

Vision

Earth Ministry envisions a just and sustainable future in which people of all spiritual traditions fully embrace their faith's call to environmental stewardship.

Mission

Earth Ministry transforms faith into action for the well-being of communities and the environment. We organize people of faith to advocate for strong environmental policies and provide strategic guidance to religious communities working toward environmental justice.

Values

Faith-based: We are grounded in faith. We call upon the rich history of religious traditions in caring for creation and offer a vision of hope for the future.

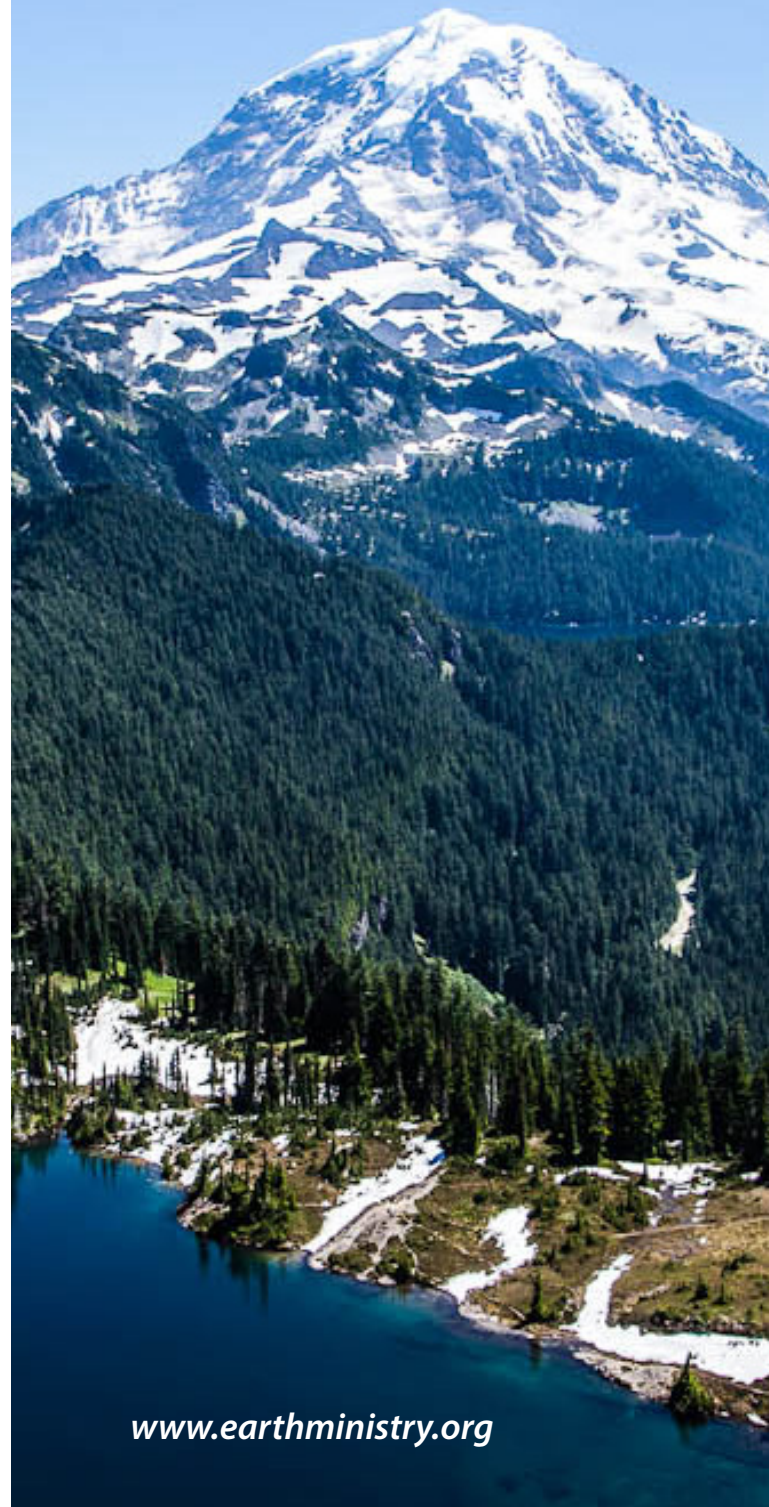
Stewardship: We believe that Earth is sacred and that we have a responsibility to protect and restore it.

