



Climate  
Mental Health  
Network

# Building emotional resilience in a climate of *change.*



Climate Mental Health Network is fiscally sponsored by Mockingbird Incubator, a registered 501c3 in Los Angeles, CA (EIN 83-1987515)



[ClimateMentalHealth.net](https://ClimateMentalHealth.net)

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Hello,

Thanks for being part of the Climate Mental Health Network community. Our mission is bold: to build emotional resilience amongst individuals, families and communities in the face of climate change. It's not an easy task and 2025 was both remarkable and challenging. Despite attempts to erase climate science, language and policies, the Climate Mental Health Network launched several groundbreaking new community-based resources and programs.

Transformative and innovative are two words that describe this year for our organization. We continued to implement our vision this year. As a trusted partner, convenor and provider, we reached new communities through partnerships with the two largest school districts in the US: New York City and Los Angeles Unified, diverse nonprofits across sectors, we joined boards and working groups and collaborated with thought leaders.

Our growth reflects the need for our free, community-based, evidence-informed resources. Our team has increased as well, and we have strengthened our internal operations. We are no longer a start-up organization but a growing one, with expanding budgets and people who are deeply committed to bringing our essential tools through partnerships across sectors and increasing recognition of the critical role in fostering emotional resilience.

When I started this organization in 2021, it was because of my own struggles with climate anxiety – something I've dealt with since high school (and I'm Gen X!). I often felt isolated and alone without the words to give context to my very valid emotions. My own experiences have changed along with the strategy of the organization. We want people to thrive and be resilient, despite all the challenges of climate change. Humans throughout history have demonstrated a remarkable capacity for resilience, and, in this difficult time, we need to work to strengthen this inner capacity that we each carry. We can navigate this moment by engaging with our conflicting feelings and experiences including grief and joy, anger and happiness. It is by normalizing ALL of these emotions, recognizing our agency and

stepping up to respond to the challenges that we collectively face so that we can develop the grit and resilience we need to endure and even flourish.

Climate Mental Health Network's mission and goals are big. We face a lot of very serious challenges right now and this work is hard. But I am inspired by the countless people in our community: teachers, parents, caregivers, educators, youth and many more, whose stories and actions are sparks of light in these dark times. We always need each other and especially now. There is no room for despair; active hope is our only option in this moment. This work needs all of us, in community, so please join us.

We have exciting plans for 2026, and you get a glimpse of them at the end of the report. Thank you for all of your support and partnership and I look forward to more with you in coming year.

With gratitude.



Sarah Newman  
Founder and Executive Director



**"It's not an easy task and this year has been both remarkable and challenging. Despite attempts to erase climate science, language and policies, the Climate Mental Health Network launched groundbreaking new community-based resources and programs nationwide."**

# Our Mission And Vision

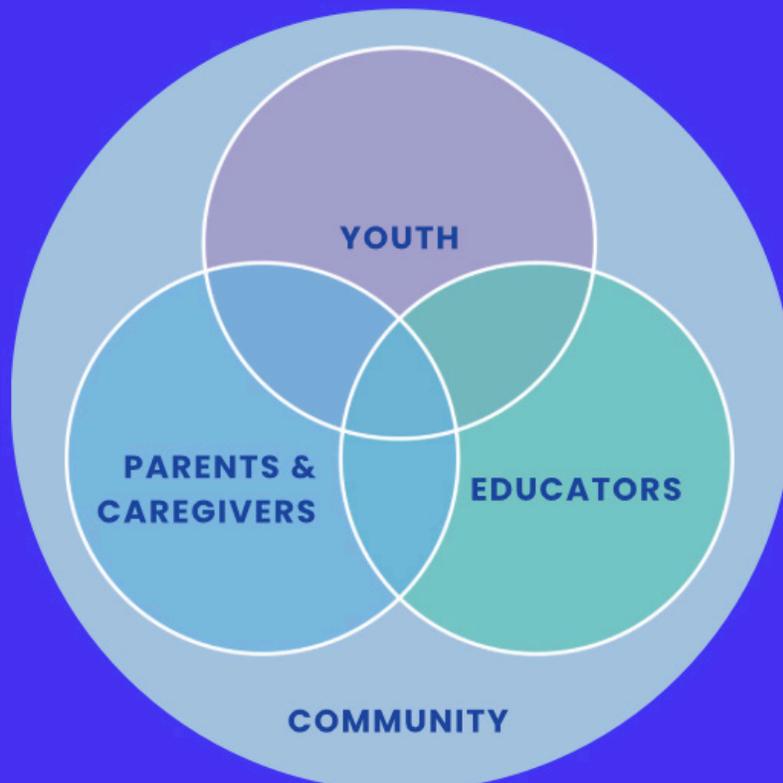
**Mission:** The Climate Mental Health Network is a collective of dedicated community advocates focused on fostering mental well-being by reshaping our national dialogue—and actions—about the emotional impacts of climate change.

The Climate Mental Health Network serves as a vital resource hub, offering tools, programs, and guidance to help communities better understand how climate-related emotions influence collective and individual well-being and how to respond effectively. We also facilitate conversations, enabling communities to share their experiences, confront challenges, and collaboratively develop strategies to manage the emotional toll of climate change.

By engaging with the Climate Mental Health Network, communities can deepen their understanding of the connections between the climate crisis and their daily lives, while gaining the skills and solutions necessary to build resilience and work towards a more secure and sustainable future.

**Vision:** Building emotional resilience in a climate of change.

## Our Strategy: Building emotionally resilient communities



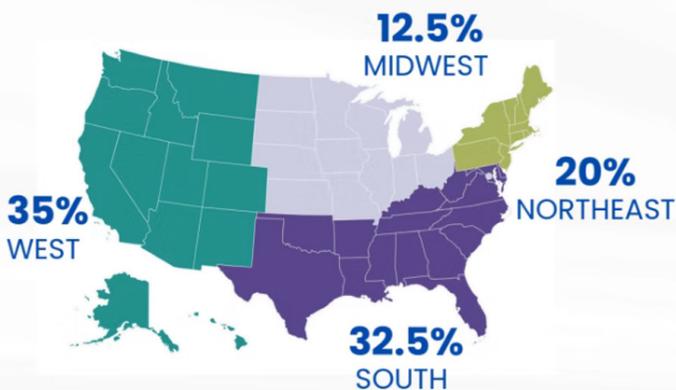


# Key Insights from Our Work in 2025

**Beyond political divides:** People across the political spectrum are experiencing a range of emotions because of climate change. We tested our middle school teachers toolkit with 40 teachers in 25 states, a geographic mix of urban, rural and suburban, and a political mix of red, blue and purple areas. Despite these differences, in our research, 83% of teachers said their school had experienced extreme weather events; 98% reported an emotional response from students when teaching about climate change. 100% of the pilot teachers said they would recommend the toolkit.

