

No sustainability team? No problem. Build your climate strategy

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A climate strategy/plan answers four questions:

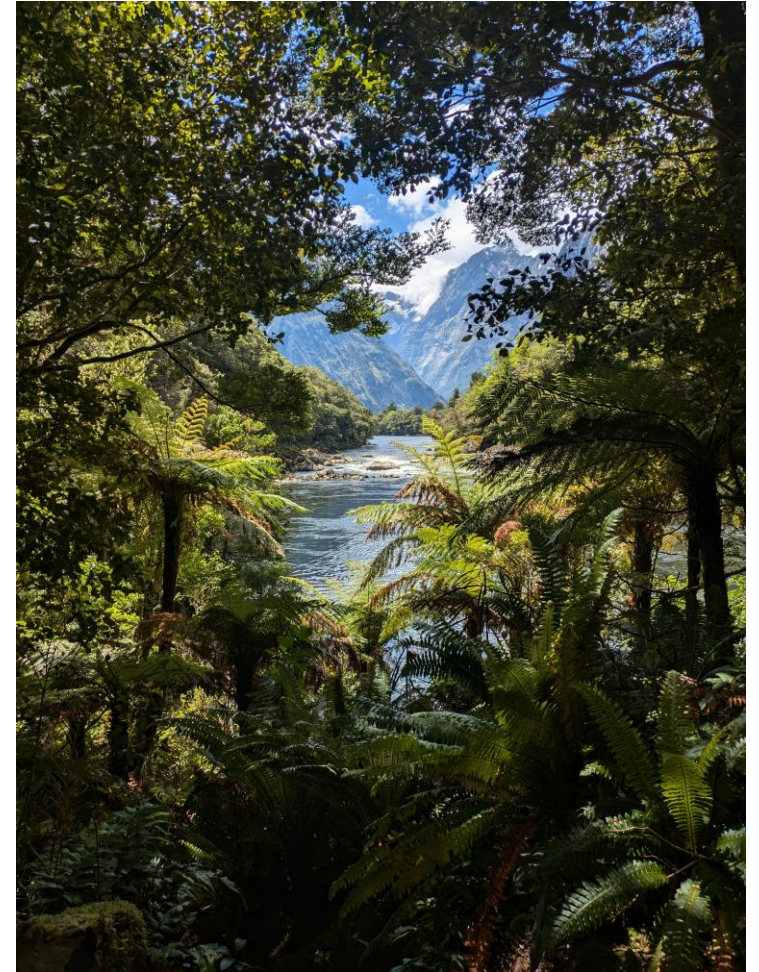
- Why does climate matter to us?
- What impacts do we have (good or bad)?
- What will we do?
- How will we know we're making progress?



A climate strategy doesn't need to be perfect

It's about knowing how your organisation is:

- reducing harmful impacts
- making informed decisions
- aiming to protect or **positively impact** the communities you serve beyond your core kaupapa.

