

New Rebel Onboarding & Integration

Extinction Rebellion Local Groups

This resource was made by Midlands Gardener Emma.

If you have any comments please email them to emma.xrmidlands@protonmail.com

We know that every group is slightly different, and not all elements of this resource will work for everyone. Please make a copy of this document and edit it to make it tailored to your local group. Then anyone who wants to help with onboarding can use your tailored version to help!

Where have they come from?

- [Facebook/social media like or comment](#)
- [Email query or social media message](#)
- [Signed up to your mailing list](#)
- [Signed up during outreach](#)
- [Came to a samba practise](#)
- [Attended an action](#)
- [Attended a Welcome Meeting](#)
- [Attended a General Meeting](#)

[Spreadsheet to keep track of onboarding of each new person](#)

Final slide: [More useful resources for onboarding](#)

Facebook/social media like or comment

Individual message thanking them for engaging and asking:

- if they would like to get more involved
- details of the next Welcome Meeting
- link to newsletter signup

Pre-written template can be found [here](#)

New person replies to message. Choose how to reply. Are they:

Super keen?

Send to welcome meeting- go to [slide 8](#)

Hesitant?

Offer a 1:1 conversation, in person or on the phone, to answer their questions

Just want to follow us?

Suggest other ways they could help:

- link to financial support: local fundraiser or XR crowdfunder
- link to Digital Rebellion: <https://actionnetwork.org/forms/digital-rebellion-sign-up-here>
- link to 'New rebels' Whatsapp group: if your group has something like this

Don't hear back?

Send then another email in case they missed the first one. Template [here](#)

Email query or social media message

Answer their message

And then include:

- ask if they would like to get more involved
- details of the next Welcome Meeting
- link to newsletter signup

Pre-written template can be found [here](#).

New person replies to message.
Choose how to reply. Are they:

Super keen?

Send to welcome meeting- go to [slide 8](#)

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Sign up to mailing list

Phone call or individual message thanking them for signing up and asking

- if they would like to get more involved
- details of the next Welcome Meeting

Pre-written template can be found [here](#)

New person replies to message.
Choose how to reply. Are they:

Super keen?

Send to welcome meeting- go to [slide 8](#)

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Don't hear back?

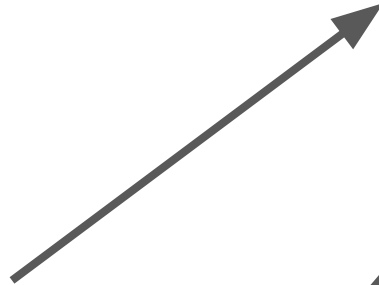
Send then another email in case they missed the first one. Template [here](#)

**Signed up during outreach
OR
Attend an action**



At the action or outreach session:

1. Sign them up for the newsletter on Action Network
2. Verbally invite them to the next Welcome Meeting



Make a follow up phone call or send a follow up email thanking them for engaging in outreach or attending the action.

Template can be found [here](#).

Include a reminder of the next Welcome Meeting and link to the Facebook event.

Offer a 1:1 phone call or to meet for a coffee to talk more about how they can get involved.



Phone call or coffee

Conversation prompts can be found [here](#)

Practise active listening- hear what they have to say, don't just talk at them!

Encourage them to come to a Welcome Meeting.



Welcome Meeting- go to [slide 8](#)

Came to a samba practise

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graph TD; A[Came to a samba practise] --> B[At the practise session:]; B --> C[Phone call or coffee]; B --> D[Follow up communication]; C --> E[Welcome Meeting- go to slide 8]; D --> E;
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At the practise session:

1. Sign them up for the local group newsletter on Action Network
2. Verbally invite them to the next practise
3. Add them to your samba group chat
4. Invite them to the next local group Welcome Meeting

Phone call or coffee

Conversation prompts can be found [here](#)
Practise active listening- hear what they have to say, don't just talk at them!
Encourage them to come to a Welcome Meeting.

Make a follow up phone call or send a follow up email thanking them for attending the practise.

Template can be found [here](#).

Include a reminder of the next Welcome Meeting and link to the Facebook event, and a reminder of the next practise.

Offer a 1:1 phone call or to meet for a coffee to talk more about how they can get involved or meet for a coffee before/after your next practise.

Welcome Meeting- go to [slide 8](#)

Attend Welcome Meeting: Ensure you're doing all of the important elements of a welcome meeting as detailed in the script. Also, you can:

Personal introductions (not just XR Roles)

Give out [Rebel Starter Pack](#)

Get signed up to newsletter via Action Network

Verbally invite to next action and general meeting

Assign buddy.
Buddy and new rebel have immediate chat if possible.
Next steps for buddies are on [slide 9](#).

Attend General Meeting- go to [slide 10](#)

What does a buddy do?

