

WRI Theory of change

Need for consistency

- ⇒ Coherence between the explicit and implicit convictions that underpin any initiative
- ⇒ The values promoted by the project, the attitudes adopted by its participants, the methods they use, the ends they seek
 - must be consistent
- ⇒ Coherence between belief and practice

Deep seated belief in the oneness of humanity – that we are all equal in the sight of God

- ⇒ All efforts should foster unity, togetherness, cooperation
- ⇒ an unshakable conviction in the nobility of human beings (able to subdue lower passions and evince heavenly qualities)
- ⇒ No prejudice or paternalism (as these violate the dignity of people)

Immutable belief in justice

- ⇒ Allocate resources according to the real need and aspirations of the community
- ⇒ rather than the whims and wishes of a privileged few
- ⇒ Development is not something done by one group on another – but is the result of a local community deciding on its own path as a result of its own initiative, derives from itself and at its own pace

Principle of equality of women and men

- ⇒ open ways for women to assume their role as protagonist of development
- ⇒ And benefit from its fruits
- ⇒ And the experiences of women and girls be given more emphasis in development thought

Consultation

- ⇒ Decision making processes must be inclusive and interactive
- ⇒ Listening to all
- ⇒ Universal participation in decision making
- ⇒ Detachment to individual ideas
- ⇒ Seeking to find the truth and increase unity

WRI Development policy

Development Assistance

- ⇒ Starts with local consultation on local needs
- ⇒ Reading the reality of the local community
- ⇒ Sense of ownership by the community
- ⇒ Starts small
- ⇒ Starts with projects the community can achieve using their own capacities;
 - then with help,
 - then major projects

Always a process

- ⇒ Sometimes short and discreet, sometimes on-going
- ⇒ Study, consultation, reflection, planning, action – cycle used
- ⇒ Process of reflection to regularly and systematically review successes, failures and new opportunities is key
- ⇒ Balance between spiritual and material
- ⇒ Knowledge creation is local not imposed
 - outside resources assist participants to develop capacity,
 - to articulate needs and
 - to develop knowledge creation

Mode of learning

- ⇒ Outcomes not set at beginning.
- ⇒ Capacity building is key objective.
- ⇒ Development of qualities such as listening, resilience, perseverance, empathy, patience....
Are all noteworthy

Funding

- ⇒ Funding added to take any initiative to next level of endeavor
- ⇒ Results of funding need to be analysed by participants regularly
- ⇒ Reflecting and checking the funding is not creating a project that is ultimately unsustainable given the reality of the local community
- ⇒ Ensure funding does not pervert the character of the project or its participants
- ⇒ Recognise forces of integration and disintegration at work in society
- ⇒ Recognise negative drivers that impact on the project
- ⇒ Recognise cancerous impact of materialism
- ⇒ Recognize difference between capacity building and emergency relief.
- ⇒ WRI is not an emergency relief
- ⇒ Decide on appropriate reporting etc. not necessarily based on financial western values

Examples:

What does the phrase 'Coherence between the explicit and implicit convictions that underpin any initiative mean in practice?

Any initiative or plan of action should be supported by both explicitly stated beliefs and underlying, implicitly held, beliefs that are consistent and coherent with each other. In other words, if someone is proposing a plan of action or initiative, it's important that they not only state what they believe explicitly but also have a clear and coherent set of underlying beliefs that support their proposal.

For example, let's say someone wants to start a new business venture. They may state explicitly that they believe in the importance of hard work and innovation. However, if their underlying beliefs include a lack of confidence in their ability to succeed, or a belief that they don't deserve success, there would be a lack of consistency and coherence between their explicit and implicit convictions, which could hinder the success of their initiative. Therefore, the phrase emphasizes the importance of having a clear and consistent set of beliefs that support any initiative or plan of action.

Alternatively, if someone is proposing to start a school, it's important that they not only state their beliefs explicitly, but also have a set of underlying, implicitly held convictions that are consistent and coherent with their explicit beliefs. For example, they may state explicitly that they believe in the importance of education and that every child has the right to a quality education.

However, if their underlying beliefs include a lack of confidence in their ability to create a successful school or a belief that students are naturally disinterested in learning, then there would be a lack of consistency and coherence between their explicit and implicit convictions. This could lead to a lack of motivation or a lack of commitment to the initiative, which could ultimately hinder the success of the school. Therefore, it's important for someone wishing to start a school to have a clear and consistent set of beliefs that support their initiative and that are aligned with their underlying convictions. Such convictions may include:

Is the school management appropriate, locally based, and able to provide in the short and long term the support the school needs, pupils, teachers, learning materials, and the finance to maintain this? If in the past there have been successes using other methods, could these be built upon?