

Overview of the Collaborative Change Approach

Community Reconciliation Grantees

The Collaborative Change Approach (CCA) is a process for helping grantees engage multiple stakeholders in the creation and implementation of lasting change. Through this approach, convening organizations help members of a community articulate their underlying core values, name the change they seek, and develop a realistic and sustainable plan to achieve their defined change. A defining strength of the model is that it builds the capacity of participants to be reflective about what it will take to make sustainable change happen in their community.

This approach is based largely on Williams Bridges' Transition framework and the ARIA-C3 process. A brief description of each of these frameworks follows:

William Bridges Transition Framework¹ provides a guide to understanding the internal process that people go through as they experience change. There are three stages to every transition:

Endings--the stage in which one must let go of "the way things were" in order for a desired change to take place. The Endings stage involves loss, acknowledgement and mourning, letting go, getting closure and saying goodbye to the old identity, the old way of doing things.

Neutral Zone--the chaotic, but dynamic stage that occurs after one has "let go" of the old way of doing things, but not yet fully embraced the new. The Neutral Zone is an in-between time that contains considerable chaos, but is also a place where great creativity is possible.

New Beginning--the stage where a new way of doing things, a new identity or a new opportunity for growth and progress emerges. The New Beginnings stage brings a feeling of finally "being with it," that a new chapter has emerged. Often, a sense of renewal is also felt.

ARIA-C3² is a value-driven process for helping multiple individuals and groups collaboratively set and implement an agenda for change. Through this process, participants envision and foster lasting change by seeing through three lenses:

1) Individual lens (C1) - Participants first articulate their individual goals, values and action ideas for a needed change through responding to a web-based or hard

¹ For more information about Bridges' Transition Framework and how grantees have worked with it, please refer to the "Andrus Archives" section of the Andrus Family Fund Website: www.affund.org.

² For more information on ARIA C3 and an example of its application to a community change effort, please see the article entitled, "The Cincinnati Police-Community Relations Collaborative" in the "Andrus Archives" section of the Andrus Family Fund website: www.affund.org.

copy questionnaire about WHAT they envision, WHY they deeply care about their goals, and HOW they think the change can happen.

2) Group lens (C2) - They then reach consensus with members of their own stakeholder group on shared, intragroup (within group) goals.

3) Collective lens (C3) - Finally, group representatives reach consensus on intergroup (across group) goals and action plans for their entire community and establish change teams.

The CCA combines the strengths of the Transition framework and the ARIA-C3 model into a thoughtful planning process about how to effectively move forward with specific community reconciliation initiatives. Grantees who successfully apply for a CCA planning grant will partner closely with Andrus Transition Coaches and C3 experts to develop a project that includes the following features:

- A value-driven and collaborative process to define the needed change in a target community.
- A specific and sustainable plan to guide a community's change over time.
- The creation of a Transitions Monitoring Team to guide ongoing reflective practice and support the intentional and consistent application of Transition concepts to community change.

To apply for a Collaborative Change Community Reconciliation Planning Grant

The Andrus Family Fund will consider applications for planning grants of up to six months to organizations for development of a collaborative community change initiative using the CCA.

Successful applicants for a CCA grant will demonstrate the following:

- A clear understanding of a specific community conflict or change opportunity and what may be involved in engaging it effectively.
- A clear sense of the types of stakeholders that must be involved in the collaborative effort to make it successful.
- An ability and willingness to work with the Andrus Family Fund to build a tailored approach to their target community based on the CCA.
- An openness to being trained to implement this approach in their target community.

To apply, please provide a 1-2 page statement that includes the following:

1. A paragraph about your organization(s) and the project leader(s) and team that would drive this initiative.
2. A description of the community conflict or opportunity that you propose to engage. Please include the types of stakeholders that you believe you will need to engage in the initiative.
3. Your understanding of how the community would benefit from the CCA.

This 1-2 page statement must be submitted together with your online application.

