at my best. This was also true because of the time that we had invested in our relationships with each other.

Our work together explored and embodied, for example, what healthy responses to fear looks like, how to cultivate safety in times of crisis, and how to help limited resources go as far as possible. These were all questions that felt deeply pertinent to the personal crisis I was facing, and for that reason I often left the work feeling that I had gained more, rather than less, of what I needed at that time.

Equally, discoveries and breakthroughs that were helping me cope with my personal circumstances were something I found I could bring to the work as a contribution, meaning that the relationship between my work and personal life became something that was mutually nourishing rather than a competition.



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Ultimately, the authenticity and connection that we had taken the time to cultivate meant that, even where there might have been tension or difference, I deeply liked each of my colleagues and fellow network members. **I enjoyed turning up to our work together, and that's what kept my cup full and overflowing, rather than depleted and on the verge of burnout again.**

It is not just coincidence that it worked out this way for me, because I am not alone in finding that these values held much that was surprising and rewarding for those involved.

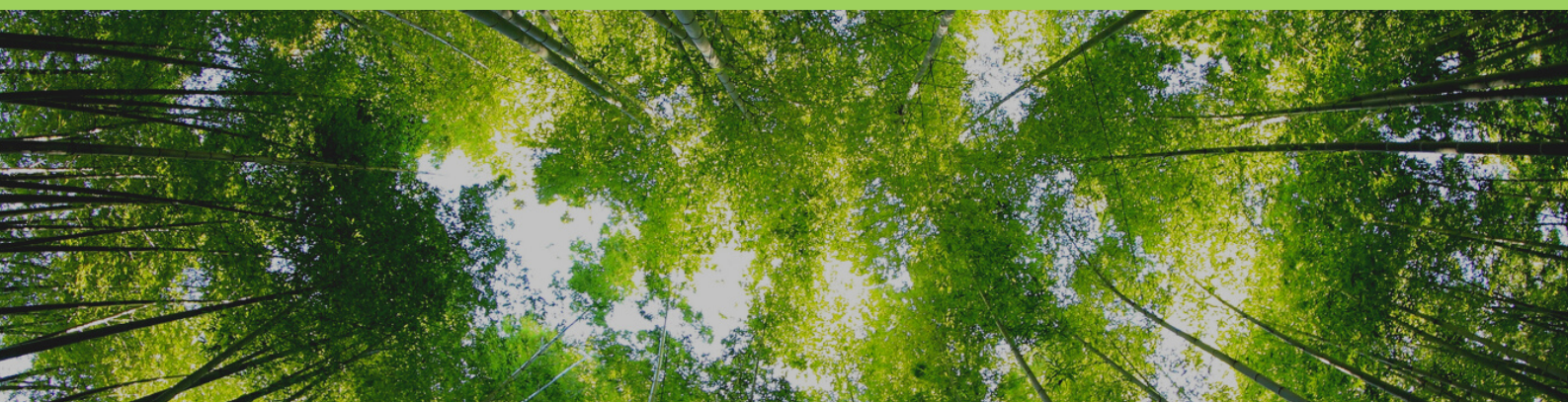
Much of the remainder of this report details a variety of personal experiences putting these values into practice, and what they enabled both personally and organisationally for those involved.

We hope that it is a means by which the 'theory' of wellbeing can be better understood in practice, and applied to other contexts within the environmental movement where this tension between urgency to act and the need to take care of ourselves also exists.

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“PERSONAL EXPERIENCES DETAILED HERE EXPLORE 'WELLBEING 'THEORY' TO BETTER UNDERSTAND HOW THIS CAN BE APPLIED TO OTHER CONTEXTS WHERE TENSION BETWEEN URGENCY TO ACT AND THE NEED TO TAKE CARE OF OURSELVES ALSO EXISTS.”

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# HOLDING THE POWER DYNAMICS BETWEEN US

*Heather Currey has been involved both as a funder of the SWEN and as someone working on the set up of the Network. Here she discusses how she found navigating the power dynamics of being a funder who is also involved with the delivery of the work.*

I met Jo at the Environmental Funders Network (EFN) retreat in 2022 and instantly connected to the work she was doing and wanting to build through the SWEN.

