TRHT KALAMAZOO PROCESS

**PHASE 1**
JUNE 2017 - MAY 2018
- Focus on developing the partnership
- Engage critical sectors & leaders
- Training, healing circles, visioning
- Create design teams in 3-5 areas
- Roles & structure

**PHASE 2**
JUNE 2018 - APRIL 2020
- Design teams begin with pilot projects
- Healing and truth-telling activities
- Grow community network
- Endowment fundraising
- Community assessment and recommendations for long-term goals and strategies

**PHASE 3**
MAY 2020 & BEYOND
- Endowment established
- Full implementation of long-term program/projects
- Long term structure established
- Ongoing alignment of partners, systemic change efforts
- Healing work as a community practice