

Steward Agreement

Our personal commitment as stewards of Regenerate Cascadia

Being a steward of Regenerate Cascadia means stepping into a role that carries both meaning and responsibility. You are publicly affiliated with Regenerate Cascadia. Your name may appear on our website, in communications, or in other public spaces. You handle information that comes with the role, and you speak and act on behalf of Regenerate Cascadia in some capacity, whether as the holder of a group, the lead of a project, the coordinator of an initiative, or another role that carries representation.

This Steward Agreement is signed by you as an individual. It names what the role asks of you personally, separate from the agreements your group or project holds with Regenerate Cascadia. It is signed alongside the Regenerate Cascadia DNA, which carries the worldview, mission, principles, and values your stewardship draws on. Where you steward a group, you also hold your role within that group's Group Charter, which sets out how the group governs itself.

You sign this as an individual. Your group signs the Community Agreement and governs itself through its Group Charter. All of it rests on the DNA.

Saying Yes to the Foundation

Regenerate Cascadia's worldview, mission, principles, and values are articulated in the Regenerate Cascadia DNA. By signing this agreement, you are saying yes to what that document carries and committing to act in its spirit. You are not asked to memorize it. You are asked to read it, to act in alignment with it, and to revisit it as your understanding deepens.

The Role of a Steward

Stewardship is the leadership frame of Regenerate Cascadia, as described in the How We Serve section of the DNA. To be a steward is not to be in charge. It is to hold responsibility, accountability, and care for something that belongs to all of us. This section names what that asks of you personally.

Serve in your role with integrity. The work you hold is real work, and the people who depend on it deserve your honest effort. Follow through on what you commit to, speak up when you cannot, and bring your whole self to the role while letting others do the same.

Hold yourself accountable, and let others hold you accountable too. Stewardship is not a solo practice. You are part of a team, a network, and a movement. Give and receive feedback, repair what needs repair, and strengthen what is working.

Develop the next stewards. The movement is too large and too long for any single person to carry. Mentor others, hand off responsibility deliberately, and make space for new voices and new leadership.

Tend to yourself. Burnout is not a measure of commitment. Rest, reflection, and care for your own well-being are part of the work, not separate from it. The movement needs you sustainable, not depleted.

Personal Code of Conduct

This is the Code of Conduct set out in the Regenerate Cascadia DNA. It applies to you as an individual in your role, and here it is your personal commitment.

Respect others and avoid harm. Foster a supportive, inclusive, and non-discriminatory space. Do not engage in harassment, hate speech, threats, or actions that put others at risk, and address harm when you witness it.

Communicate honestly and show up consistently. Speak and act in good faith. Be honest about what you can offer and what you cannot, and honor the commitments you make.

Act legally and ethically. Avoid unlawful activity. Do not misrepresent Regenerate Cascadia or the Department of Bioregion in ways that could cause harm or liability. The nonprofit umbrella we share carries real responsibility, and each of us holds part of its safeguarding.

Honor confidentiality. Respect private or sensitive information shared in trust, and do not disclose it without consent.

Engage conflict with care. Treat conflict as part of the work. Address it directly when you can, with honesty and respect for the people involved, and reach for repair before escalation.

Represent Regenerate Cascadia with care. Speak and act in public in ways consistent with the Regenerate Cascadia DNA and brand standards, and coordinate significant external commitments with the Regenerate Cascadia communications team in advance.

Confidentiality and Information Stewardship

Your role gives you access to information that does not exist in public. This may include the contact information of members and participants, donor and funder details, financial records, employment information, internal conversations, and the relational context of partnerships. Handle this information with care.

Do not share information outside the people who need it for the work, and do not use it for purposes beyond your role. When you leave the role, do not carry information into personal projects, other organizations, or future work without consent. The data sovereignty principle described in the DNA applies in full, and where Indigenous communities or other partners hold specific protocols around their information, those protocols take precedence.