## VOICES FROM ACROSS THE COUNTRY

Educators nationwide participated in the pilot study to better understand the challenges of supporting students' climate emotions.



*"Finding comfort in learning that we should be talking about this and taking action together. That most people are worried and that the political divisions are not as big as they appear."*

—Wisconsin workshop participant

**Integrate:** We can't solve climate change without addressing the emotional challenges. Climate education, communications, adaptation, and physical resilience will have more impact and better outcomes if these fields integrate tools that address the emotional impacts. Our middle school teachers pilot found that the students were better able to understand their climate lessons.

*"The toolkit provided a wealth of valuable resources that made it highly effective for addressing both the cognitive and emotional challenges of teaching climate change."*

—7th and 8th grade science teacher in California

[Click to learn more about the toolkit](#)

**Start with you:** We cannot help others if we don't take care of ourselves first. Our parents' focus groups found that they wanted support for their own emotions as well as tools to help them respond to their kids. Parents expressed many feelings, including guilt and anxiety.

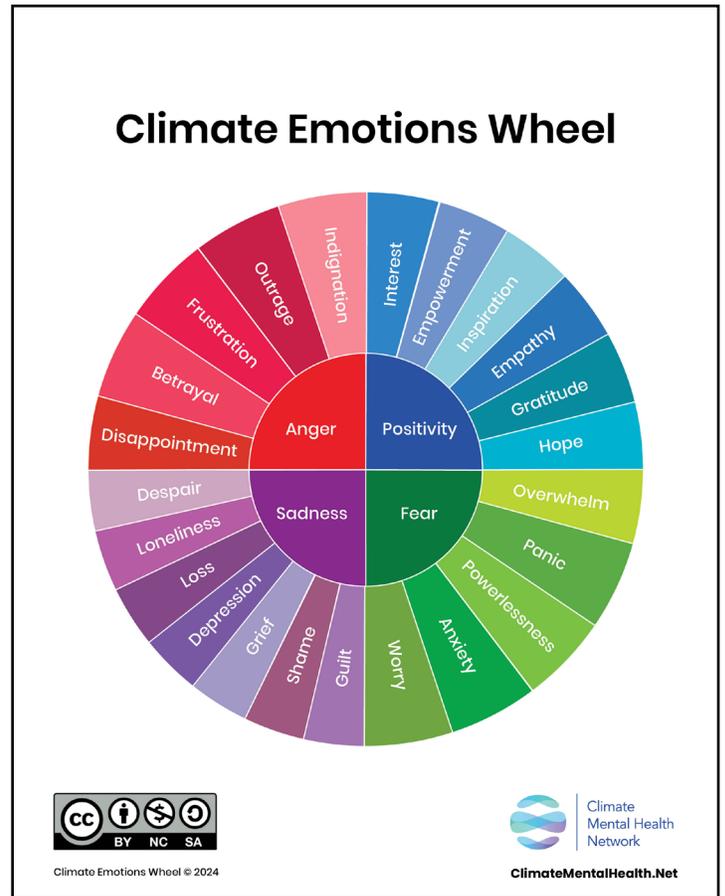
*"[I feel] a lot of guilt, a lot of sadness, anger. Kind of the whole gamut depending on the day. There are some days where I feel really inspired and hopeful. And other days where I'm almost in tears."*

—A parents focus group participant

32% of parents said they were anxious about not being able to protect their kids, not taking enough climate action, navigating climate emotions and more.

**Smart, not right, strategies:** At Climate Mental Health Network, our goal is to make a measurable impact. To achieve this, we remain nimble and adapt our tactics and communications as needed, particularly in response to the shifting political landscape.

**Connect with people:** Our work begins by meeting people where they are. We avoid jargon, focus on relatable language and lift up the stories and experience of those most affected. All of our resources are available at a minimum in English and Spanish, with many translated into additional languages. Our Climate Emotions Wheel—available in more than 30 languages—illustrates this commitment, giving people a simple, accessible tool to understand, name, and validate their climate feelings.



*"I appreciate the Climate Mental Health Network offering many different and varied resources! This is the very best website I have found for dealing with climate emotions"*

*—Survey participant*

*"I appreciate that the pilot and resources offered me an opportunity to reflect on my own about climate change. Hearing other perspectives reminded me that I was not alone in my feelings."*

*—6th grade science teacher in California*



**Community:** Climate change is a collective experience, and addressing its emotional impacts requires community—not individual responses alone. By engaging with one another, we can foster both individual and collective resilience and agency. This year, we reached thousands of people through a wide array of cross-sector community partners.

*"This space allowed me to process all of my emotions and know that they are welcomed ... It showed me that a lot of the climate emotions I feel are similar to emotions others are feeling too, even if they are across the country from me."*

*—Natalie, Gen Z cohort member*

**Evidence Matters:** Trust is built when programs are tested, refined, and backed by research. Our Middle School Toolkit, developed in partnership with NEEF, underwent a rigorous process to ensure it truly meets teachers' needs. This included national focus groups, prototyping, and piloting. Educators and administrators have told us that this evidence base is what gives them confidence to use it in their classrooms.

**Teacher Survey & Focus Groups**



**Resource Development**



**Prototyping & Revision**



**Resource Piloting in Classrooms**



**Final Resources**

Our Parents and Caregivers Guide was similarly informed by extensive bilingual focus groups in 2023 and 2024. Across all programs and resources, we continue to evaluate, learn and improve, so we can offer tools that genuinely support the communities we serve.

**Everyday Heroes:** We believe climate mental health support is not the work of specialists alone. Ordinary people can play a meaningful role in helping their communities navigate climate emotions. Our own team reflects this belief, as only one core member has a professional mental health background. Our programs demonstrate that everyday people, especially teachers, caregivers and young folks, can be powerful advocates when given the tools, language, and support to lead.

**Talk about it:** Talking openly about climate emotions helps break stigmas, validates and normalizes people’s experiences, and creates space for connection. Our tools, especially the Climate Emotions Wheel, give communities an accessible way to begin these conversations. Participants frequently tell us how transformative it is simply to name what they’re feeling.

*“All of these relatable, real life, straightforward answers to their many questions surrounding climate change [are] going to be so helpful as a teacher trying to meet my students where they are, get them to understand the scientific facts and then also believe and act in a way which helps to create climate solutions.”*

—6th, 7th, and 8th grade science teacher in North Carolina

*“I feel this session talked about the elephant in the room; making the right choices to minimize emotional harm and an example of how to have a discussion that is about feelings and is also productive”.*

—A workshop participant

*“The statistics about how many people care but how few talk about it. It makes it feel much more encouraging to do something and try and get people involved.”*

—A workshop participant





# Meeting Our 2025 Goals

## Key achievements, milestones and numbers

A year ago, our team gathered on a video call and asked ourselves big questions: What do we want to build? What can we achieve? How bold can we be while staying grounded in what our communities need most? We set ambitious goals for 2025, balancing vision with realism and a commitment to serving youth, families, and educators with care.