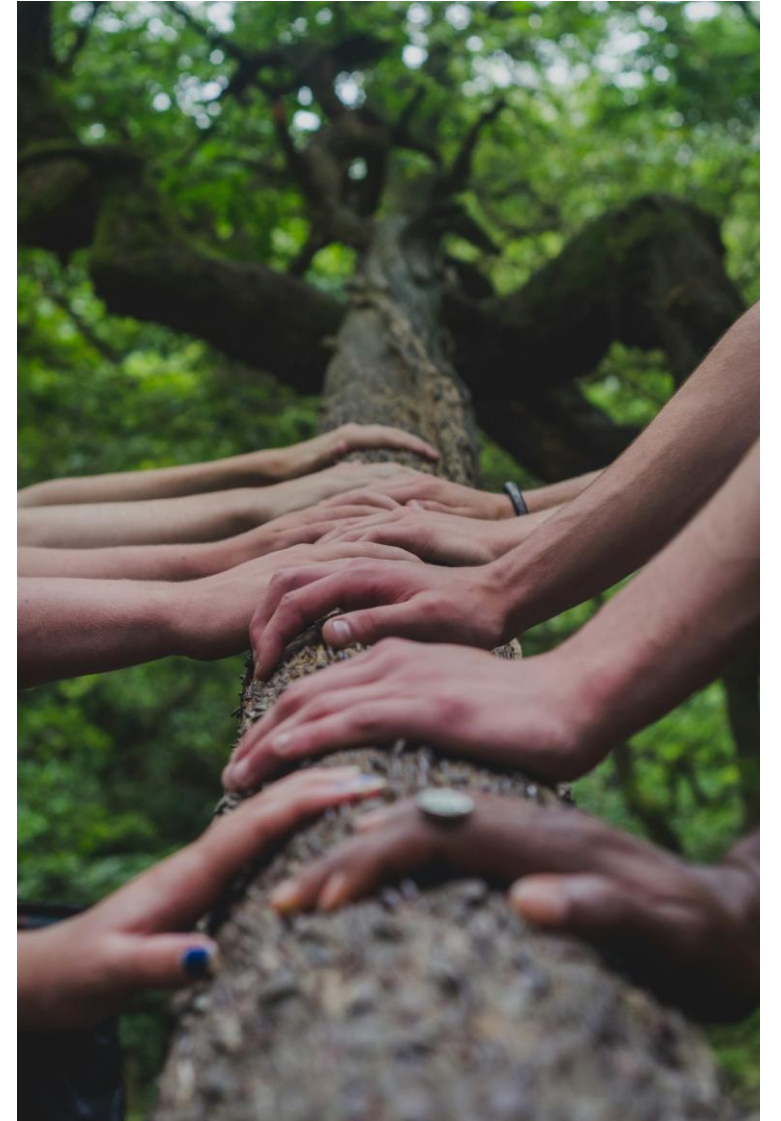


Why does climate matter to us?

Climate change isn't just an environmental issue

It affects:

- communities
- funding
- insurance
- volunteers
- costs
- reputation
- organisational resilience.



**Small actions across
thousands of organisations
create enormous collective
impact**



1. What impacts do we have? (good or bad)

Most small organisations don't manufacture products. Their emissions are usually surprisingly simple.

