



July 2022
edition

RE-PEAT'S
BOOK OF
EVERYTHING

About this book

Towards the end of 2020, there was a shared sense that we needed to create more structure and strategy within our work as RE-PEAT. For this purpose, the Peat Base, a group of people within RE-PEAT with capacity and interest in taking a coordinating role within the collective, was established. This Book of Everything was created as a result of this group forming and going through a “rooting phase” where we started creating some guidelines for how we work.

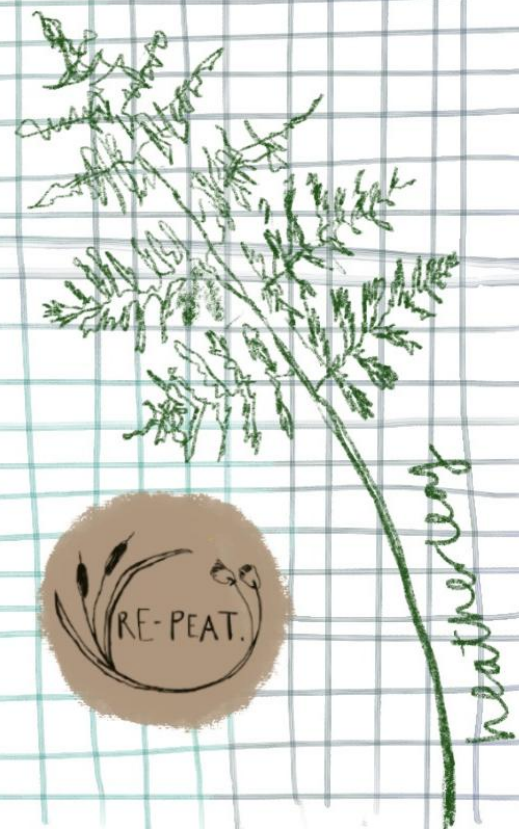
Yet, whilst we see the importance of structure, we also acknowledge that this entire RE-PEAT experience is a work in process. The outcomes of the rooting phase are part of a long term experiment which continue to help us find ways of working together that are effective, sustainable and Fun. Therefore, the Book of Everything is a summary of our current structures and is by no means final. Our intention is that the document evolves with time through continuous revising and rewriting.



Who are we?

RE-PEAT is a youth-led collective co-creating a new peatland paradigm: one in which peatlands everywhere are protected, repaired, and appreciated.

We work through collaboration, education and a process of re-imagining. We believe that for this peatland paradigm shift to occur we must deal with the interlinked root causes of their degradation and unappreciation. This is why we continually connect our peatland work to broader topics such as land and economic justice, regenerative cultures and farming, and the decolonisation of human and non-human nature.



Manifesto

We believe in collaboration,
and the moss-like power of connecting.
Peatlands embody the potential for worlds to
collide,
cuts to heal,
and walls to be lost in soil.

They are the partnership between water and
earth,

the underworld, the surface and the sky.

To be alive and dead
and the future.

They can connect people, creatures and identities
Encourage crucial exchanges
and submerge the trenches.

We believe in education.

In thinking through ontologies: learning from the
bog, not about the bog.

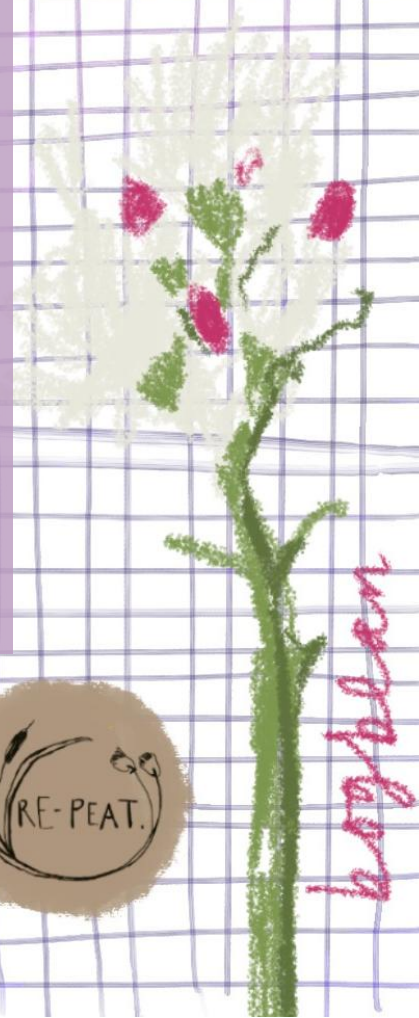
We must learn about our Earth systems
about our cultural organisations

