

Sacred Grounds Toolkit Engaging Your Congregation

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The goal of the National Wildlife Federation's <u>Sacred Grounds</u> program is to offer your congregants a practical way to put their faith into action by caring for creation through native plant gardening -- helping people and wildlife.

It beautifies your grounds with sustainable landscaping in mind. Planting native plants on your congregation grounds and members' yards at home restores wildlife habitat to help declining birds, butterflies, and bees. It also improves water and air quality, reduces carbon pollution, and saves energy and water. By focusing your collective efforts on an individual neighborhood and area, your members can have a big impact on our environment and thus our shared common home.

This toolkit is meant to be a stimulus for your congregation's Sacred Grounds plan with a focus on activities that engage congregants. This toolkit may be used as a guide for working with your congregation on your own; as part of a local or state-based effort with a National Wildlife Federation regional office, affiliate, or other local partner; or with a virtual congregation cohort. In addition, the National Wildlife Federation also has many more <u>valuable resources</u> for creating wildlife habitat.

To fulfill the Sacred Grounds spirit and official designation these are the four main elements:

- 1. Create a native plant garden on your congregation grounds;
- 2. Connect your faith with environmental stewardship;
- 3. Engage your congregation members; and
- 4. Reach beyond to your larger community.

This is a proven program. Christian, Muslim, Jewish, and other faith's congregations have used this approach to engage hundreds of congregants and neighbors who planted thousands of native plants. The program outlined in this toolkit is based on the approach of Community-Based Social Marketing (Appendix A) which helps people move from awareness to action. Utilizing the steps in this approach will enable you to educate congregants about native plants and support them in following through to take a concrete action of planting native plants at their home.

The work you will do is an act of faith. Your congregation can help congregants to participate in a handson way of healing local lands and waters by planting and nurturing living plants and thus the wildlife that depends on them. You will be praying with your hands and putting your faith into action as a congregation, and as individuals.

Participants consistently share that the Sacred Grounds program is a positive, enjoyable, and fulfilling program that builds community within your congregation and with your neighbors.

There are many other ways to undertake these actions and you can customize them to fit your congregation; nor do you have to do all the activities described in the toolkit. The more you do, the more impact you will have. This is a 12-24-month congregation engagement program we have tested and found to be very successful and rewarding for congregations.

In this program you will:

- Build a Sacred Grounds team to lead your efforts.
- Conduct a discovery phase to learn what your congregants think about planting native plants.
- Tailor an action plan to your congregation.
- Educate and inspire your congregation with events.
- Collect pledges to plant native plants.
- Hold a 'Planting Hope: Native Plant Pick-up Day' to distribute native plants to your members to plant
 at their own homes.
- Plant a native plant garden on your congregation grounds that will help wildlife and serve as a demonstration for your members to do at their own homes.





Congregations depend on volunteer leadership to get things done. Through your participation and enthusiasm, your team will inspire the rest of the congregation to get involved. Building a strong, effective team is essential to success.

Take the time you need to recruit team members and hold regular meetings to enable you to work together. If you already have a green team, this is the perfect team to take on this project although it also is a great opportunity to start one or recruit new members! This is an essential step and one that will make it more fun for all.



As you get started, think about your congregants' possible motivations for joining this team. Congregants may have a variety of motivations:

- Interest in gardening or protecting the environment.
- Desire to put faith into action.
- Desire to build relationships with others.
- · Desire to feel more engaged in the community.

It also is helpful to have members with experience in communications (writing and social media), relationships with your congregation's leadership (e.g. board and clergy), and active even in other programming (e.g. grounds, youth, adult education, etc.)

A successful team will enable congregants to achieve their personal goals. A successful team balances getting the work done with providing a positive experience for the members. If the team is all work and no fun, it will not be successful.



