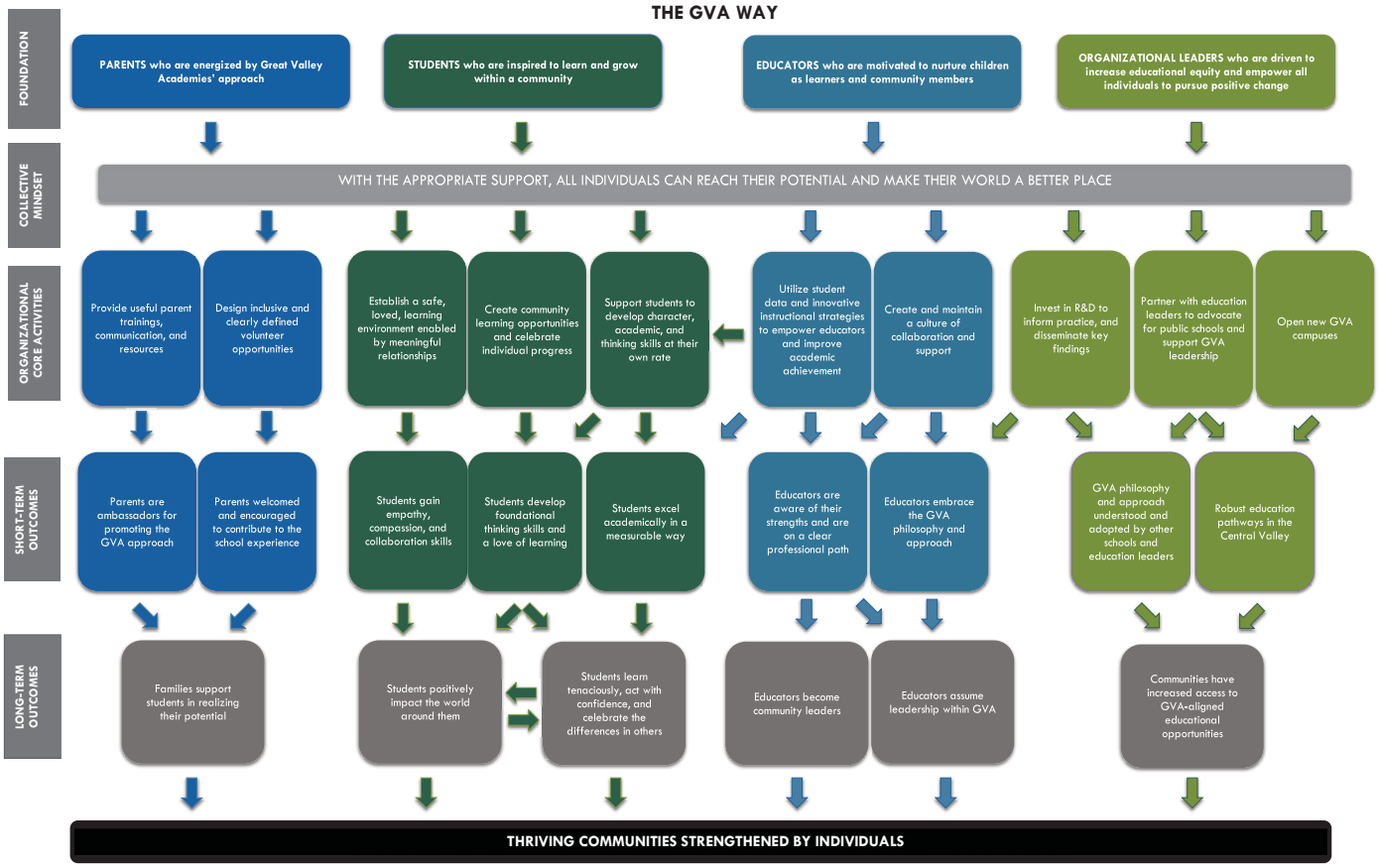THEORY OF CHANGE