Learn about their interwoven layers of silence and
force,

Learn how to unchain and re-wild,

And flow across interdisciplinary streams.

Allowing art, science, history, politics, and culture
to interact, we can unlearn oppressive ways of
thinking....



We believe in a process of re-imagining,
Concocting a new peatland paradigm
Where both the inner and outer landscapes can
evolve.

In the moment of suspending belief,
In believing.
In the possibility of power melting underfoot.

Re-imagining the I,

the you

the she

the he

the they

the us

And,
While we enter the depths of pain and grief,
We leave space for the steps of curiosity and
Co-existence.



Values

We have collaboratively decided upon the following values for our group:

Curiosity

Co-creation

Creativity

Justice

Regeneration

Abundance

Learning

Integrity

Non-hierarchical

Community

Compassion

We recognise the need to return to this list at intervals to ensure we are meeting these values and they continue to be a comprehensive list.

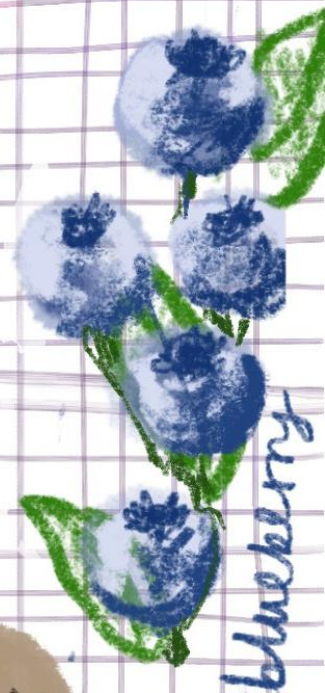


Vision

We are acting for a just world where peatlands are recognised for their crucial contribution to the lives and cultures of all.

Mission

Our mission is to co-create a new peatland paradigm: one in which peatlands everywhere are protected, repaired, and appreciated.



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How do we organise ourselves?

Internal structure

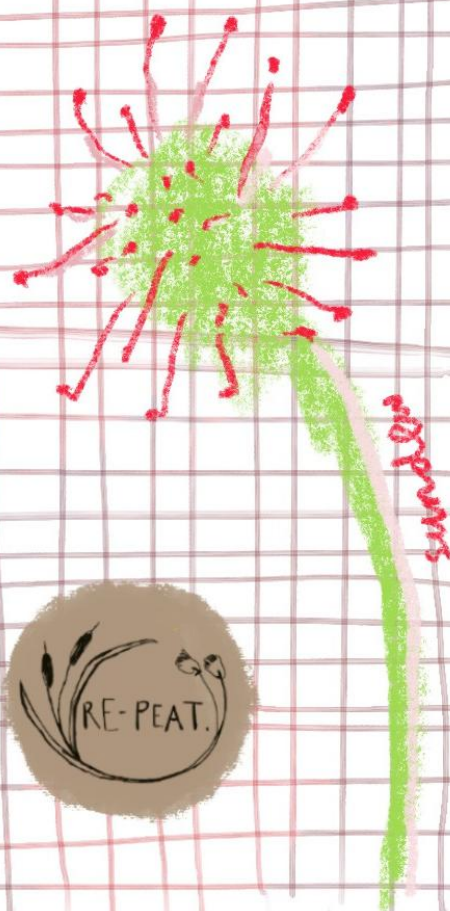
As a team we want to balance our philosophy of non-hierarchy with effective and efficient working structures that allow for accountability, varying capacities and interests.