IMAAM Center Mosque



Set a regular meeting time for your team.	Decide w
Plan meeting agendas in advance. Focus on areas where it is helpful to have everyone's input. Try to resolve practical questions such as setting	as the le of the wo commun Native Pl
dates before the meeting by checking the congregational calendar. Include inspiration, such as a song or prayer, in	Educate : Based Sc of behav
each meeting. Set aside time to build relationships by inviting each member	you all u take to le
to share something about themselves such as a "good and new" from the past month. End the meeting by reviewing action steps and follow up with an email	to action tactics be tailor the culture b
immediately after the meeting.	discover

- Decide which team members will serve as the leads for different aspects of the work, such as outreach and communications and the Planting Hope: Native Plant Pick-up Day.
- Educate yourselves about Community-Based Social Marketing and the levers of behavior change (Appendix A) so that you all understand the steps you will take to lead congregants from awareness to action. Sacred Grounds has built in tactics based on these levers. You can tailor these tactics to your congregation's culture based on what you learn in the discovery phase.



What do your congregants think?

After you have created your Sacred Grounds team, the next step often is to undertake a discovery phase. Taking the time to gather information about your congregants' thoughts about planting native plants will help you to develop an efficient and effective Sacred Grounds Action Plan.

Our objective is to go beyond raising awareness to actually changing people's landscaping practices, so this step specifically helps you in this outcome. During this phase you will answer questions such as: What do congregants know about native plants? What benefits do congregants think that native plants provide? Do they know how native plants help the environment? Can congregants identify any native plants? If so which ones? What teachings of your faith do congregants think are relevant to planting native plants? What barriers do congregants perceive in planting native plants? Do they know where to get them? Do they have places at home to plant them?

The easiest and most enjoyable way to collect information from congregants is to invite them to participate in focus groups. Congregants enjoy participating in these small group discussions. The focus groups also generate interest in participating in the program and volunteering for the Sacred Grounds Team. Appendix B includes sample invitations, questions, and a focus group outline.



Checklist

Recruit a volunteer to lead the focus Invite congregants to participate in the groups. Look for someone who is a focus groups using the sample invitation good facilitator and listener. Try to in the appendix. Carefully consider find someone who is willing to also your text to speak to your congregants' review the transcripts of the focus motivations for participating. Add an groups and provide you with a summary exciting subject line and personalize the of the discussions. email with individual names. The more powerful your invitation, the less follow-Choose dates and times for 3 focus up you will need to do to get people groups. Each group should have 6-8 to participate. Send out invitations 2 people and meet for 1 hour and 15 weeks before the focus groups begin. minutes. Choose different times to After 2 days, follow up with a reminder. accommodate different people's After 4 days send another reminder. schedules. You may want to hold After 7 days, review responses and separate focus groups for congregants send a confirmation with a Zoom (or who do not have yards (they will talk other virtual option) link for the focus about the garden on the congregation group. Send a final confirmation to the grounds) and those who do have their participants the day before each focus own yards (they can plant native plants group. You can also conduct these inin their own yards.) person at your congregation such as right after worship services. ☐ Set up a registration/rsvp using Doodle or a similar program. Set the options so that Conduct the focus groups using the congregants can only choose one time questionnaire in Appendix B. Remember and once that group is filled, they to record the discussions and enable no longer have that option. the Zoom transcript function. This will make it easy to review the discussions and identify themes to inform your Action Plan.

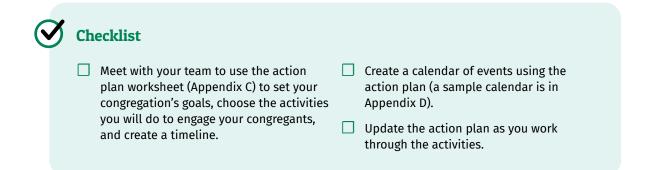


Based on experience with many congregations, Sacred Grounds has developed a basic action plan for you to follow (Appendix C for the worksheet).

This plan employs educational and congregant engagement events to use the four levers of behavior change:

- 1. Activate the lever of information
- 2. Faith-based messaging to activate the lever of emotional appeals
- 3. Use of a Native Plant Pledge and associated Native Plant Pick-up Day with free Native Plant Starter Kits to make it easier for your congregants to plant native plants employing choice architecture, and
- 4. Volunteer leadership of the Sacred Grounds Team to activate social influence

Use the results of the focus groups, if you conducted them, to tailor your action plan to your congregation. This is your chance to season this program with your congregation's special flavor.