Conflict of Interest

A conflict of interest is normal, and not something to be ashamed of. What matters is that it is named and handled in the open. A conflict exists when you, or someone close to you, could gain from a decision you are helping to make. This includes family ties and business ties, and it can be financial or personal. It counts even when it only looks like a conflict to an outside observer.

As a steward, you commit to four practices. Disclose any conflict as soon as you become aware of it, before any decision is made, and make sure it is noted in the group's records. Step back from discussions and decisions where you have a conflict, and let a neutral steward handle the matter. Do not approve a payment to yourself or to someone close to you. Disclose any known or potential conflicts once a year, even when nothing is currently in front of the group.

When you are unsure whether something is a conflict, treat it as one and ask. The full Conflict of Interest Policy describes how specific situations are handled, including payments, fundraising, the use of someone's property, and the escalation pathway when staff or organizational approval is needed.

Representing Regenerate Cascadia

When you speak in public as a steward, you are speaking for Regenerate Cascadia. The Regenerate Cascadia name, logo, and brand assets carry weight that you help hold. Use them within the standards described in the brand guidelines, and coordinate major external commitments, such as press, formal partnerships, and large public events, with the Regenerate Cascadia communications team before they happen.

Do not enter agreements that bind Regenerate Cascadia or the Department of Bioregion beyond the scope of your role. Significant partnerships, fiscal arrangements with other organizations, and external commitments that carry legal weight are coordinated with the Regenerate Cascadia co-administrators and, where required, the Department of Bioregion more broadly.

Safeguarding

Every steward holds the safeguarding practices in any activity they help organize, whether or not they are the lead organizer. Before in-person activities, and particularly those that may involve minors or other vulnerable people, coordinate with the Community Steward to think through what is needed. The practices that protect both participants and the people holding the work are described in the Starter Invitation and the Community Agreement, and apply to every steward in every role.

Use of Regenerate Cascadia Tools and Assets

The tools and accounts you use in your role, including your @regeneratecascadia.org email address, your access to the Mighty Network, your editing access to the website, the Canva account, and any other shared tools, belong to Regenerate Cascadia. They are made available to you for the duration of your role and for the purposes of the work. Do not use them for private purposes, personal solicitation, or work outside the scope of your role.

When you step out of the role, return all access to Regenerate Cascadia. Do not retain logins, contact lists, or other materials that were provided to you for the work.

Time and Capacity

Stewardship is a real commitment with real demands on time and energy. Capacity shifts, and life circumstances change. Honest communication about what you can hold, and when that changes, is part of the role rather than a failure of it.

When your capacity drops, when a season of your life draws your attention elsewhere, or when the role no longer fits the person you are becoming, name it. Talk with your group, your team, or the Community Steward, and together you will find an honest answer, whether that is a temporary step back, a transition of responsibilities, a longer pause, or a clean handoff to someone new. The movement is built for this. It is not built for people pretending they have capacity they no longer have.

Stepping Out of the Role

When you step out of a steward role, whether by choice or because the role passes to someone new, you commit to a clean handoff. Give reasonable notice to your group and to the Community Steward, orient the person who takes the role, share relevant context, and return the tools and access you held.

Stepping out of the role does not require leaving the community. Many former stewards remain active as members, mentors, or supporters of the work. The role ends. The relationships continue.

Acknowledgment

By signing below, I acknowledge that:

- I have read this Steward Agreement, and I have read or will read the Regenerate Cascadia DNA.
- I am stepping into a steward role with Regenerate Cascadia, and I will hold the responsibilities of that role as described above.
- I will act in alignment with the values, principles, and code of conduct of Regenerate Cascadia.
- I will disclose conflicts of interest as they arise and follow the Conflict of Interest Policy in handling them.
- I will return all tools, accounts, and access provided for the role when I step out of it, and I will support a clean handoff to the person who takes the role next.
- I acknowledge this as a sacred commitment to uphold right relationship with the land itself and with all its inhabitants, human and more-than-human, in reciprocity, care, and deep respect for the places that sustain us.

Name: _____

Role I am stepping into: _____

Group, project, or area of service: _____

Signature	Date
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