Emissions - 3 B's

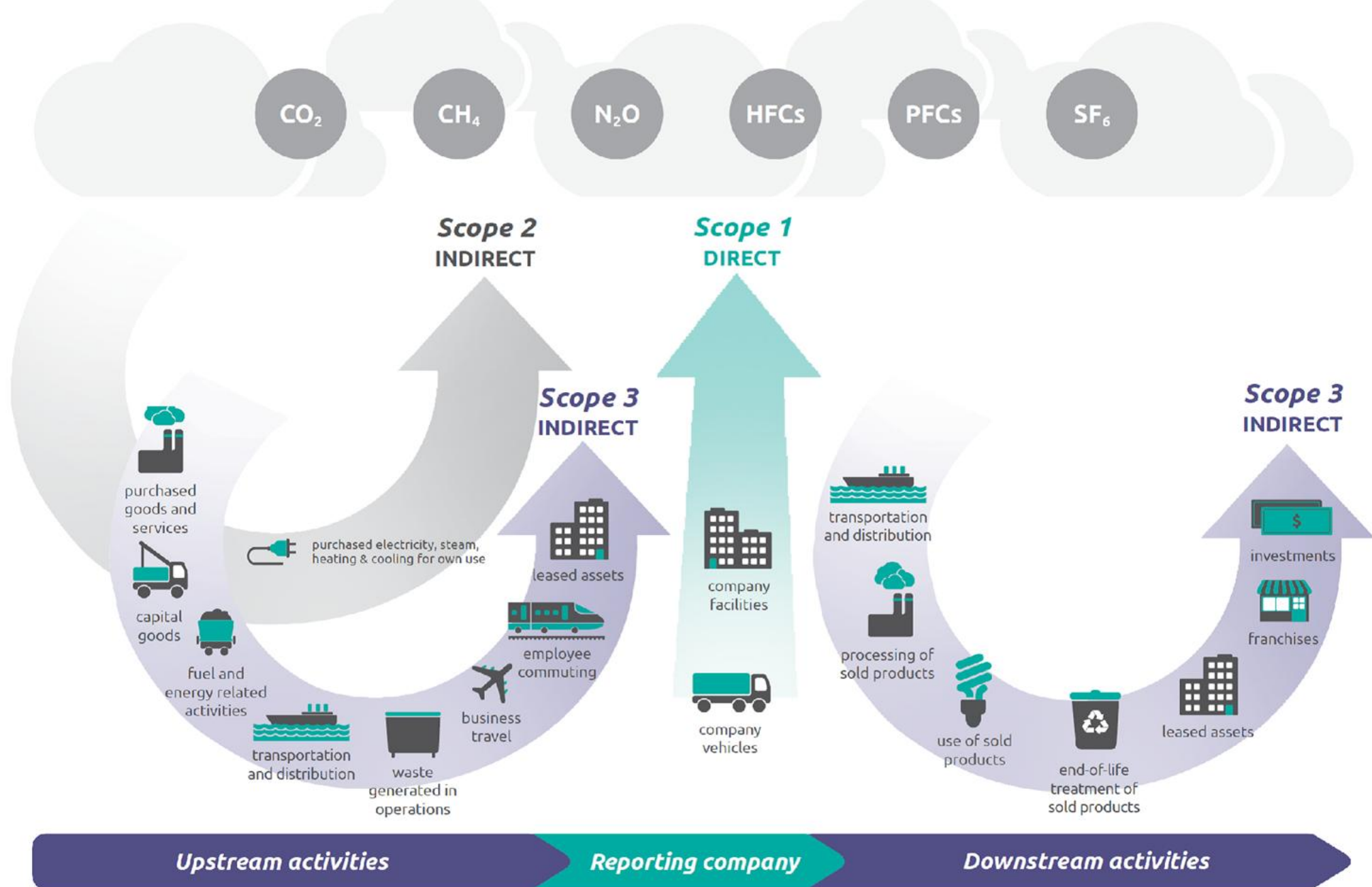
Burn, Buy, Beyond

 Running the place

 Getting around

 What you buy/invest in

 What you throw away



Burn

What are we using in our organisation?

Where: Scope 1 + Scope 2

Electricity • Gas • Fuel • Vehicles • Equipment

Start here:

- identify your biggest energy uses - look at bills
- identify and reduce waste- seen and unseen
- electrify where practical -make the switch
- choose lower-carbon options.

Buy

Where: Upstream

The biggest relevant categories for many small businesses are:

- purchased goods and services
- capital goods
- upstream transport/distribution
- business travel
- waste.

<https://www.workiva.com/blog/scope-emissions-explained> <https://www.eeca.govt.nz/for-businesses/plan-for-emissions-reduction/measure-your-emissions>

What you buy...A lot of your emissions are hiding in things you buy

Ask:

- What are we buying? Upstream: emissions from what you buy and use, procure, partners' suppliers, materials, construction, transport and services.
- Can we buy less? Can we influence our partners?
- Can we buy products with lower emissions?
- Can we buy locally or more efficiently?
- Can we reuse, repair or extend the life of equipment?
- Ultimately, What are our suppliers doing, how can we influence them?

