**How to Start an XR Nederland Community Group**

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**[Disclaimer: Please note that we are in an early phase of setting up the XR NL Community Groups. This project is inspired by XR UK from whom we also adopted this document.](#_heading=h.17dp8vu)**

[**What is an XR NL Community Group?**](#_heading=h.17dp8vu)

[An XR NL Community Group is a way for XR members from shared communities to connect and work together, creating an XR presence for their community. This can be on both local and NL-wide levels.](#_heading=h.17dp8vu)

[We are all part of at least one community, which is not just based on location but a shared network that could be professional, social, based on faith, ethnicity or other factors which connect you with others.](#_heading=h.17dp8vu)

[The purpose of an XR NL Community Group is to support each other as XR members with others in your community through actions, education and conversations about the climate crisis.](#_heading=h.17dp8vu)

[Talking about issues of climate breakdown and the ecological crisis is not easy: this document will hopefully help you how to begin this conversation within your community, support each other and engage your community with Extinction Rebellion.](#_heading=h.17dp8vu)

# [NL-wide or local?](#_heading=h.17dp8vu)

**[NL-wide XR Community Groups](#_heading=h.17dp8vu)**

[A NL-wide CG will seek to connect their Local Community Groups across the Netherlands as a kind of “umbrella group”. Focus could be : pressurising the major organisations relevant to the community, e.g. declarations of climate emergency, divestment campaign, mobilising all members to do a synchronized action.](#_heading=h.17dp8vu)

[Your community may already have a national group or it could be formed from local community groups coming together. .](#_heading=h.17dp8vu)

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**[Local XR Community Group](#_heading=h.17dp8vu)**

[You can start a local XR Community Group whether a NL-wide one exists or not. We encourage you to get in touch with the NL-wide XR community group in case it already exists, if you are keen to start locally in order to exchange resources, benefit from good communication flow and replicable community actions. We want to support you to connect you other XR Communities.](#_heading=h.17dp8vu)

# [First Steps](#_heading=h.17dp8vu)

1. [**Create an email address *e.g.* *x***](#_heading=h.17dp8vu)***r.architects@protonmail.com***

[This will help to signpost others in the community to your group as well as a way to communicate with other XR groups and connected communities. A small number of people should be able to help answering queries.](#_heading=h.17dp8vu)

1. [**Set up a Facebook Group - help for that h**](#_heading=h.17dp8vu)[**ere**](https://www.facebook.com/help/167970719931213/)

 [A Facebook group is a useful way to organise meetings, share links to interesting things online, have group discussions.](#_heading=h.17dp8vu)

1. [**once you have done steps 1 and 2**](#_heading=h.17dp8vu)
2. [**Organise a meeting with others in your community**](#_heading=h.17dp8vu)

# [Meetings](#_heading=h.17dp8vu)

[Physical meetings can be organised in any public space: cafe, community centre, bar. Make sure this space is accessible e.g. for wheelchair users, elderly, pushchairs etc. The structure of your meetings will depend on its size. If you have a large amount of people you may want to split into smaller groups to discuss the agenda and all come together at the end to bring everybody's thoughts to the larger group.](#_heading=h.17dp8vu)

[Your first meeting could either be a talk organised through your local XR group or a general meeting to discuss a series of agenda points. Here are some suggested agenda points for your first meeting:](#_heading=h.17dp8vu)

* [How do we better connect our community with XR?](#_heading=h.17dp8vu)
* [Which organisations could we contact about supporting XR?](#_heading=h.17dp8vu)
* [How do we support local groups that want to connect with our community?](#_heading=h.17dp8vu)
* [Can we arrange talks & trainings that are tailored to our community group?](#_heading=h.17dp8vu)
* [Can we create a standard on how to connect with our community in local areas and keep a strong relationship?](#_heading=h.17dp8vu)
* [Should we split into Working Circles? Which ones do we need? Who wants to be in which?](#_heading=h.17dp8vu)
* [Assign roles to willing volunteers such as: responding to emails, administration/moderating the Facebook group, joining Working Groups (talks, outreach, media, arts, finance), someone to organise the regular meetings, checking in with local groups to see how well they are connecting with your community](#_heading=h.17dp8vu)

