

2022 PROGRAM VIEWBOOK

# Executive Program in Faith and Social Impact



## PROGRAM LENGTH

January 20, 2022 - August 31, 2022

## APPLICATION DEADLINES

Early Admit: Oct. 17, 2021  
Regular Admit: Nov. 17, 2021

## PROGRAM FORMAT

Online, mostly asynchronous with a synchronous virtual orientation in January, an online virtual 3-day convening in March, and interfaith engagement and skill building opportunities.

## CERTIFICATION AND COURSE CREDIT

The Executive Program in Faith and Social Impact is a non-credit, non-degree, master's level certificate program. At program completion, students who have completed all program requirements will receive a signed certificate from the University of Pennsylvania School of Social Policy and Practice. Alumni of the Executive Program in Faith and Social Impact are eligible to complete the Master of Science (MS) in Nonprofit Leadership (NPL) in an [accelerated format](#).

# Learning at the intersection of interfaith encounters and social change.

Our goal is to make cultivating the skills to tackle the world's challenges affordable, accessible, and effective. In business and society, modern leaders need tools, training, and community. We've combined expertise in social impact strategy, design, business models, and interfaith dialogue to create a world-class executive program that meets global changemakers where they are. We believe in the principle that the best learning experiences stem from a diverse classroom. We

invite students from all walks of life with different perspectives, skills, and culture. Join a global network and make authentic, lasting connections with a community of givers that care as much as you do.



“We see interfaith and cross-cultural competencies as essential to strengthen social impact ventures and help create a more just society. The Faith and Social Impact certificate will help develop skills of interfaith collaboration and understanding as a core value. There will be opportunities to expand interfaith competencies throughout the program. The cohort will connect with people of diverse faiths in different sectors through partnership with Interfaith Philadelphia and their local greater Philadelphia networks.”

~The CSIS and Interfaith Philadelphia Team

**Ready to  
learn more?  
Let's dive in.**

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# A program designed to help you deliver on what matters.

**We cover a lot of ground, training you with 50+ tools to think strategically and creatively.** Over 8 months, you'll take 6 online classes, join group discussions, attend a monthly interfaith focused skill-building session, access to all Interfaith Philadelphia programs while enrolled, and attend an intensive 3-day virtual convening to learn new mindsets and expand knowledge and practice interfaith engagement.

## Program Highlights



### STRUCTURED LEARNING

Fresh content is released online every Sunday, so you can review it at any point during the week, on your own time. Weekly content includes video lectures, readings, tools and discussions that take 4-6 hours a week to complete.



### APPLIED ASSIGNMENTS

Assignments invite you to integrate tools into your own work and discover new possibilities. Many students even develop and launch new initiatives during the program, either on their own or through their existing work.



### ACCESS TO COMMUNITY








Throughout the program, participate in group video calls for constructive feedback from a dedicated teaching team, Interfaith Philadelphia community network and your peers. Whether you're feeling "stuck" or want to bounce around ideas, your colleagues are just a video call away.



### IVY LEAGUE EDUCATION

You'll learn relevant, powerful tools that you can apply immediately. Graduates receive an Ivy League education and a signed certificate from the University of Pennsylvania, a credential that's known and respected around the world.

# Program Timeline

	January	February	March	April	May	June	July	August
 <b>Orientation</b> Online Webinar, 1 Day								
 <b>Social Impact Strategy</b> Online Course, 6 Weeks								
 <b>Virtual Convening</b> 3- Day Synchronous Training on Zoom								
 <b>Community &amp; Collaboration</b> Online Course, 3 Weeks								
 <b>Integrated Marketing for Social Innovation</b> Online Course, 3 Weeks								
 <b>Business Models for Social Enterprise</b> Online Course, 6 Weeks								
 <b>Program Electives</b> Online Courses, 6 Weeks  Complete two electives. Students may also audit as many electives as they wish. In prior years, elective offerings have included: <ul style="list-style-type: none"> <li>• Data Science for Social Innovation</li> <li>• Digital Media for Social Movements</li> <li>• Empowering Leadership</li> <li>• Ethical Decision-Making in Organizations</li> <li>• Impact Management</li> <li>• Research Design</li> <li>• Unleashing Large Scale Social Movements</li> <li>• Volunteer Management</li> </ul> *See pg. 10-12 for course descriptions.								