Whilst I was at the retreat as a newly emerging environmental funder, my background is as a psychotherapist and in grassroots and community organisations. **The issues of self care, vicarious trauma, resilience and healthy working cultures in front line services was something I had my own experience of and felt passionately about.**

Leaving that EFN retreat I was also personally impacted by being immersed in the field of environmental work and feelings of grief, hopelessness and overwhelm.

From that a relationship with Jo and with the SWEN unfolded, and I have been part of a small working group that had a particular focus on exploring the relationships that funders have with environmental work.

I was at these meetings both as an individual with interest and experience to share but also as a member of the Network for Social Change who had part funded this pilot stage of the SWEN. I was therefore holding the experience of the funder in those meetings, an experience that I am new to personally.



Being a new funder meant I was thinking a lot about how to responsibly utilise the financial resources I have in a way that respects where the money has come from, how it's come to me and what feels meaningful to me in terms of redistributing that wealth.

Deciding where and what to focus on can be overwhelming; what will do the most 'good', what are my beliefs about creating sustainable change, what am I drawn to, how much to give, and how to fund work from an open-hearted, trusting place whilst being OK with asking questions and saying no if it wasn't right for me, for example.

I am in an incredibly privileged position as a caretaker of financial wealth and the responsibility of that can create a lot of anxiety about making the right decision. **I find the dynamic of grantees' gratitude for funding deeply uncomfortable, for example**, and long for a more shared experience where we all acknowledge the different resources we bring to the work rather than valuing the money greater than the work people are doing and their skills and experience.

**I have also wanted to be able to bring the resources I have to the table that aren't about the money I have.** The experience of being part of the SWEN has enabled me to do this and take up space not only as a funder, but as a human with experience to share that is held and valued.

The felt experience of the SWEN meetings I have been a part of was one of relationship and connection first, encouraging us to slow down and connect authentically with both ourselves and with each other.

**The level of trust developed between us in this way enabled some of these deeper conversations to happen about the power dynamics that exist between us** in terms of funder and fundees. It has caused me to reflect on how our relationship to money is so often tied to our sense of worth, value, safety and security in the world; which are powerful conditions at work when we are negotiating about funding.



Lively and thoughtful conversations often flowed as we built a way of being with each other that felt invaluable to us individually but also fruitful to the progress of the work. Soon, the SWEN core values began to emerge and were clarified each time we met.

Those core values have been crucial to being able to navigate our relationships with each other, and the potential and actual tension of being funders and grantees in an open space together.

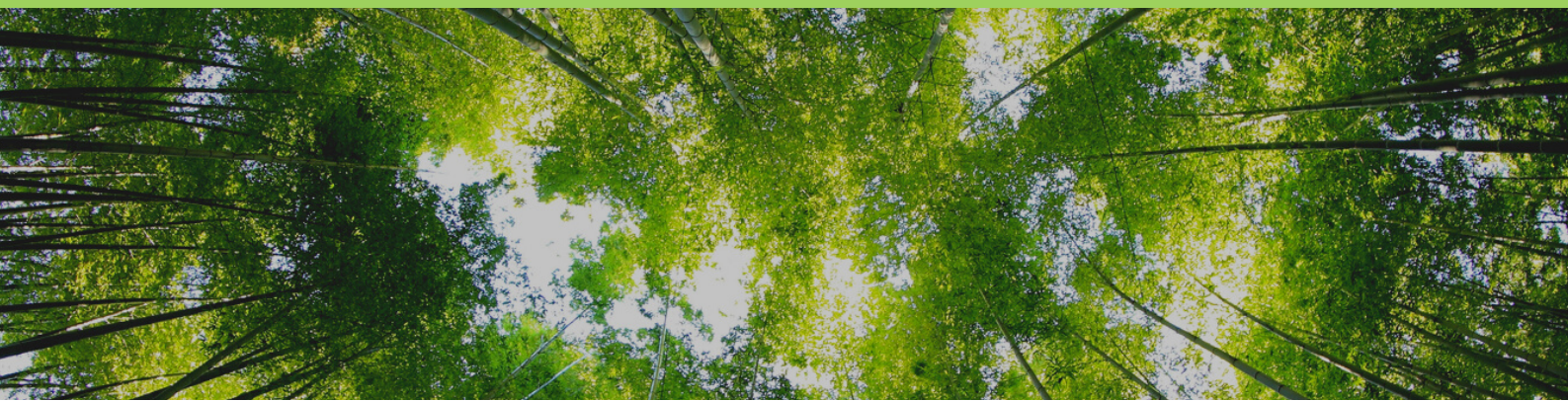
Certainly, as a funder it has been hugely growthful for me to hear the experience of grantees in the environment sector and the unhealthy and detrimental power dynamics that occur. **It enabled me to remain open to recognising my own power, unconscious assumptions and vulnerabilities, and to consider what an ethical use of power might look like.**

