

# 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?
  - a. Our ability to do a lot with a little (x2), that's also oftentimes our biggest challenge when seeking funding from traditional sources.
  - b. History and culture
  - c. Historic communities
  - d. Our people
  - e. Collective courage
  - f. Historic and contemporary practices of cooperation
2. Where do we add the most value?
  - a. Our creativity and commitment to the work.
  - b. Collaborative opportunities
  - c. Authenticity
  - d. We raising the bottom for everyone
3. What are we most proud of?
  - a. We are survivors - even when we are counted out. (x2)
  - b. Our creativity and ability to see futures we have yet to experience (x3)
  - c. Our communities
  - d. Out History and culture

•

## Opportunities

1. What are our best opportunities?
  - a. The embodiment of [emergent principles/ways of being](#)
  - b. National partnerships
  - c. facilitating change through policy

- d. More base building
2. How can we best meet community needs?
  - a. By being in relationship with community members - regular listening and feedback sessions, co-creating offerings, services, and programming, rigorous evaluation alongside those most impacted by services
3. Where can we add more value?

•

## Aspirations

1. What are your hopes?
  - a. More democratic practices
  - b. More collaborations - less reinventing the wheel
  - c. Less inequality
  - d. More sharing of data and resources
  - e. Willingness to work for the betterment of the community
2. What would you like for the future to look like?
  - a. Fully resourced organizations
  - b. Less struggle, more freedom
  - c. Leaders in community with each other and strengthened capacity

- Black communities to exist that are self-determining and based on solidarity through collective ownership

## Results

1. What are specific measures that will let us know we are successful?
  - a. Increased community wealth

- building
- b. more black leaders
- .
- 2. What will be different for our communities?
  - a. Increased confidence and pride in identity
  - b. Greater capacity to inform change
- 3. Where can we add more value?
  - a. training and appreciation of our experiences

Consultants in Attendance:

Erin McClarty  
Landi Spearman  
Brandi Brown  
Assata Richards  
Jackie Autman  
Rozella Haydee White  
Tracie Jae  
Jolea Payne