# Your work is personal. The learning that supports it should be too.

Our students finish the program with new skills and an expansive community. Over eight months, you'll regularly work alongside and with your peers and teaching team through engaging online meetings.



## VIRTUAL CONVENING

**For three days in March, we'll engage in a series of interactive virtual sessions and workshops. Students will:**

- Hear from Penn faculty and other field leaders
- Practice advanced concepts in social innovation, design thinking, and interfaith communication
- Build partnerships and connections with classmates

## JAMOUTS

**Each week, the teaching team will host optional video calls that are open to everyone. The purposes of these calls are:**

- To get to know each other and learn from one another's work
- To discuss the curriculum and how peers are applying it
- To work on your homework alongside your classmates

# Inviting those who believe in a better world

## Our Alumni Network

The Center for Social Impact Strategy has trained more than 1,000 impact-driven leaders from more than 40 countries across our programs. Our alumni have gone on to support one another's work, visit each other across continents, and even start new enterprises together. Alumni also benefit from continued learning and networking engagements, including free courses and annual alumni gatherings hosted by the Center for Social Impact Strategy at the University of Pennsylvania.



### This program is for...

- Educators in religiously, racially, culturally diverse environments.
- People delivering faith-based solutions in your city or region.
- Faith leaders who transcend traditional boundaries and/or are looking to end conflict around the world.
- College and hospital chaplains serving religiously, racially, culturally diverse student/patient populations.
- People leading congregations in religiously, racially, culturally diverse communities.
- Seminarians and recent seminary graduates looking to enhance education.
- Civil Servants, HR Professionals, and Community Organizers.
- Lifelong learners wanting to deepen their understanding and skills for interfaith engagement.

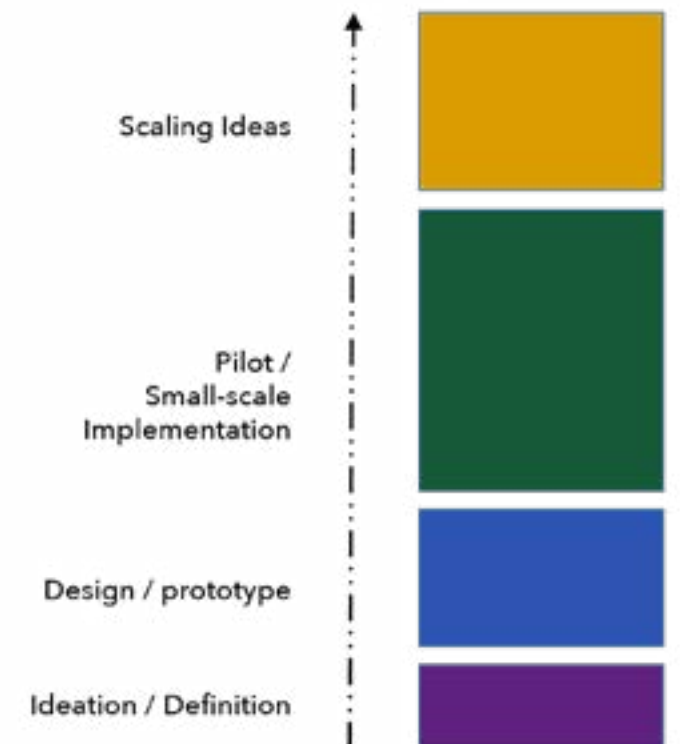
### From all sectors



### At all career stages



### At all stages of project development



# Admissions

# and Next Steps



## IMPORTANT DATES

	Early	Regular
Application Deadline	Oct. 17, 2021	Nov. 17, 2021
Tuition Due Date	Nov. 17, 2021*	Dec. 13, 2021*

\*For our executive programs, we typically receive more qualified completed applications than we can accommodate in our class. Accepted students who pay their deposits on time guarantee their spot in the 2022 cohort, until the class is filled.