Being able to bring more of myself to those meetings has enabled this as I've been able to articulate my cognitive understanding, bring tentative and 'risky' questions as well as my embodied, felt sense.

I remember one meeting early on where it was a relief to be able to share how it felt to have a menopausal hot flush whilst speaking in the meeting. Such a simple thing allowed more of me to be fully present in the meeting and clearly communicated the values we were wanting to embody.

It also led to a discussion about the signals our bodies give us, especially our nervous system and how valuable that is. This moment early on meant **I was more able to trust the space to share more risky conversations around money and worth, power and dual relationships.**

To be able to hear each other in our discomfort and pain (as well as joy and connection) feels crucial to finding a way to live our values and shift the prevailing unhealthy culture of funder-fundee and the SWEN has offered me a place to begin to do that.



# BUILDING A CONTAINER FOR OUR WORK TOGETHER

*Peter Lefort is a network builder and facilitator, having worked in the environmental sector for over a decade. Here he describes his experience in helping design the structure and governance of the SWEN.*

One of the first tasks of the pilot year was to establish a structure for the Network that could act as a container for our explorations and learning together.

In my experience however, **designing governance structures often involves a risk that the fear response within us takes over.** A hurry to 'get the job done', to make something watertight, to look impressive, to be successful or to meet everyone's expectations, for example, can weigh heavy in any aspect of our work.

This can be especially so where there is limited resource or tight deadlines, making this a significant challenge more generally for the environmental movement.

Specifically, our need for clear boundaries, and an innate tendency towards control, can bubble to the surface during governance work, resulting in a perfectly fine structure but one that is also devoid of possibility, restricting the potential for the organisation to move in ways you never imagined.

**The process of actually establishing the SWEN's structure therefore became not just a means to an end, but one of the main avenues through which we explored what it means to work in ways that hold potential for deep transformation.** This has meant at times moving slower than we had originally envisaged, learning to sit with the discomfort of not knowing, and being open to the possibility of failure, rather than sticking with more established and predictable ways of working.



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Our ambition for the SWEN was to establish a structure that could provide safety for those involved, but also emergence, balancing both the reality of risks and the capacity for rewards. Throughout the process of designing the structure of the SWEN, governance has been allied with purpose, to ensure that how the SWEN operates is always in service to the what and the why.

My initial conversations with Jo were fascinating, as we took the time to find a common language from our respective experiences. I noticed the desire to push forward, but the generosity and spaciousness of our discussions allowed us to craft something that felt intentional rather than built on unconscious assumptions or expectations.

We came to think of the SWEN as having both a 'soul' and a 'body'. **The SWEN's culture is the soul, meaning the purpose of the network, its principles, and its reason for being.** This manifests in the approach of the network, in the types of relationships it cultivates, and in the characteristics that bring people to it.

**The SWEN's body is the compliance, meaning the infrastructure of the network, the way it works and moves, and how it creates space for things to happen.** The body creates a way for the soul to be held, by creating boundaries, clarity and trust.

We often found ourselves working with images and metaphors, such as the 'soul and body', throughout the pilot year, as they helped capture something of the wisdom of our collective intuitions in ways that language more commonly used in professional settings couldn't.

