

cindy trimm's

gather **G.R.E.E.T.** elevate
engage
respect transform

Change

OPEN HEARTS. OPEN MINDS. OPEN ARMS.

Dear G.R.E.E.T.er, are you ready to change the world?

G.R.E.E.T. Change is both a model and philosophy for helping any person anywhere move from armchair protest to aspirational progress. No matter who you are, you can be the change.

Join the #GREETchange movement beginning with this simple guide! As one who G.R.E.E.T.'s change, you can:

- **Create** a G.R.E.E.T. Change chapter in your city.
- **Organize** events to raise awareness of the of G.R.E.E.T. Change philosophy and model.
- **Become** part of a local movement...

Don't stop there. Tell us how you're G.R.E.E.T.ing Change in your sphere of influence. Share your photos, videos, and reflections via social media [@TrimmGlobalCharities](#) and [TrimmGlobalCharities.org](#).

Have any questions or suggestions? Email: info@trimmglobalcharities.org

Thank you for changing the world by G.R.E.E.T.ing Change.

For more information, visit greetchange.org.

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What is G.R.E.E.T. Change?

“Change is the law of life, and those who look only to the past or present are certain to miss the future.” – John F. Kennedy

I am thrilled you have chosen to join this global movement of change makers passionate about shaping their communities through collective action.

For as long as I can remember, I have been passionate about building the capacity of every person to be the change they hope to see in the world around them—because when ordinary people step forward, extraordinary advances are made. For this reason, the world needs you; your perspective, your voice, and your unique gifts to be an influential force for good. When we each rise up in our own small way, together we create an unstoppable wave of transformation.

To build this global movement of changemakers, I knew we needed a simple framework to guide collaborative action. I developed the G.R.E.E.T. Change Model as a way of keeping our hearts and minds open to new possibilities that we co-create together. Based on the work I do with women, I was inspired by how whenever we come together, we greet one another with open arms. Open-hearted conversations spontaneously flow from that initial approach to how

This is how we can collectively move from protest to progress...



we connect; new ideas emerge from a rich collaboration as we focus on working together to serve the greater good.

Open Hearts, Open Minds, Open Arms.

The G.R.E.E.T. Change process is a simple tool we can all use to sharpen our vision, strengthen our leadership, and work together to change the world.

Here are five simple steps anyone can practice to effectively G.R.E.E.T. change:

- 1) **G**ather
- 2) **R**espect
- 3) **E**ngage
- 4) **E**levate
- 5) **T**ransform

"If you want to go fast, go alone.

If you want to go far, go together." – African Proverb

I'm convinced lasting change cannot happen until we come together in constructive conversation, driven by honor and respect. In dynamic conversations, you'll clarify the ideas, values, and perspectives that will transform your world. Ordinary individuals willing to bring people together have the power to move our communities from protest to progress and to create the positive changes we all desire.

These five easy steps will help us effectively move from marching in the streets to mending our frayed social fabric. Now more than ever, we must open our hearts and minds to greet the opportunities hidden in every crisis. This will require our collective capacity to listen—to welcome the thoughts, concerns, and wisdom of others.

To greet change, we must first be willing to greet one another.

We can change the social narrative. We can change the nature and tenor of our conversations, so they affirm the best in who we are as divinely-created beings. We can take our focus off what's wrong and redirect it to what is possible. If we can change how we see ourselves and each other, we will discover all that is possible when we work together. We can change our global reality for good. Together, we can be the change.

“The people who are crazy enough to think they can change the world, are the ones who do.” – Steve Jobs

What one thing can we change that could change everything?

Transformational leaders have the ability to see what others cannot see. They spot trends, identify openings in a market, or connect with the cultural currents shaping a community. Before you lead change, you must identify the issues plaguing your area.

Before you walk through the G.R.E.E.T. framework, spend a few minutes identifying the needs that mean the most to you.

Action Step: Identify the problem...

Think in terms of concentric circles, starting at the inner ring, with the situations you encounter in your everyday life (i.e. your close relationships, your children's school, or your neighborhood), then move out to your community/city, and finally in the outer ring, consider your nation and world.