## PROGRAM TUITION

<b>Early Admit Tuition</b>	\$5,450
<b>Regular Admit Tuition</b>	\$5,950

Tuition includes six online courses and one virtual convening hosted on campus at the University of Pennsylvania\*. Graduates will receive a certificate from the University of Pennsylvania upon completing 4 core classes, 2 electives, a capstone assignment, and attending the virtual convening.

A nonrefundable \$950 deposit is required to enroll in the program.

### Financing Options

We are proud to say that the Executive Program in Social Impact Strategy is among the most affordable executive programs available today. While scholarships are not available, interest-free payment plans are available for admitted students.



Email an admissions advisor



Attend an informational webinar



Start your application

# About the Center for Social Impact Strategy

The Center for Social Impact Strategy is a research and action center based in the University of Pennsylvania's School of Social Policy & Practice. Our mission is to make tools and resources for social impact available to anyone, anywhere. We believe in providing cutting edge content with immediate real world application.



## OUR OBJECTIVES

1. Provide training and tools to people who seek to make change around the world.
2. Deepen understanding of the distinctive strategies adopted by world changers as they seek to innovate and generate social impact.
3. Create a thriving global community of leading social innovators who are committed to the growth and success of the entire field.

## OUR VALUES



**Establish Intention**  
Our actions and words are informed by the aspirations we set for ourselves.



**Listen In**  
When in conversation, we don't wait for our chance to speak, but rather actively listen.



**Believe in a Better World**  
Though some days may feel grim, we anchor ourselves not in problems, but possibilities.



**Build Community**  
We know we can't do it alone; we open ourselves to others for support and guidance.



**Authorize Yourself**  
Our worth is inherent and internally-sourced; we may have to take risks to make the right choice.



**Lead with Empathy**  
Our work is driven by compassion and generosity; we assume the best in others.



**Make It Happen**  
We are driven by action; we don't think to build, but rather build to think.



**Create Every Day**  
Our creativity is cultivated through a daily practice; our days are up to us to create.



**People Matter**  
We remember that to affect many, we must affect some and to affect some, we must affect one.



# About Interfaith Philadelphia

**Interfaith Philadelphia** is a non-sectarian, nonpartisan 501(c)(3) organization, founded in 2004. In order to promote social harmony and inter-religious understanding, Interfaith Philadelphia equips individuals and communities for interfaith engagement, builds collaborative relationships and stands in solidarity with our diverse neighbors.



## GUIDING PRINCIPLES

### **Religious literacy is critical to all sectors, vocations and is an important dimension of civil society.**

Understanding the customs, practices, holy days, dietary needs, sacred texts, arts, core stories and teachings of diverse faith traditions is essential to creating a stronger, more connected community, where religious diversity is not only tolerated but appreciated.

### **Our call to action is dare to understand.**

We invite people to speak authentically and listen respectfully; to listen to understand. This takes curiosity, humility and courage. People know us best when we are able to tell our own story. In coming to know others, we better understand ourselves. This enables us to discover our commonalities, and celebrate our distinctiveness.

### **We embrace the widest possible table and encourage people to stay at the table.**

We value the dignity and worth of every individual, we respect multiple world views, and we strive to create spaces for all to express their whole and distinctive identities.

### **Collaboration and relationships are essential, and take time.**

This work cannot be done alone, and building trust, understanding, and cooperation takes time. We value our partners and program participants, and are committed to investing in, and strengthening these relationships. Systems change expertise reminds us that “collaborations benefit from the differences among the collaborators, and require nurturing. Systems change requires patience; it requires collaborative intent and action; it requires an ability to see the world differently and through the eyes of another.” Enduring change needs investment over time.