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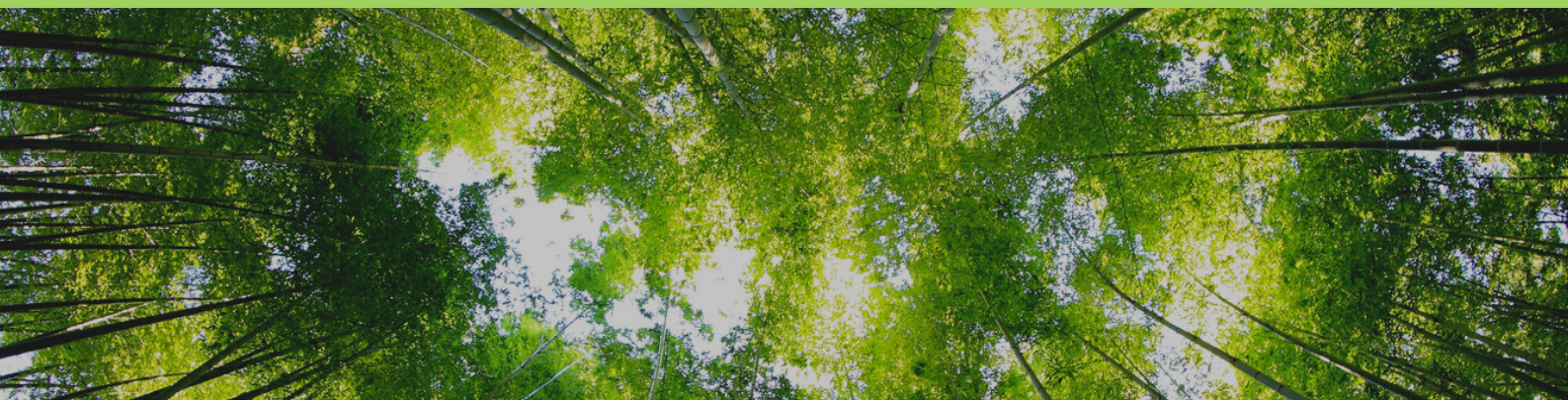
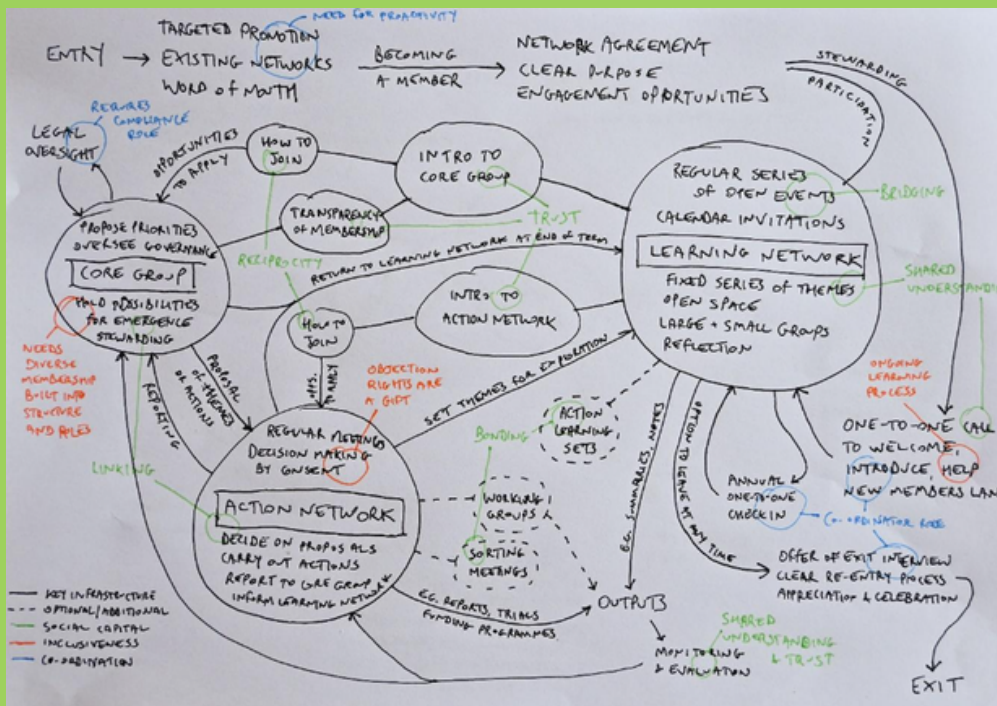


This in and of itself felt at times risky; would others take a suggestion framed in this way seriously, for example? Invariably we were delighted to find that communicating in ways that invited more of ourselves to the conversation than simply our intellectual intelligence was enriching to the overall process.

