

Agape Child & Family Services
Whole Family Model – Theory of Action
Updated March 31, 2022

We recognize that Agape cannot effectively address all needs of the communities and families we serve independently and that doing so will require a collective effort. In recognition, we have developed our Theory of Action that articulates the specific activities Agape will pursue in support of the overarching socioecological theory of change. This theory of action identifies our priority strategies over the next five years and indicates where Agape will take a leadership position in addressing specific individual and community needs.

	Key Strategies & Activities		Early Change		Long-term Change		Impact
I n t e r / I n t r a p e r s o n a l	<p>1.) Whole Family/2-Gen Service Delivery - Strengthen and build capacity of families living within targeted neighborhoods by addressing their multi-generational needs.</p> <ul style="list-style-type: none"> a. Connect families to the resources and supports for which they express a need and interest. b. Foster healthy relationships among family members. c. Support the building of families’ and individuals’ networks and social capital. d. Recognize and address underlying behavioral health needs. e. Integrate trauma-informed practices across all services. f. Enhance access to spiritual resources. g. Support education and career success as core drivers of thriving children, adults, and families. 		<ul style="list-style-type: none"> ● Individuals and families gain access to needed services and supports ● Caregivers and children cultivate healthy relationships ● Integration of trauma-informed approach throughout all policies and practice ● Individuals grow spiritually and build connectivity through shared faith 		<p>Strong and resilient families</p> <ul style="list-style-type: none"> ● Families build economic and social capital ● Individuals demonstrate resilience ● Individuals have hopefulness ● Individuals have confidence ● Individuals experience spiritual growth and transformation 		<p>Thriving families and communities.</p> <p>Hopeful: Will express a sense of hopefulness about the future</p> <p>Healthy: Will be safe and healthy, develop life-long healthy habits, and exhibit resilience</p> <p>Connected: Will be in positive relationships with others and know their own value</p>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Organizational</p>	<p>2.) Equity, Evidence, & Voice: Promote an organizational culture and practice that applies an equity lens throughout all work and prioritizes the use of data, evidence, family voice, and learning to inform ongoing programs and services.</p> <ol style="list-style-type: none"> a. Continuously gather feedback from families and use that feedback to inform program and service delivery. b. Apply an equity lens to all practices. c. Prioritize adoption of evidence-based or evidence-informed service delivery models. d. Use data to inform ongoing continuous quality improvement. e. Promote and support ongoing professional development and learning opportunities that build the knowledge, skills, and competencies of all staff. f. Actively participate in learning communities that allow for bi-directional sharing. 	<ul style="list-style-type: none"> ● Equity framework is adopted and informs organizational decision making ● Individual and family feedback informs needs and shapes services ● Programs and services are modeled on evidence based/informed best practices. ● PQI practices are adopted organization-wide ● Services are delivered with fidelity ● Staff are empowered and equipped to serve families ● Lessons learned are being shared internally and externally with peer organizations, and learnings from others inform work. 	<p>Equitable high impact programs and services</p> <ul style="list-style-type: none"> ● High impact programs and services ● Culture and practice prioritize equity ● Embedded continuous learning practice and culture 	<p>Educated: Will be academically successful and prepared for the 21st Century</p> <p>Empowered: Will be heard and have the self-efficacy to serve as leaders of their family and in their community</p> <p>Employed: Will be aware of, pursue, and achieve fulfilling targeted careers that support economic mobility and create a thriving economy</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Community</p>	<p>3.) Integrated Family-Centered Service Delivery Network– Build infrastructure needed to support the delivery of integrated and aligned services for families.</p> <ol style="list-style-type: none"> a. Use data to identify service and resource gaps. b. Collect and share select client data to streamline and coordinate access to internal as well as community-based services. c. Formalize networks of key service delivery partners with clearly defined data sharing agreements and protocols. d. Develop data security policies and protocols that protect client’s rights and privacy. 	<ul style="list-style-type: none"> ● Diverse resources are easily accessible and address identified family needs. ● Shared information-sharing standards internally and across partner networks ● Critical information flows regularly internally and across key partner networks 	<p>Integrated family-centered services</p> <ul style="list-style-type: none"> ● Fully utilized and optimized services for families 	

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<p>4.) Community Capacity - Enhance local community capacity to serve its residents.</p> <ul style="list-style-type: none"> a. Design and implement mechanisms for sharing resident feedback with community partners. b. Promote and adopt crime prevention and reduction efforts (e.g., CPTED, partnerships with law enforcement, violence prevention). c. Cultivate and foster strategic neighborhood partnerships. d. Catalyze, equip, and engage individual churches as well as networks of churches and ministry partners. e. With community networks, collaborate on shared goals to remove barriers to success for families and build collective impact for all community members. 	<ul style="list-style-type: none"> ● Crime reduction practices adopted across apartment communities and neighborhoods ● A network of neighborhood partners convenes regularly and collaborates on shared issues. ● A network of local faith leaders convenes regularly and collaborates on shared issues. 	<p>High-capacity communities</p> <ul style="list-style-type: none"> ● Safe neighborhoods ● Aligned and comprehensive neighborhood-based services and resources ● Established social networks ● Thriving neighborhood churches ● Flourishing, equitable economy 	
<p>5.) Systemic Practice and Policy: Influence understanding of and advocate for equitable systemic policy and practice change.</p> <ul style="list-style-type: none"> a. Engage families and their communities in identifying needs and barriers to prosperity and jointly setting an agenda to improve support policies and practices at local, state & national levels. b. In active, loving relationships with partner churches and church/ministry networks seeking to understand and work out the intersection of Christian faith and equitable thriving communities, act as bridge and catalyst to influence Christians’ awareness, understanding of, and needed actions and advocacy to support thriving families and communities. c. Advocate for an equitable distribution of resources. d. Build a coalition around matters of justice and equity guided by a common faith. 	<ul style="list-style-type: none"> ● Participate in and help build aligned networks that can advocate collectively for change. ● Development/promotion of anti-poverty agenda that addresses structural inequities and gaps. ● Opportunities for families and communities to build skills and networks in speaking out on issues of policy and practice impeding thriving families and communities. ● In relationship-building with other Christians, an environment created conducive to forming a shared understanding of the Biblical view of matters of justice and righteousness and its practical application in addressing matters of systemic injustice. 	<p>Equitable Systemic policy and Practice</p> <ul style="list-style-type: none"> ● Equitable systemic policies and practices ● Active and equipped families and communities speaking out about systemic issues affecting themselves and their communities. ● Active and engaged churches and networks of churches and ministry partners advocating for and supporting equitable systemic policies and practices. 	