



Center for African American Recovery Development

RCO Toolkit

Resource 3.2F

CNA Debrief & Strategy Template



CNA Debrief & Strategy Template

From Insight to Action

Community input is only powerful if it shapes what happens next. This template guides you through the process of reviewing your CNA results, identifying emerging themes, and translating them into strategy and programs aligned with the real needs of your community.

This tool is meant to be used by RCO leaders, board members, staff, and peer teams who want to move from listening to leading.

Suggested Process for CNA Debrief & Strategy Session

1. Assemble Your Debrief Team

Include peers, board members, staff, and—when possible—community members who participated in the CNA process. Aim for a diverse group that reflects your stakeholders.

2. Review the CNA Data

Use your notes, survey responses, focus group summaries, and listening session highlights. Group findings into themes such as:

- Barriers to accessing recovery
- Gaps in culturally relevant services
- Community strengths and assets
- Emerging ideas or requests

3. Identify Key Insights

Use these guiding questions to focus your findings:

- What surprised you?
- What did you hear more than once?
- Where is the community asking us to show up?
- What needs are we equipped to meet—and what would we need to build?

4. Prioritize

You can't do everything at once. Based on capacity, resources, and urgency, select 2–4 key areas to develop into goals or program ideas.

5. Translate Into Strategy

Use the following chart to begin outlining your strategy.

Strategy Mapping Template

Community Insight	Our Response	Needed Resources	Lead Person/Team	Timeline
e.g., Lack of peer spaces for young adults	Launch Young Adult Recovery Circle	Funding, peer facilitators	Peer Council	Q2 2025
e.g., Stigma from churches about MAT	Host Black Faith & Recovery Town Hall	Partner orgs, venue	Faith Partnership Lead	Q1 2025

Debrief Follow-Up Questions

Use these questions to reflect with your team:

- What feels most urgent?
 - What partnerships might help us move faster?
 - How will we keep the community updated and involved?
 - What should we share with funders or external stakeholders?
-

Optional Debrief Formats

- Half-day strategy retreat
- Zoom debrief with board and peer leaders

- Community report-back session to share findings and build transparency

Need support making meaning from your CNA data?

CAARD can help facilitate your debrief, identify strategy opportunities, and assist with turning your community insights into funding-ready plans. Reach out to learn more.