

AS THE WORLD LOOKS UP WE STEP UP

2022 XRUK Strategy

Extinction Rebellion UK Strategy 2022

If it was not obvious before, COP26 confirmed it. 1.5 degrees is dead. The Paris Agreement is dead. Those in power are neither willing nor capable of acting on the climate and ecological crisis. They lack the courage, conviction and creativity to do what is required. As the planet passes multiple tipping points, and our people sleepwalk into authoritarianism, what XR does this year affects everything.

We will not be bystanders. Our [Declaration of Rebellion](#) said:
“We refuse to bequeath a dying planet to future generations.”

This year Extinction Rebellion will reignite our original Theory of Change, mass mobilising towards 3.5% of the population. We will gather the movement together in Rebellion using focused and ambitiously creative civil resistance and material disruption. Our strategy identifies multiple strands of activity that must be coordinated. Extinction Rebellion has always been greater than the sum of its parts. This year those parts have a fundamental duty to collaborate, to act together.

Goals

1. **Grow the movement**, mobilising a critical mass, aiming at 3.5% of the population in active support of mass civil resistance over a sustained period of time. Understanding the need for a **spectrum of resistance**, recognising the place XR holds in the movement landscape and ensuring we rise to the challenge.
2. **Support a minimum of 3000 Rebels risking arrest** in the UK in April, and growing from there.

3. **Tell a new story about ourselves** and the reasons for our work. Paying particular attention to the relationship we have with the public; creating genuine conversation alongside our actions.
 4. **Demand the end of fossil fuels.** Harm is being done NOW. Leveraging the advantages of a more specific and shorter horizon objective.
 5. **Support all rebels throughout the year including post-actions, facing courts and prison sentences.**
 6. **Building new routes to change:** focussing on cultural influence and defections.
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Story

1.1 - THIS MOMENT CALLS US TO ACT

It's happening now, we are living in an age of loss. As the 1.5 degree target is deserted by the world's leaders, we are at a watershed moment for humanity.

An extinction event is unfolding, but it's not just the extinction of species and the natural systems that sustain life – it is also an extinction of values. The erosion of our shared sense of humanity and care for each other.

We know that it's not enough to simply protect yourself and what you have. Our humanity tells us we must care about everyone, and that apathy in the face of suffering is unacceptable. We are standing up for human rights.

We are living in an age of increasing [draconianism and racism](#) in response to the Climate and Ecological Emergency. In the UK we face an avalanche of new legislation, a relentless effort to erode the values we once thought universal. The revised Human Rights Bill, the Nationality and Borders Bill, the Police Crime Sentencing and Courts Bill, the reduction of Foreign Aid, the Covert Human Intelligence Bill, and much more. These are all attacks not only on civil rights and democracy, but on our common belief in decency and humanity.

We are also still living through a global pandemic, which can have unpredictable impacts on our work and has kept a lot of us apart and organising on screens for almost two years. We all want more human contact and we recommend that where safe we try to see each other face to face and rebuild the personal connections that make our movement so powerful.

The harshest loss of all? The loss of 1.5 degrees, and with it the Paris Agreement.

Our proposition is a challenge to step forward, to be active in holding ourselves and the whole of our social fabric accountable. XR was right to reject the greenwashing agenda that points to individual blame for high carbon emissions, but citizens do have a responsibility to act to guard our democracy by participating in civic and community life.

The conversation isn't where we thought it was. We think people get it now, but they don't. They simply don't see how big a threat climate and ecological breakdown is: the tipping points and cascade impacts. The risk is extreme and it is here now. And the majority hasn't seen how big a threat the avalanche of ugly legislation is. We must stay focussed on what is happening **now**.

We have experienced the overblown claims of COP26 and the stark reality of its complete failure to rise to the scale of the challenge. Greenwashing claims of 'technology will save us' trump stepping into our stewardship of the earth to protect our ecosystems. We see ever more dire cries of urgency from the scientific community, ignored under cover of political and fiscal excuses.

We must speak truth to power, but also to ourselves.

Our crisis of governance – of democracy – that has seen no meaningful reform or renovation in over a century arises from divide and rule, separation and a passive public. Of the pillars that constitute the foundation of an institutional framework, one is missing entirely: real democracy and people power. Reinstating that pillar would enable balance, the ultimate bulwark against concentration, against power easily grabbed and used opportunistically by vested interests.

What concentration of power means in practice:

- **Media** able to filter information through invisible agendas
- **Corporates and finance** able to incentivise government to redirect resources to them, and drive harm under protection of the state
- **Government able to facilitate harm** and drive through new laws to restrict equal access to power
- **Public:** XR is not interested in supporting concentration of power, not by markets, corporations or the state. We will only recognise a balance of power. And true balance means all people are empowered to participate and are represented equally.

We target the state because it is our duty as citizens, and no other body in society ultimately has power to change the laws and uphold them.

We are at a point in our struggle where ever-more sophisticated, funded and well-practised strategies are going to be deployed against us. We must be cognisant of that. But aware too that wider public support for action on the emergency is growing rapidly.

This is also a criminal matter. We are united with those everywhere who charge those in power with ecocide, crimes against humanity and crimes which will knowingly lead to mass death, displacement and destruction of people and property worldwide.

Now is the moment to step up, reinhabit the vacancy in the foundation of a healthy society. Enter into personal commitment to participate, reject the passivity of life under the cosy blanket of the silent majority.

Step up, participate. Refuse to be a bystander.

1.2. - VISION

We imagine a world that protects and prioritises all life. A world where regeneration, health and happiness are central to our cultures and communities.

We imagine a world where love, care, freedom and justice are truly centred. A world free from hate, division and discrimination.

We imagine a world where human rights meet Mother Earth rights.

We imagine a real democratic system that gives power to the people; listens to the collective wisdom of our society, ensuring individuals have agency over their own lives.

We imagine an economy for the benefit of the whole, not one that prioritises the corrupt and the rich.

We imagine a world with [Food & Land Sovereignty](#), Clean Air, [Water & Oceans](#) and Clean Community Energy for all. We imagine the triumph of The Commons.

We imagine a world where together we embody the change we crave.

This strategy lays out the blueprint for how we will begin to achieve this vision as a movement over the course of 2022 and beyond.

1.3. - OUR DEMANDS

We have revised the demands, and recognise the many long discussions and passion around changes to XR's demands and previous process that we have gone through on UK and local levels. We recognise the importance of embedding justice in what we call for in our demands and how they are essential to sharing a vision of the future.

Our demands are rooted in love, care and a fundamental commitment to climate justice. The effects of the emergency are being felt now, and will continue to be disproportionately suffered by those who have done least to cause the crises. In the UK, we bear a particular responsibility to the Global Majority, and acknowledge and support the incredible work of the many organisations specialising in the specific issues related to justice.

TELL THE TRUTH

All institutions must communicate the danger we are in. We must be clear about the extreme cascading risks humanity now faces, the injustice this represents, its historic roots, and the urgent need for rapid political, social and economic change.

