



MODEL of CHANGE

A FIVE-PHASE PROCESS

Ultimate aim: To end accusations of witchcraft against children, and the accompanying stigma and resultant abuse.

Projected Timescale

SCWA's *Model of Change* provides for positive ongoing action over an extended period of time. It may take some months to establish positive working relationships or to plan for some of the stages in the process. Later stages may depend on the effective level of engagement earlier on. Equally, the *Model of Change* anticipates regular evaluation and follow up to ensure lasting change.

Originally the full process of this *Model of Change* was developed with local partners in the D.R. Congo and Togo over a period of three to five years. However, see the alternative timescale noted under the heading: Fast Track Approach.

Note: throughout this *Model of Change* the term “we” refers to SCWA, and “you” refers to the Planning Committee – or on occasions, as indicated, their appointed Facilitator.

PHASE 1

Develop Relationships

Develop relationships of mutual respect and learning with key **local church leaders** who are committed to positive change, and form a **Planning Committee**.

- identify and develop links with a local network of church leaders who are committed to ending abuse arising from accusations against children.
 - support local leaders to establish a Planning Committee.
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PHASE 2

Research Viewpoints

Research viewpoints on this issue in the **wider community** via **Focus Groups**, to identify prevalent beliefs and root causes in the local context, establishing a baseline.

- support Planning Committee to plan the Focus Group research.
- train Facilitators, if necessary, then deliver Focus Groups.
- analyse the research findings.

PHASE 3

Facilitate Dialogue

Facilitate dialogue between **multiple influencers** based on the research findings, moving toward commitment via an **Action Forum**.

- support Planning Committee to plan and deliver a theologically-informed Action Forum, involving key leaders in the local community, church leaders, and other relevant influencers.
- use the Action Forum to address the Focus Group research findings using theologically-informed input.
- identify agreed action points emerging from the Action Forum sessions, and equip participants with copies of theological papers and further teaching resources.

PHASE 4

Inspire Action

Inspire action with **local church leaders** through an **Interactive Training Workshop** leading to active modelling of child protection in their communities.

- conduct Interactive Training Workshop with church leaders using “*the Heart of the Matter*” modular resource, with the expectation that participants will pass on what they have learnt.
- enable those trained to create and implement simple child protection policies in churches and organisations, actively modelling safeguarding within communities.
- encourage those trained to run further Interactive Training Workshops, and to adapt and use “*the Heart of the Matter*” resource in new places and with new participants.

PHASE 5

Cascade Impact

Cascade impact into the **wider community** via **multiple influencers** acting to reduce incidence of accusations and abuse of children.

- follow up all those trained to encourage them, assess the impact and resulting positive change locally.
 - pass on core messages to other leaders who then: engage in this process; advocate and support children accused; and advocate with authorities to implement child protection laws.
 - initiate further follow-on research to continue assessing the longer term impact and wider positive change.
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FAST TRACK APPROACH

It may be possible to shortcut the process to getting to PHASES 4 & 5 in some contexts, potentially getting from initiating PHASE 1 (building relationships and forming a **Planning Committee**) through to completion of PHASE 4 (having held at least one **Interactive Training Workshop**) in less than two years.

It is worth considering the following points:

- **PHASE 3 with an Action Forum:** This is a major step which has been essential for SCWA in getting to PHASE 4 and the development of “*the Heart of the Matter*” resources. Now that such a training course exists (and an increasing selection of supplementary material), it is readily available for wider use. Nonetheless, any development of other relevant resources is always welcome.

If time or resources are limited, it is possible to omit the Action Forum (PHASE 3) and move from Focus Groups (PHASE 2) to *the Heart of the Matter* Interactive Training Workshops (PHASE 4).

- **PHASE 2 with Focus Group research:** If the outcomes of the research align closely with those of the pilot locations in the D.R. Congo and Togo, then it may be possible to use, and if needed creatively adapt, the existing resources for implementing PHASE 4. However, if new issues emerge in the research which have not been previously addressed, then PHASE 3 gives an opportunity to explore these in depth from a theological perspective.

If there is no Action Forum (PHASE 3), the Planning Committee should consider new issues that are identified through the Focus Group research (PHASE 2) and address them theologically during *the Heart of the Matter* training (PHASE 4).

Prior Learning

The theological papers (in full and précis form) from previous contexts are available on the SCWA online resource hub « stop-cwa.org/resources », as also is “*the Heart of the Matter*” modular resource and supplementary audio and video resources.

Any of these may be used as appropriate to new contexts. Some adjustments may be advisable to be relevant to the new locality, including reference to local laws and regulations, particularly on witchcraft accusations and on child protection. The materials should be adapted as needed.

CREATIVE DYNAMICS

Ultimately, change comes about by intentionally encouraging and enabling people to critique their own perspective, and re-evaluate their own thinking and actions. For many key influencers, and particularly for church leaders, engaging with theological input has proven a helpful approach.

However, as the process of this *Model of Change* begins to impact on the wider community, other media may prove more accessible:

- Throughout this Model of Change there are references to audio and video resources which can be used in a diversity of ways, and new resources are being developed at this time.
- Creative ways should be explored to integrate such media into the process wherever appropriate. Doing this will enhance the creative dynamics of the process, which in turn will improve the effectiveness of the resulting changes.
- Further creative media resources can be developed locally.