



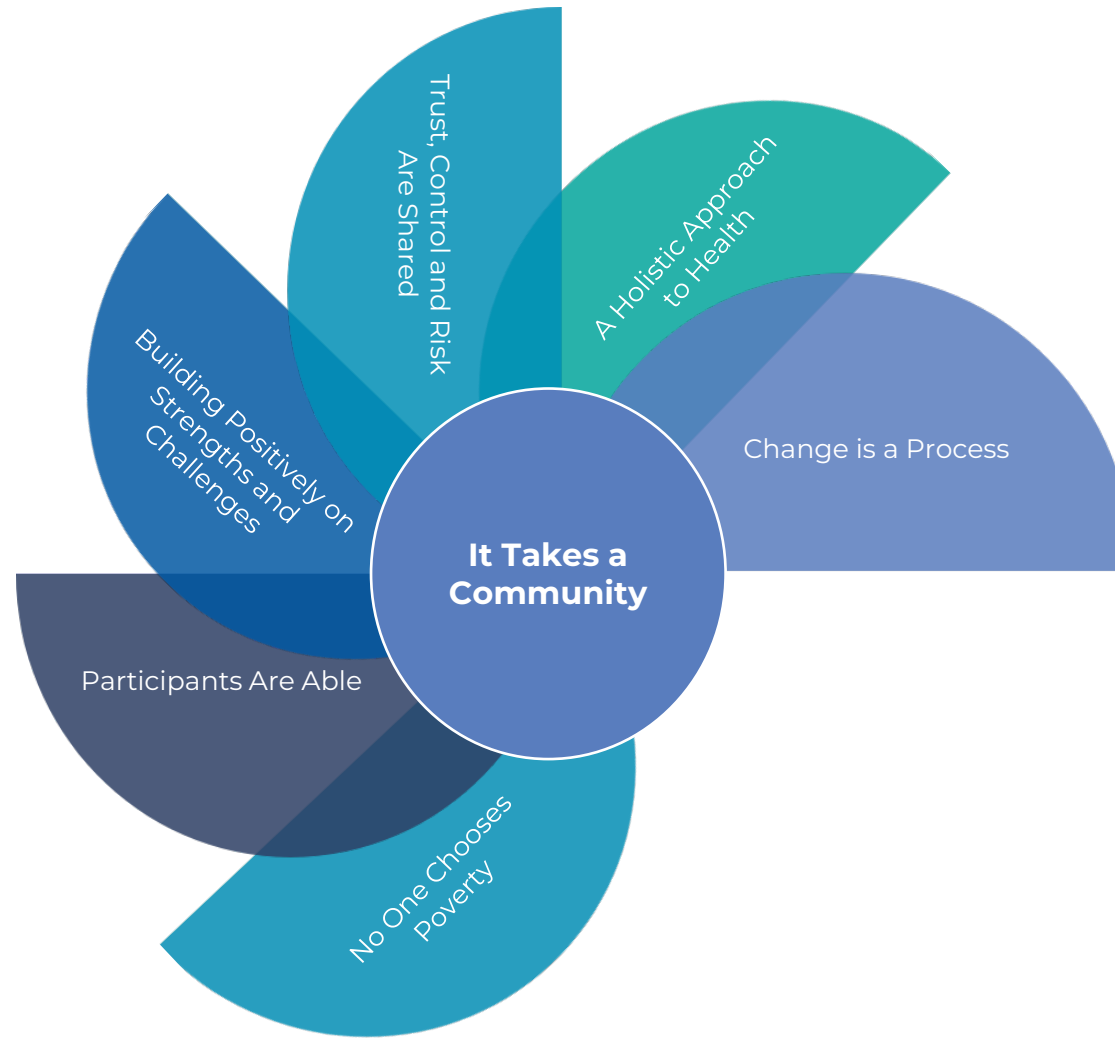
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Our Guiding Principles

The IM&M+ program is guided by the following fundamental beliefs and values



IM&M+ Guiding Principles



+ No One Chooses Poverty

Poverty is degrading, humiliating, and no one chooses to be poor. The modules explicitly address the blame and judgement often associated with poverty. We wanted to build a workshop series that not only acknowledged the challenges of living in poverty, but proactively integrated those realities right into the series.

+ Participants are Able

It seems simple, but everything changes if we don't fundamentally see participants as capable of success. IM&M+ participants are resilient, adaptable, creative, flexible, courageous, innovative and skilled. They have a wealth of life experience, skill and wisdom. They are the experts on their own life and the architects of their future. They have an enormous amount to teach each other and teach us. IM&M+ facilitators are guides, supporters, encouragers, challengers and co-learners.



+ Building Positively on Strengths and Challenges

IM&M+ is strengths and solutions-focused. It builds on Newton's laws of physics which suggest that it's easier to redirect existing motion than to get motion started. We recognize that participants are all already in motion –they are living lives, making decisions and moving in a direction already. The modules' strategy is to help redirect it if it's going in a direction they don't want.

+ Trust, Control, and Risk Are Shared

Trust is a precious gift earned through respect, consistency, appropriate disclosure and risk-taking (including by the facilitator), providing a safe and accepting environment where expectations are clear and control is shared equitably. The space is co-owned and co-created.



+ A Holistic Approach to Health

Integration of a holistic view of health is an essential thread throughout the program through activities that cultivate physical movement, the sharing of meals and facilitating discussions that center around healthy habits.

+ Change is a Process

The program is underpinned by Prochaska's Change Theory, recognizing that personal transformation doesn't happen overnight or at the same pace for different people. IM&M+ and its facilitators normalize the change process – acknowledging that starting is hard and setbacks can happen. The program and facilitators set out to nurture the seeds of hope in everyone, reinforcing that everyone is always working on something and there is no perfect endpoint.



+ It Takes a Community

Finally, such transformation is fostered when everyone is coming together –all seeking to move positively. This means the active collaboration and contributions of the facilitators, their organizations, community partners and participants