What will move your congregants to take action?

Sacred Grounds is designed around the four levers from Community-Based Social Marketing (Appendix A) that research shows move people to do something different than they have done before. One of these levers is information. But not all information is equally motivating. Information is most impactful when it is delivered repeatedly, and when it comes together with inspiration from trusted community members.

Your Sacred Grounds Action Plan will include educational events meant to culminate in the two actions of planting plants at members' homes and on your congregation grounds and include:

- Why Plant Native Plants presentation;
- How to Garden with Native Plants presentation;
- Native Plant Garden Tour; and
- Spiritual Nature Walk.

Ideally the first three events should be scheduled during the months leading up to the Planting Hope: Native Plant Pick-up Day. At the conclusion of each offering, participants will <u>pledge</u> to plant native plants.

Why Plant Native Plants Presentation

Your congregation will host an inspirational and education webinar for your congregation (and your neighbors if you wish). This should be your very first congregation-wide activity. The goals of this event are to inspire your congregants by sharing information and compelling images about why planting native plants is important and aligned with your faith. By the end of this event, participants should be excited to pledge to participate in planting native plants at their home. Depending on the circumstances, either the National Wildlife Federation or our local partner will present the presentation, or you can download it and present it yourself using the example presentation linked to the right. While we share scientifically based information, your enthusiasm will be essential to your members wanting to take action.



WHY PLANT NATIVE PLANTS

VIEW EXAMPLE PRESENTATION

HOW-TO GARDEN WITH PLANT NATIVE PLANTS

The future presentation on "how-to" garden with native plants will have more technical gardening information.



Choose a time that works for your community. Consider offering the presentation immediately after worship service, tied to another well-attended event, or virtually on Zoom. Invite an expert or use the Sacred Grounds PowerPoint presentation (Appendix F) to make the presentation yourself.	Be sure to give congregants an opportunity on the spot to pledge to participate in the Planting Hope: Native Plants Pick-up Day and plant native plants. Hand out pledge forms (inperson) or put the pledge link in chat (virtual) several times. Leave pledge sheet at the congregation and keep promoting it post-presentation.
To inspire your congregants, ask clergy to speak at the beginning about the connection between Sacred Grounds and your faith.	Start promoting the presentation as soon as you have a date and promote often (see publicity section on page 14 and flyer sample in Appendix F).
Get members of your Sacred Grounds Team involved. One member can moderate, another can introduce the speaker, a third can explain the pledge.	If you host this presentation virtually be sure to record and share it for those unable to attend.
A Sacred Grounds team lead should share your action plan including dates, pledge goals, special activities, etc.	

How-To Garden with Native Plants Presentation

From experience we have learned that congregants have lots of questions about gardening with native plants. While much of the how-to is the same as traditional gardening, many people are inspired by this idea of "planting with a purpose" and are inexperienced. We recommend that you invite a local expert to give a presentation that includes information about **which** native plants are good for planting in your region and **where** to buy native plants, as well as how to deal with invasive species, deer, and other gardening tips. If available, provide information about local governments programs to assist residents in obtaining financial assistance to implement conservation landscaping for addressing drought, fire or flooding and rain gardens at home. This presentation should have plenty of time for questions and answers.



Your How-To Garden with Native Plants presentation is another opportunity to encourage congregants to pledge to plant native plants.

To find more information, visit: nwf.org/garden



- Find an experienced gardener to give the presentation and invite another to help answer the many questions you will undoubtedly get. Your county or state master gardeners or native plant society are good sources of speakers.
- Have a list of local nurseries that sell native plants to share.
- Have a list of <u>native plants</u> good for your region.

- Share local resources such as native plant gardening Facebook groups.
- Share local government incentive program websites.
- Have native plant pledge forms ready to hand out or put in the chat if virtual presentation.