As we look back now, we are proud to see that we exceeded nearly every goal we set. This year, Climate Mental Health Network expanded its reach, deepened its programs, and strengthened its role as a national leader in the climate–mental health field.

Our achievements were guided by four core strategies:



### **Community-Centered:**

A lay-led, community-first approach that prioritizes lived experience, accessibility, and relational support.



### **Evidence-Informed:**

Work grounded in research and informed by experts across mental health, climate science, education, and youth development.



### **Free and Accessible:**

Every resource we create is offered at no cost, eliminating cultural, financial, and digital barriers. All resources are available in English and Spanish, with many in additional languages.



### **Cross-Sector Partnerships:**

Collaborations with community groups, nonprofits, schools, institutions, and mission-aligned organizations to bring trusted resources directly to the people who need them.

Through these strategies, we reached tens of thousands of people nationwide with resources, programs, and events that strengthen emotional resilience in a changing climate. Our growing partnerships, new digital tools, and increased national visibility enabled us to scale rapidly while staying grounded in community needs.

## Milestones

### January

- Year plan and organizational goals launched

### March

- Rolled out the Middle School Climate Emotions Toolkit with NEEF during a webinar with 700+ registrants
- Led workshops for NYC Public School teachers at their Mid-Winter Institute

### May

- Completed the first design for our youth-focused digital platform (coming in 2026)
- Released new art therapy videos and updated guide designs

### July

- Released our Intergenerational Resources hub

### September

- Rolled out our Parents and Caregivers Resources during a webinar with 900+ registrants
- Founder and Executive Director Sarah Newman was named a Grist 50 Fixer
  - Co-hosted three Climate Week NYC events
  - Launched our first Instagram ad campaign

### November

- Distributed a community survey to assess needs
- 265 teachers from a large California school district participated in our workshop

### February

- Released the Gen Z Zine, created by the 2024 cohort

### April

- Released the first-ever Climate Grief Resources hub

### June

- Launched a new Gen Z cohort participating in a groundbreaking pilot program (full details coming in early 2026)
- At Aspen Ideas Festivals, Executive Director, Sarah Newman co-led multiple workshops
- Released "A Whole Lot", a music video co-produced with NEEF and Hip Hop Public Health.

### August

- Developed a three-year strategic plan
- Created a new organizational tagline—Building emotional resilience in a climate of change

### October

- Led a professional development training for 570 NYC public school teachers
- Boulder Valley, Colorado School District began using our Middle School Toolkit

### December

- Nearly every 2025 goal and metric was surpassed
- Community survey affirmed that 85% of people find our resources valuable



# 2025 By the Numbers



## Reach & Engagement

- 53 events participated in and/or hosted
- ~10,000 total resource downloads
- 85% of surveyed community members found our resources valuable
- 2,500 informal educators reached through workshops



## Education Impact

- 100% of teachers in our pilot would recommend the Middle School Toolkit
- 1,000+ teachers trained to use the toolkit
- 3 school district partnerships (NYC, Boulder Valley, & a large California school district)



## Resources & Creative Outputs

- 9 new resources created, most available in English and Spanish
- 1 new song produced (A Whole Lot)
- 1 resource included in a government guide (United Kingdom)



## Partnerships & Collaborations

- 20+ new cross-sector partners
- 7 boards, working groups, and coalitions joined
- 5 new scientific advisors added (14 total)



## Organizational Growth

- 7 paid staff, consultants, and an intern contributing to our work



## Funding & Support

- 10 philanthropic and corporate funders supporting our mission



## Research & Evaluation

- 3 evaluations and research projects launched



## Visibility

- 39 news stories featuring or highlighting CLimate Mental Health Network's work



# Program Highlights



# Education

In partnership with NEEF, we developed and prototyped the Climate Emotions Toolkit in 2024, an evidence-based resource for middle school educators. In Fall of that same year, we piloted the toolkit with 40 teachers across the country.



**100% of participating teachers said they would recommend the toolkit.**

Building on this strong foundation, we expanded, refined, and scaled our education initiatives throughout 2025 to reach more teachers, districts, and students nationwide.

## Climate Emotions Toolkit

### Launch

This year, we officially released the Climate Emotions Toolkit, the first evidence-based, teacher-tested resource designed to help middle school educators navigate climate emotions in the classroom.

The toolkit includes:



10 SEL- and NGSS-aligned lesson plans with student handouts



A comprehensive background guide on climate emotions, addressing physical and mental health impacts, strategies for managing climate anxiety, and ways to channel student emotions into constructive action



4 guided meditations for climate educators

[Click to check out the toolkit](#)

## Key highlights:

**1,700** downloads as of December 2025

**700+** registrants for our launch [webinar](#)

Release of [Climate Emotions in the Classroom: Research Findings from U.S. Public Middle School Teachers](#), with key insights including:



**83%**

of teachers are concerned about the mental health impacts of climate change on students



**76%**

said students had been directly impacted by a climate disaster



**71%**

reported students expressing worry during climate lessons



**69%**

did not have the resources they needed to support student emotions

Following the pilot, we revised the toolkit based on teacher feedback and released the [Findings From a Nationwide Pilot report](#) in March. Findings included:



100% would recommend the toolkit to a colleague



95% found the toolkit valuable



Teacher confidence in supporting climate emotions increased from 25% to 79%

Teacher reflections illustrate the toolkit's impact:

*"The combination of mindfulness practices, emotion-focused activities, and creative expression creates a positive learning environment for teachers to help students navigate the emotional complexity of learning about climate change. These resources not only support students' mental well-being but also empower them to act in positive ways, transforming anxiety into motivation and resilience."*

*—7th and 8th grade science teacher in California*

*"The toolkit provided a wealth of valuable resources that made it highly effective for addressing both the cognitive and emotional challenges of teaching climate change"*

