

# SOAR analysis

## STEP 1

Get church members into groups. If possible prime the Elders to be facilitators.

Look at the life of the church under these headings.

S – strengths.      What works here?  
                                    What do we do well?

O- opportunities.    What are the best things for us out there?  
                                    What can we do differently?

A –aspirations.      What is our collective intention?  
                                    What is our desired future?

R – resources/results.  
                                    What do we need to get there?  
                                    How will we know we have got there?

*Record responses on flip chart.*

## STEP 2

Use the most common threads under Aspiration and Resources.  
From the list on the flip chart get groups to work separately again and score just what they see as the top three priorities from this.

Get them to look at what resources are needed to move the church forward.

## STEP 3

What will we commit ourselves to, and by when?

A chance to come up with some practical suggestions that are SMART

**S** - specific, significant, stretching

**M** - measurable, meaningful, motivational

**A** - agreed upon, attainable, achievable, acceptable, action-oriented

**R** - realistic, relevant, reasonable, rewarding,

**T** - time-based, time-bound, timely, tangible, trackable

(it may help to underline the words that you feel are most helpful)

#### STEP 4

What does this imply for our Minister's role description and her/his allocation of energy and resources?

Do we need to update the Minister's role description in our profile?

Do we want our Elders to change their priorities in order to lead the church forward for the next 2 years? If so, how?