Working Groups

The Peat Base is the working group in charge of coordination, strategy, problem solving and Quarterly reviews. The Peat Base will always have at least 6 members (at least 3 active and 3 honorary), all members must have been part of RE-PEAT for at least 6 months prior to joining the Peat Base. Honorary members are representatives of the other WGs, meaning there has to be (at least) 1 honorary member from each WG.

Other RE-PEAT working groups, as of Q3 2022, include, but are not limited to:

Finance and Legal
Outreach and Events
Media and Promotion
Peat-Fest
Bog Academy



Volunteers

RE-PEAT is a volunteer-run organisation, composed of both members (those that are currently part of active working groups) and the RE-PEAT network (who offer support for individual tasks and projects). To be a member of a WG there is a minimum time requirement of 3 hours per week. We are open to new RE-PEAT members joining at the start of each new quarter and welcome all ages and experiences. Prior to joining RE-PEAT, everyone is expected to write/make a video called Declaration of Determination and Dedication (DDD). This is to show why every one of us is committed to the work and to the team.

Reflection & Evaluation

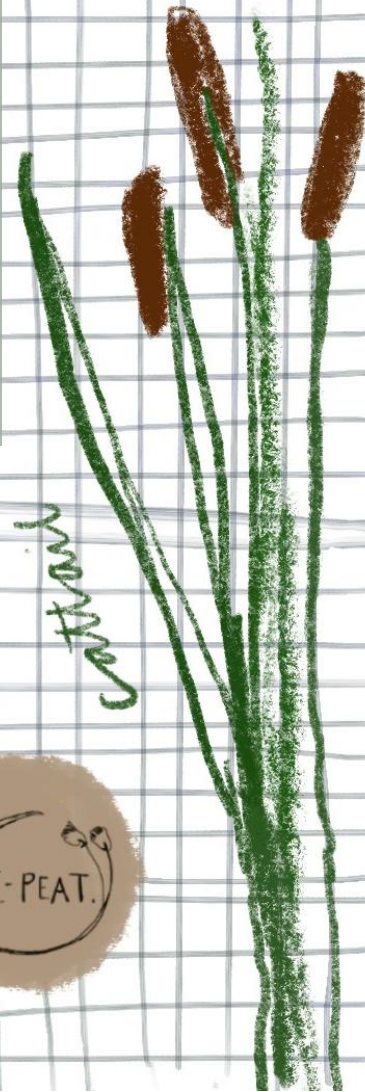
Every 3 months each group has a moment to reflect about the working of the collective. Reflections happen on a whole-team level, at project/WG level and individual level. The roles within each group can be revised/changed during this time, if needed.



Communication

The RE-PEAT activities are held online, with weekly meetings in each WG. The whole team meets every 3 months in a General Meeting, which is an opportunity for the different groups to update the rest of the team and connect about ongoing activities and projects. It is also a space to celebrate the achievements of the group and connect with the team. During weekly meetings, we always start with a check-in to see how everyone is feeling and the person responsible for facilitating the meeting is generally the notetaker from the previous week (so that roles rotate each week).

All meeting agendas and notes are uploaded to Google Drive, with an easy-to-follow structure, meaning that each Q will have an ongoing agenda, with dates of the meetings and people present.



Decision Making

Within RE-PEAT we aim to find the sweet spot between participatory decision making and being able to move and respond quickly. Although individuals within the RE-PEAT team are free to take on small projects as part of their work, we aim to have collaborative decisions about impactful topics with the entire RE-PEAT team. Our RE-PEAT vision, mission, and values are at the core of all the decisions that we make. We prefer consensus over consent, as we believe that a careful and inclusive process for decision making often leads to the best outcomes.



Some guidelines for decision-making

Minor proposals/ideas:

- Consent in WG or through general slack channel from team.

Something large or controversial (proposing a new working group, project, new partnership, large expense, structural changes etc):

- Consensus of majority of team and any objections are considered properly
- New ideas or suggestions should be raised with the Peat Base working group. This team will consist of 3 core members and 3 honorary members at all times, and should have a representative from every active Working Group.