In designing the SWEN, our focus has not been on the exact actions, interactions and outcomes that will take place within the network, but instead on cultivating the conditions in which the purpose of the SWEN can be realised.

**This meant often letting go of our expectations for particular outcomes, even whilst that sometimes sat in tension with our desire to fulfil funder expectations,** and instead trusting that the best outcomes had the potential to emerge within a space that could tolerate uncertainty.

Our initial outline created three distinct spaces: the Learning Network, the Action Network, and the Core Group...



Through collaborative discussions with existing network members as well as a range of others from across the movement with no prior experience of the SWEN, we curated this initial sketch into a functional working practice with just enough structure to hold itself.

The dual approach of body and soul allowed us to hold the uncertainties within the structure with more confidence, trusting that if the soul was strong enough, through the values and the culture of the network, then the body would grow into itself over time. Again, this sometimes sat in tension with a desire to grow the network quickly in order for it to look impressive and to give those of us tasked with establishing the SWEN an assurance that we were doing a good job.

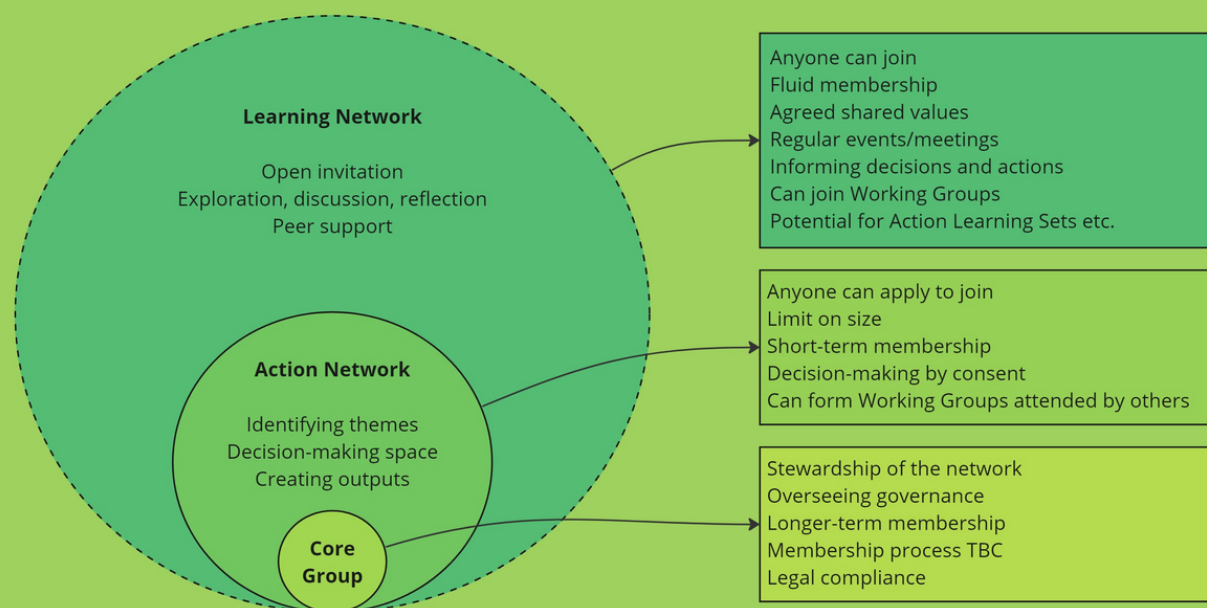
**This ability to trust in a process without prematurely forcing conclusions or outcomes is integral to genuinely emergent and transformational work, but can feel like a tremendous act of courage when the stakes are high and deadlines are tight.**

This began to shed some light on the kinds of supportive structures that might be needed across the wider environmental movement in order to facilitate more of these kinds of ways of working, and which is detailed further in this report.

