



LEAD

CENTRE FOR  
NOT FOR PROFIT  
GOVERNANCE & LEADERSHIP

**The role of community leaders in climate justice  
& building community resilience**



An underwater photograph of a kelp forest. The water is a deep blue, and sunlight filters down from the surface, creating a dappled light effect on the kelp leaves. Several fish are visible, including a large dark fish in the upper right and a school of smaller fish in the lower left. The kelp leaves are long and narrow, with some showing signs of damage or decay.

# Climate Justice is Social Justice

- **Equity and Fairness**
- **Human Rights and Dignity**
- **Collective Responsibility and Systemic Change**







- 
1. Communities
  2. Organisations
  3. Leadership



You Got This!






An underwater photograph of a kelp forest. Sunlight filters through the water from the top center, creating a bright circular glow. Several large, yellowish-brown kelp blades with serrated edges are visible, some showing signs of being eaten. The background is a deep blue with many smaller kelp plants and bubbles.

# **1. Climate Ready Community Leadership**

Community Leadership  
is  
Climate Ready  
Leadership



An underwater photograph looking up towards the surface. Sunlight beams through the water, creating a dramatic effect. Dense, golden-brown seaweed or kelp fills the upper half of the frame, with some leaves catching the light and appearing bright yellow. The water is a deep, dark blue, and the overall atmosphere is serene and natural.

You are already:

- First responders and long-term anchors
- Mission focused
- Addressing equity and inclusion
- Influencing beyond your organisations
- Building stakeholder relationships
- Mobilising funding and partnerships





*Choose one of these scenarios*

# How does it affect your organisation, your services, and your community?

- **Severe drought hits your region:** water restrictions are enforced.
- **A major heatwave** leads to health issues, especially among vulnerable groups such as kaumātua and young children.
- **A significant increase in migration or climate refugees** arriving in your community.
- **A local environmental disaster** (e.g., toxic spill, wildfire, land slip) affects housing, livelihoods, and ecosystems.





**“Ripple Effects”**



# “This Changes Everything”

*Naomi Klein*

Shift from top-down,  
corporate-led responses  
to community centric  
participation, democratic  
control, and local leadership.





Size	% of NZ NFP Orgs	% of Emissions
Small	80%	~20%
Medium	15%	~19%
Large	5%	~61%

**Small NFP (e.g. local community choir):**

- Emissions from printing flyers, monthly committee meetings, and occasional van hire.
- ~2 tonnes CO<sub>2</sub>-e = 1 domestic flight + electricity for 1 household.

**•Medium NFP (e.g. youth support charity):**

- Staff commute, office heating, events, laptops.
- ~10 tonnes CO<sub>2</sub>-e = annual power usage of 2 NZ homes + 10,000 km car travel.

**•Large NFP (e.g. national advocacy group):**

- Leased offices nationwide, inter-regional staff travel, data server use, promotional campaigns.
- ~100 tonnes CO<sub>2</sub>-e = 40 cars driven for a year + 20 households powered.