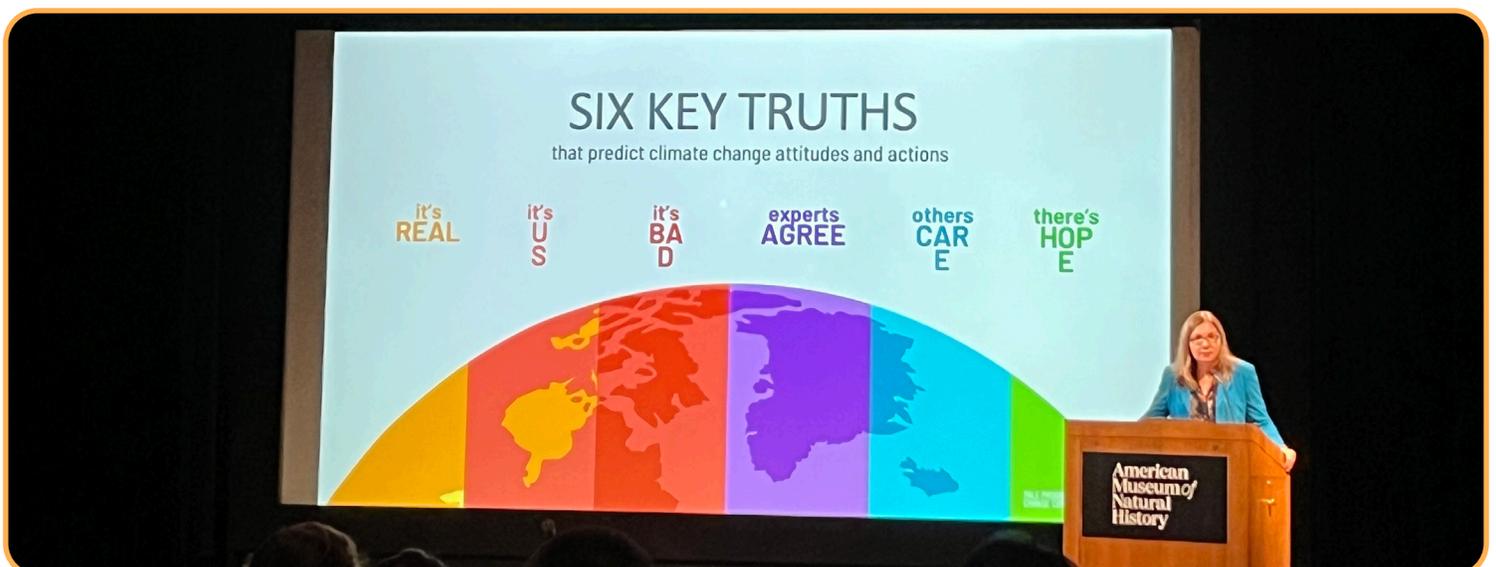
*—7th and 8th grade science teacher in California*

*"The selected activities gave my students a sense of empowerment as they could express and think about possible positive actions."*

*—8th grade biology teacher in Florida*

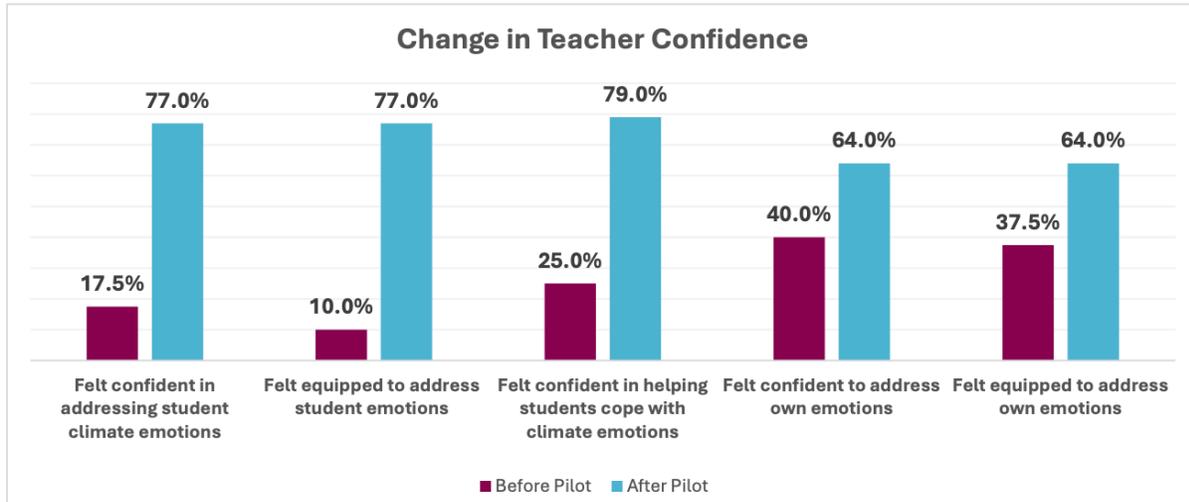
*"The activities got my students thinking about their emotions in a very productive and meaningful way. They also made it easy to lead good discussions and help me understand each individual student better."*

*—6th, 7th, and 8th grade Environmental-STEAM teacher in New Jersey*



## Toolkit Scaling

The toolkit is now being used by teachers who collectively reach thousands of students, and educators report increased confidence and preparedness.



## Key milestones:

- Partnerships with school districts including NYC Public Schools, a large California school district, and Boulder Valley School District
- We partnered with the NYC Public School's Office of Energy & Sustainability to host presentations and workshops to help teachers hold space for and address climate emotions during Climate Action Days, a city-wide initiative. We presented at the Mid Winter Climate Institute co-hosted by the Office of Energy & Sustainability and Teachers College, Columbia University in February, and at Office of Energy & Sustainability's Climate Action Day Trainings in October.



**500**

teachers attended our Mid-Winter Institute session



**94%**

of teachers who attended one of our professional development sessions said it was valuable and 95% said they were likely to use the toolkit



**570**

teachers attended Climate Action Day Trainings

*"I left with a great sense of inspiration, empowerment, and higher self-efficacy. Thank you!"*  
—Teacher

A large California school district professional development (PD) collaborations:

- Co-designed and delivered a **3-day professional development workshop series** for teachers in the Climate Literacy Champion Program
- **265+ teachers**, reaching over **5,000 students**, participated

*This was one of the most meaningful professional development workshops I have experienced as a climate literacy champion.”*

—Teacher

*“I didn’t realize others felt anxiety about climate change. Discussing feelings openly was incredibly helpful.”*

—Teacher

### District-specific findings:



**A large California school district:** 95% found workshops valuable; 90% likely to use the toolkit



**NYC:** 98% found workshops valuable; 100% likely to use the toolkit



**Boulder Valley School District:** began piloting the toolkit in select middle school classrooms

### Additional Education Initiatives

- Supported the creation of [A Whole Lot](#), an animated music video (NEEF, Hip Hop Public Health, Kingmakers Music, and Climate Mental Health Network) viewed by 800+ educators.
- Contributed to the [Mental Health Teacher Guide](#) on Subject to Climate’s resource hub.
- Joined two education-focused working groups:
  - Network for Resilient PK–12 Schools (APA-led) developing recommendations for building resilient school mental health systems
  - Empire State Education Coalition (co-founder), convening museum staff, nonprofits, agencies, and educators to advance climate education
  - Conducted research with the CIRES Center for Education, Engagement and Evaluation to examine what support educators and researchers need to teach or study climate topics while addressing climate emotions.

## Education Events

- Keynote at the SUNY Sustainability Conference (Program Manager, Elissa Teles Munoz)
- Presentations at Climate Generation's Summer Institute, The Climate Initiative's Annual Educator Retreat, and the University of Calgary
- Co-hosted a private education roundtable and public education event at the American Museum of Natural History during Climate Week NYC



## Looking Ahead:

In 2026, we will continue to strengthen educator support and expand our reach.

