



Empowering Black Women to Thrive & Lead Communities

Black Women's Networking & Empowerment Circle

Member's Welcome Guide

www.soulpurpose360.co.uk

2026/27

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Core of what we do

We

-  bring Black women together.
-  hold space for them to find their purpose.
-  make them feel seen.
-  help them build community.



Founder's Message

Soul Purpose 360 was created in 2019 as a coaching and mentoring organisation catering for the needs of Black women.

The membership is a safe space for Black & Global Majority women engaged in community development activities - in the broadest terms. This group is filled with Sista's doing great things for their communities-of-interest, in a variety of ways.

In this powerful Black women eco-system we share and exchange knowledge and information, opportunities for collaboration and partnerships, personal growth, support, motivation and inspiration.

We are member-led - the Network belongs to its members - to develop personally and professionally and create connections to meet your individual needs - a space where friendships are made, and thriving is enabled.

to make sure that we continually meet need and reflect our members wishes, I love to meet with new members to learn about them and understand how they can benefit from and contribute to the group, so feel free to email me to arrange a time to meet online.



**Palma Black,
Founder & CEO**

Our purpose

**To create a sanctuary
where Black and
global majority
women thrive and
transform communities.**

A world where they are recognised valued and
fully supported to reach their full potential.



Soul Purpose 360 - Brand Guide | Strategy

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Our History

Imagine a world where Black women are empowered to lead, thrive, and transform their communities. A world where they are recognised and valued for their unique gifts and talents. A world where they have the resources and the support they need, to achieve their full potential. This is the world that Soul Purpose 360 is working to create.

In summary...

2020

- JAN:** Official launch
- FEB:** Croydon hub launched (supported by Croydon Women Councillors)
- MAR:** Newham hub launched online
- Lockdown online events, coaching, and mentoring began – recruiting 38 new members
- Black Women's Networking & Empowerment Circle weekly online discussion groups
- SEP:** £15,540 secured through Paul Hamlyn Foundation

2021

- MAR:** First community member registers their social enterprise at Companies House
- APR:** DISC Accreditation achieved
- AUG:** Black Women's Networking & Empowerment Circle (BWNEC) 100 members
- NOV:** Brent hub launched, attracting additional 100 members
- DEC:** SP360 Merchandise launched
- BWNEC Xmas Social Networking
- National Lottery Awards for All (£10,000)

2022

- MAR:** Inaugural International Women's Day Event, hosted in Croydon, 130 members attended
- Cultivating Black Women for Social Change published
- Supported by Croydon Council, Voice Newspaper, BBC London Radio
- Pop-Up Market at Whitgift Centre in collaboration with A Brighter Health
- JUN:** Southwark and Lewisham hub launched
- Palma Black, Keynote Speaker Goldsmith College
- Awarded Livewire Corporate: Specialist NPO of the Year

2023

- JAN:** Expansions Music & Pop-Up Market in Lewisham
- FEB:** Paul Hamlyn Foundation follow-on funding (£16,000)
- People's Health Trust funding awarded £33,549 – Resilient Women Build Communities launched - supporting 700 members
- Davina Brown becomes first paid staff member
- MAR:** Collaboration with Mabadiliko Health Research
- MAY:** Inducted into the Sounddelivery Media Network
- Lambeth hub launched
- Palma Black, keynote speaker: Inside Housing Conference

- JUL:** Empowered Me! Impact Study funded by Paul Hamlyn Foundation
- Newham hub launched, reaching 950 members
- AUG:** RWBC Health & Wellbeing Fun Day
- OCT:** Hounslow hub launched, reaching 1000 members
- Keynote speaker: BME London Landlords: Social Housing and the Mindset Shift
- DEC:** National Lottery Community funding awarded: £201,260.00

2024

- JAN:** Greenwich hub launched
- MAR:** Launch of "Definition Redefined" Campaign in International Women's Month – Press campaign
- MAY:** Three part-time staff members hired, supporting 1200 community members
- Palma Black wins bronze in Women Changing the World Awards
- OCT:** BBC Radio London Sounds of The City – Kim Davis
- Partnership with BME London Landlords providing support services for minority women tenant
- BHM event in Croydon
- NOV:** Palma Black Guest speaker: ExpertCitizens Stoke-on-Trent

2025

- MAR:**
- International Women's Day Conference
 - Launch 'Single Light' Photo Exhibition
- APR:** Palma Black receives Croydon community award for outstanding achievement & work ethic in the community
- MAY:** Palma Black receives Croydon community award – Certificate of Recognition from the Civic Mayor of Croydon
- SEPT:** Self-Development Training Programme launched

2026

- JAN:** Officially opened Soul-Full
- FEB:** Named Big Issue 100 Changemakers of 2026
- JUN:** Palma Black presents the social enterprise at the Black Coaches Conference in Johannesburg, South Africa

Vision & Mission

Vision



Mission



What we Value

Authentic Expression

We create a genuine and safe space where women can be their authentic selves, free from judgement or scrutiny. Here, you can be vulnerable, heard, and seen, expressing the whole you without fear.