Native Plant Garden Tour

Seeing is believing! Motivate your congregants by showing them the beauty of native plant gardens and how caring for nature is part of their faith. Add readings or blessings to incorporate faith into your walk and remind everyone we are caring for creation as we plant native plants on congregation grounds and at home! The goals of this tour are to show how beautiful native plants look in home gardens thus generating excitement about Sacred Grounds. This can be done either early on just for your team giving you all the confidence to speak to other congregants or after the Why Plant Native Plant presentation to all your members. It should be done during the growing season (usually late April-early October) to showcase the beauty of blooming flowers.



- Find a local expert on native plants who can help you plan and conduct a tour (state native plant society or master gardeners is a great place to start).
- Include homes (not just public spaces) with native plant gardens in your tour so that your congregants will see how native plants can be beautiful and enhance their own yards.
- ☐ Take lots of photos of congregants with the native gardens you visit. It is important to include people in your photos because your congregants will look to see if their peers are involved. Share your photos in your newsletter and on social media, along with a link to the pledge form.
- Be ready with pledge forms so that participants can pledge on the spot at the end of the tour.



Spiritual Nature Walk

Set a time to experience the spiritual and ecological significance of nature, including air, water, plants, and wildlife. Choose a local river, park trail or other accessible area to be in nature. Connecting with a local natural area helps congregants to appreciate both its beauty as well as understand the impact we might be causing. Engage your congregants in thinking about how together you can be better caretakers of your local natural areas including creeks and waterways.

Q	Checklist	
	 Invite clergy, congregants, or a local nature group, with knowledge of nature to lead your walk and choose a location with parking and an easy trail to make it accessible to most people. Check out teaching resources appropriate for your faith and location from National Wildlife Federation and Interfaith Partners for the Chesapeake: Liturgical Resources and IPC's Spiritual Nature Walk Activity Kit. 	 Bring pledge forms for participants to plant native plants at home. Take pictures of congregants enjoying nature to share with your congregation (website, newsletter, bulletin board, etc.)

Publicity Checklist for All Education Events

Getting people to join any of your events takes some work. Publicizing in several ways, repeatedly and starting promotion well in advance helps lead to a successfully attended event. See Appendix A for communications tips including faith-based messages and more and Appendix F for sample flyers, newsletter blurbs.

6	3	Ch	ecklist	
			Consider collaborating with another ministry or group within the congregation on this event so they help get the word out. Customize invitation/flyer templates (add anything from your faith or show pictures of members planting, etc.); see Appendix F for sample flyers and Appendix A for faithbased messages.	Post publicity about events on social media (e.g. congregation Facebook site). Make personal phone calls to congregants to invite them to the event. Invite neighbors (if you wish, via listservs, other). Your publicity ideas:
			Arrange for an event to be announced at worship service.	
			Submit event announcement to congregation newsletter.	

More Communications Tips

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- Remind congregants of upcoming program events at every opportunity services, newsletter, social media, etc. People need to hear things multiple times. Some research suggests that people need to hear something 7 times before it sinks in!
- Customize your messages! Your congregants will pay more attention to stories from their friends and neighbors than to general messages. Customize the newsletter blurbs below with your congregants' stories. Use names and photos to personalize the stories.
- Use photos! Collect and take photos of congregants who have pledged to plant native plants, people gardening at home, people with favorite native plants, etc. The most powerful message is showing peers taking action. Include pictures of people interacting with local streams and rivers or other natural areas important in your region.

- Communicate the number of people who have pledged to encourage others to come onboard. For example, "# OF PLEDGERS congregants have already pledged to plant native plants! Thank you to "NAMES." This inspires people to want to join in.
- ☐ Include messages from the clergy. People see clergy as role models and will follow them. And they will be inspired by the idea that planting natives is a way of living their faith.
- Share recordings of zoom events for people who were unable to attend.









Now that your congregants are all fired up about native plants, there are a few ways to help them to take action.

