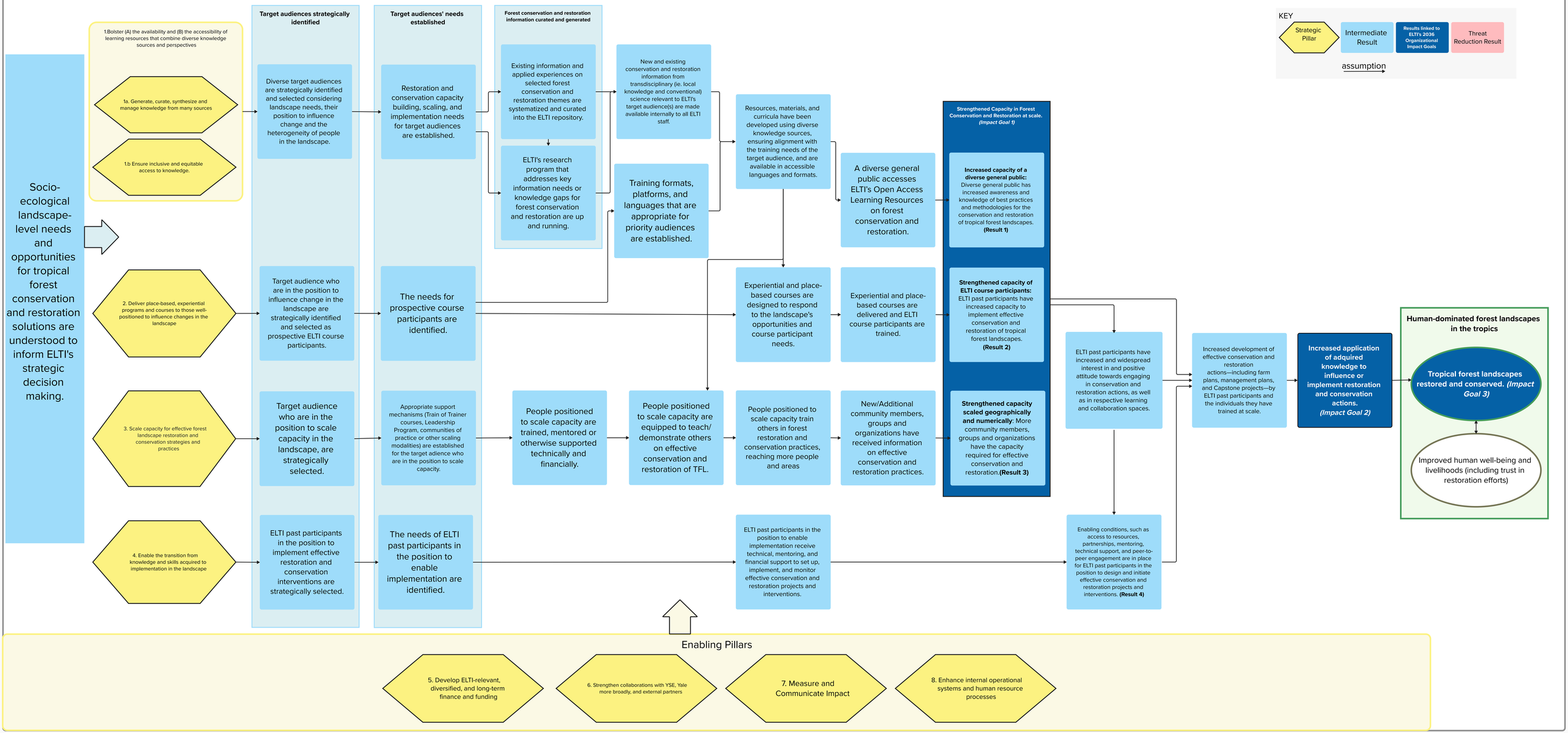ELTI's Summary Organization Theory of Change