### **We value institutions and their leadership, as well as grassroots constituents and activists.**

We recognize they are each critical for social change and can co-exist. Challenging the edges, (from within and without,) is needed for new ideas and norms to break through. Healthy structure and institutions are needed for change to endure.

### **We value freedom of religious expression as a justice issue, honoring the myriad of ways people self-identify and orient around religion and spirituality**

Religious freedom is foundational to democracy and to the city of Philadelphia.

## OUR OBJECTIVES

1. Equip individuals with competencies for interfaith engagement
2. Build authentic relationships of mutual trust and solidarity
3. Advance interfaith understanding in the public sphere

# Core Courses

## Social Impact Strategy / 6 weeks

### WHAT YOU'LL LEARN

- How to define the value and mission of your work
- Approaches to programmatic models that account for impact, sustainability, risk, and generative governance
- An understanding of your competitive environment and how best to compete and collaborate
- Tools to measure organizational performance, manage risk, and negotiate with others

### ABOUT THE INSTRUCTOR

Peter Frumkin is the Mindy and Andrew Heyer Chair in Social Policy, Director of the Master's in Nonprofit Leadership Program, and Faculty Director of the Center for Social Impact Strategy, all at the University of Pennsylvania. His research and teachings focus on nonprofit strategy, philanthropy, and social entrepreneurship. He is the author or co-author of six books, including *Strategic Giving: The Art of Science of Philanthropy*; *On Being Nonprofit*; and *Serving Country and Community*.

### WHAT STUDENTS ARE SAYING

*"The logic model, strategic triangle, and theory of change tools (along with expert instruction) were worth the price of the entire program. A mistake I often make (until now) is "starting with the beginning in mind." These tools are really valuable for "starting with the end in mind" and reverse engineering to what needs to happen every day to make the greatest possible impact now and in the future."*

BT Irwin  
Founder, BT Irwin & Co.

## Marketing for Social Impact / 3 weeks

### WHAT YOU'LL LEARN

- Frameworks to understand challenges and opportunities from the perspective of the customer rather than the organization
- Techniques to clearly articulate a value proposition that can help guide marketing and strategic decisions
- Evaluation tools to assess the alignment of programs, pricing, promotion, and channels to affect consumer behavior and achieve goals

### ABOUT THE INSTRUCTOR

Jim Rosenberg is the founder of Workbench Services where he works with mission-driven organizations on innovation, strategy, and new ventures. Jim has extensive experience in both nonprofit and commercial organizations, including startups, mission-driven nonprofits, and Fortune 500 corporations. Jim was a Vice President at National Arts Strategies from 2005 to 2013 with responsibility for market strategy and new business development. He holds an M.B.A. from Stanford University Graduate School of Business, and a B.A. in Psychology from the University of Pennsylvania.

### WHAT STUDENTS ARE SAYING

*"Over the last few years, I've witnessed a growing number of grassroots organizations looking for a way to evolve out of the traditional development (donor-dependent) model. For the first time, I can confidently say that I have a set of tools to support their ambitions. The concepts are transforming my relationship with my clients/constituents, and helping them transform their marketing relationships with their primary audiences."*

Damilola Walker  
Senior Advisor, UNICEF

## Community & Collaboration / 3 weeks

### WHAT YOU'LL LEARN

- Resources to help you get to know your community and how it works
- Multiple perspectives on community assets and how our ventures can fit into the existing fabric of those communities
- Tools to identify and use communities' strengths as opportunities for self-help and for partnership
- Strategies for clarifying goals of partnering and assessing potential partners and creating a common agenda with collaborators and evaluation

### ABOUT THE INSTRUCTOR

Maria Rosario Jackson is an expert in the fields of urban planning, comprehensive community revitalization and arts and culture. She is Senior Advisor to the Kresge Foundation and consults with national and regional foundations and government agencies. In 2013, President Obama appointed Dr. Jackson to the National Council on the Arts. She is adjunct faculty at the University of Southern California where she teaches in the Arts Leadership Program. She is also the James Irvine Fellow in Residence at the Luskin School of Public Affairs at the University of California, Los Angeles and has taught in the Urban Planning program.