Issue within the group:

- Bring up with WG coordinator, or team
- Bring up with PB members during the Quarter or during the feedback process at the end of the Quarter.
- Send an anonymous email from the gmail RE-PEAT email account to info@re-peat.earth.

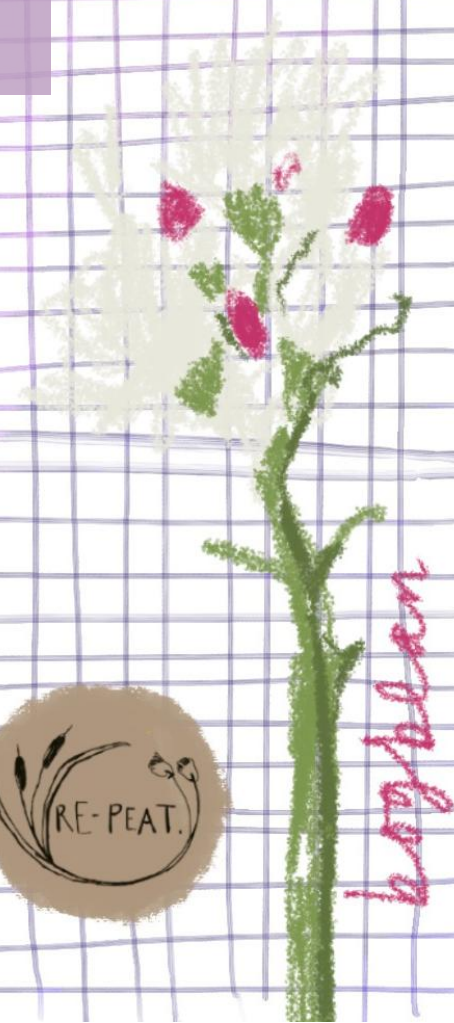


Terminology

Consent: you have a proposal and you go ahead with it when there is no objection

Consensus: collection of large input and finding a middle ground/proposal that represents everyone, long cycle. no decision is made against the will of an individual or a minority.

"Consensus enables us to take collective control over the decisions that affect us. At its heart is a respectful dialogue between equals, with people working together to meet everyone's needs. It means working with each other rather than for or against each other". (source: Seeds for Change)



Strategy

Aims for the next 5 years:

- Increase political action for peatlands through knowledge exchange, skill sharing and capacity building across the peatland community.
- Train and develop the team to deliver the RE-PEAT strategy
- Increase peatland education in schools
- Strengthen networking and collaboration between different advocacy groups and create more diversity of conversation around peatlands.
- Support community-owned peatlands and encourage awareness of peatlands in remote communities

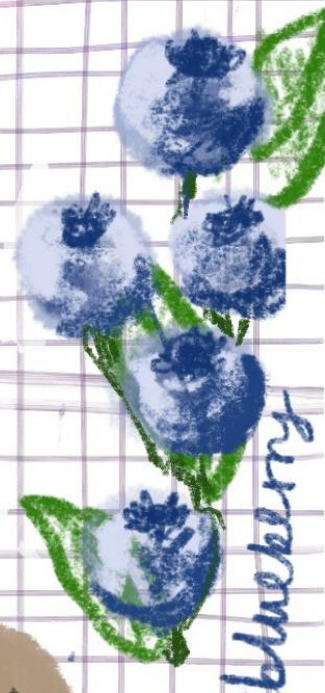


As a team we want to work SMARTER. We took inspiration from the regular terms associated with this, but altered the words to better reflect RE-PEAT's values.

Therefore we work according to the following:

S Specific,
M Measurable,
A Action,
R Realistic,
T Timely,
E Extending,
R Regenerative

For each event/project there will be a time- line, and a checklist to ensure all projects are done to the best quality they can be.



