

S.O.A.R. WORKSHEET

SOAR embraces an appreciative inquiry approach that engages in uplifting discussion. The questions serve as a guide to the discovery of strengths, opportunities, aspirations, and results of Black-led organizations.

Strengths

1. What are our greatest strengths? Our ability to connect with community and the people we serve
2. Where do we add the most value? Increasing opportunity for those that are often left behind
Lived experiences of those we serve
3. What are we most proud of?
 - *The innovative ways we have sustained our work*
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Opportunities

1. What are our best opportunities? Capitalize on the existing momentum to strengthen black led/focused organizations now.
2. How can we best meet community needs? Work collaboratively and holistically as a group to respond to a variety of needs as opposed to working in silos
3. Where can we add more value? By focusing on our educational systems and the environment

Aspirations

1. What are your hopes? No longer “competing” for the same small dollars to encourage change in our communities. Being a part of and supporting coordinated efforts to affect change and hold each other accountable.
2. What would you like for the future to

look like? Fewer barriers and increased access for leaders of color serving people of color. Highly visible and apparent changes in the quality of life.

Results

1. What are specific measures that will let us know we are successful? Increased net worth of black households. Shrinking the equity gap in all disparate areas. Setting or reestablishing standards of excellence. Sharing well planned spaces for life’s experiences.
2. What will be different for our communities?
3. Where can we add more value?

ABOUT US Accepting Challenges to Improve Our Nation Community Development Corporation (A.C.T.I.O.N. CDC) is a 501(c) (3) not for Profit corporation established March 22, 2000. Our MISSION is to empower low and moderate income individuals, families and neighborhoods by developing the human capital needed to construct and rehabilitate affordable housing, commercial property, initiate economic development, provide human and social service

and promote arts and culture. A.C.T.I.O.N. CDC PROGRAM GOALS **Health and Social Services:** assist families and individuals with parenting classes, job readiness training, supportive counseling, street organization (gang) prevention and conflict resolution and violence intervention, educational initiatives, substance abuse referral, policecommunity relations, neighborhood security, disaster preparedness and response emergency management and food-clothing distribution **Residential Development:** construct affordable housing to assist low and moderate income families and individuals **Commercial Development:** purchase, construct and manage retail spaces to bring viable community businesses to the neighborhoods that need them most **Economic Development:** money management workshops, basic job skills and computer skills training, formulate business incubator program to assists small start-up businesses with office space and resources **Arts and Culture:** provide field trips, martial arts and sports activities, and positive cultural art programs

Strengths - Vision, relentless commitment to service

Opportunities - Unlimited due to the resurgence of outright racial discrimination thereby affording our community to see once again the efficacy of self determination and cooperative economics

Aspirations - To make our communities safe and decent places to live,learn, work, worship, and play.

Results - Heretofore, we have offered our ideas and programs only to have them implemented by certain elements of our black political class while excluding us from the implementation of programs and funding opportunities. On the otherhand, we have been included in some meaningful community work and afforded resources from other segments of our political class.

www.actioncdc.org