***Reflection Questions*: Identifying Beginning Farmer and Rancher Needs in Times of Change:  Exploring an Appreciative Perspective for Responsive Programming**

A needs assessment is a process used by organizations to understand a community or stakeholder context, determine priorities, make organizational improvements, or allocate resources. It involves determining the needs, opportunities, assets, or gaps, between where the organization envisions itself in the future and the organization's current state. The assessment provides the organization with the information to design a new program, resource, or intervention. Below are some questions to prepare for our learning community discussion on how we can use different styles or approaches to needs assessment to inform response during times of uncertainty.

1. *How are you identifying the needs of those you serve? How are you gathering information?*
2. *Given the current context, what are your organization’s assets, strengths and opportunities to support your stakeholders? What asset or strengths do your beginning farmers (or stakeholders) bring to this moment?*
3. *What is the most significant challenge your stakeholders are experiencing that your organization could do more to address in the current crisis?*
4. *Whose voices are represented well? Whose voices are missing? How can you improve representation and engagement?*
5. *How could you support your stakeholders/organization to create a compelling vision of the future using the best of the past and that also inspires and challenges the status quo?*

This worksheet was developed for the GREW Project Learning Community Session entitled: *Identifying Beginning Farmer and Rancher Needs in Times of Change*, July 16, 2020.