- Launch a Teacher Ambassador Program with NEEF to equip educators to train their peers in climate emotions concepts.
- Present the Climate Emotions Toolkit at a panel and host a meet-up at SXSW EDU in March.
- Begin a climate mental health education project related to the 2025 Los Angeles megafires, with initial design work starting in early 2026.

*"Knowing you are connected with other people in trying to make better decisions brings me back to a more positive mindset. I was reminded that, as a teacher, I should strive to maintain a community in my classroom as close to what I want the world to be. And while this is daunting, I am not alone in this pursuit, there are others involved in this. There are supports when we feel alone in this quest. I think being a teacher sometimes feels isolating, and being mindful that we are not alone."*

*—7th and 8th grade science teacher in California*

*"It greatly benefitted us to bring the students' climate emotions to the center of the conversation, not just have it be part of the conversation. Activities where they saw their peers, middle schoolers in other parts of the country learning and taking action. Learning about negativity bias empowered them and they felt really energized to work on their own perspectives and to focus on solutions and positive actions in the world of climate action. I could feel the energy in the room change when we started talking about positive emotions around nature, and them realizing how connected they are to other people."*

*—7th and 8th grade humanities teacher in California*



# Informal Education

This year, we significantly expanded our reach to informal educators, a vital group of practitioners who help shape public understanding of climate change and emotional wellbeing.



Connected with new sectors through workshops, talks, and professional development sessions.



Presented research on the emotional impacts of climate change and shared evidence-based strategies for cultivating resilience with informal educators at the World Wildlife Fund, American Museum of Natural History, The CLEO Institute, Wisconsin Department of Natural Resources, Project Drawdown, American Camp Associations and members of the Gallery Climate Coalition.



Reached more than 2,500 informal educators across these engagements.

Our work with the Wisconsin Department of Natural Resources (WI DNR) offers a powerful example of how informal educators are navigating the emotional dimensions of environmental change. We partnered with WI DNR to better understand the emotional toll of climate change and ecological loss on their staff, and delivered a keynote on emotional wellbeing and resilience in a rapidly changing world.



Vernice Miller-Travis



Imani Vincent



Rhea Goswami



Heather Booth

When asked what they found most useful, participants shared:

*"The statistics about how many people care but how few talk about it. It makes it feel much more encouraging to do something and try and get people involved."*

*"Normalizing this was huge, and I loved the ideas on how to help oneself cope and find resilience."*

*"Learning tools for how to process difficult emotions and build resiliency ... I think they will really help me going forward."*

These reflections highlight the profound need for emotional support within conservation, climate, and natural resource fields, spaces where climate-related loss is experienced daily and often personally.

### **Looking Ahead:**

In 2026, we will continue strengthening our support for informal educators as they help communities understand and emotionally navigate the realities of climate change.

- Continue partnering with informal educators across museums, galleries, sustainability organizations, conservation groups, and climate education and advocacy networks.
- Offer new tools and resources designed to meet the evolving needs of educators, staff, and communities adapting to a changing world.





# Youth

In 2025, our youth work expanded significantly as we deepened leadership pathways, created new platforms for youth voice, and supported emerging leaders across the country.



Launched our first Gen Z grassroots digital magazine, created by the 2024 cohort—a youth-led publication on climate emotions and wellness that has been widely shared by youth and climate organizations nationwide



Hosted a zine launch webinar to celebrate and spotlight their work



Piloted a new Gen Z peer program with 14 emerging leaders from across the U.S., including participants from four partner organizations



Supported cohort members as they planned in-person climate mental health events in their own communities



Hosted three online youth gatherings, including a “Youth Activists & Leaders Meetup” with several partner organizations



Gen Z cohort members spoke at seven national events, bringing climate–mental health perspectives directly to public audiences



Recorded four intergenerational conversations between Gen Z cohort members and elder climate leaders



Co-hosted two Gen Z-led events in collaboration with youth partners

## By the Numbers:

- 10 total speaking engagements by Gen Z cohort members and the Gen Z Program Lead
- 4 recorded intergenerational conversations
- Significant growth in cohort learning and skill-building: Our current Gen Z cohort advanced further in five months than last year's cohort did in a full twelve months, demonstrating accelerated learning in climate–mental health content, project development, leadership, and peer connection.



*"Being in the cohort has helped me become more patient with my climate emotions, by learning to let them flow and developing relationships with people who share some of my same anxieties."*

*—Zoharia, Gen Z Cohort*

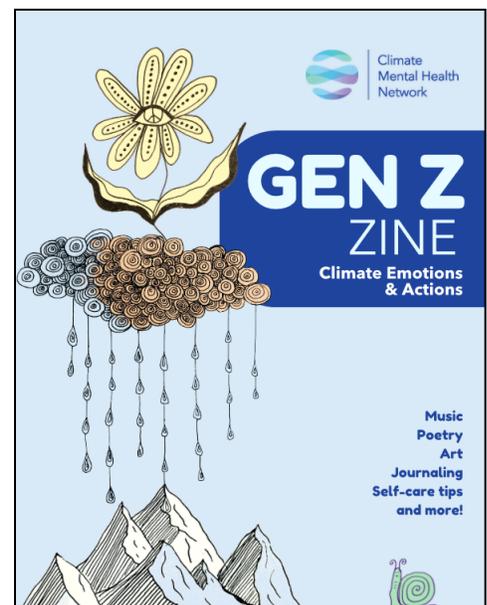
## Outcome & Impact:

Youth participants consistently reported increased emotional awareness, communication skills, and confidence as climate leaders.

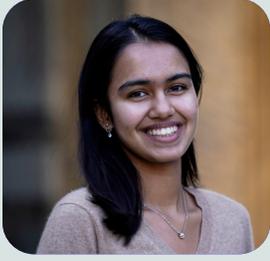


*"This space allowed me to process all of my emotions and know that they are welcomed."*

*—Natalie, Gen Z Cohort*



[Read the Zine](#)



*The cohort has become a community and something I could lean on during the tough times when I was feeling hopeless and anxious because of climate change.”*

—Rhea, Gen Z Cohort



*“Community: bonding with other activists and finding solidarity... Mentorship: working with Bonita has been lovely... Leadership: this gave me great practice stepping into a leadership role.”*