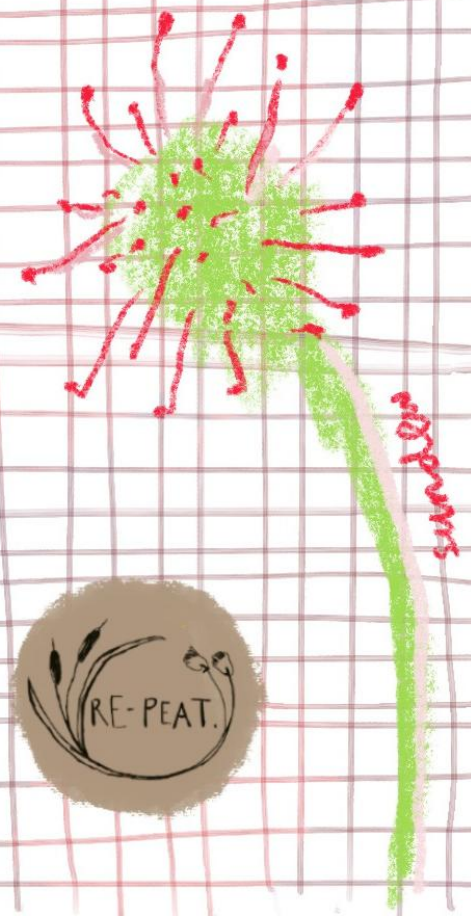
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Climate Justice

Ultimately, there will be no climate and ecological justice without social justice. This is why RE-PEAT's work should amplify the voices of people who are structurally under-represented in many policy discussions. This includes disabled people, BIPOC, economically disadvantaged people, LGBTQ+, young people and/or any other marginalised group.

Currently we are a volunteer-run organisation, which means there is a financial barrier to becoming a member of the team. Because of this, it is important that every member of RE-PEAT takes time to understand their own identity, privilege, and position. This can help us see more clearly the diversity or lack of diversity within the team in different regards, and make sure that our storytelling and messages are representative of a wide range of voices.



Team Care

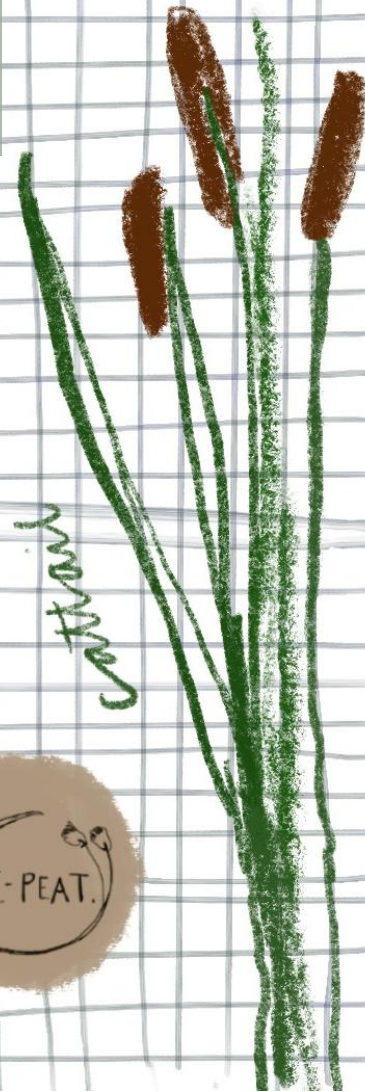
RE-PEAT is a volunteer organisation that people commit to because they believe in the cause and in the work that we are doing. However, lacking the structure or financial security that a job would provide there are also internal challenges that we face as a group. For our group to be fun, sustainable, safe, efficient and fit-for-purpose, we need to collectively invest in looking after our community, one another, ourselves, and our group culture.

As part of this, we aim to have a physical team-wide meetup once a year, which is financially supported from RE-PEAT funds for those who need it. In addition, local meetups among members in the same area are encouraged, although the financial reimbursement is based on the availability of funds



Some ways we care for each other:

- Regularly checking in with each other
- Being accountable to one another
- Being flexible with responding to changing life
- Listening to each others limits, preferences, and emotional needs
- Taking the time to get to know each other
- Having open conversations about what it means to be in RE-PEAT, and why we want to do this work
- Communicating with the others if we facing individual struggles
- Showing up for the fun stuff (where possible offline)



Funding

We are constantly seeking funding for our projects and our work in general in order to support our work. RE-PEAT works on a non-profit basis, but it is understood that paying the members of the RE-PEAT team is a desirable step to take. We believe that this will help us prevent burn out, build capacity for our projects, ensure high quality work and create accessibility within the team.