Inclusive Community

We foster a diverse and inclusive community where women from all backgrounds can connect, share experiences, and support one another. We are community builders, helping you find your tribe and a strong sense of belonging.

Transformative Growth

We provide a platform for personal and collective growth, where women can build their inner lives, find their purpose, and contribute to shaping their communities positively. We support you in finding your own potential and fostering the potential of others.

The Membership

Membership of the **Black Women's Networking & Empowerment Circle** is free and open to Black women - African, African-Caribbean & Global Majority women who experience racism and are:

- Actively involved in community development. - Interested in developing their personal potential and their projects.
- Wanting to set up community initiatives in a safe and supportive environment.
- Seeking engagement with like-minded women who are active in their communities.

*#EmpoweredBlackWomenEmpoweringBlackWomen #WeAreThatVillage
#DefinitionRedefined*

We are a national body setting up local Black Women's Networking & Empowerment Circles across the UK, the purpose of which are:

- To bring together Black (African Caribbean and Asian) women who work, volunteer, and run projects, community groups and social enterprises that benefit the community, or those who desire to.
- To provide a safe space where women can bring their whole selves; personal and professional to share experiences, knowledge skills and issues of concern and receive support and guidance in return.
- To provide access to personal development and practical skills-based training that enable women to Be More and Do More such as coaching, mentoring, training and more.
- To allow the cross-fertilisation of ideas, establishment of partnerships, collaborations, and joined-up working – lightening the load.
- To identify and build the capacity of Black women as community leaders and change-makers.
- To strengthen connections and engagement with Black women in communities whose voices is under-represented on local social policy

Together we are Empowering Black Women to Thrive & Lead Communities.

Data Protection: Your name and details will be added to the national database of Soul Purpose 360 Members and stored securely in accordance with GDPR regulations.

How the membership works

Member-Led

We are a member-led organisation - always listening to our members to ensure that we are in alignment. We complete a CIC34 each year that documents how our members have influenced and actively been involved in the development of the organisation.

Member's Survey

Each year, we hold our Annual Member's Survey which helps to define our work programme for the year. But we are open to listening to our members all the time, so please do share your ideas, dreams and aspirations.

Local Hubs - Empowerment Circles

Our local hubs are supported to organise and coordinate monthly empowerment circles, themes are chosen by and delivered by members. If you would like to join or establish a local hub - speak with the central team and request a *How to Set Up a Local Hub in 3 Simple Steps*.

WhatsApp Community

The majority of our membership are organised in a WhatsApp Community. It currently has over 50 subgroups led by members.

Email

Not all our members choose to be engaged in the WhatsApp group. We try to ensure they are kept up to date via email but we cannot replicate the richness we experience in the WhatsApp Community.

LinkedIn

Follow us on LinkedIn. Tag us in posts and share our posts to gain wider traction on LinkedIn.

Working Groups

When we are organising an event, we often set up temporary WhatsApp Groups to coordinate it. Ask the leadership team if there are relevant working groups in existence.

Membership Expectations and Benefits

Expectations

- Complete the membership form in full
- Engage respectfully online and in person
- Contribute updates and opportunities where possible
- Follow the code of conduct



Benefits

- Access to eco-system of Black women
- Access to training and other personal development opportunities
- Access to local hubs
- Opportunities to establish and lead local hubs
- Opportunities to earn whilst facilitating local hubs
- Collaboration and partnership opportunities
- Access to networking events
- Discounts on venue hire and cafe at Soul-Full
- Visibility through SP360 channels
- Priority invitations to training and partnerships



Programmes & Support Available

Self-Development Training Programme

A 12-week training course delivered by Soul Purpose 360 members - qualified coaches and trainers. The programme covers a series of personal development themes and is delivered online so distance is no obstacle.



Coaching & Mentoring

When capacity and time allows, members can gain coaching and mentoring from our CEO Palma Black at cost. There are a plethora of coaches and mentors in the network - just ask!

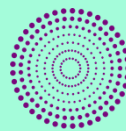
Capacity Building

Support for members is available via Soul Purpose 360 membership ecosystem of supporting organisations and individuals and is shaped by the needs identified.

Advocacy, Connection, and Visibility

Support available via Soul Purpose 360 membership ecosystem of organisations and individuals. For example housing advice, employment tribunal support, support with health challenges and much more.

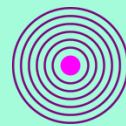
Our Services



Workshops



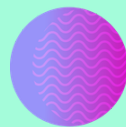
Research



Training



Partnerships & Collaborations



Online Discussions



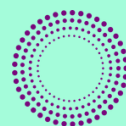
Mentoring



Coaching



Networking Events



Campaigns



Advocacy

How to get involved

Blurb about being member-led and opportunities being open to members to shape and grow the organisation.