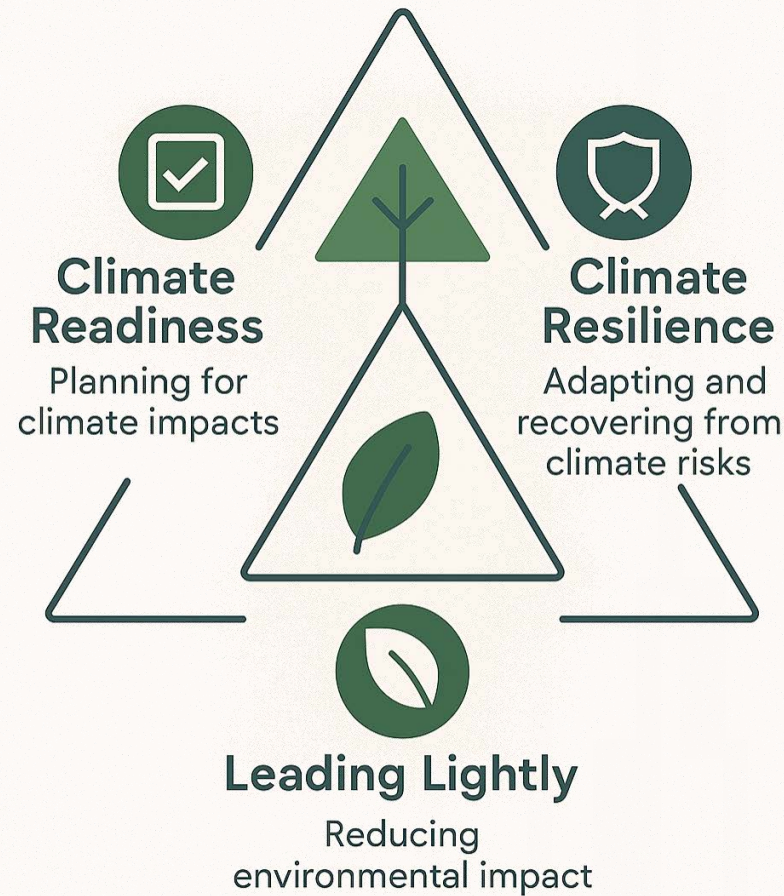


## 2. Climate Ready Organisational Leadership



# Domains of Climate Ready Organisational Leadership

**Are we prepared to lead and act?**



**Can we recover and adapt?**

**Are our practices low-impact and responsible?**



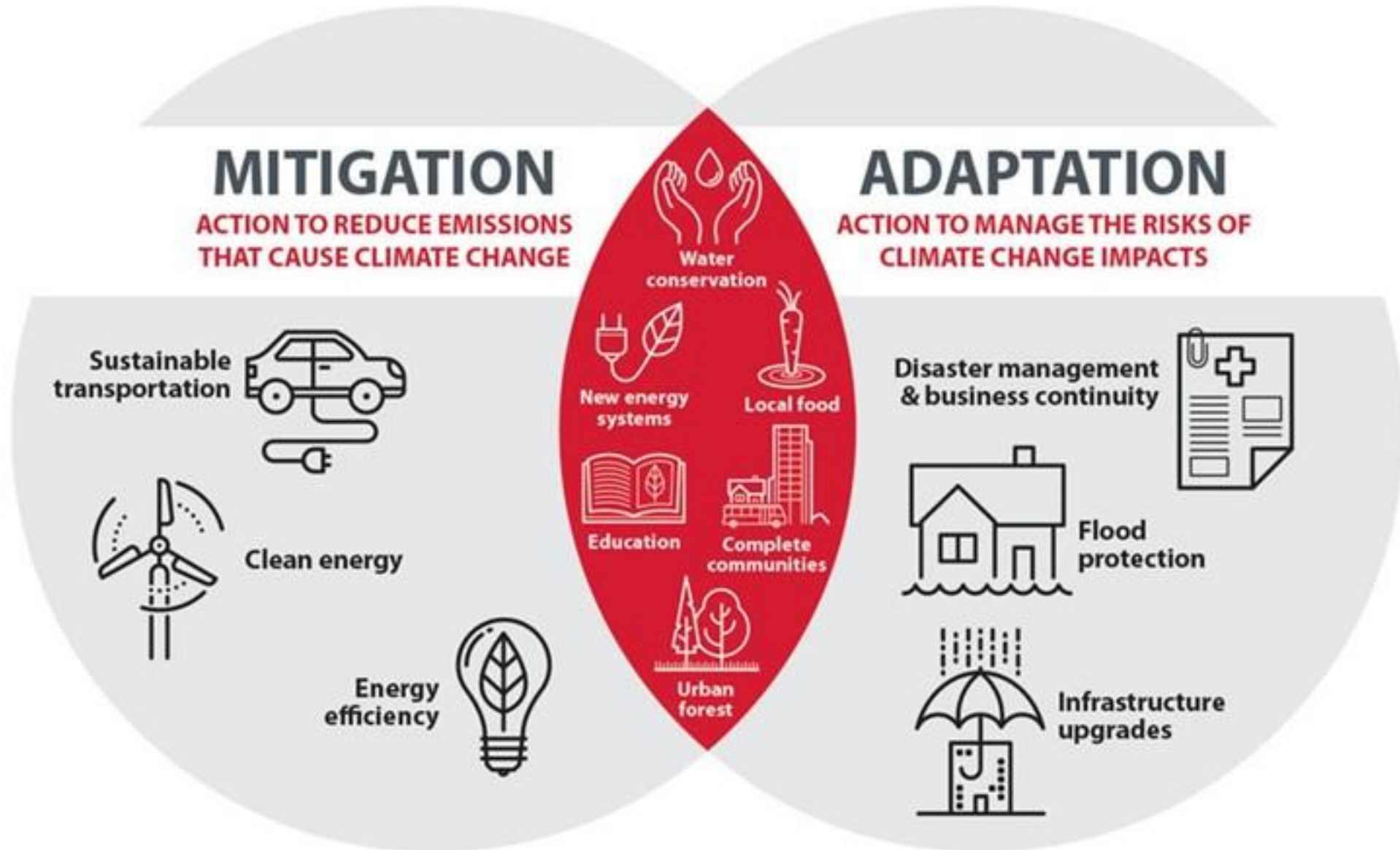


# WHY?

- Community Expectations
- Compliance
- Future-Proofing Against Risk
- Funding and Partnerships
- Resilience of Services and Communities
- Reputation and Leadership
- Living our values



# Leading Lightly





An underwater photograph of a kelp forest. Large, dark green kelp blades with serrated edges are visible. Several yellowish, bulbous kelp fruits (kelps) are attached to the blades. In the background, several sea urchins are visible on the seabed. The water is slightly murky, and the lighting is natural, coming from above.

# **One Action, One Voice**

What is one action your organisation could take this year to build systemic resilience or climate justice?



An underwater photograph showing a dense forest of kelp and seaweed. The water is a deep blue, and the sunlight filters through, creating a dappled light effect on the plants. The kelp stalks are brown and have long, narrow, green blades. Several large, oval-shaped, brown kelp bladders are visible in the foreground.

### 3. Climate Ready Leaders



You Got This!





# Community Leaders and Climate Ready Leaders

- Self awareness
- Vision
- Approaches
- Confront paradigms
- Trust processes and relationships