ACT NOW

Every part of society must act now to reduce greenhouse gas emissions to net zero by 2025 and begin protecting and repairing nature immediately. The whole of society must move into a new precautionary paradigm, where life is sacred and all are in service to ensuring its future.

BE THE CHANGE

We demand a culture of participation, fairness and transparency. The government must create and be led by a Citizens' Assembly on climate and ecological justice. Only the common sense of ordinary people will help us navigate the challenging decisions ahead.

1.4. - AN IMMEDIATE DEMAND: END THE FOSSIL ECONOMY

In 2021 we launched an Immediate demand ('No new investment in fossil fuels') for our rebellion where we focused on the City of London.

That demand should now be expanded to:

NO NEW FOSSIL FUEL INVESTMENT

NO NEW FOSSIL FUEL LICENCES

END FOSSIL FUEL SUBSIDIES NOW

Investment: Since the Paris Agreement, fossil fuel lending has increased every year and could surpass \$1trn by 2030. The financial sector, along with governments, is the key enabler of an economic model built on causing harm.

Licences: The government commits to end new concessions, licensing or leasing rounds for oil and gas production and exploration and to set a Paris-aligned date for ending oil and gas production and exploration on all territory over which they have jurisdiction.

Subsidies, the UK is one of the worst of the OECD-member nations, calculating that it gave on average £16 billion a year to support fossil fuels in 2017–19.

That's £43,835,616 per day – over £300 million a week – taken from our tax, and given to murderers.

Fossil fuel extraction in coal, oil and gas is an industry and wealth creation mechanism built on exploitation and on globalised racism. **The harm is offshored from wealthy countries to poorer ones while the demand is driven by the wealthy.**

The resources, gains and riches are extracted, funnelled out of poorer nations through British or multinational corporations and banks. The scale of natural destruction and devastation that is inflicted is such that it would never be tolerable to communities with more wealth and power. It is an arrangement of convenience for powerful states and corporations, enabling unimaginable suffering away from the view of British citizens. **And yet there is resistance.** Honouring the courage of majority world resisters should mean we all **act now to stop the harm.** Making oil and gas exploration and expansion non viable for investment by ratcheting up the financial risk is an achievable medium term objective for the climate movement.

It is also crucial to remember that those who seek to obstruct the attempts to legislate for net zero are well funded and creative. The Global Warming Policy

Foundation (UK's most notorious climate denying think tank) has had a rebrand and the new focus is all about the cost of net zero. Claiming that they are a consumer watchdog outfit, keeping an eye on the ordinary working persons household bills. We will have to continue to counter the subversive narratives that are designed and shared through the press. We can also anticipate the ratcheting up of a campaign for a [referendum on net zero](#) which may include Nigel Farage and the hard Brexiteers from the Tufton Street network.

1.5. - A DEMAND OF OURSELVES

We find ourselves in challenging times, a world where COP26 has failed us in all manner of the word. Times when earth protectors and activists on the front line, and around the world are being water cannoned, pepper sprayed, imprisoned, tortured, and murdered for defending life and land.

In this dark hour we look to each other to find courage, bravery and inspiration to step up, (remembering that we all risk arrest when in open rebellion with the UK Government). **Sacrificing your time to help support all those that can risk their freedom, and to help mobilising and recruiting a broad church of rebels into disruptive action is essential work.**

We set our mission on what is necessary, and mass resistance is the route to climate justice.

Our strategy calls for a mass movement. We make no apologies for the radicality of our theory of change.

We commit to be dedicated, make ourselves uncomfortable if needed, and to align with these intentions:

- **The climate and ecological emergency is happening NOW and I will step up NOW**
- **I will actively participate in strengthening the health of our democracy**
- **I will not allow crisis to mean self protection - I am committed to protection for all**
- **I will not allow myself to remain silent when whole communities are treated as acceptable collateral damage**
- **I will not allow myself to remain silent when all lives are not valued equally**
- **I will not free ride on resisters and activists for human rights to be secured**

To help us win please [show your commitment](#) to this action strategy by:

1. **Making a commitment to TAKE DISRUPTIVE ACTION**, risking arrest at 'the April Rebellion'

and/or

2. **Making a commitment to SUPPORT rebels taking action** during 'the April Rebellion' before, during and after actions

 In order to **grow the movement** in a big way over 2022, we must also set our intentions on our mobilisation strategy!

1. **Making a commitment to RECRUIT** five new rebels or more to come to a HfE talk in the run-up to Rebellions.

and/or

2. **Making a commitment to HOST or ORGANISE** three Heading for Extinction (HfE) talks in the run-up to Rebellions.

and/or

3. **Making a commitment to MOBILISE** three new rebels or more to come to 'the April Rebellion'!

1.6. - CULTURAL INFLUENCE

Around the UK, there are individuals who are treated as pillars of communities large and small. The time has come for the influential to make commitments that see them standing with resisters.

Faith leaders, NGOs, councillors: genuine leadership is absent throughout society. We will not continue to accept a society that has no leadership.

This year we will challenge individuals: across the spectrum, all demographics, all politics, all spheres of influence. Prioritising individuals known for their social or professional skills and contributions, not their ideology or partisanship. Wider is better, a mixed bag is best.

Showing moral leadership and example-setting while opening a new public conversation: the need to de-legitimise the creeping normalisation of a lack of care.

Growth

XR was born of a brilliant combination of **BIG** organising and **MASS** participation, nonviolent civil disobedience. We have created the largest movement of civil disobedience in the UK since the Suffragettes, and yet, we have not realised our original aim - to mobilise 3.5% of the UK population into active participation in

rebellion. The original blueprint created a momentum building style of mobilisation. With self replicating systems and groups which can quickly expand and support each other to take action without the need for sticky consensus processes.

We are at an opportunistic point in movement growth. Of course, we are at risk of decline, co-option, becoming moderate or infighting. But we can choose to not follow those paths.

Our learning and reflection is crucial now to how we move forward. Reminding ourselves of why we are here, our principles and the bigger picture. (More on this in the Strength section!)

We have gone back to some first principles for this strategy, thinking about what we got right at the start (some of which may have been lost along the way), and also what needs to change. We know that people are much more likely to join XR in line with a sense of identity, alignment with those they know or can see taking action. A mass movement needs to show that there are a lot of different types of people working together.