Answer two questions for each ring:

- What breaks your heart in this area? (i.e. maybe it grieves you to see teachers at your kids' school paying for classroom supplies with their own money, or you can't stop thinking about a family on the brink of losing their home due to a job loss.)
- Complete this sentence: "If only someone would...." (i.e. help the homeless teens in our community find a safe place to sleep, or help white Americans better understand how they can support their black neighbors.)

Inner ring (Personal relationships or neighborhood):

Middle ring (community/city):

Outer ring (nation/world):

What did you discover as you considered these questions? What issue or need stood out as most important to you?

Leading change can be intense, challenging work, so selecting a project that connects with your heart and passion is key to staying the course. If you don't care deeply, you may give up when the going gets tough.

Let's get started!

In the following sections, we will unpack each element of the G.R.E.E.T. Change framework. We'll define each concept, identify key behaviors necessary to fulfill that step in the process, and finally, we'll put what we're learning into action.

This is not a theoretical process—it is designed to be practiced—so set aside time to put the action steps into motion. I can't wait to see how your family, community, city, or nation will be impacted through your own GREET Change initiative!

Candy Freeman



GATHER

The means by which we come together for the purpose of effecting positive change.

The first letter in our G.R.E.E.T. acronym stands for "Gather." First and foremost, we must come together—put our heads together so to speak—to create a brain trust for the purpose of initiating meaningful dialogue and discourse. Rather than isolating ourselves, we must move away from an "us versus them" mentality to embrace the understanding that we are all in this together. In a climate of polarizing, critical opinions, a commitment to come together is truly counter-cultural.

I challenge you to be a discussion starter. Take the lead to foster constructive dialogue with those closest to you, those you work with, your social media followers, or with whom any groups you belong. Be intentional about the people you invite to collaborate. The best conversation partners may not be the people who are most like you. Rather, look for people who could bring a variety of perspectives, resources, or skills to the discussion.

If you could create a dream team of action-oriented change makers, who care about the same types of issues, who would you invite to join you? Get a vision for who you would like to see around your proverbial conference table. Who would you like to partner with in making a contribution to history? You can start with a group as small as three people, for as it says in Ecclesiastes, "A cord of three strands is not easily broken" (4:10). Together, you can be the change.

Action Step: Identify your cohorts and determine how you will gather.

- **Design your team:** Recruit two or three friends, who share your concerns, to form the core of your group. In time, you may add other members to the team, but to get started, begin with a handful of trusted partners.
- **Set a time to meet with this core group:** Schedule a weekly meeting, over coffee or on Zoom, to discuss the issues that concern you.

- **Brainstorm communication channels or groups of people with whom you could broaden the conversation.**

You might try:

- www.nextdoor.com where you could identify specific concerns in your neighborhood or community. This would also be an easy way to invite people to join the G.R.E.E.T. Change Challenge.
- Social Media: Invite your friends and followers to participate in a weekly call. Use the hashtag “#greetchange.”
- Invite your church community into the conversation. Your congregation may have existing relationships with community organizations that you could build on.
- Start a virtual book or movie club to learn more about the issues you most care about.
- Volunteer for a committee or join a nonprofit board where you can share your ideas regarding a cause you believe in.

Share your commitment to “gather for good” with others. Be specific about how you will be meeting and when. Consistency is critical! Allow the conversation to flow as people get to know each other and grapple with the issues at hand. Dialogue, brainstorm, be creative and enjoy the process!

RESPECT

The means by which we show empathy, understanding, and consideration for each other and the process.

The key to showing respect is to seek first to understand before being understood. Effective leaders recognize that they aren't all-knowing. Instead, they actively seek input from others and make a special effort to understand the perspectives of people whose opinions are different from their own.

To create solutions that genuinely serve others, you must understand their interests, perspectives, and needs. In these divisive times, it is vital to respect other people's perspectives, life journeys, and political persuasions.

To respect another is to honor their humanity.