### WHY WE OFFER THIS CLASS

*"Understanding our communities and their challenges is the #1 obstacle to developing a successful, appropriate, effective, and sustainable intervention. Understanding our communities is the first and ongoing step in ascertaining the demand and the strength in our communities."*

Ariel Schwartz  
Managing Director, CSIS

## Business Models for Social Enterprise / 6 weeks

### WHAT YOU'LL LEARN

- An understanding of the fast-changing world of social enterprise finance
- An overview of revenue sources that can finance social impact, including earned income, donations, and public support models
- Tools for understanding the financial engine of social enterprises
- New and emerging financial models that drive social enterprises today
- Exposure to financial components of for-profit, non-profit social enterprises and hybrid social enterprises

### ABOUT THE INSTRUCTOR

Suzi Sosa is the Co-Founder and CEO of Verb. She has been involved in the social entrepreneurship space for more than 10 years and has advised hundreds of start-ups, non-profit and for-profit companies. Prior to Verb, she led the Dell Social Innovation Challenge at the University of Texas at Austin, where she also taught social entrepreneurship and was the Founder and President of the MPOWER. She holds a Masters in Public Administration from Harvard University.

### WHAT STUDENTS ARE SAYING

*"This course helped me understand the macro view of embedding impact within my organization's mission and making sure that my activities and financial gains remained aligned with the impact I was seeking. It also taught me the importance of recognizing business models as an evolutionary process, one that requires you to ideate, test, evaluate, and ideate some more."*

Mohammed Abdulla  
Founder, Good Faith Energy

# Elective Courses

## Data Science

**INSTRUCTOR:** EZEKIEL DIXON-ROMAN, PHD

**DESCRIPTION:**

This course introduces students to statistics, with a focus on how they are commonly used for organizational management, planning, and decision-making. Students will learn to use numerical and graphical tools to describe a single variable, and to summarize the distribution of a variable. Further, students will learn how to use bivariate graphical displays/correlation and regression to describe the relationship between a pair of variables and to examine the effect of two or more variables on an outcome of interest. Students will also learn how to interpret and report data both in tables and written narrative. Finally, the course will cover what are the key questions that should be explored and examined in order to realize the powerful information that exists in one's data.

## Digital Media in Social Movements

**INSTRUCTOR:** ROSEMARY CLARK-PARSONS, PHD

**DESCRIPTION:**

Digital media platforms and their users are changing the way social movements mobilize. While activist organizers continue to face many of the same obstacles that have challenged movements for generations, the internet has raised both new opportunities and questions for today's change-makers. Building successful movements in the digital age requires a thorough understanding of digital media and their affordances and limitations as organizing resources. Drawing on case studies of movements from around the world and cutting-edge social science research, this course will equip you with an actionable toolkit for strengthening your digital media practices. On completing this course, you will be able to: understand how digital platforms are transforming social movements and community organizing; assess and balance the opportunities and challenges of using digital media to support campaigns for change; and cultivate a digital mobilization practice that supports your initiative's mission and values.

*\*This class comes with bonus material taught by Sherrie A. Madia, PhD*

Introduction to Social Media Strategies: If you take Digital Media for Social Movements, we will also offer introductory material on developing strategies to craft the voice of an institution and enact a strategic plan to organically and authentically engage your communities. This segment is an introduction to strategic use of social media for social ventures. This sort of use of social media is significantly different than the way you would use it in your personal life. We hope, as you move through this segment, you will wonder: what does it mean to craft the voice of an institution? What is it like to speak in the voice of an institution, instead of my own? And how could one get started developing a plan to organically and authentically engage a community?

