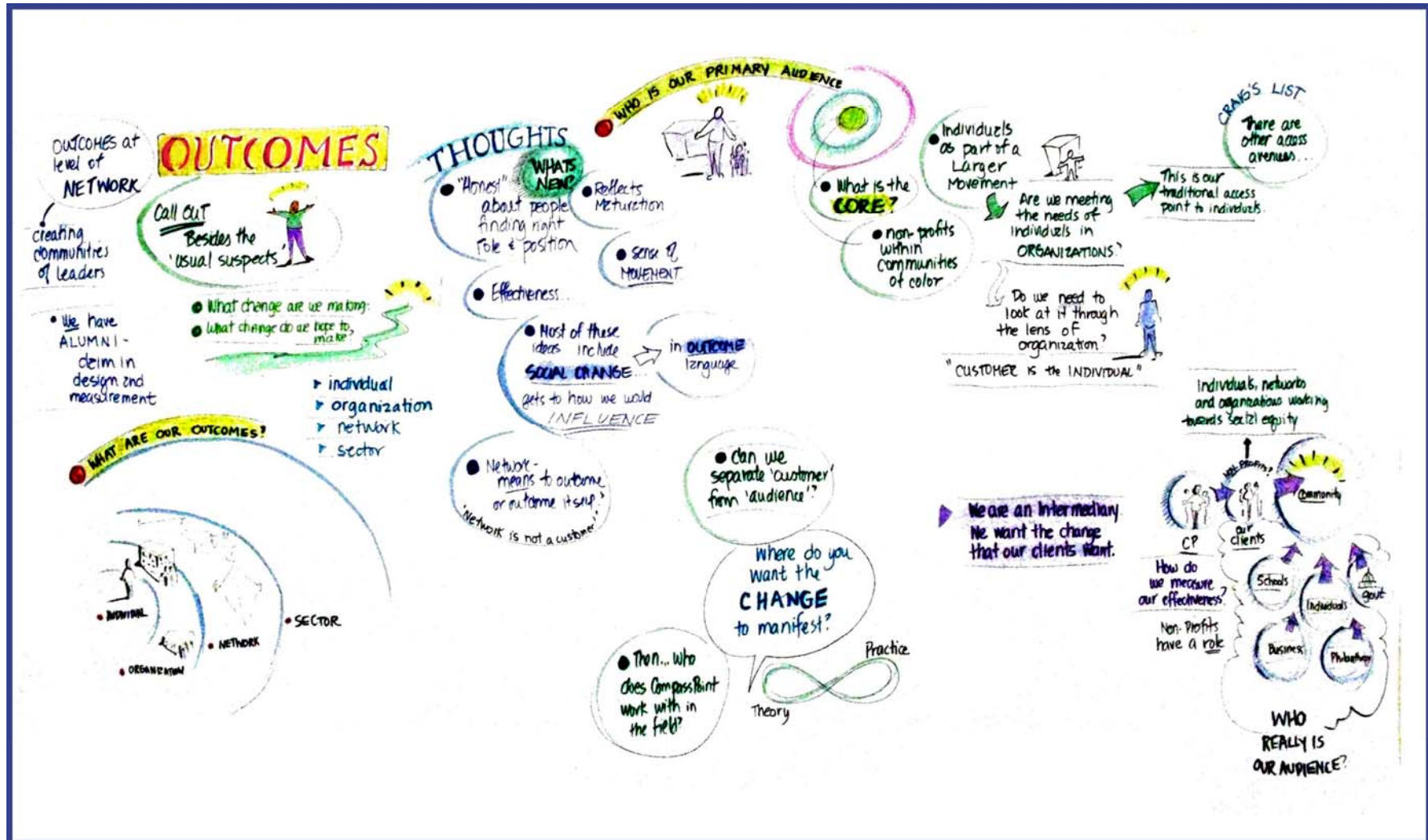


OUTCOME DISCUSSION

Created during a 2-day retreat to develop a Theory of Change w/the full staff of a mid-size social sector organization



Graphic recording by Paula Hansen