Community: We forge authentic relationships, foster strong communities, and are welcoming of all. We respect theological and social diversity and are inclusive of people of any faith tradition, age, race, gender identity, sexual orientation, ability, and socio-economic class.

Collaboration: We are intentional in our outreach and build bridges between non-traditional allies. We work in coalition with religious, tribal, environmental, communities of color, labor, business, and health partners and understand the intersectionality of our shared efforts.

Justice: We seek justice for all creation by changing political and social systems that perpetuate pollution, racism, poverty, and injustice.

Earth Ministry Strategic Plan 2020-2025



Our Starting Point

Founded in 1992, Earth Ministry has a nearly 30-year history of being a national leader in engaging the faith community in environmental stewardship and advocacy. We build capacity for civic engagement on environmental justice through intensive faith-based outreach, education, and mobilization campaigns.

Earth Ministry's Greening Congregations program was the first in the country to help houses of worship implement sustainable practices, and our Colleague Connection program brings together passionate activists to collaborate regionally on actions and events.



Earth Ministry's Faithful Advocacy program continues to be on the cutting edge of empowering clergy and lay leaders to speak out on public policy issues to successfully enact systemic change.

Our Washington Interfaith Power & Light (WAIPL) project connects us to the national Interfaith Power & Light network that is 40 states strong and growing.

We are at a pivotal moment in history as we seek to bend the moral arc of the universe toward justice. Over the last several years, climate progress and environmental protections have been under attack, and there is real fear that the long-term health of people and the planet will be irrevocably harmed.

The faith community is uniquely positioned to lead a profound response to the mounting environmental crisis, and Earth Ministry has the

history, experience, and strategic vision to lead the way. Our advocacy builds and maintains meaningful relationships with our neighbors and the common home on which we dwell.

Our values are our deepest grounding – they call us to stand up for justice, speak out for equity, and put our faith into action. We expect ourselves to stay true to our most authentic beliefs and identity – to know who we are and what we stand for.

When we are clear that investing in clean energy and stopping the worst effects of climate change are vital to living out our faith, that safeguarding our neighbors' health is a moral issue, and that it is fully American to celebrate diversity, we gain strength to speak truth to power in support of all we hold dear.

Earth Ministry is lifting up shared values and a moral compass in decision-making at all levels that will have great resonance for the future of the Earth and justice for all of its inhabitants.

Our community is built on faith and hope, with a clear vision of who we want to be and the world that we

want to leave for the future.

We are excited to share our 5-year strategic plan with you and invite you to join us on this journey.



We recognize that environmental, social, and racial justice are interlinked and that the faith-based movement is strongest when all people bring their unique strengths and diverse experiences to the table.

1. Transform into a fully multifaith organization actively integrating anti-racism principles of justice, equity, diversity, and inclusion.

- Formally transition from an organization based in the Christian tradition to a multifaith organization that encompasses diverse religious identities in outreach, board and staff leadership, and partnerships.
- Rebrand Earth Ministry as a multifaith organization and reflect those changes through our logo, website, newsletter, programs, resources, materials, and presentations.
- Articulate and live into a strong justice, equity, diversity, and inclusion statement as well as principles for supporting tribal treaty rights and lifeways.



2. Grow and support the community of people across Washington State committed to addressing the environmental crisis from a faith perspective.

- Build authentic relationships with individual people of faith, congregations, and institutions from a diversity of religious traditions.
- Train and support members of the Earth Ministry community to become leaders for environmental justice.
- Equip the faith community for the challenging work of environmental justice by forging resilient communities able to move from despair and anger to hope and action.
- Host events and gatherings focused on building a more connected, informed, and effective faith-based environmental network.
- Engage supporters through clear and frequent communication with opportunity for input.



3. Actively involve the faith community in the broader environmental movement by partnering with other organizations, particularly those led by tribes and frontline communities.