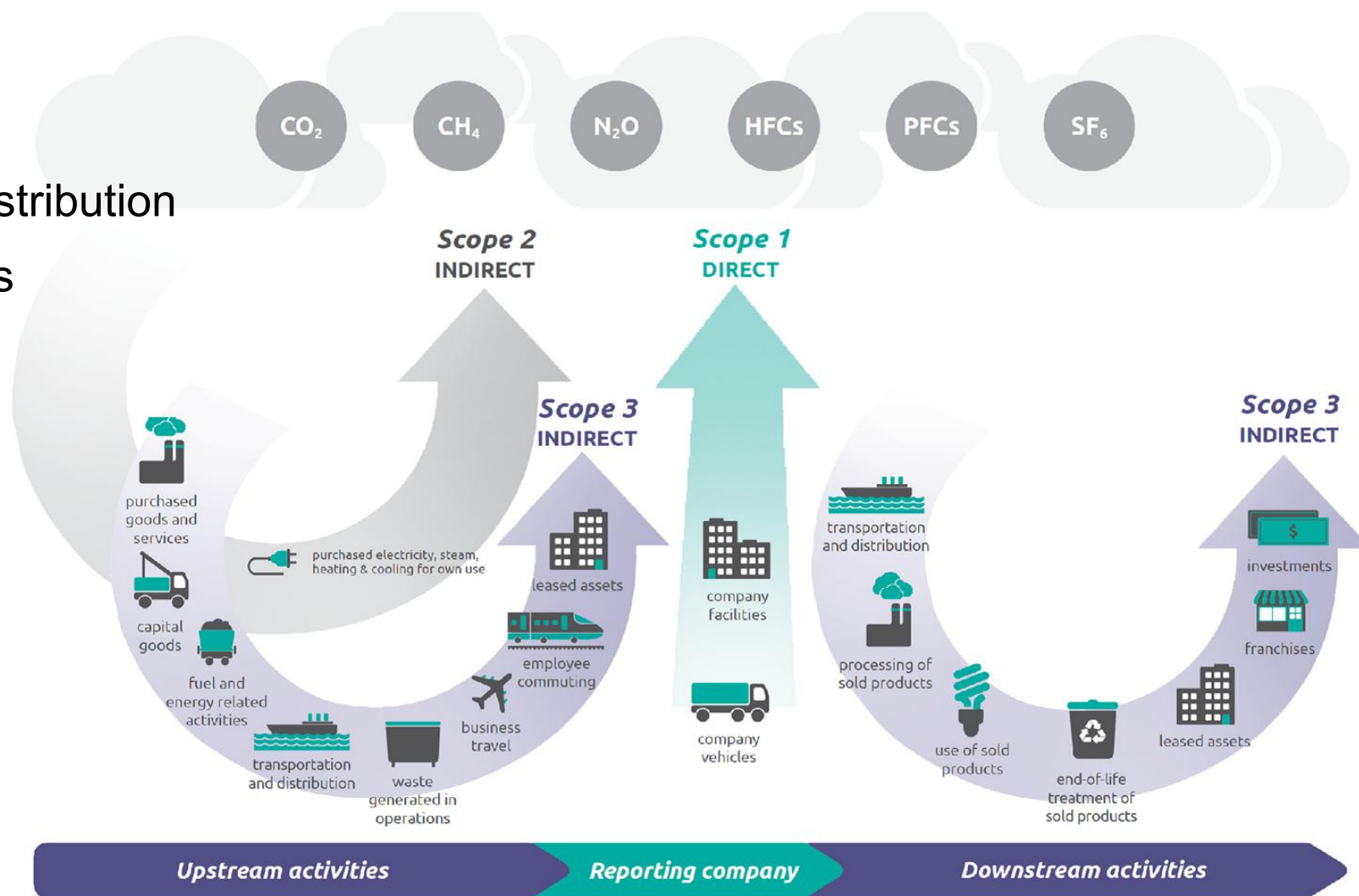
Beyond

Where: Downstream

For many NFP organisations, the biggest emissions aren't actually in their own operations, they're associated with what happens to their products or services after they leave the business.

Relevant 'beyond' categories include

- Downstream transport & distribution
- Processing of sold products
- Use of sold products
- End-of-life treatment
- Leased assets / franchises
- Investments



Example Downstream – what happens after you build?

For a community housing trust, downstream emissions are largely about how homes are used and what happens to them over their lifetime

- *Resident energy use • Heating & hot water • Maintenance & repairs • Transport • Appliance use • Renovation & replacement • End-of-life materials*

Think about. How can we design, build and manage homes so they have lower emissions, lower running costs and better outcomes for residents?

Start here. Ask developers: How will the homes perform over their lifetime - not just how much they emit to build?

Oh gosh, now I have to calculate 15 Scope 3 categories

We want you thinking: ***I can start by looking at three things.***

1. What do we burn/use? (energy)
2. What do we buy? (supply chain)
3. What's beyond our front door? (customers, products, partners and end-of-life).

Let's move on!
***What are our impacts beyond
emissions?***

2. What other impacts do we have (good or bad)?

Think beyond emissions - carbon tunnel vision

Ask: what else are we impacting?

 Environment

Nature • biodiversity • water • land • resources

 Equity

Who benefits? • Who carries the costs? • Who is most vulnerable?

Are we acting in ways that are equitable, place-based and grounded in relationships.

Activity 1

- Where is your biggest impact? (2 mins)
- Which 1-2 areas are likely to be most material for your organisation? (2 mins)
- Don't try to solve everything, identify where to start.



3. Start here: What will we 'do'? *Do* is a verb, so...

Sentence starters

1. Our biggest impact is...
2. We're already doing...
3. We could improve by doing...
4. One key action for the next 6 months...
5. Who will do it...
6. Who will help them/report to?



False case study: Harbour Hills Community Sports Club

A small volunteer-run sports club with 180 members, two training grounds and a modest clubhouse. The club wants to reduce its environmental impact while making sure climate action also improves access, inclusion and resilience for its members.

