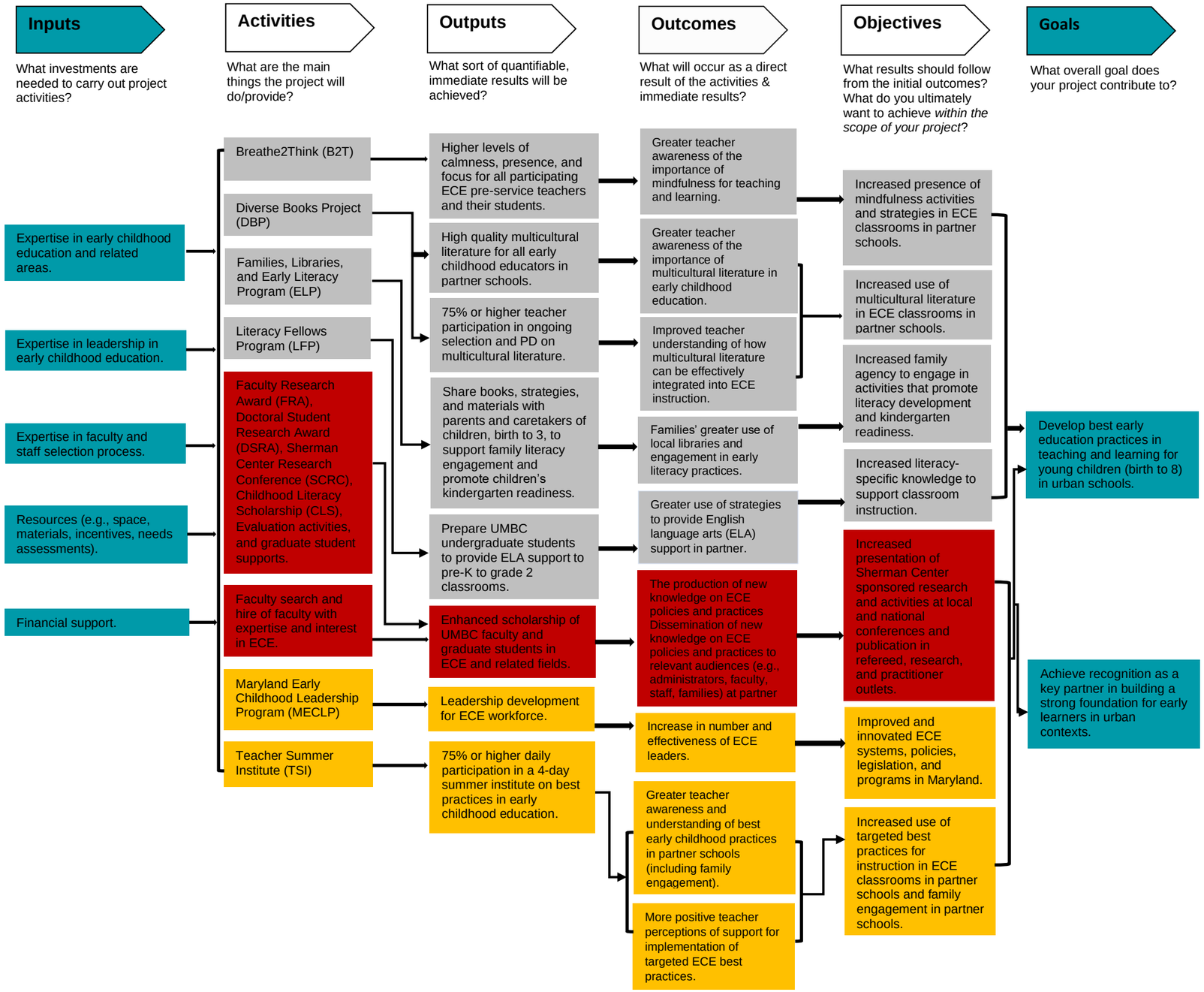Sherman Center Theory of Change