The SWEN's current structure could not be described as final, as we fully expect it to change as new ideas and needs emerge through the activities of the Network and its feedback loops. But as the image below shows the governance model contains an important balance between simplicity and structure.

**There are enough boundaries that the sometimes uncomfortable topics the Network exists to explore can be held with safety, but not at the cost of transparency or clarity of accountability, for example.**





**Governance that has wellbeing in mind should be able to accommodate the reality of working with the people, relationships and organisations it is responding to, rather than a purely theoretical approach that looks good on paper but which does not in fact bring out the best in us.**

This is particularly important within the SWEN, which exists to explore, unpick and contribute to the rebuilding of how relationships form in the environmental sector. The structure we have designed is not a Theory of Change, and it therefore cannot predict what will happen within the Network, but it is a clear manifestation of the values of the SWEN that emerged with increasing clarity over the pilot year.

It prioritises the building of relationships, encourages people to bring their whole selves, and aims to be an embodiment of the changes we are hoping to create. I am hugely excited to see how this container is filled, and how the foundations we have put in place lead us to unexpected and much needed different ways forward for the environmental sector.





# WELCOMING THE WHOLE OF OURSELVES

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*Natasha Ratter, the Programme Lead for the Environmental Funder's Network, shares her experience of being part of the SWEN as someone working with both grantees and funders throughout the environmental movement.*

Being a part of the SWEN has introduced me to a whole new way of showing up for work – I have found it joyful, energising, challenging, and regenerative.

What particularly stands out to me about the SWEN approach is the emphasis on putting relationships first. Building trust and safety amongst co-workers feels like such an important step in being able to collaborate effectively and feel comfortable enough to share ideas and show up authentically.

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“BUILDING TRUST AMONGST CO-WORKERS IS SUCH AN IMPORTANT STEP IN BEING ABLE TO COLLABORATE EFFECTIVELY AND SHARE IDEAS.”

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**At the SWEN we always put relationships first and take time at the start of our meetings to slow down, connect, and reflect alongside each other.**

For example, we began with a ‘check-in’ which sometimes involved being asked to talk about an object that had a specific meaning to us, or to share something that has brought us joy recently.



I'm always amazed at what this enables us to then go on to do, having made enough space to understand and value each other's experiences and perspectives, and having had the opportunity to share a bit more about ourselves and settle into the space.

During one session we were able to enter deeply into a discussion about the power dynamics and imbalances we've observed and experienced in shared funder/fundraiser spaces, and speak honestly about the tensions we felt around this.

The level of trust that we had established between us as a group helped us to open up and engage in the conversation with authenticity, openness and lack of judgement.

**I now feel so invested in this way of working and have started bringing this approach to other aspects of my professional and personal life.**

For example, at EFN we now include a joy-centred check-in question at the beginning of all of our 'Green Fundraisers Forum' meetings which we've noticed gives people more freedom to show up authentically and feel more comfortable sharing ideas within the virtual group setting.

This is just one of the ways that these ways of working continue to have a major impact not only on what I am able to achieve in my work, but in how much joy is experienced in the process.



# UNDERSTANDING THE UNCONSCIOUS DRIVERS OF OUR WORK

*Rebecca Nestor is a facilitator and organisational consultant, trained in working with the unconscious in groups. In this section she illustrates her experience, through working within the SWEN as it emerges, of the power of paying attention to one's own feelings in the moment.*

My training in group processes has a working assumption that feelings or behaviour seemingly located in one person in a group may sometimes more appropriately 'belong' to others and be 'passed on', especially if the feelings are unwelcome, difficult or socially unacceptable.

The amazing thing about this idea is that it means we can ask ourselves whether our own feelings or unexpected behaviour might be a clue to what is going on in the group as a whole, rather than being purely a reflection of our own capacities and experiences, for example.