Even if you do not understand or agree, do not make disparaging comments or state your opinion in an insensitive manner. Some cultures and customs, accents and intonations, foods and festivals, dress codes or culinary delicacies are different from yours. This diversity is what makes the world beautiful! And because cultural contexts differ, opinions will differ as well.

When you come together, focus on what unites rather than what divides. We are all in this together...and although our backgrounds and experiences are different, more often than not, our basic values are very much the same.

As you endeavor to G.R.E.E.T. Change, keep the main thing the main thing. Focus on how you can move forward and positively affect your community or nation. Don't look back and never play the blame game. Remember, you are gathering to find solutions. Stay positive and open to new possibilities.

In addition to respecting people, also respect the process...because all change involves a process! If it took years for a situation to develop, it may take years before we experience the kind of change we hope to see.

Respect is key to uniting a diverse, multicultural, hyper-connected world.

I challenge you to *be the change* by gathering with others and respecting a variety of perspectives and opinions. In this increasingly interconnected world, we must first pursue peace through honoring and respecting the humanity of all people. If we are to bring about the good we all want for our families, communities, and nations, and for future generations, we must learn to greet change with open hearts, open minds, and open arms.

Only when we are able to honor the humanity of all stakeholders, will we be able to lead conversations that move society forward. In other words, to change the narrative, we must endeavor to achieve consensus through mutual respect.

Action Step:

Establish guidelines for how you will approach this process.

Brainstorm a list of qualities you would like to characterize your group's discussions. For example, you may pledge to remain open-minded and seek opinions outside of your own. What values will be essential to your group's success?

Share your ideas as a group and identify the 3-5 characteristics that will be essential to achieving the positive influence you hope to make. Commit to honor these protocols when you meet, and share them with anyone who joins you at the conversation table.

ENGAGE

The means by which we define, discuss, and deconstruct the issue at hand.

Only when we are able to honor the humanity of all stakeholders, will we be able to constructively "Engage" in conversations that move society forward. We must endeavor to achieve consensus through effective dialogue that engages the interests and concerns of all parties.

The Cambridge Dictionary defines the verb engage as "causing someone to become interested or involved in an activity; to attract someone's interest." It also means, to "cause something to fit into and move together; to fit one part of a machine into another so they move together." Is this not what we want our social machinery to do? This is also what we are shown in a famous biblical metaphor:

During a time of social unrest, the apostle Paul teaches how diverse parts of the human body are all equally valuable and must work together as a single unit, "[God] makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love" (Eph 4:16).

Every part working together in its own special way for the good of the whole. This is the unstoppable power that builds when previously separate, self-focused individuals shift their energy to serve the common good. We must attract the interest of others and engage them in a process of defining problems and identifying solutions through respectful discussion and discourse.

All change begins with active engagement.

Practice the art of engagement by inviting outside voices to join the conversation. As you engage people whose opinions may be new to you—or may differ significantly from your own—remember the values you identified in the previous section. Your goal is not to be a

know-it-all who has all the answers, but to be a uniter, who listens more than she speaks and seeks to understand the priorities and perspectives of others.

In the process, you will discover facets of the problem that you may not have seen before. Ask yourself, "What are the underlying issues that led to this situation? What are the smaller questions hidden behind the bigger ones? What skills/perspectives/knowledge are missing from our core team that we need to solve this problem? And where can we find people who have them?"

Action Step: Decide which voices you will invite to the conversation and how you will engage them.

Make a list of stakeholders; people who have an interest or concern in the problem you're trying to solve:

How will you engage their perspective or expertise? (When/where will you meet; what questions will you ask; how will you partner with them going forward, etc.?)

ELEVATE

The means by which we share our ideas, dreams, and visions for a better future.

Here we move from defining the problem to developing a solution...shifting our focus from what is wrong to what is possible. We must "Elevate" our conversations for the purpose of co-creating new approaches, initiatives, and innovations that will move us toward the outcomes we desire.

Elevated conversations move us toward a shared vision with specific goals, objectives, and strategies for putting an alternative model on the table. Being future focused also moves the narrative from "I" to "we," and propels us toward the transformation we all want to see.