[If you are the Coordinator of a NL-wide Community Group you may want to organise an online meeting for the representatives of all the Local Community Groups. **Zoom** is the video call tool that XR uses for online meetings. With a free account you can have a 40 minute call with up to 100 participants. Visit Zoom’s o](#_heading=h.17dp8vu)[nline support page](https://support.zoom.us/hc/en-us/articles/206618765-Zoom-Video-Tutorials) [for some more information on how to use it. Alternatively you can use G](#_heading=h.17dp8vu)[oogle Hangouts](https://hangouts.google.com/) [which is a great alternative.](#_heading=h.17dp8vu)

[**Meeting Resources**](#_heading=h.17dp8vu)

* [H](#_heading=h.17dp8vu)[ow to organise an empowering opening meeting](https://radicalthinktank.wordpress.com/2016/07/27/how-to-organise-an-empowering-open-meeting-radical-think-tank-training-document-july-2016/)
* [S](#_heading=h.17dp8vu)[uggested meeting template](https://docs.google.com/document/d/1c9N4trIr8ImgHM0omwG7QzYLdmPI3vd9SXNBjrpBZqs/edit?usp=sharing) [- amend at your will](#_heading=h.17dp8vu)
* [M](#_heading=h.17dp8vu)[eeting skill training](https://docs.google.com/document/d/1DPp_6lZzRctotVdq0ACiSwkj6qQxGv4Nzzy1V9_CJ2U/edit#heading=h.niwr4hkvsrjp)

# [Coordinating a XR NL Community Group](#_heading=h.17dp8vu)

[Being a Coordinator will involve helping to organise community engagement, whether on a local or NL-wide level via emails, Facebook groups & meetings (online and offline). Coordinators first start to build a team of people who can take on different roles and offer guidance on how to do them.](#_heading=h.17dp8vu)

[Every group (community, working etc...) should have an Internal Coordinator and a Representative:](#_heading=h.17dp8vu)

* [An **Internal Coordinator** is responsible for assigning roles within a group; scheduling meetings; providing resources to members.](#_heading=h.17dp8vu)

* [A **Representative** will communicate the interests of their group to its outer Circle. For example, in a Community Group, the Working Group’s External Coordinators may meet weekly to discuss what was decided within their group that week.](#_heading=h.17dp8vu)

[Here are some r](#_heading=h.17dp8vu)[ecommendations on how to facilitate your group’s work](https://docs.google.com/document/d/1lYd_VPOKAr2HnKyB3IimQ7nlzlV4OHsBXsBJiU4XvWI/edit)[.](#_heading=h.17dp8vu)

[**TIP**: For electing people into roles we practice the S](#_heading=h.17dp8vu)[ociocractic Nomination Process](https://blog.holacracy.org/holacracy-election-process-101-election-process-walk-through-7626451cda0c)[.  Otherwise, if you are struggling to find anyone to step into a coordinator role- a good idea is to go round and people individually if they are up for the role rather than asking to the group as a whole. Conditional commitment can be your ally here, for example asking “Would you be up for coordinating this team if you were to do it with someone else?” and then finding two people that yes- then they are a pair of coordinators!](#_heading=h.17dp8vu)

# [How we work together](#_heading=h.17dp8vu)

[An important part of Extinction Rebellion is our culture of how we connect and work together.](#_heading=h.17dp8vu)

[XR is a **Regenerative Culture**, one which is healthy, resilient and adaptable. This includes making sure your group understand and stick to the **Principles and Values** of XR, having a facilitator for group meetings and using a system of hand signals for group communication. These hand signals will probably feel weird at first, but really do make it clear and easy to communicate in a group, especially with a large number of people .](#_heading=h.17dp8vu)

[A great way to introduce people into Extinction Rebellion is with an introduction that explains facilitation, hand signals and our Principles and Values. This can be run regularly to welcome new members. As long as these core XR ways of working are followed you can work together how you want, groups have different ways of working together and there is no ‘one size fits all’ option.](#_heading=h.17dp8vu)

[A new group should create a Group Agreement which you might want to stick on the wall at your meetings/ online to remind everyone about your agreed goals. It is also recommended to remind people, maybe through sticking this up on the wall or pinning to your online group page, of XR’s Principles and Values.](#_heading=h.17dp8vu)

[Facilitation, helping to guide and hold the meeting, really helps to make sure that we are working well together. Facilitators help to make sure that no one dominates the conversation and that the meeting ends on time.](#_heading=h.17dp8vu)