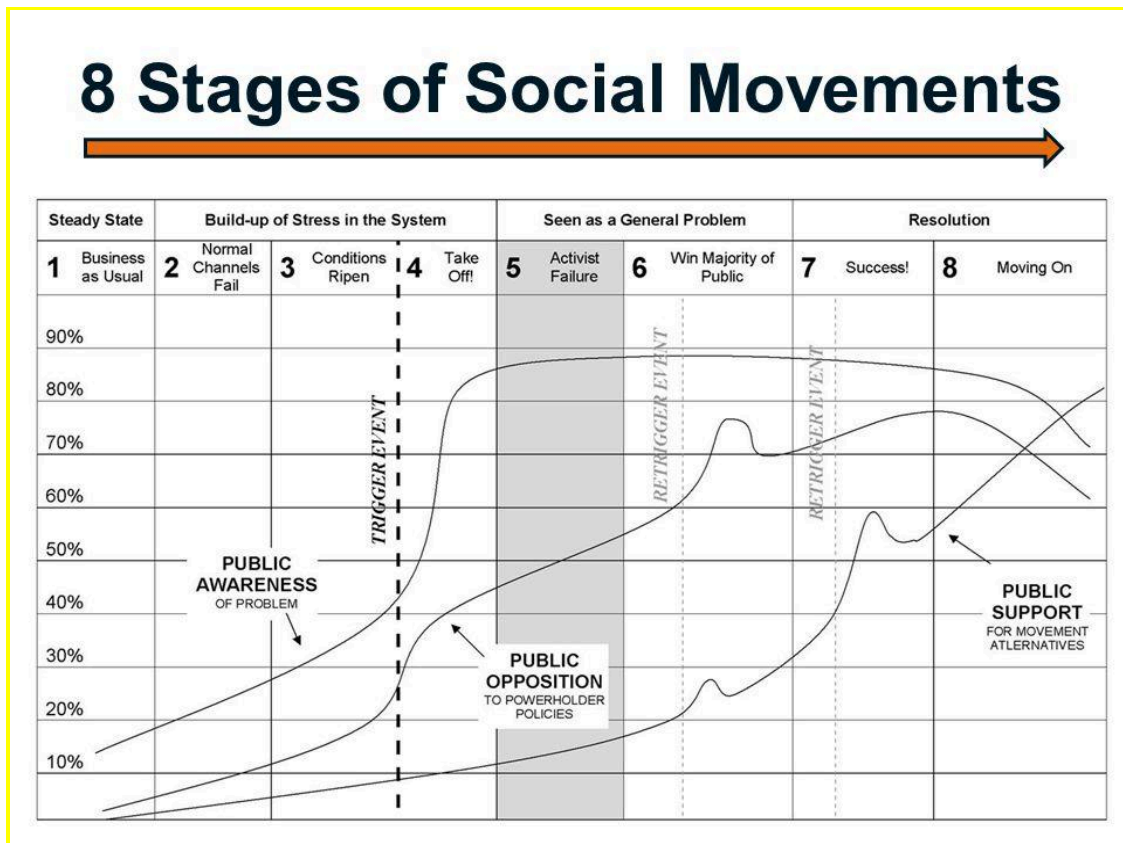
Diversity, openness and ease of participation are key.

2.1. - MOBILISING

We need a clear and simple plan on how to mobilise, and we know that personal connections matter a lot for this. A distributed model is best suited to this style of work which is why we have a team currently running trials for **Project 3.5**, supported by advice from the Bernie Sanders' team and other experts in BIG Organising methodologies.

The big organising concept suggests that a **streamlined national working space that can give a clear and coherent plan to a network to use for mobilising will succeed**. We retain a wider network that remains autonomous (and can report back to a core mobilising team on the results). This facilitates dynamic and experienced teams creating assets and plans to help everyone get on with the job of building the movement.

Also: we need our **experienced activists to become mentors for the new rebels** who will join us this year.



Bill Moyer's Movement Action Plan

XR is at a crucial point in our development. [Bill Moyer's 1980s research](#) is worth looking at. We are at that strange place in the diagram above where "Activist Failure" sits next to "Win Majority of Public" – both a precursor to "Success!".

3.5 is totally achievable.

2.2. - ORGANISING - LOCAL GROUP HEALTH

After three and a half years of movement building and a global pandemic we need to strengthen and nurture our networks. Local Group structure needs revitalising, empowering local coordinators to set up new local groups as they expand. Simple actions need to happen on a regular basis locally to keep people engaged. Weekly local group meetings need to welcome people, feed them, love them and train them up towards mass rebellion!

We must be aware that there is a **difference between mobilising and recruiting**: Mobilise people to take action first, recruit into a role once they've got the jist of what we do! We have made mistakes of throwing people into significant roles and watching them drown in our complex structure. Whilst we welcome everyone and we are a volunteer organisation, making sure new recruits find the best role that suits their skills is essential to our functionality and rebels' wellbeing.

As part of XR's focus on growing the movement this year, we are **re-launching the Local Group Development circle** to provide support and connection to our amazing local groups. These groups are fundamental to our success in mobilising – rebels join XR because of the climate and ecological crisis, but they stay because of the community and connection they find. Local groups are XR's beating heart, where rebels learn the skills needed to design and take part in NVDA, plan more outreach to continue our growth, and begin building the world we want to live in.

Through the Local Group Development circle we want to create a “one-stop-shop” where local groups can find the resources they need to set up, grow and flourish. We will make clear guides available on how to do things, and we'll ensure they are all available in an easy-to-find place. We also want to provide advice and guidance through an email “hotline” where you can ask questions and learn where to find

training, advice, resources and support. As part of this we'll be offering Local Group Coordinator Training to help coordinators develop the skills needed to provide regenerative, "power with" leadership in local groups.

[Email us at localgroupsupport@protonmail.com](mailto:localgroupsupport@protonmail.com)

Follow Through : Resources already available on Rebel Toolkit: [How to start a local group](#)

Recommendation : For Communities to work with the Hive to organise Local Group Coordinator drop in Zoom sessions to share learnings and offer ideas and support to each other. Inviting UK coordinators to empower and inspire local group coordinators.

2.3. - HAVE A MOBILISING CONVERSATION WITH THE PUBLIC

We need to be telling a story that **aligns us** with unity and strength across the UK movement, making the urgency of the crisis tangible for people

Follow Through : **Coming soon: resources around how to talk about the CEE as a rebel** - we all have our own way of telling the story. We will cover key points around mobilising conversations whether you have these down the pub, door-knocking, flyering, or with your own friends and family.

2.4. - MOBILISING TECHNIQUES

There are [lots of ways of mobilising](#) that you can do with your local group or community group: traditional speeches, door knocking, flyposting, stalls, leafleting, and we can get creative: flash mobs, picnics, concerts, whatever it takes!

Mass leafleting **Mass flyposting** [Door-knocking](#) [Rebel Ringing](#)
Talks **House Meetings** **Stalls** **Parties!**

Project 3.5: Door-knocking pilot: This project is offering to work with local groups to run door-knocking campaigns and will be iterative, developing tactics to mobilise 3.5% of the UK population based on what works as we go along!

Follow Through : [Sign your Local Group up to Project 3.5!](#)

Mobilising our existing database: This year we will grow our lists and make more personal contact through rebel ringing. We need to give all rebels the opportunity to mobilise around their lives, and create some diverse pathways for participation that aren't just into NVDA.

Follow Through : [Sign up for Rebel Ringing!](#)

Talks: The single most effective thing you could do to grow the movement is by hosting 'Heading for Extinction' Talks. This is the first step for potential new rebels to go to and really understand the gravity of the emergency and our theory of change. If hosting a talk in your home or locally and inviting the community via your local [Mutual aid](#) chat, recruit new rebels from it, with over 4000 groups alone in the UK – what are you waiting for!