First, research shows that if people make a specific commitment to do something in the future, they are much more likely to follow through. By offering congregants the opportunity to pledge to pick-up native plants at your Planting Hope: Native Plant Pick-up Day, you can help them to turn their good intentions into action. Second, collecting pledges will help your Sacred Grounds Team. You will know how many congregants will be coming to pick-up plants and you'll have their contact information so that you can easily communicate with them (reminders are always helpful). National Wildlife Federation has a <u>pledge page</u> if you are participating in a cohort with us and is useful as an example of how you can create your own.



- Set up a pledge form (sample in Appendix E). You can use Google Forms or something similar or even create a place on your congregation's website. If you are participating in a National Wildlife Federation cohort, we will work with you to create this pledge on our website.
- Consider creating a short link and/or a QR code to make it easier to advertise the pledge form, such as with the Bitly app.
- Include the link to the pledge form in all your publicity.
- Monitor responses regularly to see how many congregants are pledging and revise your publicity plans as needed.



This is the peak event of the program where your congregation will host a free plant pick-up at your congregation grounds. This fun event makes it easy for congregants to take action because you provide a free starter kit of native plants for them to plant at home.

The more you do to make the event exciting and inspirational, the more your congregants will be motivated to take further action in the future. We named this event Planting Hope to create the link to how congregants are making a positive difference for the Earth, our common home. Appendix G has a full checklist and schedule.

The goals of the event are:

- To make it easy for congregants to take action by providing them with plants.
- Inspire congregants to take further action by showing them that their peers are enthusiastic about caring for creation.
- Interest members of the congregation in taking further steps by providing them
 with information about other things they can do at home to conserve wildlife
 and the waters they depend upon. This might include municipal incentive
 programs (raingarden rebates, xeriscaping), National Wildlife Federation's
 Wildlife Habitat Certification Program, and more.
- Share information on where to get plants on their own and which plants are especially valuable for wildlife.
- Recruiting for your team's next project, such as installing a native plant garden on your congregation grounds.

Engage your Sacred
Grounds team in
brainstorming ways to get
lots of people involved,
make your event visible,
make your event fun and
exciting, and include a
spiritual aspect.



Checklist

	Choose a date for your Native Plant Pick- up Day. Most congregations choose to do this in the spring after the last frost date. We have used Mother's Day as a twist on giving mothers flowers, and as a good time to show we are caring for Mother Earth. Earth Day is another good option if	Incorporate your faith. For example, you can provide a handout with a blessing to say when planting the plants.
		Monitor the number of pledges so you will know how many congregants to expect.
	your region is ready for planting in April. Native plants can also be planted in the fall, but they will be dormant, so your congregants won't see them grow and bloom over the winter, however they will	Prepare materials for the starter kit such as flyers identifying local native plants and information about your faith and congregation (see sample in appendix).
_	enjoy the delight of spring!	Recruit volunteers to prepare the starter kits with plants and informational
	Plan ahead! Native plants often must be ordered many months in advance (refer to the goal you set in your action plan to	materials the day before or the morning of the event.
	estimate how many plants you will need). Order plants from <u>Garden for Wildlife</u> , or another online or local native plant	Prepare a list of people who pledged and assign volunteers to check off people as starter kits are picked up.
	nursery.	Send reminders to all pledgers to come and pick-up their Starter Kits.
	Choose a visible time and location for the event such as outside the sanctuary at the conclusion of a worship service or after the youth religious school classes.	Plan for follow-up email/newsletter announcement to thank participants and encourage additional congregants to pledge and plant native plants on
	Invite collaboration from across your congregation. Ask leaders of	their own.
	ministries/teams, especially youth ministries/leaders, how they would like to be involved.	Create a sign(s) to help congregants find your tables.
	Plan signage and additional activities	
	such as display information about native plants, and youth activities	
	such as planting seeds, and seedling exchanges for adults.	Appen much mor



Appendix G has much more information including a schedule and task list for pre-planning, day of the event, volunteer orientation, and after pick-up day.





Increase your impact by planting a native plant garden on your congregation's own grounds. This is an essential step in becoming a designated Sacred Grounds congregation. This activity is often the culminating activity that creates a lot of pride, visibility, and fulfillment of your previous efforts.