[**Related Resources**](#_heading=h.17dp8vu)

* [W](#_heading=h.17dp8vu)[ays of Working](https://docs.google.com/document/d/12CX5jq58101rpsBftYRNfbzaChbuPvdhWT2hvex0gqQ/edit)
* [H](#_heading=h.17dp8vu)[and Signals](https://www.seedsforchange.org.uk/handsig.pdf) [for meetings (we don't really use the "I'm Confused" or "Veto")](#_heading=h.17dp8vu)
* [I](#_heading=h.17dp8vu)[nduction](https://docs.google.com/document/d/10L_ojArPGMFhmOg8ngXJTkar2qyXC2FRV1T2Qe7Y4GQ/edit?usp=sharing)
* [T](#_heading=h.17dp8vu)[emplate Local Group Agreement](https://docs.google.com/document/d/1xZxPxGFLiV59-EtVUml3LsUijrEA72bTTN-CShRo1Kk/edit)
* [F](#_heading=h.17dp8vu)[acilitation Training](https://www.youtube.com/watch?v=_D2cqB_EiHc) [(29mins)](#_heading=h.17dp8vu)

# [Next Steps](#_heading=h.17dp8vu)

* [once you have set up an email address & facebook group so we can add you to our communities database and help to connect you with other groups](#_heading=h.17dp8vu)
* [Grow your community group - chat on the facebook group, arrange more meetings](#_heading=h.17dp8vu)
* [If you have decided in your first meeting that talks & trainings can be tailored to your community group then arrange an adapted talk or training. contact your nearest Local Group (if you have one) to see if they can advise you on this or contact C](#_heading=h.17dp8vu)[onnecting Communities Support](#bookmark=id.3rdcrjn)
* [Attend other XR trainings. Find out about this on your local XR group’s Facebook page](#_heading=h.17dp8vu)
* [Connect with other community groups](#_heading=h.17dp8vu)
* [Create resources for your community,](#_heading=h.17dp8vu)
* [P](#_heading=h.17dp8vu)[lan an XR action](https://drive.google.com/file/d/1ubJWEK6yebVKUziVtMmLloL-M3ZVRy9q/view?usp=sharing)[or join one!](#_heading=h.17dp8vu)

# [Support](#_heading=h.17dp8vu)

[The XR NL Community Groups project is dedicated to supporting Community Groups as they set up and grow. Currently, it is not an established circle but filled with rebels who help you to connect with your nearest local group, other people within XR, how to get involved with actions, create resources, obtain training and much more!](#_heading=h.17dp8vu)

[This is their email:](#_heading=h.17dp8vu) gemeenschappen@extinctionrebellion.nl

# [Useful Resources](#_heading=h.17dp8vu)

* [W](#_heading=h.17dp8vu)[ays of Working](https://docs.google.com/document/d/12CX5jq58101rpsBftYRNfbzaChbuPvdhWT2hvex0gqQ/edit?usp=sharing)
* [P](#_heading=h.17dp8vu)[rinciples & Values](https://rebellion.earth/the-truth/about-us/)

# [Glossary](#_heading=h.17dp8vu)

[A **Local Group (LG)** is a group of people that gather to create an XR community presence in a local area by building support and taking action towards XR’s three demands. In this way, they are similar to traditional forms of community organizing. A crucial difference is that XR local groups decentralise into different Working Groups as much as possible.](#_heading=h.17dp8vu)

[A **Community Group (CG)** is a group of people that gather to create an XR presence for their community (based on common factors such as Religion/Faith, Profession/Skills, ethnicity, heritage, other common factors or interests). This can be on both local and NL-wide levels. CGs can decentralise into Working Groups and Local Community Groups.](#_heading=h.17dp8vu)

[A **Working Circle (WC)** focuses on a specific area of work and is allowed to decide how that work gets done. For example, if the Rebel Ringing team in Den Haag want to start calling people in Den Haag, they can decide it in their group without asking permission from the rest of the local group. Each working group will have an representative (feeds back to other circle), an internal Coordinator (organises this circle), and a Secretary (writes the minutes). Circle work best when made up of less than 10 people.](#_heading=h.17dp8vu)

[A **Coordination Circle** is a group of the representatives from the different Working Circles which meet to discuss what was decided in their group.](#_heading=h.17dp8vu)