Follow Through : [Sign up to train](#) to give the Heading for Extinction Talk

Recommendation : Strategy Team to work with Communities, the Gardeners and the Hive to develop outreach packs and scalable plans for the above tactics, developing a team of Super Trainers who will tour the country delivering Heading

for Extinction, DNA and NVDA Workshops and training up new trainers across the UK. Working to improve and keep freshly up to date the [Rebel Academy](#) and [Rebel Toolkit](#).

2.5. - SISTER MOVEMENTS

We're inviting all sister groups from our network to collaborate towards a mass civil resistance campaign in April to end fossil fuels.

Sister Movements, such as, [Animal Rebellion](#), [HS2 Rebellion](#) and [Money Rebellion](#), are aligned with our demands and values, but have been created to focus upon particular aspects of the Climate and Ecological Emergency. Sister Movement strategy is about the growth of activism around the emergency. We honour our Sister Movements, in their courage, resilience and creativity.

Follow Through: If you're part of a sister movement and want to collaborate on the resistance campaign in April, contact relationshipsxruk@protonmail.com

2.6. - RELATIONSHIPS WITH EXTERNAL GROUPS

We must remember we are not the entire environmental movement. We play a specific role in the wider ecosystem, mobilising thousands of people to take part in nonviolent civil disobedience targeting the government. We need a broad range of organisations working on climate, as no one entity can cover everything essential to accelerate the economic, political and social change we need. Similarly we need to build on the relationships we have developed with organisations whose primary focus is outside the climate space – our collaboration as part of the Kill The Bill movement has shown how we can be greater than the

sum of our parts. This work continues in 2022. If you're an existing group or an individual who wants to start a group tackling the climate crisis in a way that is strategically or tactically different to XR, we would love to join forces. We want to make sure XR is connected to the many amazing organisations working to end fossil fuels (yep, even NGOs and Just Stop Oil) , ensuring the climate movement is as aligned, strong and healthy as it can be.

Follow Through :

- We'll be allocating funding to work on crucial relationship-building, especially the work to engage **notables and community leaders** that can help us mobilise millions! If you feel like you have the connections and skills to do this and want to support the UK Relationships Team - email relationshipsxruk@protonmail.com
- If you're an external group working to end fossil fuels in the UK, please get in touch on how we can collaborate better.

2.7. - YOUTH AND STUDENTS

In the last year we have seen the development of the [Affinity Youth Network](#) which is a new umbrella coordination group founded by [XR Youth Solidarity](#), [Radical Restart](#), and [Global Majority Vs](#) focusing on youth climate action based on solidarity and justice. They are engaging and growing relationships with [XR Youth Support](#) and [XR Universities](#). XR UK supports the growth of this youth network with funds and resources and connects with a link role in UK Operations, Relationships and the Integrated Budget Group. The Affinity Youth Network are currently working on a youth strategy harmonisation process.

Follow Through : If you'd like to find out more or are a young person and want to get involved, reach out:

@xryouthsolidarity // main campaign: www.wtfwwf.org

@globalmajorityvs // www.globalmajority.earth
@radicalrestart // radicalrestart.org

A message from XR Universities UK: “Throughout recent history, university students have been at the forefront of social change movements, being a radical demographic, pushing boundaries and demanding the level of change we know to be necessary for justice. XR Universities are taking a stance against those responsible for climate breakdown and the racist, classist genocide this entails. We are rising in nonviolent civil disobedience, proven by history to be what works and driven by our love for all life and rage at its destruction. We are not just demanding change, we are making it and we need you as a student, lecturer or other university staff to take on your responsibility at this time and join the rebellion for life while there is still time to save it and create the better world we all deserve!”

Follow Through: Are you a student, or university staff? **Please contact XR Universities to get involved**, especially if you are coordinating a uni group or want to set one up. Lots of resources and support available and we can guarantee there are lots of like-minded students at your uni. This is a time for bravery and courage! You are exactly who you have been waiting for! [Insta](#) / [Facebook](#) / [Email](#)
Come to XR Universities Refreshers Event: Virtual and In-Person! Please keep an eye on social media for more info.

XR Youth UK Local Groups continue to create youth leadership in their cities. Youth groups in Bristol, Cambridge, Brighton, Sheffield and the Midlands are all active, with many more as well. If you're interested in joining or growing your youth local group, [reach out on Instagram](#).

2.8. - INTERNATIONALIST SOLIDARITY AND ANTI-RACISM

We recognise that being in XR as a rebel of colour, a minority demographic or a non-UK resident takes greater courage. We thank you for staying with us and know we have to stand together better. As the UK Government becomes increasingly oppressive and we sleep-walk into authoritarianism, we recognise a need to strengthen our bonds across communities more than ever. For those living in the UK from diaspora communities, in contact with families and friends on the frontline in the Global South, thanks for your commitment, we see you and we love you.

We are proud of our continued relationship with XR's [Internationalist Solidarity Network \(ISN\)](#) that works with communities of resistance across the globe to build solidarity and share knowledge and support in a two-way relationship. We appreciate the communication we receive via ISN to help us understand, here in the UK, just how present the crisis is across the globe and that the harm is being done NOW. We are part of a global rebellion.

We recognise that there are communities in active resistance in many different ways across the globe, including shutting down ecocidal projects and building [planet repairs](#). We hold our UK Government to account for its role in destruction and exploitation globally and will not be bystanders. People in the UK are conditioned and dragged into being accomplices in ecocide, because it is done in your name, with your taxes - so stand up, say you won't allow it, get active!

[Recommendation](#): For all rebels planning actions: Commit to making sure the message of your action is internationalist: recognising the harm is being done NOW. **Keep an eye on facebook events for when the next Oppressions workshop is being held.**

2.9. - DEFECTIONS AND WHISTLEBLOWING

Defections of people in power are a well researched factor in many successful nonviolent resistance campaigns. A great example of this is when 2 thousand [US Military Veterans](#) joined the campaign at Standing Rock with Sioux Native American Indian people to protest the Dakota Access Pipeline from being built, supporting the protection of indigenous land.

Doctors and nurses have a professional duty, the Hippocratic Oath says that they will protect life. We have a number of former city workers, media professionals and service people in our movement (among others). But we need to get more people to consider siding with the resistance. We must ensure that wherever relationships are held with especially visible leaders in communities that the request to openly support our work is made to them and we should be unafraid to persist! Many of them do want to be on the right side of history but some just haven't realised yet!

[TRUTH TELLER](#): We are looking for whistleblowers to hold climate-damaging companies to account. If you work, or used to work, for a company that is committing, or covering up, harm to the planet, species and people. If your employer is saying the right thing in public, but failing the Earth in private. If you have insider knowledge of plans that will damage our common future. Then please let us know confidentially through the secure anonymous whistleblowing platform [Truth Teller](#) and we will find the safest way to get the truth into the public domain.

