

# QUICK AND EASY THEORY OF CHANGE WORKSHEET

Adapted by Brenda Doner and Cathy Lang from 'Identity Statement', the Non-profit Strategy Revolution by David La Piana.

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**INSTRUCTIONS:** A Theory of Change process is a way of engaging stakeholders in a conversation about outcomes and of uncovering assumptions that will inform the collaborative effort. The Theory of Change statement provides an opportunity to build consensus around strategies and opportunities for change.

Facilitate a discussion using the worksheet below with key stakeholders. Note where there is consensus and talk through points that are unclear or where there is a difference of opinion. Seek out documented research and experience from members, their organizations and/or from other credible sources that validate or question your assumptions around strategies. Use this research and the discussion to further craft directions.

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- **We believe that by.....** (strategies/activities)

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- **Our work will lead to.....** (goal/objectives)
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- **So that.....** (vision, desired impact/outcomes)
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- **Our team.....** (stakeholders, governance, who and how you work)
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- **Who will benefit.....** (target beneficiaries)
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- **From our unique niche .....** (role/advantage, what you do better than others)

- **We sustain ourselves by.....** (things that keep us going)

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- **Using these resources.....** (financial and physical resources, funding)

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- **So we can demonstrate....** (improvement or changes that have happened as a result of the work).



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Toronto

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