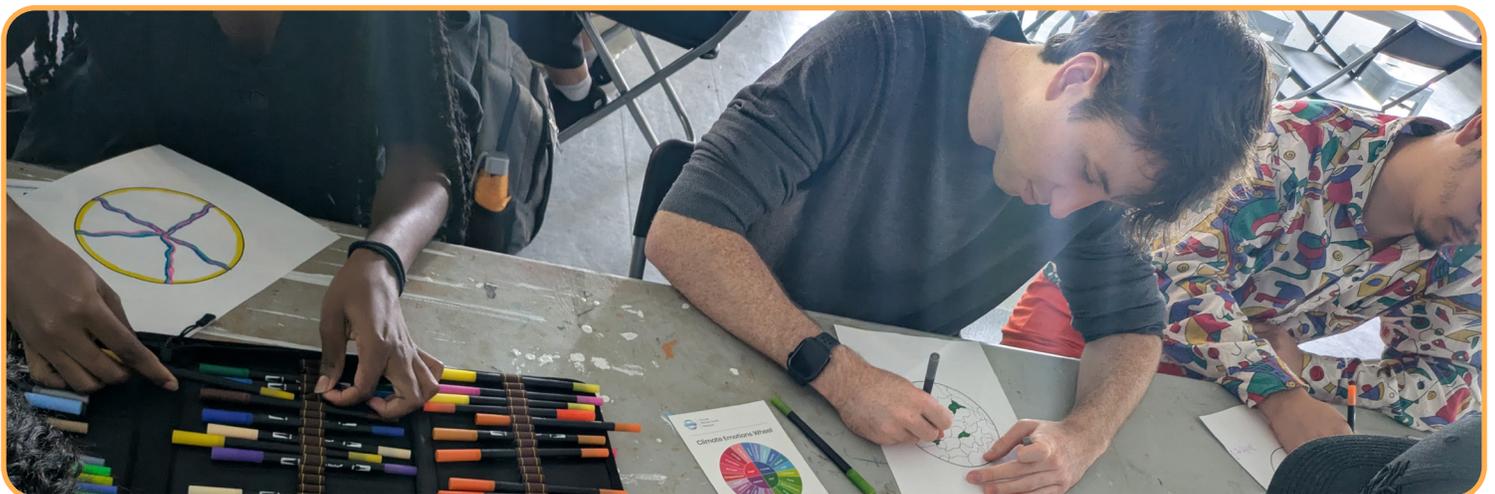
—Olivia, Gen Z Cohort

### Looking Ahead:

Next year, we will build on this momentum and scale our youth offerings in the following ways:

- Share findings from the pilot program, refine the model, and launch Phase 2 with a new cohort
- Launch our youth digital platform, developed through extensive research and collaborative design
  - Created with 10 Gen Z advisors and 8 subject matter experts
  - Designed as a first-version digital space for youth to share stories, learn about climate emotions, and access support
- Build upon the partners featured, which already includes 14 youth nonprofit organizations that offer different ways to “take action”

Together, these initiatives will deepen our support for youth leadership, peer connection, and emotional resilience, ensuring young people have the tools, community, and voice they need in a changing climate.





# Parents and Caregivers

This year, we launched a new Parents and Caregivers Hub to provide accessible, evidence-informed guidance for families navigating the emotional dimensions of climate change.

At the center of this hub is a robust, bilingual guide—developed by Anya Kamenetz and more than a dozen expert contributors—offering practical strategies for engaging children of all ages, supporting youth with disabilities or neurodivergence, talking with kids during climate disasters, and caring for parents' own wellbeing.

To share what we learned from our national focus groups, we created an English and Spanish slide deck summarizing key themes, needs, and insights from parents and caregivers across the country.

We also hosted a launch webinar, co-sponsored by nine partners, which drew more than 900 registrants. Post-event evaluations showed strong impact:



**100%**

of respondents found the webinar beneficial



**43%**

said they would talk with their children about climate emotions



**83%**

planned to share the resources



**43%**

said they would talk with other parents

These outcomes demonstrate both the urgency and the opportunity: families want tools, language, and community to help them support children through climate-related stress and they are eager to share what they learn.

[Click to view the Guide for Parents and Other Caring Adults](#)



# Research and Evaluations

Evidence is central to our work. To ensure our programs remain effective, relevant, and responsive to community needs, we continuously evaluate our initiatives throughout the year. This included assessment of our Gen Z pilot program, teacher professional development workshops, webinars, and broader organizational impact through surveys of our newsletter subscribers. These insights help us refine our approaches, strengthen our resources, and deepen the impact of our work across youth, families, and educators.

# Resources

We saw a clear need for more multilingual, accessible, community-centered materials to support youth, parents and caregivers, and educators navigating the emotional dimensions of climate change.

This year, we launched a robust suite of new resources—including videos, guides, worksheets, and reports—in both English and Spanish.

These tools were organized across three core themes:



Climate Grief



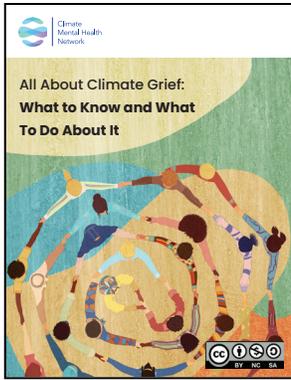
Parents and Caregivers



Intergenerational  
Connections and  
Conversations

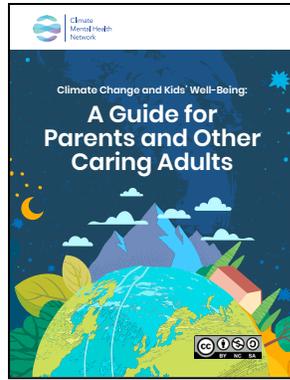
We also expanded our existing resources with additional languages, creative modalities, and updated evidence-based frameworks.

These resources were shaped through deep collaboration with partners and contributors whose expertise strengthened both the content and reach:



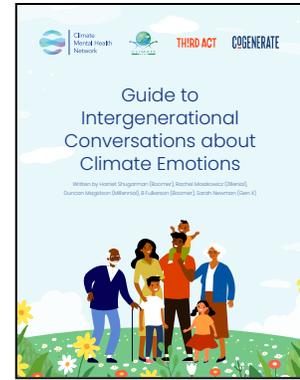
### Climate Grief:

Developed with Dr. Panu Pihkala and Anya Kamenetz



### Parents and Caregivers:

Co-created with 15+ contributors, drawing from research, focus groups, and lived experience



### Intergenerational Connections and Conversations:

Built in partnership with Climate Mama, CoGenerate, and Third Act

Across all resources—videos, guides, activities, and digital tools—we saw strong engagement:



~10,000 total downloads across all resources



Uptake across school communities, youth groups, climate organizations, and mental health networks



Continued demand for multilingual formats and educator-specific tools

These resources have become some of the most widely used tools in our ecosystem. They have helped:

- Normalize conversations about climate emotions
- Support parents and caregivers navigating difficult questions
- Strengthen intergenerational dialogue and community resilience
- Provide practical, evidence-based approaches for youth and educators

In the year ahead, we will continue expanding our resource library with a focus on:

- Resilience and extreme weather
- New teacher-centered tools, including expanded support for our Middle School Emotions Toolkit
- More multilingual materials, creative formats, and community-generated content

These next steps will deepen our commitment to supporting people of all ages as they navigate climate-related emotions and build the skills needed for resilience.