We'd especially love to hear from people working in:

- **Fossil fuel intensive industries;**
 - Energy, Transport/Aviation, Construction, Heating, Weapons, Agriculture, Fishing and Manufacturing.
- **Fossil fuel industry investors/facilitators;**

- Finance/Investment Banking/Insurance
 - Law Firms
 - Media & Advertising
-

Action

It's time to get serious about our actions. Research has shown us that one of the barriers to trust in XR is a widespread mistrust of our motivation. We should avoid any activity that deepens the belief that we are not motivated by stopping harm: actions that are simply symbolic and not also disruptive do not always translate via the media filter, they can often give the impression we are doing this for our own enjoyment. This includes dancing actions and yoga: **it is always best when we can be creative and disruptive.**

Audacity and novelty in action design will be far more impactful in achieving objectives like mobilisation, and influencing without incurring this risk. We need to communicate the immediate risks of the CEE and the ways in which it will affect our lives right here in the UK, but **we need to be careful not to make 'visionary' be unachievable 'utopian', our actions need to have relevance with lived experience.**

3.1. - LOCALISED MOBILISING ACTIONS

Local group actions are an essential part of every rebel's journey and a good way to retain and grow your group's membership. That's why there needs to be regular actions happening! This strategy invites local mobilisation actions from January -

March, in the run-up to Mass Resistance in April and May - August in the run-up to September's Mass resistance and thereafter.

These can be focused around the immediate demand and any local related issues, encouraging autonomy and decentralisation, XRUK Action Circle & Action Design Space are working on aligned action plans that will help them hang together as a nationally coordinated effort.

The single most important point for local groups is to make actions relatable to where people are at in the HERE and NOW! Does your area suffer from flooding? Does your city have illegal levels of air pollution? The next time nature does it's thing, be ready with a related action to go for when that happens to build really clear links between climate change disrupting people's lives now. Consider storytelling via video before the action. Why do you intend to do the action as a way of growing an emotional relationship with the public, then share on socials on the day of the action.

What makes or breaks a good action is the message and how it's received, speaking in simple language for all to understand and avoiding using language that can be alienating.

Recommendation: We ask UK Media & Messaging Team to enhance the network of regional M&M coordinators, increasing skills across the UK to document and share actions with local press and social media, as well as aligning our message across the UK more effectively. Training to be available for local groups to have skilled-up media and messaging teams e.g. live streaming and press release writers working closely with design teams from conception stage.

Action Circle UK will be developing new action design ideas and related toolkits for all those that wish to use them. Coming soon!

[Local Coup D'etat Action](#)

On May 1st, 2019 the UK parliament declared a Climate and Ecological Emergency along with hundreds of [councils around the country](#), indeed over 1,900 local governments in 34 countries. Three years on and our leaders still don't have a plan and are perpetuating mass crimes against humanity, which shows us that their words were sadly all lies. This year we must hold them all to account for lying to the public on their commitments, for not acting fast enough or proportionally to the crisis. We the people need to take back our power – our DEMOCRACY. This starts by targeting your local council. It's also election time for some regions on May 5th, so it's a perfect time to target councils. **Find out how [here](#).**

Paint the Symbol!

Flyposting and stickering is a popular (lower risk) action. In the month leading up to Mass Resistance periods we will be inviting rebels to get even more creative on the streets with Paint The Symbol! We want to see the XR symbol EVERYWHERE. Flyposting, spray painting, stencelling, subvertising, murals, graffiti and more. We're talking XR symbol takeover. **Here's [some inspiration](#) to get you started.**

3.2. - AFFINITY GROUPS

What happened to Affinity Groups!? Affinity groups are a practical structural tool for organising our mass rebellions and supporting each other. We learned about them from successful actions planning of the past, they are a tried and tested organisational design that creates a resilient network of groups ready to organise effectively on the ground. They are especially useful in changing circumstances where we may be unsure of the likely Police reaction/presence.

With a rebooted Affinity group Support Network, XR UK can better support rebels' journey from recruitment to action, from arrest, to post arrest, from stepping into higher risk actions, to self repping in court and facing legal consequences.

Seeing a high-risk action through all the way to court, considering how an AG is formed and who will be speaking on the dock with you - how about a scientist, a doctor, a mother? Especially in the coming Mass Resistance in April, we need everyone to help rebuild the XR UK Affinity Group network, upskilling and building confidence for rebels to take simple action.

Recommendation: Local Groups: Prioritise the forming of affinity groups in the action planning stage, rather than leaving this til the last minute: allowing friendship bonds to form!

Action Circle: Designing the next rebellion with multiple levels of risk for inclusivity and building confidence on rebels' journey as an activist.

Follow Through: [Find out more about what an Affinity group and how to set one up here](#)

3.3. - PARTICIPATION IN ACTION

Whilst our actions to date have had a significant impact, we are moving into changing times and we know that the embodiment of resistance is what true climate justice really means in action.

Earth protectors and activists on the front line of climate impacts around the world are being water cannoned, pepper sprayed, imprisoned, tortured, and murdered for defending life and land. [In fact, cases hit an all time high in 2020](#). Therefore it's our responsibility to examine our privileges here in the UK and fully commit to this urgent work.

Behind each arrestee we need a huge network of supportive rebels doing all kinds of work from food to back office, police station support, legal teams, regen and more. There are very good reasons why some rebels may not intentionally risk arrest. They

may be from a marginalised group that faces greater police repression, or they may have immigration risks, health challenges, care responsibilities, or other things that make arrest the wrong choice for them right now. **If you are one of these rebels, we want you to know that you're very much loved and needed in the movement, whilst acknowledging that we all risk some possibility of arrest when in open rebellion with the UK Government.**

3.4. - THE POLITICAL CONTEXT

The suite of legislation the UK government is putting through right now, including the PCSC bill seeks to put an end to effective protests. Guess what, this ain't the first time they have done this to us. Last time they used the [Public Order Act 1986](#) which “provides the police with powers to place restrictions on protests and, in some cases, prohibit those which threaten to cause serious disruption to public order.”

Are we going to let them intimidate us and win? No! But we must prepare for the state to continue to push our limits and expect further overreach.

3.5. - LEGAL STRATEGY

Extinction Rebellion challenges the courts and the legal system. We have a new UK Legal Strategy Team working to continue escalating [this work](#). It should be noted that every thing we do, and every action we take has a risk.

The following applies to England and Wales. Please seek additional advice in Scotland.

Know Your Rights! For more detailed legal guidance please visit: [Informed Dissent](#): Arrest, prosecution and on occasion prison sentences are consequences of civil disobedience. We will provide the information and support that rebels need before

deciding to risk arrest and criminal conviction. We will also prepare and support those working in the circles who are at risk of preemptive police actions or conspiracy charges. The advice we give rebels being prosecuted through both the Magistrates and Crown Courts will include moral, emotional and movement considerations as well as strictly legal ones.

Magistrates Court Trials: Every rebel facing prosecution in the Magistrates Courts will be given the support and information they need to decide whether to plead guilty or to plead not guilty and go to trial. For those who feel able to, there are strategic advantages in choosing the not guilty route: it reinforces the moral position that rebels are acting in the public interest; it advances the legal one that rebels were exercising their rights to protest when they were arrested and that their actions were proportionate and therefore lawful; it creates practical disruption by adding to the court's caseload; and it creates emotional disruption through connections with the judges. We will develop a comprehensive, accessible guide to direct rebels to sources of legal, practical, financial and emotional information and support to help them through the process. We will continue to collect, build and publish an archive of rebels' court stories and statements.