- If possible have a conversation with the new rebel straight away. If you can get them to come for a drink and a chat after the meeting that's ideal.
- Ask if there are any accessibility needs that we could cater for that would make it easier for them to join XR.
- Check in with the new rebel on a weekly basis.
Ask: How are they feeling? Do they need us to change anything for access reasons?
Where do they think their place might be within the LG/what do they see themselves doing?
- Check they know about what is going on each week
- Offer 1:1 coffee and chat sessions
- Once they seem to be feeling more comfortable and ready to take the next steps, work through the stages on the following slides with them.
- Once they have worked their way all the way through the onboarding process, to have a debrief with them to see what we could have done better, whether they feel effectively integrated, or whether they want more help with anything else.

Attend General Meeting

If they have attended a Welcome Meeting:
Add to 'New rebels/broadcast' Whatsapp group: (Change this to whatever your group has for new people)
Ensure they have a buddy and that the buddy has been in touch. From here on it is the buddy's job to support the new rebel through the next steps.

Direct to online Heading for Extinction Talk: (or in person if you have regular ones)
xrb.link/oS9hLH (Wednesdays, 7-8.15pm)

If not already attended a Welcome Meeting:
offer in-meeting mini welcome session OR invite to next full welcome session
For steps here go to [slide 8](#).

After 2+ meetings:
Add to Local Group comms channels
Welcome them on the channel.
Invite them to post a short 'about me'

They're nearly done!
Go to the [Next Slide!](#)

What kind of rebel are you? Quiz:
<https://uk.rebellion.academy/quiz>

In person/online NVDA Training
AND
Online Know Your Rights Training:
<https://www.youtube.com/watch?v=Vnezslm928>



Send out [Rebel Next Steps Pack](#) (digitally)



Chooses a role or working group within the local group



Sign the [Volunteer Agreement](#)



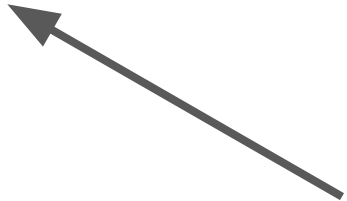
Added to WG comms channels



Attends WG meetings



Interested in a regional/national role or want more training?
Attend new rebel foundation programme.



Congratulations- you are a super rebel!



Integration debrief with their buddy

Message to send in response to Facebook like, comment, twitter follow etc. [Edit the text in blue.](#)

Hi there,

Thanks a lot for your [like/comment/follow/message \(delete as appropriate\) for/to](#) Extinction Rebellion [\(insert local group name here\)](#).

As you may know, we're the local branch of the climate action group Extinction Rebellion (XR), who use non-violent direct action to try and pressure the government and corporations to tackle the climate and ecological crisis.

As a local group in [\(town/city\)](#), we're always looking for more members to get involved with our actions, and we'd like to invite you to our next Welcome Meeting on [\(insert date/time here\)](#).

You can also sign up to our newsletter here: [\(insert link here\)](#)

We'd love to hear from you, especially if you'd like to get more involved, but if you want to ask any questions or find out any more, please feel free to message us back.

Hope to hear from you soon,

[\(Name of person messaging, XR \(local group name\)\)](#)

Follow up email to someone who engaged during outreach or an action. Edit the text in blue.

Hi there,
This is (name) from Extinction Rebellion (local group name).
It was great to meet you at the (insert action name/outreach here).
We're just sending a quick follow up email to ensure that you have the details of our next Welcome Meeting, which we would love you to come to.
It will be (insert date/time/location details here).
You can also find all of these details on the facebook event here: (insert link)
If you're unsure about coming on your own, please feel free to bring a friend (although we're all really friendly, we promise!)
We invite all potential new members to these meetings, where you can learn about the demands of XR, and the principles and values that guide everything we do. You'll also find out how XR (local group name) works, have a chance to ask any questions, and get a buddy, who will support you as you get more involved.
If you have any access needs that might affect how you're able to participate, please let us know about them by replying to this email, so that we can do our best to accomodate you as best we can. (insert details about accessibility of venue here).
If you're not sure if you're ready to come along to a meeting just yet, we also have members who can meet up for a coffee and a chat about the variety of ways you can get involved, or to help as a stepping stone to coming into a new group. If you'd like to have a phone conversation with someone, or meet up in person, just reply to this email and we can arrange that.
Thanks again for your engagement at the (insert action/outreach here).
Hope to hear from you soon,
(Name of person messaging, XR (local group name))

DON'T FORGET TO ADD A PICTURE OR YOUR GROUP LOGO

Welcome email- for new sign ups to the mailing list

WELCOME! YOU'RE THE NEWEST MEMBER OF EXTINCTION REBELLION ([local group name here](#)). THANK YOU FOR STANDING UP AND JOINING US TO SAVE OUR BEAUTIFUL PLANET.