# Partners and Working Groups

Collaboration is at the heart of our impact. In 2025, we forged partnerships with more than 20 new organizations across education, mental health, youth leadership, climate action, and community resilience, co-leading events, producing shared resources, and advancing innovative work together. Some of our partners include:





# Communications



## Social + Website:

- 5,200+ Instagram followers; a 71% increase
- 6,200+ LinkedIn followers; a 55% increase
- 24,000 unique website visitors
- 40,000 website sessions
- Launched our YouTube channel



## Newsletter:

- 7,100+ subscribers
- 50% average open rate
- 9% average click through rate (1.9-2.6% industry average)



## Media:

- 38+ media stories including ABC News, Washington Post, Associated Press (AP), NPR, Inside Philanthropy, Grist, and Nonprofit Quarterly



## Partners – Impact Communications:

- Participated in events led by Good Energy Project, reaching content creators and producers in the entertainment industry
- Led a workshop for the sustainability team at a global communications company



## Awards and Recognition

Our Founder and Executive Director, Sarah Newman, was recognized by:

- Grist 50 Fixer 2025
- 2025 Ethos Atlas Groundbreakers for Global Good
- Climate Psychiatry Alliance's Hero of the Month (October 2025)

World Economic Forum recognized Climate Mental Health Network as one of the leading global climate change and mental health organizations.

## Events

*"I was one of the interns with the New York Climate Exchange this summer, and the workshop you facilitated for our cohort was truly transformative. The insights you shared have had a lasting impact on my perspective and approach to environmental work."*

*—Participant from our Climate Emotions Workshop at the New York Climate Exchange*





Throughout the year, we engaged communities across the country through more than 50 events, including workshops, webinars, panels, and conference presentations. From Aspen Ideas Festival to DC Climate Week, NYC Climate Week, and a SUNY keynote, these gatherings allowed us to share tools, build community, and strengthen the national conversation around climate and mental health.

One of our largest events, a Parents and Caregivers Webinar, brought together 900+ registrants, reflecting widespread need for guidance and support. And our collaboration webinar with genCLEO, Youth to Youth, Heart to Heart: Navigating Emotions in a Changing Climate, further demonstrated the power of youth-led spaces for emotional resilience.



Check out [this recording](#) for a primer on climate emotions, personal stories, a beautiful guided meditation, and writing reflections.



# Financial Viability

Climate Mental Health Network operated this year with an approximate \$400,000 budget, reflecting our rapid growth and the increasing demand for climate mental health support nationwide. Strengthening our financial foundation remains a priority as we expand programs and deepen partnerships.

Our funding pipeline continues to grow, with rising interest from philanthropy, corporate partners, and the public sector. We are committed to maintaining a diverse revenue stream that includes private philanthropy, corporate support, earned income from workshops, individual donations, and government grants.

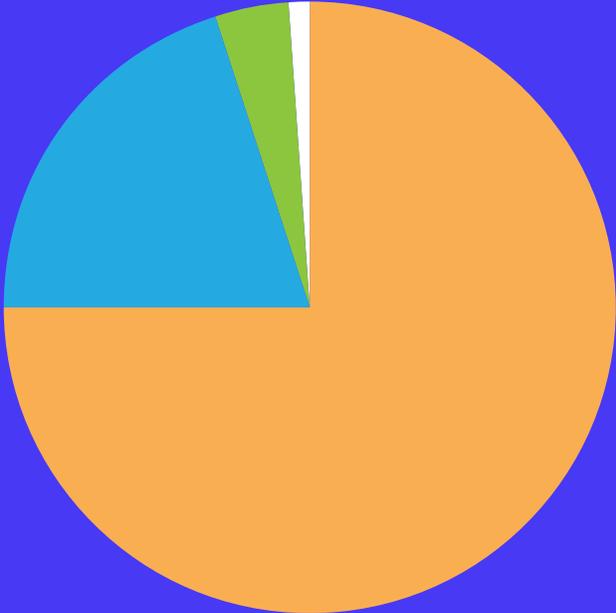
We are grateful to all of our supporters. Our private philanthropy and corporate funders this year, many of whom are recurring partners, include: Arthur M. Blank Family Foundation, Blue Shield of California, Cisco Foundation, Earth Rising Foundation, lululemon, Robert H. N. Ho Family Foundation Global, Oregon State University's ASPIRE Center, Park Foundation, Spotify, and TOMS.

Demand for our earned-income workshops continues to increase, and we joined the Generation Environment micro-philanthropy platform (app) to offer supporters a simple way to contribute through everyday purchase "round-ups."

Read the [briefing](#) for the philanthropy sector that we co-authored, *How Time Outside Helps Youth Navigate Climate Emotions*

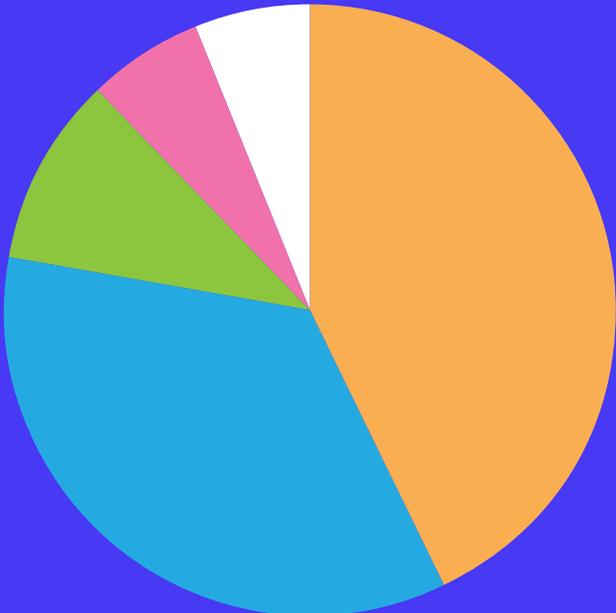
Together, these funding streams enhance our financial resilience and enable the continued growth of our programs, resources, and community partnerships.

### Donations by sector



- 75% Private philanthropy
- 20% Corporate
- 4% Earned income
- 1% Individual donations

### How funding was used



- 43% Staff salaries
- 35% Program costs
- 10% Fiscal sponsorship fee for legal and financial oversight
- 6% Fundraising expenses
- 6% Overhead and travel



# Infrastructure, Growth and Stability

## People

This year, Climate Mental Health Network expanded to a core team of seven, reflecting our transformation from a nimble startup into a rapidly maturing nonprofit with national reach. Each team member contributes essential expertise that guides our strategy, develops innovative programs and resources, strengthens partnerships, communicates to our key stakeholders, and brings our vision to life.

