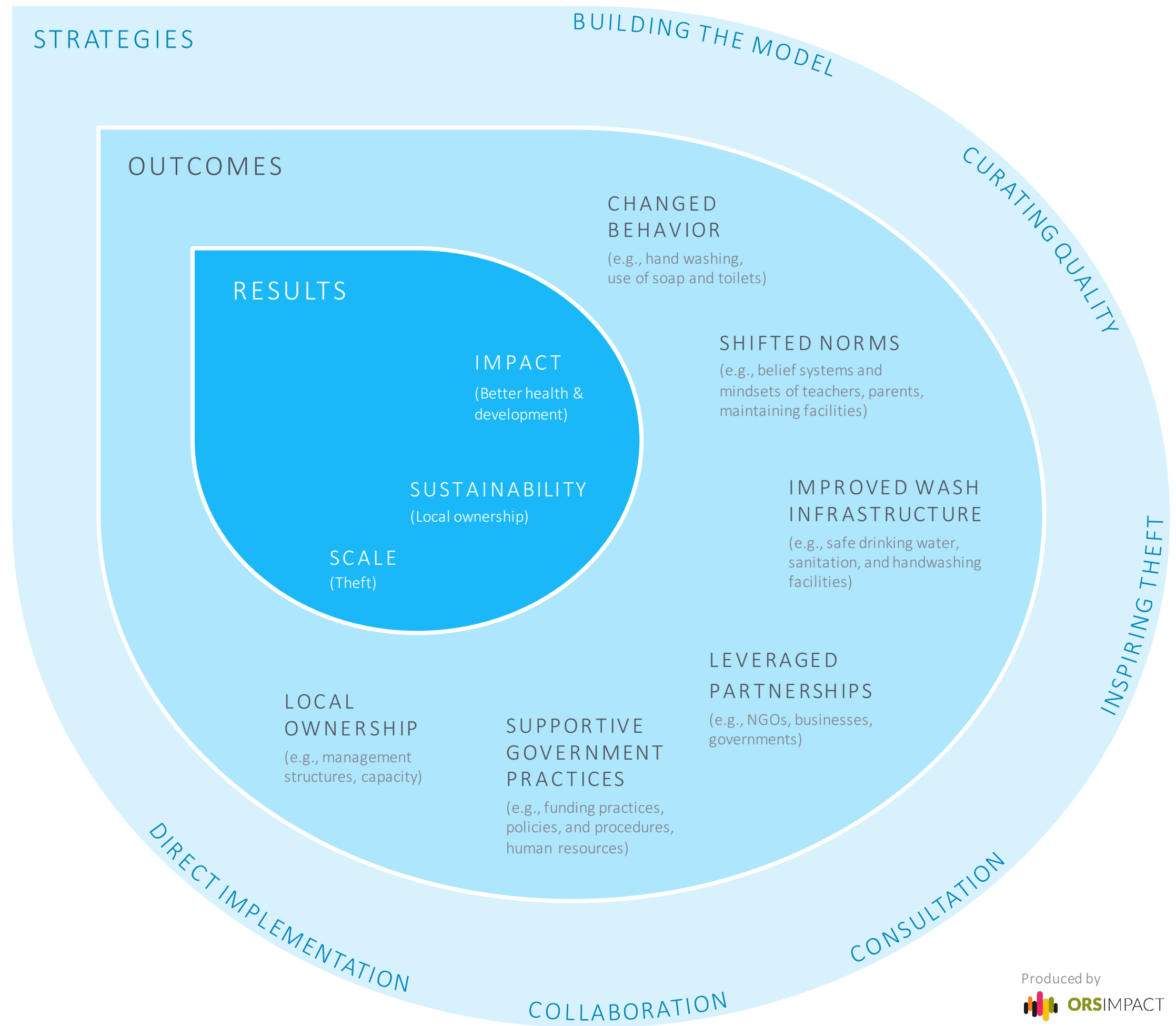




THEORY OF CHANGE
2016-2020

CORE VALUES:

- Quality
- Honesty
- People
- Joy
- Mistakes



This product was produced while at ORS Impact.

DRAFT: December 14, 2015