This is especially pertinent with regards to the prevalence of burnout and ecological distress experienced within the climate movement; **what might these challenging individual experiences tell us about the movement and the world we are engaging with as a whole?** And what might be learned from them?

Such a perspective can move us from shame and judgement to curiosity and deeper engagement.



I've had some involvement with the SWEN since its conception, and have loved the way in which it has been possible for me to come in and out, to be more and less involved depending on what is needed at different stages of the project and what my capacities are.

**I've also noticed that this experience of coming in and out can carry some difficult feelings, which it is not always easy to acknowledge.**

On one recent occasion, I was able to talk about how I was feeling about this. As a result, the three of us present in the meeting found we learned about what was happening between us in a way that strengthened our relationship, and developed the work of the SWEN as a whole. Here's the story.

Jo and Peter had been working as a pair to design the structure of the SWEN, and after a while Jo invited me to join with a focus on contributing some principles about how the learning activities of the SWEN could work.

In the first of those three-way meetings I could feel that I was joining a strong working partnership and I wondered how the other two felt about me getting involved.

**I was hesitant and struggled to find a way of contributing, and was faintly conscious of feeling jealous of their partnership, like an elder child who struggles to cope with the arrival of a younger sibling.**

On the day of our third meeting I had several other things in the diary. A work meeting in Swiss Cottage, joining an Extinction Rebellion gathering in Westminster, and meeting my son for a play at the National Theatre. These commitments involved a lot of time getting around London, always with the ticking clock in mind.

I ended up late for the meeting, and when I joined it was from a noisy cafe in the South Bank Centre.



I think that I had, unconsciously, set up all these other commitments as a form of competition for the attention needed in the meeting, reflecting some of the ambivalence I felt about my involvement.

Probably because I was tired and stressed, I found myself saying something along these lines: that I realised I had squeezed the meeting in amongst too much other stuff and that this might make it difficult for me to be fully present to the work. It's annoying, I acknowledged, when someone shows up to a meeting late, and from a noisy cafe.

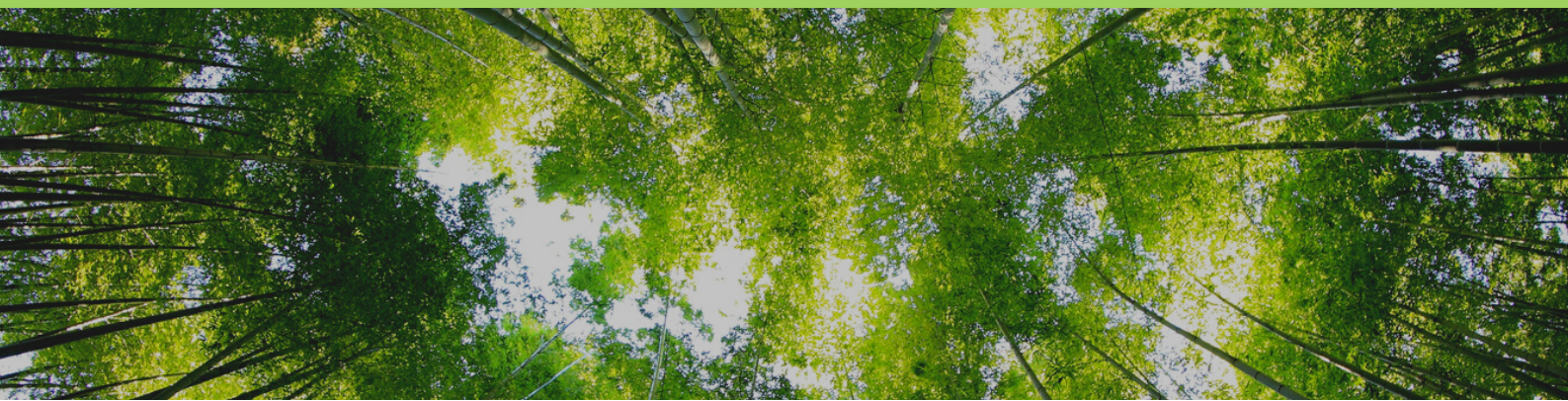
Jo and Peter were able to hold what I said, without jumping in to reassure or moving on to discuss the work I had delayed by being late. Here is where I felt those SWEN values of being allowed to bring our whole selves, of really making time for each other, and of living what we hope to create.