You can contribute in ways that match your capacity. This might mean hosting or co-hosting an empowerment circle, taking part in events, pop-up markets, conferences and social events, sharing resources or funding opportunities, or supporting emerging local groups. Some members volunteer for short tasks or collaborate on projects. Below are some examples of how you can support us.

Volunteering

Members lead, organise and deliver Empowerment Circles. These Volunteer Facilitators are integral to the growth of the organisation. They are supported by the central team.

Ambassador

Soul Purpose 360 Ambassadors are vital connectors between the social enterprise and the wider public. Their role blends advocacy, outreach, and inspiration, often with a personal touch that makes our mission feel more human and relatable.

Lead Sub-Groups

In the WhatsApp community, many members nominate subgroups and lead them too. Groups such as the Gardening Club and the Book Club. These can go on to grow into groups that meet in person offering leadership skills and more.

Deliver Workshops & Training

Local hubs and national organisation always have options for members to deliver sessions at workshops and on our training programmes. To learn more, simply email our Admin team and we will arrange a time to discuss your offer.

Offer your services to members

We are the sum of our parts. Promote and grow your business by taking advantage of our synergetic relationship where we work together in a way that creates an outcome greater than the sum of our individual contributions.

Collaborations & Partnerships

We welcome the opportunity to partner with our members either as organisations or as individuals in helping you to realise your aspiration as long as it aligns with our Values, Mission and Vision. We can seek joint funding to make things happen.

Soul-Full

Cafe ● Workspace ● Wellness Hub

Soul-Full is our 5-storey premises in Croydon and headquarters.

Members lead on many aspects of running the building - from the various rooms to projects and events. If you are local, get involved.



- Caribuena Cafe operate from the cafe space at Soul-Full - Monday to Friday 8am to 5pm.
- Caribuena is a Black-woman owned social enterprise whose aims are to support young people, care leavers, young families to eat healthily on a budget.
- The cafe space is available for hire evenings and weekends.
- **AFYA Wellness Hub** - members who are qualified Therapists can hire the rooms to deliver for their clients.
- **SoulWorks** - Entrepreneurs, Solopreneurs, Home Workers, Researchers... all welcome to utilise the space.
- **Registered Office Services** - No need to register your business at your home address which is publicly available. Register at Soul-Full instead.
- **Rooms for Hire** - a variety of spaces available for members and non-members alike.
- **Podcast Studio** - a state of the art podcast studio for audio and visual podcasting.
- **Creative Studio** - Sewing, Needlecraft, Arts & Crafts, Merchandise Production and much more.
- **Soul-Full Member Shop** - makers can sell their products in our shop.

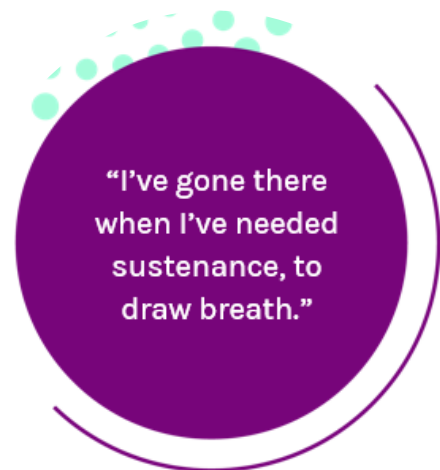


Address: 62 George Street, Croydon, CR0 1PD
Email: Soul-Full@SoulPurpose360.co.uk

Code of Conduct

Creating and Protecting Safe, Empowering Spaces for Black & Global Majority Women

- **Honour the Space** – Treat every Circle as a sanctuary for Black & Global Majority Women; what is shared here stays here.
- **Lead with Respect** – Speak and act with kindness, dignity, and consideration for every sister in the room.
- **Challenge** racism, colourism, and all forms of oppression; uphold justice-centred values in every interaction.
- **Reject** language, behaviour, or attitudes that diminish or stereotype women, especially Black women.
- **Use Empowering Language** – Communicate in ways that uplift, affirm, and strengthen one another.
- **Celebrate Lived Experience** – Honour the diverse journeys, identities, and cultural backgrounds within our community.
- **Hold Confidentiality** – Protect personal stories, vulnerabilities, and disclosures shared within the Circle.
- **Be Accountable** – Take responsibility for your words and actions; repair harm where needed.
- **Support Collective Growth** – Share knowledge, opportunities, and encouragement to help sisters rise.
- **Uphold Safety & Wellbeing** – Create an environment free from judgement, bullying, harassment, or discrimination.
- **Champion Community** – Contribute positively to the Circle and the wider Soul Purpose 360 sisterhood.
- **Stand in Your Power**



Contact Information



Our Website

www.soulpurpose360.co.uk



Email addresses

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Social Media



Instagram

www.instagram.com/soulpurpose360



Facebook

[@SoulPurpose360](https://www.facebook.com/SoulPurpose360)



LinkedIn

www.linkedin.com/company/soul-purpose-360-cic



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