Crown Court Trials: Our success so far with juries supports the continuation of the strategy to design actions in order to reach the crown courts. Jury acquittals support our third demand for deliberative democracy and the empowerment of ordinary, informed citizens. Lessons from past crown court cases will be used to inform both the design of future actions and the strategic approach to upcoming jury trials. Trials scheduled for 2022 include those for actions that targeted the Department of Transport, the Treasury, the Home Office, the Brazilian Embassy, HSBC, Barclays, and Morgan Stanley. We will develop complementary actions, press and support strategies around these trials (with consent), which we will share with the movement once dates are confirmed.

Those being prosecuted through the Crown Courts, will have access to financial (limited), emotional, legal, practical and strategic support, including access to a network of former Crown Court defendants.

High Court: We will identify cases that we can appeal in the higher courts in order to set new precedents in protest laws that shift the balance in our favour (as the Ziegler judgement has done). We will also look for opportunities for Judicial Review where laws are being incorrectly implemented on the ground.

Disobey in the Dock: Contempt of court actions have a place in our Magistrates Court strategy, in the form of livestreams, glue ons and other creative actions. Disobey could also be a refusal to engage at all with the process by ignoring charge notices, failing to appear in court, and refusing to pay court costs or fines. Disobey actions extend the non-cooperation strategy used on the streets (e.g. going floppy); they escalate disruption in the courts; and they provide preparation in the way of short prison sentences for those considering more high-risk actions. We will create a team to provide rebels with action design, messaging, practical and prison support.

Our support for contempt of court will not include contempt in the crown courts, as this would undermine our primary strategy of communicating directly to ordinary people, in support of the third demand.

Raids: No building or vehicle associated with XR or action is considered 'safe' from raids or arrest by association as we are in open rebellion with the UK government. That's why we encourage every rebel to do Know Your Rights training when they join us. Further training and communication on raids will be developed, so that everyone is fully briefed on the risks related to everything we do.

The government's new policing bill, currently going through Parliament, is likely to strengthen existing laws, introduce a number of new offences, and

increase sentences for those convicted. This strategy will need to respond to those changes once the bill is finalised and brought into law.

Follow Through: Find [here](#) **Legal Resources including:** Legal briefing / Bustcards / Stop and search cards / Raids leaflet / How to witness arrest / Security and phones info.

Remember the 5 key messages when facing arrest: No comment! No personal details! Under what power? No duty solicitor. No caution.

3.6. - ACCOUNTABILITY

Extinction Rebellion is completely nonviolent, all XR actions are done in full public view and we take responsibility for them. Being accountable for our actions is a strategic decision XR made at the very start, it is Principle number 4 and part of our Action Agreement. Read the rationale [here](#).

As the climate and ecological crises escalate in 2022, and we face increased state repression, we ask that all rebels continue to take responsibility. Much of our power in nonviolence comes from our openness, that we show respect, and are honest. See [here](#) for an exploration of property damage as a concept from our embedding nonviolence team.

Accountable action really pisses on the establishment's chips and inspires people worldwide!

We remain in solidarity with movements who take covert action to protect themselves and nature, for example by disabling a fracking rig or putting a detention centre out of action. We ask all rebels considering disabling actions under the XR banner to do so accountably, in full view to the public and media. XRUK can

still be in solidarity with groups that use different tactics whilst upholding our foundational, long standing agreements which thousands of rebels have committed to.

Follow Through: [“Advantages of Accountability for nonviolent direct action”](#) by Embedding Nonviolence Circle.

3.7. - TACTICS

Nonviolent Direct Action (NVDA) is the main bread and butter tactic we use to bring about system change. We are often using the terms non violent civil disobedience, or nonviolent civil resistance. **Nonviolent [Civil Resistance](#) is a form of peaceful conflict or confrontation**, often associated with the advancement of democracy. It means proactively challenging the government’s harmful behaviour, using a variety of tactics, to create the best chance of getting rapid political and social change. It means intentionally breaking the law as an act of protest.

Rebels will urge juries and judges to uphold the citizen’s rights to prevent government wrongdoing by acquitting resisters. Civil resistance upholds the principle that citizens have responsibilities to their societies/democracy, and to resist government crimes or aggression. We act out of necessity to prevent a much more serious crime. Civil disobedience can lead to prison sentences. Rebels don't resist arrest or sentencing, and, as a result, the legal consequences become part of the protest.

3.8. - OPEN ORGANISING / SECURITY CULTURE

Open organising mass actions is understood as one of the key reasons for why XR was so successful in growing exponentially in 2019. Our transparency is the greatest tool we have against counter-insurgency.

Because it created:

- Mass participation
- Decentralised but working on the same big plan
- “We are all crew” culture
- Everyone knew the plan
- Accountability
- Welcoming, not exclusive, aiming to be as accessible as possible.
- Creates dilemma for state
- Builds interest in press
- Less paranoia without a secrecy culture.

However, the state quickly learnt what to expect from us and it became much harder to hold space in 2021. That doesn't mean we should stop open organising, but it does mean we need to evolve our tactics, be more agile and take basic steps to minimise pre-action arrests.

Basics Action Planning: Action Circle recommend you use;

- XR cloud or Cryptpad, NOT google docs/forms
- Remove google from android devices.
- Use Signal for chat/calls if not on mattermost.
- Email accounts with riseup
- Zoom (but not the chat), Jitsi or Big Blue Button on Mattermost
- Travelling to a reccie: use cash, don't use bank cards, turn off gps
- Buy everything in cash as much as possible
- Keep electronics, notepads, phones somewhere secure before and during an action.

Basics During Actions

- Use a Burner Phone
- Leave ID at home
- Don't take anything on an action you can't afford to lose

3.9. - ACTION DESIGN TRAINING / BUDGETING

In 2022 Action Circle will be developing training and space for peer2peer skill sharing around actions, design, planning and implementing. Stay tuned for more info, and get in touch with your regional or national action circle to find out more!

Action Circle will make sure that action designers and related trainings consider accessibility/inclusivity needs to further make actions as accessible where possible and will continue to work closely with the Disabled Rebel Network on this. Action Circle will continue to collaborate with the Digital Rebellion team to make sure that there is an aligned offering of actions both in person and remotely for all. All action planners are encouraged to do the same.

Criteria for local and regional actions:

- Economic disruption (could be via engaging state resources such as the police)
- Engages public / creates space for public to join in: attractive
- Building alliances:
- positive vision: opens space for other groups to showcase approaches to transformative behaviour change & solutions
- Strengthens the movement; networks, upskills, has a variety of levels of participation designed in.
- inspires creativity, autonomy and confidence of LGs and AGs within it.

3.10. - AUTONOMY WITHIN A STRATEGIC PLAN

We need a radically simple action plan during rebellion periods. One that is clear, has a coherent message, creates space for everyone to take direct action together and one that creates a rebel pathway.