In order to ensure our group is following the values we set for ourselves we created a funding protocol. This includes thoroughly researching the funding body with consideration to both human and environmental ethical terms before applying. This research will look at how the given organisation operates, who it is affiliated with, and its internal protocols. After this research phase, each fund is put into a traffic light system, allowing us to look at opportunities in a case-by-case manner rather than creating a pre-set checklist.

RED: Hard NO

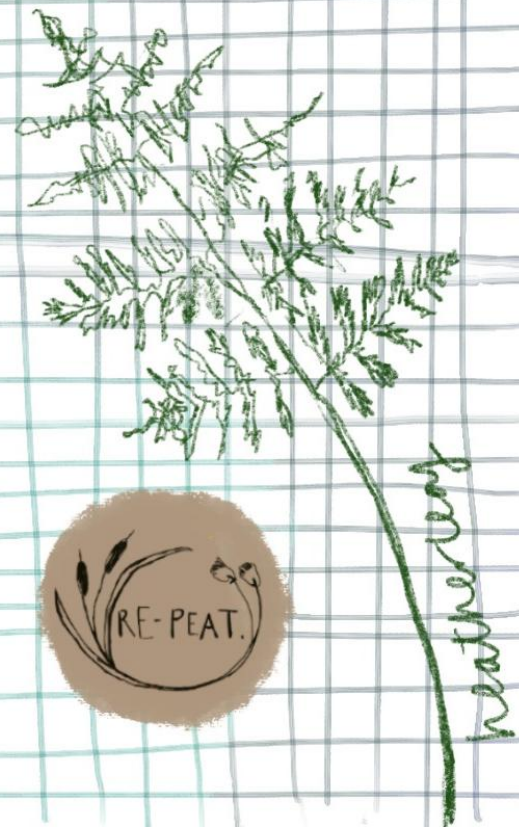
ORANGE: Discuss with team

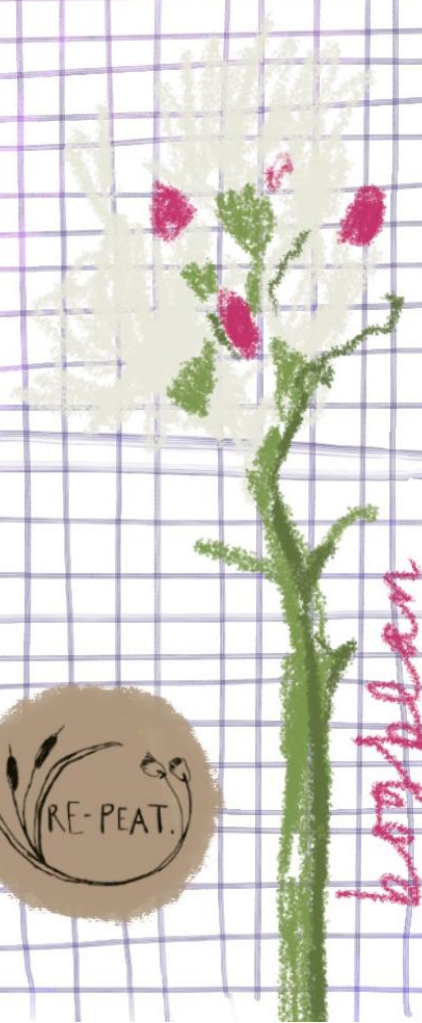
GREEN: Go for it



Legal

On 16th of July 2020 REPEAT was registered as a stichting (foundation) in the Netherlands. Our official board members are Bethany Copsey, Frankie Turk and Carolina Maienza. These individuals can be held personally accountable in the case that our stichting responsibilities are not properly handled.





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