## Our Core Team

**Sarah Newman:** Founder and Executive Director. Leads strategy, operations and fundraising.

**Larissa Dooley, PhD:** Director of Research and Programs. Larissa leads all our research and evaluation, oversees staff, leads workshops, and helps to design resources and programs.

**Bonita Ford:** Gen Z Program Manager. Designed and administers our new Gen Z peer program currently being piloted nationwide. She also leads events and builds new partnerships.

**Elissa Teles Munoz:** Programs Manager. Leads our K-12 programs including workshops, teacher relationships and partnerships. She manages strategic development of partnerships and manages events.

**Erin Bigley:** Communications and Digital. Manages all our communications including social media, our website, newsletters, design resources and led the development of the youth digital platform.

**Rachel Moszkowicz:** Student intern who provided critical support for the parents focus groups analysis and development of the Parents and Caregivers Guide.

**Anya Kamenetz:** Led the creation of resources including the climate grief resources and the parents and caregivers hub including the guide and the launch webinar.

We are also grateful to Mockingbird Analytics, which provided essential fundraising guidance and grant writing support throughout the year.

### **Advisory Board:**

As a fiscally sponsored organization, we benefit from the strategic insight and guidance of our Advisory Board, whose members contribute deep expertise across climate, mental health, youth leadership, education, and advocacy:

Abhay Singh Sachal, Alison Green, Andy Riemer, B Fulkerson, Heather Booth, Justin Barra, and Zaneeta Daver

### **Our Fiscal Sponsor**

We continue to be supported by Mockingbird Incubator, whose leadership has been invaluable in strengthening our operational foundation.

### **Leadership:**

**Jessica Payne**, CEO

**Pamela Gutierrez**, COO

**Rachel Goldman**, CFO

Their guidance has helped us navigate growth while building systems that support long-term stability and compliance.

### **Building for Stability: Strengthening Our Infrastructure**

As we scale to meet rising demand, we invested intentionally in the systems and structures that allow us to thrive. This year, we developed a three-year strategic plan to guide our evolution from a fast-growing startup into a stable, sustainable nonprofit.



Climate  
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## **2025/26 – 2028 Strategic Plan**



Key investments included:



New digital infrastructure and tools to streamline operations, collaboration, and content development



Refined workflows and organizational processes—from messaging and roles to project management practices and policy development



Internal wellbeing practices, including grounding activities at staff meetings, consistent digital touch-points, and dedicated PTO to support restorative balance across the team; all staff were compensated to complete a Mental Health First Aid certification

These operational improvements are enabling us to grow with intention, ensuring our people, programs, and partnerships remain supported as our impact expands.

### Mid-Year Evaluation Findings

Our commitment to building emotionally resilient communities begins within our own organization. This year's mid-year staff evaluation reflected a deeply engaged, supported, and mission-aligned team.

Key Findings (1–5 satisfaction scale):



**100%**

of team members reported a 4 or 5 when asked, "I feel comfortable taking risks and experimenting with new ideas."



**100%**

reported a 4 or above regarding their overall level of work satisfaction.



**100%**

reported a 5 when asked, "I feel cared for by my supervisor."



The qualitative feedback affirms the strength of our culture and the value of investing in wellbeing-centered practices:

*"I love doing this work, and working with such a great team."*

*"The most rewarding part of my work is connecting with so many people and groups who are as engaged and passionate about climate and the internal dimensionality of climate change as I am. The conversations we have in this organization are so rich and fulfilling and lead to tangible outputs and resources, which is wonderful!"*

*"I really love being a part of this team and feel both challenged, trusted, and supported."*

These findings reinforce that our internal systems—grounded in care, collaboration, and innovation—are allowing staff to thrive and, in turn, strengthening our ability to serve communities navigating the emotional dimensions of climate change.

## Challenges

As we continue fostering mental well-being in response to the emotional impacts of climate change, we also faced a number of challenges this past year shaped by today's social and political environment. In response to increasing risks in the broader political climate, we implemented a set of enhanced safety, communications, and digital-security protocols to protect our team, ensure operational continuity, and maintain safe online and in-person events. These measures have allowed us to show up for our community while prioritizing well-being.

Funding remains highly competitive, even as demand for our programs continues to grow. To meet this moment, we are refining our strategic priorities, strengthening partnerships, and diversifying revenue streams to build long-term financial stability and resilience.

Finally, our rapid growth—driven by expanded programmatic needs, rising requests for collaboration, and increasing national visibility—has underscored the importance of building our internal capacity. As we continue to move forward, we intend to bring on additional staff to help us meet these opportunities with the quality and care our community deserves.



# Looking Ahead: What to Expect in 2026

In 2026, we will deepen our commitment to building emotional resilience, agency, and connection in the face of increasingly frequent and severe extreme weather events. Our work will continue to bridge mental health, education, and community leadership, advancing innovative solutions that meet people where they are.



## Strategic Development

To strengthen our foundation and expand our impact, we will:

- Grow our Advisory Board, bringing in expert voices across mental health, climate science, education, youth leadership, and community resilience
- Expand and diversify our fundraising efforts to support long-term financial sustainability
- Increase our organizational budget to ensure stability, flexibility, and the ability to scale core programs
- Hire additional staff and consultants to meet the rising demand for our resources and programming



## Communications

We will continue to elevate climate mental health stories, tools, and evidence-based practices through:

- A new parents-focused podcast, produced in partnership with a national podcast company, amplifying lived experiences and practical guidance
- Expanded creative communications, collaborating with new partners, and experimenting with a wider range of content formats



## Programs

We will expand our community-based programming to more intentionally integrate across our key stakeholders—youth, parents and caregivers, and educators. Our plans include:

- Beginning a school- and community-based research project aimed at identifying and supporting the needs of youth, educators, and parents impacted by the Los Angeles wildfires.
- Launching a Teacher Ambassador Program to support implementation and peer learning around our Middle School Toolkit
- Building partnerships with additional school districts to bring the Toolkit to more classrooms across the country
- Sharing insights from our Gen Z Pilot Program and launching Phase 2 with a new cohort of youth leaders
- Introducing our Gen Z digital tool, created to support youth climate leadership, emotional coping, and community storytelling



## Resources

We will continue to develop and release innovative resources to support climate-related emotional resilience, including new resilience tools and expanded cross-disciplinary guides.



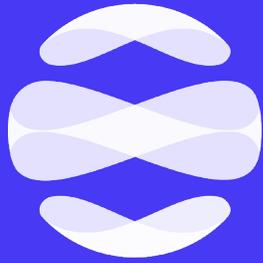
## Events

In 2026, you can find us at:

- Earth Day (virtual)
- SXSW EDU (Austin, TX in March)
- Climate Week NYC (September)
- Resilience Webinar on February 5

**Plus, we'll continue to host and participate in more events throughout the year!**





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