

## THE GREEN TEAM

Green Camps wants to help any camp model sustainability and our experience has shown that the best way to create long lasting outcomes is by forming a Green Team.

Members who join Green Camps complete 5 steps to become certified, but you don't have to be a member to get started.

Use this guide to get started on the first step, forming a Green Team.

### STEP 1: SCHEDULE A DISCOVERY MEETING

#### BRING KEY DECISION MAKERS INTO THE PROCESS.

- Send an email invitation to the director team and other key stakeholders to meet about forming the green team.
- Outcomes of the discovery meeting
  - Define sustainability as it applies to your organization.
  - Explore the “low hanging fruits” of the opportunities to implement green actions.
  - Set goals and create timelines for what your team would like to accomplish.
  - Set expectations for the roles of the green team members.

### STEP 2: THE FIRST MEETING

#### SHARE GREEN CAMPS RESOURCES

- There are free resources available on the Green Camps Community that you can access by visiting [www.greencamps.org](http://www.greencamps.org) and clicking on community.
  - The opening video in the community provides a good overview of the Sustainable Camps Movement to get your team inspired.
- Encourage team members to sign up for the Green Camps newsletter, follow Green Camps on social media @gogreencamps and connect with other camp professionals to build their network of supports.

#### GREEN TEAM BRAINSTORM

Below are some sample questions to start a conversation and give your team some guidance to get started.

*Set up a white board to take notes from your brain storming session.*

- What does sustainability mean to you?
- What are we already doing at camp that you would consider “sustainable”
- How does sustainability fit into the mission of our organization?
- In what ways will modeling sustainability benefit our camp, campers, camper families, etc..
- What are the “low hanging fruits” of green actions we can implement with limited time, money and other resources?
- What individuals or organizations could we bring in to support our green efforts?

Need additional support? Contact us: [www.greencamps.org](http://www.greencamps.org) (704) 450-1901



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## SET TASKS FOR A FOLLOW UP MEETING

- Type up the notes from your meeting to share with team members.
- Create a statement of your commitment to sustainability that fits within the mission of your organization.
- Select a few simple green actions to implement at camp.
- Create a list of local organizations and individuals that could support your efforts.
- Schedule a follow up meeting to review progress on green team tasks and for further discussions.

## STEP 3: SHARE

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### STAFF MEETING

Select a time when you can invite staff members to learn more about the Green Team and the goals they want to accomplish.

Suggested ideas to engage staff and share

- **Food** is always a great way to bring people together and food service is a huge area of opportunity to implement green actions.
- **Team Building Activities** can be used to highlight the importance of critical thinking and problem solving skills to create innovative “green” solutions.
- **Share** some of the goals your camp will be focusing on from your brainstorming meeting.
- **Invite** staff to attend future green team meetings to play an active role in participating and supporting camp’s sustainability efforts.

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### ANNOUNCE YOUR GREEN TEAM

- Tell your campers, camper families and other camp supporters about your Green Team. (Social Media, Blog Post, Newsletter, Website, Etc.)
- Please tell Green Camps about your successes by sending us an email or tagging us on social media @gogreencamps

## GREEN TEAM ROLES

The **Team Leader** is typically a full-time staff member who is in charge of scheduling meetings and tracking the progress of action plans. We recommend creating a term for how long the Team Leader will serve.

**Camp Staff** is the boots on the ground and act as role models by participating and encouraging participation in Green Actions.

Encourage **campers** to participate in the green team. The way in which campers can be engaged will vary based on your unique program. Consider the following suggestions for involving your campers.

- Campers can sign up to join a Camper Green Team for each session.
- Write letters to local newspapers and periodicals about camp sustainability.
- Energy/ Water Conservation contest between cabins.
- Create a camp sustainability presentation to give on parent's day.
- Lead sustainability tours for visitors.
- Invite local green team campers to come to camp for special sustainability trainings and events.

**Board of Directors** should be engaged on the green team to can help align the organization's mission with the decisions of the Green Team. They may also be able to offer connections in the community to garner outside support for the camps desire to become more "green".

Consider inviting **Community Members and Local Business or Government Representatives** that could bring financial, educational or volunteer support to your green team.

- Mayors
- City Council Members
- Local Utilities
- Teachers and students from local schools
- Plumbers
- Electricians
- Other

## TIPS TO MAKE YOUR GREEN TEAM SUCCESSFUL

### START SMALL

- A small group of dedicated staff members can help plan out the way in which your Green Team will function. Too many voices at the table will inhibit your team from being able to move forward.
- You can always come back and make changes to the Green Team, but you have to test it out before you have the information to know what changes to make.

### HOLD REGULAR MEETINGS

- Having regularly scheduled meetings will hold your Green Team members accountable for completing tasks associated with the Green Action you are working on.
- This will also ensure that progress is being made and allows the Team to meet to discuss the challenges and successes of the Action.
- It's okay to reschedule the meeting to accommodate the needs of the green team members and because it's a regular event, members will be able to do their best to plan their calendars around the meeting.

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## BREAKDOWN BOARDERS

Most challenges that inhibit the success of green actions are a result of poor communication. It's important that everyone at camp is encouraged to have their voice heard to reduce challenges that may arrive in the future.

- Administration
- Programming
- Maintenance
- House Keeping
- Purchasing
- Food Services
- Other

## INVOLVE BUILDING AND MAINTENANCE STAFF

- If they aren't already involved, do whatever you can to engage the people who take care of your facility and help with renovations and retrofits.
- They will be a great resource to help understand the application of green actions that impact water, energy and waste systems.
- Other support staff such as housekeeping can play a vital role in reporting dripping faucets and other issues that could be easily remedied.

## CREATE CAMPAIGN CALENDARS

- Create a 12 month Green Camps Theme schedule to focus on a different sustainability topics each month.
- For example, during the month of July you can focus on water awareness.

## ENCOURAGE PROJECT OWNERSHIP

"Brainstorm about priorities and interests and create subcommittees to work on certain projects and issues that are the most doable and the most popular among Green Team members."

### –Harvard Longwood Campus EcoOpportunity Team

- Make it Fun
- Communicate
- Create Satellite Teams
- Show Appreciation
- Establish regular meeting schedule
- Provide Incentive