



MODEL of CHANGE

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**.

In this phase you are seeking to establish mutually supportive connections within a limited number of **local church leaders**, who will become agents of change on this issue. It is a modest beginning point from which significant actions for the intermediate and longer term will emerge.

Method: establishing a local **Planning Committee** of committed leaders.

Purpose: to form a core team of people who have the time and energy to be actively involved in initiating the processes of change.

Outcomes: on completion of PHASE 1 of the *Model of Change*, the following will have been achieved...

- identified several local church leaders who are committed to ending witch accusations against children along with the resulting abuse and associated stigma.
 - developed links with these leaders forming a local network of mutual support to bring about positive change.
 - established a Planning Committee from among these leaders.
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Nothing in this world can change for good without a handful of committed people working together. So, at the outset of this process, the first steps are not conspicuous and do not involve any big numbers of people or large events. No campaign is held, or announcements made.

The one thing that is most needed is prayer for wisdom and insight. Certainly, this is an issue of children's rights, and of their developmental needs, of children's protection, wellbeing and welfare. But this issue – accusations of witchcraft against children – is also a profoundly spiritual issue. It has to do with people's spirituality: the existential beliefs they hold (whether they are aware of these beliefs or not) which affects their thinking and feeling, and the expression of these beliefs lived out in everyday experiential reality, namely the things they say and do.

Such spiritual issues cannot be effectively engaged without spiritual awareness.

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.

How to set up a Planning Committee

Here we provide some guidelines for setting up a Planning Committee, which is the essential outcome of PHASE 1, and will provide the impetus for everything else that follows in this *Model of Change*.

Who should be included?

Character: The Planning Committee should comprise church leaders of influence who exhibit sensitivity in their dealings with people and issues; wisdom held with humility; and the courage and tenacity to see things through, but expressed with patience. The *Model of Change* works by coming alongside others affected by the phenomenon of child witch accusations, and introducing critique in an encouraging and persuasive manner. This requires a group of leaders who are willing to work closely together without regard to status or hierarchy.

Motivation: Members of the Planning Committee should be people motivated by their heart for children who are suffering because of child witch accusations, and for families and communities which are fractured by suspicion and fear. They need to be willing to examine this issue theologically and committed to bring about positive change in local attitudes and practices.

Skills: In addition to the above characteristics, the Planning Committee need to have between them good organisational and communication skills, good presentational and teaching skills, and the ability to lead together as a team. They also need to be willing to commit time and energy to this process over an extended period.

Diversity: Through the process of the *Model of Change*, church leaders are working to bring along others: namely, members of their churches, and people in the communities where their church is situated. Ideally, the people on the Planning Committee should represent more than one denomination or church stream. This issue is not simply limited to one church stream, it affects many. Diversity of representation on the Planning Committee also models the churches working together for the benefit of the community.

What is the process?

The following steps will help in establishing a Planning Committee.

- a. **Identify church leaders** in the local area who meet the criteria given above.
- b. **Call an introductory meeting** to raise the issue of accusations of witchcraft made against children, and the resulting harm in terms of abuse and stigma.

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- c. **Propose the need** to work together towards bringing about positive change to ensure children are safe and protected in their family and community.
- d. **Outline the approach** offered in the *SCWA Model of Change* as a proven practical and biblical way of addressing this issue carefully and sensitively.
- e. **Establish who is willing** from among those present to serve on the Planning Committee, at least initially.

Note that over an extended period of time those who comprise the Planning Committee may vary, as the *Model of Change* proceeds through different phases. However, a constant core of key members will help keep the impetus moving forward.

How to begin?

Members of the the newly-formed Planning Committee should begin with these steps.

- **Familiarise yourselves** with the *Model of Change*. Each member should have a copy and read it, as this will form a basis for discussion around the plans you will make, the process you might follow, and the options open to you.
- **Allocate initial roles** and responsibilities...
 - Chairperson: to run Planning Committee meetings, set the agenda, keep the forward momentum in the process.
 - Secretary: to record decisions of the Planning Committee, draw up checklists of actions to be taken, and later responsible for other administrative documents.
 - Treasurer: to take the lead in keeping track of the Planning Committee finances through each phase of the process.
 - ...any additional responsibilities needed at this stage may be shared out.
- **Fix dates and times** of the first few meetings.

It will help to maintain connections and keep engaging with other church leaders who were not able to be on the Planning Committee, but who may be interested in being involved at some stage during the *Model of Change* process.

Finally...

The SCWA Coalition is here to provide guidance at all phases of this *Model of Change*, and to help you with this process, as you launch into the next phase.

If you (or any on your Planning Committee) have further questions, please do not hesitate to get in touch with us.

Thank you.

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