Our biggest impact is travel to training and games, followed by electricity use at the clubhouse and the amount of waste we create at weekend games.

We're already carpooling where we can, using reusable drink bottles, separating recycling at the clubhouse and buying some second-hand sports equipment. We also offer discounted membership for families experiencing financial pressure.

We could improve by setting up a club car-pooling system, reducing single-use food and drink packaging, switching to LED lighting and choosing more local suppliers. We could also make sure our climate actions improve equity, for example, providing shared transport so young people aren't excluded because their families can't regularly drive them to games.

One key action for the next 6 months...

Set up a simple "low-carbon game day" trial for one season: coordinate carpooling, introduce reusable cups and water stations, reduce food waste and measure what changes. Invite all 180 members to join in ideating solutions.

Who will do it...

The Club Manager and Sustainability Volunteer will coordinate it, with support from the junior and senior team captains.

Who will help them/report to?

They'll report to the Club Committee following the low-carbon game day with the Treasurer helping track costs and the Junior Coordinator making sure changes work for younger players and families.

Start with a plan, develop into a strategy (or vice versa)

Plan	Strategy
is the what, how and when	is the why: climate matters
outlines the steps	sets the direction: identify impacts/goals
details execution	big picture thinking: Te taiao, Te tangata
is short-term, iterative and specific	long-term and adaptive

Example

Strategy: *We support an equitable transition to a low-emissions Aotearoa*

Plan: *Reduce travel emissions, create positive impacts, collaborate etc*

START, just do it!

What does success look like?

Can you extract real value from your plan, or is it a marketing document?

Having these questions from the get go - really helps maintain a simple approach and keeps you on track

- does it help you? keep it simple
- is it easy to follow? write in layman's terms
- Is it culturally responsive? Ensure any cultural references are understood and achievable
- is it short? sets the direction, you can always flesh it out later
- Are there actions? these form habits/practices or outcomes



How will we know we're making progress?

Avoid common pitfalls of existing climate strategy

 strategy sits on a shelf

 keep it visible and reviewed regularly

 no follow-up or measuring progress

 use a 1-page dashboard with key goals

 goals feel too ambitious or unclear

 refine goals based on your real capacity

 only a few understand the direction

 ensure everyone that matters knows

4. How will we know we're making progress?

Progress = a measurable change from where you started — not perfection.

 Emissions

 Environment

 Equity

Are our km/KWh going down?

Are we reducing our impact on nature?

Are the benefits and burdens shared fairly?

Energy, fuel, travel, waste

Waste, water, biodiversity, materials

Staff wellbeing, accessibility, fair pay, community Impact

Track: tCO₂e, energy use KWh, plastic waste

Track: resource use, waste diverted, environmental improvements

Track: pay equity, staff diversity, accessibility, who benefits

Start small. Choose a few meaningful indicators. Measure annually. Use what you learn to decide what to do next.

Has your plan aligned with all parts of your organisation?



Operations

Governance

Stakeholders

Funders

- So we have reduced our operational emissions, what next?
- Do you need to influence others, who are they?

Activity 2 – 10 mins

Find your tool in the [Climate Action Tools Hub](#) on the CSI website.

Task: Go to the Tools Hub and find one resource you could use.

Navigating the tool:

- Measuring / understanding impacts
- Reducing emissions
- Environment / resilience
- Equity / Tika Transition
- Governance / strategy



Think: How can climate action become part of what you already do, rather than another piece of work?

Examples:

- operations
- procurement
- events
- governance
- partnerships
- programme design.

Know your impact → Choose a priority → Take one action → Embed it → Repeat

Let's korero! space for Q&A

Resources

- [Climate action tools hub](#), CSI online resource supporting you to take practical steps in your organisation now.
- [Greenwashing guide](#) for NZ Charities from Lawyers for Climate Action
- [Funders Commitment on Climate Action](#) templates, resources, videos etc.
- <https://mindfulmoney.nz/kiwisaver/checker/> A Fund Checker that shows you what's in your KiwiSaver or investment fund
- <https://theclimatics.org/> Donate to climate projects as little or as large as you wish
- Ask your funder to join the [Funders Commitment on Climate Action](#) so they can drive money into climate and biodiversity and reduce harm through their investments.
- Think equity- this [Tika Transition Guide](#) may help
- At home- [carbon calculator Climate Hero](#)

Ngā mihi
Thanks