# Tools for Climate Ready Community Leadership

- Climate Justice Frameworks
- Systems Thinking Tools
- Scenario Planning & Foresight
- Resilience Assessment Frameworks
- Collaboration & Partnership Tools
- Advocacy & Policy Tools





# Tools for Climate Ready Organisation Leadership

- Measure your carbon footprint
- Storytelling
- Create a Climate Action Plan
- Policy & Advocacy Resources
- Training & Capacity Building
- Empower your people - build a 'Green Team'
- Monitor and report on progress





# Tools for Climate Ready Leadership Approaches

- Sense makers
- Systems thinkers
- Collaborators
- Advocates
- Indigenous approaches
- Transformational leaders





What would it look like for you and your organisation if Papatūānuku was your leadership coach, or on your board?





# LEAD

CENTRE FOR  
NOT FOR PROFIT  
GOVERNANCE & LEADERSHIP

1. Climate Ready Governance – 90-minute online workshop
2. Climate Ready Leadership – 12 month leadership development programme
3. Climate Ready 101 – online self-directed course





An underwater photograph of a kelp forest. The scene is filled with dense, green kelp fronds that create a canopy effect, filtering sunlight from above. Several fish are visible, including a large, dark fish in the upper left and a smaller, spotted fish in the center. The bottom of the frame shows a rocky seabed covered in colorful, low-lying marine life. The overall atmosphere is serene and vibrant, highlighting the biodiversity of the kelp forest ecosystem.

# The Forest of Resilience