Too often, we fall into the trap of becoming defensive and self-justifying. That is simply our ego taking charge: "Edging God Out." As an alternative, you can choose to yield to a higher power—there is always a greater good knocking at the door of our hearts if we choose to listen for it. Some call it your "conscience," others call it "*Christ in you, the hope of glory*" (Col. 1:27).

"You are the light of the world...let your light shine before others" (Matt. 14-16).

Practice elevating your conversations by speaking hope-filled words that enlighten possibilities. As a rule, "Let no harmful language come from your mouth, only good words that are helpful in meeting a need; words that will benefit those who hear them" (Ephesians 4:29 CJB).

A little humility will do wonders in helping you stay curious and connect the dots in new ways that will lead to solutions still outside of the proverbial box. Each of us only has a small piece of the puzzle—and as with any puzzle, before you start, you need a vision for what the bigger picture should look like. Equally important, every piece must be included to get a view of the *complete* picture.

Action Step: Lift the conversation by practicing the art of possibility thinking.

Reflect on the last time you took part in a high-stakes conversation. What kept the conversation from moving forward? Were there personal egos involved? Was one of them yours?

How might you take the lead in redirecting the conversation? Think about specific ways to encourage mature, self-controlled, other-focused dialogue.

Lead your group in vision casting. Ask questions that focus on what is possible rather than what is wrong (on assets or strengths, rather deficits or weaknesses). Refer to [Appreciative Inquiry](#) for practical ways to pursue this methodology.

TRANSFORM

The means by which we execute on clear, actionable objectives.

Congratulations, you have laid the foundation for creating positive change! This is where we move from inspiration to action; from redefining to redesigning to rebuilding the future.

As we've discussed, nothing happens until we "Gather," show "Respect," constructively "Engage," and collaboratively "Elevate" to co-create something new. But then, we must execute on that new vision by *taking action*. We must exercise our capacity to "Transform" the world around us by implementing clear, actionable objectives.

These objectives are based on the specific outcomes you are hoping to see. Do you need so many signatures on a petition? So many views on a post or video? So many votes? Clear objectives will help you determine the specific actions you must take to achieve the results you are after.

Define your win.

To "Transform" means to undergo change. Transformation is about results—it is about moving humanity forward, from protest to progress. According to the Diffusion of Innovation Theory, it only takes 15% of a population to reach a tipping point at which an innovation takes hold. Imagine, **if only 15% of a community were willing to change, its entire culture could be transformed.**

So, what can you do to push toward the tipping point? Technology has given every person a mouthpiece and platform unheard of in previous generations. You have the power and connectedness to lead and transform—how will you use it?

Identify your objectives: You have listened well to understand your challenge and have forged relationships with key stakeholders. Now is the time to execute. Define specific outcomes you hope to see through your collective action.

For some, a specific outcome might be to increase awareness of an issue, while for others it might be to pass new legislation. Be concrete—how much money do you intend to raise? How many signatures will you need to get an initiative on the ballot in the next election? Clarifying specific goals determines how you will run your race by outlining a course based on an identifiable finish line.

How will you exercise your power to push humanity forward?

Maybe your push will be more like a nudge, but all those nudges quickly add up to create a cultural tipping point. Now, I challenge you to take action based on your desired outcomes.

Action Step: Define clear, actionable objectives.

What steps will you take to move this project forward?

How will you measure your success?

It's time to move from dreaming of what could be to delivering what should be, whether contributing to a cause you believe in, joining a local political campaign, shedding light on an issue, or _____(you fill in the blank). Align your actions with your hopes for the future.

Above all, the *G.R.E.E.T. Change Challenge* is a call to action. Keep the momentum going by directing others to the greetchange.org website where they can join the Challenge and start their own change initiative!

"Transformation is not a future event.

It is a present possibility."

– Jillian Michaels

JOIN THE MOVEMENT!



- Order your GREET Change T-Shirt
- Take a picture (or record a video) with your shirt on, and post it on social media using #GREETChange, telling us how *you* are greeting change...

**TODAY YOU WILL
CHANGE THE
WORLD.**

#GREETChange

greetchange.org