XR is a remarkable global movement. We're sure you'll quickly make friends and find the perfect way to get involved. No matter what your skills are or where your passions lie, there is a place for you. If there is something that you are already keen to get stuck in with, please get in touch, but if you don't know what's for you yet that's okay too. You can email us at ([insert email address here](#)) about anything in this email, or any other questions you may have.

Now that you have joined us you will receive our regular newsletters about what is going on within the county and beyond, invitations to our communications services and other opportunities to get more involved.

GETTING STARTED

If you're a seasoned activist, you're probably eager to get going. But if you're new to activism, we know how daunting it can be to join something like XR so we hope that we will be able to guide you through it. We run a **Welcome to XR session** ([insert date, time and location here](#)). This is a great way for you to meet some local, active rebels and learn more about Extinction Rebellion, and where you might feel that you fit in. There is a place for everyone within this movement, and we look forward to helping you discover yours. You can find the event on facebook here: ([insert link here](#))

If you've made it this far, we hope you've already come across XR's [Three Demands](#) and [Ten Principles](#). If you haven't then click the links to take you to the Extinction Rebellion website to learn more. These Demands and Principles shape everything we do - and as long as you act in accordance with the Principles and Demands, you can act as part of XR.

You can also read the wonderful [Rebel Starter Pack](#) here, which covers all the basics that you need to know.

TALK TO US

It is often said that people come to XR for the climate, and stay for the community. We certainly feel we have a wonderful community in ([local group name](#)) and beyond, which we hope you will be a part of. However it can be daunting getting to know so many new people, and finding the best way to start building those relationships. You will receive our newsletter with information about all of our events, from socials to actions, which is a great way to meet up face to face. Please do come along and say hello!

You may already be familiar with our ([Link social media pages here](#)), our Website ([Hyperlink](#)), and know how to email us - ([insert email address here](#)). Throughout most of the year we also run a weekly/fortnightly ([details of general meeting or regular social event](#))

If you have given your phone number then one of us would like to give you a call at some point for a chat and to see how you're getting on, so do let us know if you would like to hear from us this way.

WE WILL BE IN TOUCH AGAIN SOON WITH MORE INFORMATION TO MAKE SURE YOU FEEL YOU ARE GETTING THE BEST FROM US.

Thank-you to XR Lincolnshire for this email template

Follow up email- if you haven't engaged someone yet

HELLO AGAIN!

We hope you found our last email inspiring and informative. All being well by now you will have used one or more of the different ways that we gave in the last email to get in touch, and come and said hello to us. If you've had any difficulty with this process don't forget you can email us at ([insert email address here](#)) at any time and we will soon get you sorted.

TALKS AND EVENTS

There are a few different things we recommend to anyone who is new to XR (and even if you've been around other XR groups for a while but never got round to doing!) The first two are often how people make their first contact with XR, so you may have already attended them. They are the Heading for Extinction and Welcome to XR talks. They will give you a really solid understanding of the crisis that we are facing, and what we need to do about it.

One of the most essential trainings for anyone involved in Extinction Rebellion is Non Violent Direct Action training (or NVDA for short). Even if you are only interested in handing out leaflets on the High Street, it is still really important to understand the movement you are a part of - and you might learn a surprising amount about yourself in the process! To complement this we also recommend Know Your Rights training. You do not need to be willing to be arrested to be a part of XR (in fact most people involved never will be) but it is really important to have this information to protect yourself and other activists.

Check out [XR UK Training](#) for the next opportunity to take part in all of these, or keep your eyes on the XR ([local group name](#)) newsletter for announcements of local sessions.

WHAT NEXT?

There is a whole range of different things you can get involved with as a part of Extinction Rebellion. No previous skills or experience required, just a willingness to jump in and have a go! In ([local group name](#)) we have ([insert some of the cool ways people can get involved- think working groups, samba, red rebels, arts etc](#))

If you love talking to the public, getting creative, make the best lentil curry known to humanity or pride yourself on your organisational skills then there will be a rewarding role for you - but don't feel limited! It's okay to try something new, stepping outside our comfort zone is one of our [10 Principles](#). You might find a passion for something you never expected.

Love and rage

XR ([local Group name](#))

Thank-you to XR Lincolnshire for this email template

More useful resources for onboarding

- XR Local Group Essentials Guide (link will be added when resource is finished)
- [Making sure that your meetings are accessible](#)
- [GDPR Compliant Printable signup form](#)
- [Troll Patrol: Dealing with negative comments on social media](#)
- [Spreadsheet to keep track of onboarding of each new person](#)
- [Details of what new rebels are sent when they sign up to XRUK](#)
- Contact the XR UK Integrator Training Team: anjaestermann@hotmail.co.uk or [@anyaestermann](#) on Mattermost