**As we explored what I brought together with curiosity, we began to notice collectively that the feelings I had voiced were not only mine.** That they were to some extent shared between us; that although I had been the one to enact the competition for attention, it was perhaps latent in our group.

We explored, for example, that in climate and environmental work, the ticking clock is always there, that we often feel the pressure to do too much, too quickly, and that this poses an enormous challenge to wellbeing. Many of us do already know and acknowledge this, but what is much less acceptable to recognise are the feelings of competition which are also in the work. **This is partly the human condition, but it's also in the nature of work during late capitalism.**

This can lead us to behave in ways that interrupt the work, such as using time pressure, as I did, as an unconscious tool to express competition.

However, with support, and the SWEN values have proven to be a very helpful framework for doing this, we can bring these unconscious dynamics to the surface and thereby free both ourselves and our work from being driven by them.



# STRUCTURES THAT ENABLE WORK TO FLOURISH

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It feels important to acknowledge the structures that have enabled the SWEN to flourish in the way that it has. It serves no one to gloss over the fact that it is not always possible to work in these ways.

One of the major reasons the work has been able to develop in the way that it has is because the SWEN's funders were willing to risk-take and trust in these new, more experimental ways of working.

Our funders were also often engaged in the work themselves, but without micromanaging, and were willing to allow the SWEN to develop at its own pace. Our hope is that the SWEN can be a testimony to the power that open and trusting funding practices, that have wellbeing in mind, can have in supporting the success of a project.<sup>2</sup>

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“OUR FUNDERS WERE OFTEN ENGAGED BUT WITHOUT MICROMANAGING, AND WERE WILLING TO LET THE SWEN DEVELOP AT ITS OWN PACE.”

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2. For anyone interested to learn more about open and trusting funding, we highly recommend the Open and Trusting Grant-making initiative from the Institute for Voluntary Action Research. [www.ivar.org.uk/flexible-funders/](http://www.ivar.org.uk/flexible-funders/)



We are also grateful to have received funding specifically for an external facilitator and supervisor, Sonia Mayor, who held space for those of us working on the SWEN. Sonia's training as a psychotherapist was especially helpful, creating a container that enabled our difficult experiences to become a point of reflection and growth, rather than stress and fracturing.

Sonia's involvement was originally a suggestion from a SWEN funder who understood what might be needed to help the work flourish, and who was proactive in offering that.

Finally, we recognise the deep inner work that each person involved had done in the lead up to their involvement with this project, and that they have been willing to continue doing throughout.

It is not always easy to be vulnerable, to face into what is uncomfortable, and to allow ourselves to be challenged by others.

We are grateful to the systems of support that exist around each of us involved and which have enabled us to do that, and hope that our work on the SWEN is one way of ensuring this support is freely available to as many people as possible.



# BECOMING INVOLVED WITH THE SWEN: AN INVITATION

The SWEN is actively looking to extend its invitation across the environmental movement, both in the UK and beyond, to anyone interested in exploring ways of working well in a climate crisis.

There are currently three main ways to become involved in the Network...

- The Learning Network is currently the main way to become involved in the SWEN's ongoing research, and is open to anyone. The Network meets for 1 ½ hours, every two months, for open space to explore together what it means to work in ways that are deeply regenerative and sustainable. To join, email Jo at [jo@climateemergence.co.uk](mailto:jo@climateemergence.co.uk) for further information and calendar invites.
- The Action Network also meets every two months, the months in between Learning Network meetings, and is a working group that takes decisions about the SWEN's development. If, after attending at least one Learning Network meeting, you have an interest in being involved in the Action Network in any capacity, please contact Jo.
- SWEN Funding; the SWEN has a relatively low budget due to the self-sufficient nature of its structure, however it does still need contributions to its running costs. If you are a funder interested in supporting the work of the SWEN, we would be delighted to hear from you. Please contact Jo on [jo@climateemergence.co.uk](mailto:jo@climateemergence.co.uk)