Over the last year or two the movement has contracted and during mass rebellions, we have tried to do more and more actions with fewer people to accommodate everyone's wishes. The media can't follow loads of different messages/actions which means the public & government definitely can't either, and it's not easy for new rebels to join in so not easy for us to grow.

But isn't this a bit too centralised or breaking Principles & Values? Nope. Every group is empowered to take action any day of the week in their local area and beyond, and should continue to. **This is simply an open invite to take collective action in mass resistance together**, to have the greatest possible chance of us winning our demands. It's also a kind request not to plan autonomous/divergent actions during mass resistance periods.

Teams are working hard to design the details for April and to ensure that they are easy to work with, leave space for rebels to input on but offer enough definition and clarity that we can get the movement all singing in harmony.

3.11. - MASS RESISTANCE PLAN: APRIL 2022

10am, Saturday 9th April 2022, Hyde Park, London

Every rebel is **invited** to take part in mass resistance together in **London on April 9th onwards.**

Rebels are invited to participate in a very simple action plan with varying risk levels. This would mean no more scattergun actions but to **come together in unity with a single message, demand and a flexible action design**. The moments of mass participation will be designed to be simple to join, openly organised, and with the ability to continue for weeks at a time. The model will be developed by a small experienced team and organised/implemented using a distributed model, like all of XR's most iconic and impactful actions.

TARGET:

WHO? UK Government, & related polluters investing in global extinction of all life.

WHAT?

- **Grow the movement** exponentially
- Get our **immediate demand** met
- Help **rebels take the next step** on their journey of resistance.
- Create **proportional disruption** to the crisis and response required,
- Move the **overton window, on the immediacy of the CEE** and the direct impacts on everyone's life and personal health in the **HERE and NOW**.
- **Overwhelm the state/police through mass resistance** and attrition tactics.

[Please commit to taking disruptive action or supporting those that are during April here.](#) More info coming very soon!

3.12. - REGIONAL SUMMER UPRISING

When: Late July 2022

What: **Decentralised** UK-wide aligned disruptive actions, trainings and workshops.

Why: Get our IMMEDIATE DEMAND met

Aim: **Material/functional disruption** and mobilisation.

3.13. - XR DIARY FOR 2022 - 2023!

KEY: Planning/Mobilising Action Social

Late Jan - Mid Feb Strategy Tour/Movement Gatherings - UK

Jan - March: Local Group/Affinity Group Actions - Autonomous
Planning, Training & Mobilisation

March: Paint the Symbol! UK Campaign - Decentralised

Mar 27th Earth Ball - London

April: Mass Resistance - London

May: Celebration, Rest, Onboarding/Training, & Strategy update

May - July: Local Group/Affinity Group Actions - Autonomous

June - July: Planning, Training & Mobilisation

Late July: Regional/National Summer Uprisings Nation-wide -
Decentralised

Onboarding

August: Local Group/Affinity Group Actions - Autonomous

August - Sept: Planning, Training & Mobilisation

August: Paint the Streets UK Campaign - Decentralised

Sept: Mass Resistance

Nov: Celebration, Rest, Onboarding/Training, & Strategy update

Nov - March 2023: Local Group/Affinity Group Actions - Autonomous

Dec - March 2023: Planning, Training & Mobilization

March: Paint the Streets UK Campaign - Decentralised

April: Mass Resistance

May: Celebration, Rest, Onboarding/Training, & Strategy update

Strength

4.1. PRINCIPLES FOR BUILDING STRENGTH INSIDE OUR MOVEMENT

Honesty and Accountability: We want our Government and institutions to be accountable. We need to hold this principle inside XR too, we remain accountable to each other.

Agility and Efficiency: Our structure has been resilient over the last few years but it has also been bogged down with process. We need to be able to move faster in a

changing operational environment. This means prioritisation of work and remembering our SOS seeks not to be consensus focussed but consent focussed.

Clarity: we must prioritise improving communication channels.

Respect: We know each other now, tensions have built between individuals and teams. We need to reconnect and move ahead with kindness and respect. We can only do this work well if we stick together and have each other's backs. This does not require us to agree on everything all the time!

Unity: We are a broad movement and commit to alignment in our key messages and tactics, recognising the need to balance strategic planning with autonomy.

A note on XR meeting culture - XR was set up with a specific approach to meetings and the way we treat one another in our work. This strives to be a culture where everyone is heard, check-ins break the ice and help us to build trust together. Our regenerative cultures meeting statement is [here](#).

Follow Through : There are support systems available in our structure: TESN, Rebel Listeners (link) etc. [New Regen mandate proposal](#).

4.2. - STRUCTURAL CHANGE

XR UK needs some streamlining in its structure, as per the advice from [Systems Realignment](#) Project. Our Self-Organising System (SOS) allowed for fast growth but has led to a complex structure lacking in clarity over who's doing what in some areas. There are difficulties balancing our principles with our hybrid model of [sociocracy](#) and [holacracy](#). There have also been updates to the [XRUK Constitution](#).

Movements need leadership! This does not mean individuals hoarding power or dictating to others what to do, but it does mean sub-group or parent circles working

to a set of priorities that achieve alignment in our purpose. This will prove to be more regenerative as rebels will feel empowered they are doing useful work and we are achieving more as a whole. We all know that there are rebels who want to organise more autonomously, but we also know there are many who want guidance or plans they can plug into because they can't work on rebellion all the time. This strategy seeks to provide a framework that offers an aligned way of mobilising and then taking collective action.

To grow in our strength as a movement we need to feel empowered that we are working towards aligned goals and able to move in an agile way and make decisions fast. This strategy recommends we streamline our core teams in XR UK, combining those that have similar mandates but are working at low capacity and often have a crossover of membership. Empowering teams to prioritise and focus.

Our Self-Organising System that is used constitutionally by XR UK teams has within it a hierarchy of purpose. This can appear to clash with our principle of autonomy, which in turn is confused with the concept of decentralisation. We must be **aligned in our core purpose or decentralisation becomes a complete mess** of hundreds of different messages and no alignment, therefore less power as a whole movement. It also puts more pressure on the national working groups as they try to support masses of decentralised actions, then clashing with our principle of regenerative culture and making it hard to create a culture of accountability.

Recommendation : The strategy team, following this, will work with the Hive, Operations and a 'Tour Team' to make sure that we succeed in Momentum-Driven organising. We will encourage a distributed authority model, as our SOS is intended to create at the UK-level. Local and Regional Groups have autonomy and can opt in to following a coherent UK-wide plan.

4.3. - SUCCESSION

Many key coordinators in XRUK teams are facing the real possibility of prison this year and we are all at some risk of burnout in our stressful work. We will make sure to hand over the depth of knowledge gathered over time and empower distributed leadership. The complexity of our structure can make it difficult to step into roles, putting more continuous pressure on current coordinators who end up holding too much.

