

# 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?
  2. Where do we add the most value?
  3. What are we most proud of?
- Resilience
  - The ability to overcome challenges, including self-funding to meet their goals & targets.
  - Boots on the ground knowledge and experience
  - The people who are most involved are really dedicated.
  - Grit to move forward in the absence to sufficient funding
  - Committed leadership
  - Naion
  - Educated and experience professionally and business savvy.
  - People across various social groups care about issues affecting Black communities.
  - Passion for community
  - Move things forward without adequate funding

## Opportunities

1. What are our best opportunities?
  2. How can we best meet community needs?
  3. Where can we add more value?
- Amazing pool of Black talent in Houston to support (board to staff to consultants)
  - Community members struggle to connect with organizations and get engaged.
  - Best opportunity is to adequate measure and define org impact which may require

- a unique way to articulate
- The ability to bring additional resources to an under resourced community
- Engagements such as this one that seeks information to best serve this community
- Conversations with organizations to address their immediate needs and guide them strategically toward their goals.
- Offering training around various topics financial, funding, marketing, operations, leadership, management, etc.

## Aspirations

1. What are your hopes?
  2. What would you like for the future to look like?
- That affluent Black people will give and influence giving to Black led groups
  - More engagement in person and virtual.
  - I hope the virtual shift that has come from the pandemic will help make activities and involvement more accessible.
  - More intergenerational work
  - Additional resources, including funding in the pool.
  - Giving resources to Black led groups as an expression of individual and family values
  - Both equitable and equity in the community with the opportunity for smaller non-profit to sit at the “big” table.
  - More opportunities to engage national funders
  - I hope that we can develop community leaders and stakeholders who are able to drive both process and results-driven

- conversations about organizational value
- Resources to increase wages and offer health insurance
- More cross-sector work
- I hope we can set clear boundaries about harmful collaborators
- I hope we can have more honest conversations about addressing harm done through our own work
- I think education is a HUGE space of opportunity that isn't being fully tapped. I hope that changes in the future.
- Decreased reliance on nonprofits and the development of structures that better sustain communities
- Less burnout
- Stronger archival work and connections to historical advocacy
- More people have ways to get connected to community supports and organizations
- More healthy sustained participation that isn't reliant on a few overworked volunteers
- Pay & benefits allow Black people to live well

## Results

1. What are specific measures that will let us know we are successful?
  2. What will be different for our communities?
  3. Where can we add more value?
- Show self reliance as a primary driver
  - Black community leads from asset-based perspective instead of needs and gaps
  - Growth in employees, members, started and completed projects, funding
  - Money circulating longer
  - Staff retention and satisfaction
  - Clients are fundable and sustainable due to our direct efforts.
  - Organizations will “look” like a non-profit corporation with adequate wages and benefits
  - Employment with a non-profit entity will be fulfilling and rewarding.
  - Non-profit employees will not need to access the same social welfare benefits as their clients.
  - Support the organization to move toward a sustainable business model.
  - Telling a more complete story of our work
  - Identifying new revenue-generating models
  - Presenting at national conferences
  - Talent and leadership pipeline