- Continue to follow the leadership of NW Native nations and engage the faith community in tribal-led campaigns to protect Native treaty rights, fishing areas, sacred sites, and ways of life.
- Learn from and support the work of organizations led by people of color and frontline communities most impacted by environmental degradation, climate change, and pollution.
- Play a lead role in bringing the faith community perspective and voice to environmental campaigns.
- Build relationships with and actively participate in coalitions with tribal, communities of color, labor, business, health, and environmental partners and allow these partnerships to influence the issues on which we engage.

Our Strategy

We educate, support, and strategically mobilize the faith community to protect the health of our communities and the environment.

1. Engage People of Faith: Connect with people of all faiths through outreach and education that inspires action.

- Present an approach to environmental stewardship and advocacy that is grounded in faith.
- Help people connect religious values to human and environmental health.
- Educate people of faith on environmental justice issues through resources, presentations, and events.
- Offer a variety of programmatic onramps to meet individuals and congregations where they are.



2. Support Religious Communities: Assist houses of worship in adopting habits and taking on efforts that protect both people and the planet.

- Support a growing number of Colleagues who are the point people for their congregation's Green Team or social justice ministry.
- Foster relationships through Earth Ministry's Colleague Connection program, which provides opportunities for joint education, idea sharing, and collaboration on actions among Colleagues.
- Advise congregational Green Teams implementing sustainable practices and support the unique goals and priorities of each religious community.
- Guide houses of worship through Earth Ministry's Greening Congregations program.



3. Mobilize for Action: Train and organize people of faith to engage in advocacy for environmental justice.

- Collaborate with existing faith-based activists and entities for maximum impact.
- Train supporters, clergy, and congregations in how to make their voices heard in community forums, meetings with decision makers, lobby days, and hearings.
- Develop and support religious leaders as spokespersons on environmental issues.
- Provide strategic opportunities for people of faith to take action such as testifying at hearings, submitting written comments, writing letters to the editor, and lobbying legislators.



4. Foster Systemic Change: Achieve adoption of policies and programs at the state, regional, and national levels that reduce pollution; address climate change; protect Earth's air, water, land, and species; and safeguard human health.

- **Climate and Clean Energy:** Pass equitable climate policies that reduce greenhouse gas emissions, capture carbon, and generate investment for adaptation and recovery in frontline communities most impacted by climate change and pollution. Support policies that move the Northwest toward clean energy and green jobs.
- **Fossil Fuels and a Just Transition:** Play a lead role in the Power Past Coal, Stand Up to Oil, Power Past Fracked Gas, and other coalitions dedicated to keeping fossil fuels in the ground. Advocate for just pathways for affected workers and communities in the shift from an extractive to a regenerative economy.
- **Toxics and Environmental Health:** Advocate for strong policies and marketplace transformation efforts to phase out dangerous chemicals that contaminate our homes and ecosystems, and create momentum toward toxic-free and sustainable consumer products.
- **Rivers, Salmon, & Orcas:** Follow the lead of Native nations in implementing strategies to return healthy salmon runs to a restored Lower Snake River, recover the Southern Resident Killer Whale population, and meet the needs of stakeholders across the region.



Our Sustainability

We have big plans and make a big impact. We know we need to build and maintain a solid financial foundation, strong infrastructure, and a talented, experienced staff and board to realize our mission.

1. Secure a reliable and diverse funding stream that enables Earth Ministry to achieve its mission.

- Create a culture of philanthropy in which all staff and board participate in achieving fundraising goals.
- Grow individual support through major donor cultivation and expansion of our circle of donors.
- Identify and secure new foundation and program grants.
- Leverage community partnerships to bolster and expand funding opportunities.
- Develop a communication strategy for better informing supporters of Earth Ministry's successes.



2. Implement structures and systems that ensure operational effectiveness and empower staff and board to do their best work.

- Create and implement a board development plan that increases the racial, religious, gender/ gender identity, sexual orientation, geographic, and age diversity of the board.
- Offer competitive, livable salaries and benefits for staff.
- Assess current staff structure and workload for sustainability and invest in tools and resources that increase productivity and ensure work/life balance.
- Increase staff capacity to support development and communications initiatives.
- Seek out opportunities for board and staff trainings and professional development.



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