Throughout our networks 2022 is the year that those of us who have been here for some time become mentors. To achieve the growth we need we need to build good relationships and share the responsibilities as much as possible. Rather than delegation in an SOS system we seek to distribute responsibility. This may mean we need to look carefully at how we support each other to do that, it's not always easy to hand over work which you feel responsible for, and it can be difficult to onboard new folks at the same time as keeping up with your workload. [Contact the SOS team](#) if you want help and support to think about how you are coordinating teams.

Follow Through: [Explore the new Hub!](#)

Recommendation: For key coordinators in teams in XR UK to become mentors to rebels willing to step up more into key roles.

4.4. - RESOLVING XR TENSIONS

It has come to the strategy team's attention that rebels are not clear on what to do when they feel unheard; an issue raised was not resolved; when they identify a structural problem or when a coordinator or circle is breaking the [XR Constitution](#). (XR UK teams are bound by the constitution, it does not apply to all regional or local groups.)

When these issues are miscommunicated as with any form of public naming and shaming of an individual or circle, and without taking accountability it can result in unnecessary harm, upset and division to the movement, it also breaks our core Principles & Values!

Let's start by putting it into perspective, remembering we are not the bad guys, we are a mass movement, we **are all volunteers**, doing our very best under extreme pressure. We are from all walks of life, with different skill sets, personal responsibilities, and with different levels of time/commitment. **However, we share one thing in common - our commitment to nonviolent civil resistance.**

The strategy team recommend the below steps to resolve tensions:

1. Give feedback directly to each other or communicate directly with the Internal Coordinator of the circle involved. (See the [Hub](#) for XR UK's structure and contacts.)
2. Ask the regen team to help convene a meeting of concerned parties including IC's.
3. If a resolution cannot be met with the IC's and facilitators help, the next step is to speak with the IC of the wider "mother" circle of said circle for further assistance.

Other avenues to consider:

If it's related to the XR structure then [speak to the SOS team](#) for further [advice](#) and guidance.

If it's an individual problem and neither IC was able to help you resolve it then a [conflict resolution process](#) is the final stop.

4.5. - BUILDING COMMUNITY RESILIENCE & RESISTANCE

Since COVID, XRUK has closed all office spaces and local groups stopped meeting in person regularly. Luckily XR was already using online video meetings, which kept the movement alive. However, two years on and:

- People have video-call and meeting fatigue.
- Working groups can become siloed. As a result mis-communication can breed distrust.
- We crave in person face-2-face emotional support, and many of us have faced long periods of isolation, a hostile political and media landscape, plus climate grief and anxiety.
- We can easily get stuck in our own bubble – we need to make it easy for new people to find and join us outside of actions.

We recommend taking an enterprising approach in your local area and creating XR community hubs as a; not-for-profit community interest company where rebels can;

- grow the movement
- connect with their local xr community over coffee
- offer emotional support for climate anxiety
- learn more about the CEE, our ToC and how to get involved
- see related film screenings/HfE talks
- read/borrow/buy nvda related literature.
- host workshops such as art blockers
- join xr planning meetings and actions
- accommodate visiting rebels
- vision through taking prefigurative local action

These spaces could be XR's "shop front", open daily/weekly depending upon capacity! This could be a 'Climate Canteen', or 'EmergenTEA break cafe', a community owned pub, or a mini art factory, whatever your local group wants it to be! This wouldn't have to be a big money making enterprise, but could have the potential to self-sustain the expense of renting an otherwise unused space, maybe even help supplement some local fundraising?

How is this idea different from a Climate Emergency Centre (CEC)? CECs are awesome - we love them. However, they are separate from XR and have different goals. They are an alliance-building project designed to bring the community together to develop solutions to adapt locally to the social and environmental crises facing us. XR members are welcome to be involved in CECs as members of their community, and can use the spaces as local community groups but CECs cannot be associated with any illegal activity.

We highly recommend that your XR group set up its own Hub, so that you can focus on XR activities and have autonomy. It is best to make sure the space is self-funded, registered as a non-profit enterprise, and independently-owned (not council owned), so you are free to have an XR community presence of your choice. Another funding option could be to have a membership fee and/or volunteer scheme - a hybrid cooperative model.

Where? There are literally thousands of empty buildings of all kinds on the highstreet right now due to covid that could be better used at a discounted rate or free! Ideally with a shop front to be as accessible to the public as possible.

If you're low on capacity then find someone doing something similar like this already via the [Transition Network](#) and ask if they would be up for collaborating to host xr events, talks, and workshops etc. Inspiration: [The Remakery](#), [Civic Square](#), [Brixton Pound](#), [Community Pub](#).

Alternatively, why not test run the idea by hosting a **pop-up store/cafe** for a month or two for doing local outreach in your town or city centre, where rebels can “sell” the public their future back through donations in a number of creative ways!

4.6. STRATEGIC FINANCE

Strategy informs the movement budgeting, making sure we spend our precious funds in the best way to achieve our goals! We will review spending from the last few years in order to assess the spend and the impacts and this will help the team to go forwards from here.

We need to spend on critical core functions that support the whole and create a movement budget that focuses on growth, action and enabling maximum participation.

Strategic Finance Priority list:

- Prioritising UK-wide action plans that create sustained material disruption and dialogue, not purely symbolic or one-off actions.
- Prioritising funds for growing the movement, including outreach resources and supporting a fundraising plan including growing our audiences online and our mailing lists.
- UK Volunteer Living Expenses (VLE) Policy: This needs to be reviewed and make sure that we are offering VLE to those that are doing strategic essential work and most need financial support to do the work.
- Supporting participation in rebellion for rebels

4.7. - MOTHERSHIP

XR acting as an incubator has been one of our key successes. If specific projects are able to carry out strands of work that are necessary, but XR is not best placed to actualise them, we don't have to hold all of the innovation in the environmental movement. Our research suggests that experimentation and filling strategic gaps is needed but we can't be all things to all people. It's important to create focus in our own work whilst showing support and solidarity to people and groups with a diversity of approaches.

The key for successful outcomes in this area has been shown to be a matter of effective **communication, coordination and collaboration**. XRUK will take the primary responsibility for organising the periods of collective mass action.

4.8. - SUPPORT STRUCTURES & REGENERATIVE CULTURES

In these times of crisis, we must support each other. Our work is emotionally, physically and mentally draining. We have suffered burn out and talk about 'regenerative culture' as insisting rebels take a day off now and then, but it is much more than that. Nurturing regenerative cultures in our movement is part of our vision of a better society. **We will be more effective if we are nourished, rested and feeling strong in our connections and support of each other.**

We need to encourage one another to take on work with reasonable boundaries that protect our wellbeing, we are responsible for our own workloads so we need to make sure we share honestly when we are struggling to cope with the demands on our time or on our emotional resilience.

We must support those who risk prison sentences. This involves practical support structures, but also **how we talk to and about each other**, and how we

must centre **love** and **compassion** in all we do. After all, we are here because we have extraordinary love and care for our planet and all the living beings.

Although the situation is terrifying, love is the strongest motivator and ultimately the source of all our work. This year we will recommit to hold each other, and to be our best courageous and resilient selves, with [ferocious love of these lands in our hearts](#).