A native plant garden can support wildlife such as native pollinators like bees, butterflies, and birds, save energy and water, reduce polluted runoff from lawns and parking lots, and provide continuing inspiration and education to congregants and neighbors.

We recommend that you build on the excitement of your Planting Hope: Native Plant Pick-up Day by installing your garden in the fall or spring after that event takes place. You will have excited your members and thus get more volunteers to help with the installation and maintenance.

Tips for Getting Started

Find experts who can help you, including someone from your own congregation. Some local governments will provide financial and technical assistance in installing conservation landscaping. Work with an expert to choose a site and develop a planting design.

Once you have selected your design, you can make a budget for your garden. Consider the cost of these expenses and get approval from your congregation for your budget:

- Plants
- Chips: You can remove your lawn by using chips (order free from
 <u>ChipDrop</u> or find a local arborist who gives away cut-down trees);
 be sure to check on problems with insect infestations and contributing towards invasive species!
- Mulch: Order local non-dyed hardwood mulch.
- Shovels and rakes for planting (you may be able to borrow these.)
- Hose you must have access to water for the first two years, while the plants are getting established.
- Note that after the first year, when your garden is established, you may need additional mulch.

How to Prepare the Area for Planting a Native Plant Garden

If you are converting lawn/turf to native plants, you must remove the grass including its roots first. We recommend smothering the grass with wood chips, as it is the cheapest and least labor intensive, and is a no-dig, no-till organic gardening method. This preparation needs to begin 2-6 months ahead depending on the season and your climate.

Planting Your Native Plant Garden on Your Congregation Grounds

This is a fun community building project! Organize a planting day for your congregants. This will help inspire them to do it at their homes and learn how to do it

- Ground should be ready for planting (see above)
- Watering the ground the day before or morning of can help with digging into the ground
- Generally, need no more than 10-15 people for a small plot of 200-400 square feet
- Appoint someone to explain process, make assignments so everyone has role, some jobs are hard work so be prepared to take turns
- Have garden tools on hand including shovels, trowels, wheelbarrow, garden gloves, water buckets, garden hose
- · Place mulch near garden
- Consider how many volunteers you need for the size of the plot, rake soil flat, water plants in
 containers, dig holes with trowels or shovels depending on the size of the plants, wet the holes,
 release roots with a gardening knife or break apart with your hands, plant the plants and cover with
 soil and mulch, watering (if carrying buckets, you will need more people for a bucket brigade), cover
 the entire garden with 2 inches of mulch
- Refreshment table with plenty of water (volunteers will appreciate this)
- Monitor the rain and water within one week if needed. In spring and summer, you will need to repeat watering weekly depending on the weather (rain and heat). Established plants are resilient but new plants need to be watered
- Later you can post signs with images of plants to aid in weeding unwanted invasive plants

We have many tips, on the NWF site and in Appendix H, on creating and caring for your congregation garden including information on designing, budgeting, preparing the garden bed, and hosting the planting and maintenance days.

VIEW TIPS ON NWF WEBSITE

Caring for Your Congregation Native Plant Garden (Maintenance Days)

You should plan maintenance days for early spring, summer, and fall. It is particularly important to keep on top of removing any invasive plants that will take over the native plants and ruin your hard work.

- Enlist a native plant expert from the master gardener's community or elsewhere to help identify what is native and what is invasive.
- Teach all weeders which are native vs. invasive plants.
- How much weeding is needed will depend on weather conditions check the garden at least monthly during the growing season.

Serving as a Demonstration Native Plant Garden

Your congregation garden is an excellent way to keep educating and inspiring people to create a garden at home. Adding signs once the garden is installed will help congregants to learn which plants are native and how it helps care for creation. You can have small metal plant stake signs identifying what the native plant it is (e.g. Black-eyed Susan), indicate if it is sun or shade, and use the scientific name in case there are several common names (helps if they bring the name to a nursery). You might also want to have a sign with images showing butterflies and birds and explain how this helps provide them with food. Lastly, if you formally become a Sacred Grounds congregation you can get a Sacred Grounds sign, or there are several certified wildlife habitat signs from the National Wildlife Federation. See Appendix H for examples.