## Empowering Leadership

**INSTRUCTOR:** MEREDITH MEYERS, PHD

**DESCRIPTION:**

This class will help mission-driven leaders take a closer look at themselves, teams, and the real-world experience of leadership. New insights and tools will allow leaders to work more effectively and more authentically, leveraging strengths in themselves and across their teams. These tools offer ways to build and sustain teams with more success, and invite leaders to gain greater awareness and control over their stress. Week one explores individual leadership journeys, and explores values, strengths, authenticity, and how we as leaders model the behaviors we want to see in others. Week two explores how to co-construct optimal teams with our colleagues. We will examine the leader as coach, how we build engagement through active listening and effective feedback, and how we unleash strengths across our teams to create groups that are self-aware, complementary, and adaptive. In week three, students will explore how the concepts of leading self and leading others play out in the real work of leading a mission-driven organization. How do we navigate power and conflict to produce wins for everyone involved? We'll look closely at power and influence – what we really have and how we use it - to become stronger leaders in all moments.

## Ethical Decesion Making in Organizations

**INSTRUCTOR:** FEMIDA HANDY, BSC, MA, MES, PHD

**DESCRIPTION:**

This course will introduce ethical issues that arise when pursuing social goals, and discuss the best ways to promote ethical conduct within nonprofits. We begin with a review of the forces that may distort judgment and the various ethical frameworks in which to understand the dilemmas and propose solutions. Using specific case studies, we will analyze a variety of ethical issues that arise in a variety of settings such as: finance, governance, accountability, fundraising, paid and unpaid labor when dealing with multiple stakeholders and balancing multiple bottom-lines. Each week will conclude by suggesting some practical ways that organizations can prevent and correct misconduct, develop a spirit of ethical behavior, and institutionalize ethical values in the organization's culture.

## Impact Management

**INSTRUCTOR:** JED EMERSON & SARA OLSEN

**DESCRIPTION:**

Learn to identify and articulate the underlying assumptions that must be met in order for your theory of change to move from mission to impact and strategies to develop appropriate metrics so you can assess whether you are truly making that happen. This elective defines social performance measurement and its relevance, offers strategies to engage stakeholders in conversations around value and performance, and explores practical tools to drive impact. This elective will challenge you to: define who and what is meaningfully affected by the work that you do, capture and analyze this information in a regular and cost effective way, and explore ways the information can be used to improve decisions, enhance social impact, define brand, boost income, and reduce risk.

## Research Design for Social Impact Leaders

**INSTRUCTOR:** ALLIOSN RUSSELL, PHD; ARIEL SCHWARTZ, PHD; ROSEMARY CLARK-PARSONS, PHD

**DESCRIPTION:**

This course is designed for social impact leaders looking to familiarize themselves with the research process and learn how to engage in feasible, stakeholder-centered research. It will help you to determine if and when to engage in research; to understand the difference between academic and social impact research contexts; to develop a sensible research question, based on your initiative's theory of change; to involve community perspectives at different stages of the project, from design to data collection to implementing findings; and to cultivate an ethical and actionable research plan that will help you and your organization assess whether your work is creating impact. If you have ever wondered whether research was necessary for your organization, and how to make the best use of your time and resources to generate the most useful information for your organization and stakeholder communities, then this elective is for you!

## Volunteer Management

**INSTRUCTOR:** LUCAS WELTER

**DESCRIPTION:**

Nonprofit organizations and social ventures utilize millions of volunteers each year to deploy programs and interventions, reach clients, spread the word about their work, and, ultimately, support their mission and purpose. According to the UN 2018 State of the World's Volunteerism Report, an estimated 1 billion individuals volunteer worldwide. That's a lot of volunteers! Perhaps you already work with many volunteers in your initiative. Or, perhaps you're beginning to think about how volunteers will fit into your venture. This course will provide you with tools and insights to think about how to work with volunteers effectively. After completing this course, you will be able to: understand and explain the need for volunteer management; identify the elements of a successful volunteer journey and how to design and manage the different components; assess and evaluate your current volunteer journey (or start one from scratch); analyze best practices so volunteer managers can understand how to do their jobs more effectively and use volunteers more strategically; and develop trainings and tools that will make volunteer activities more successful.

# Unleashing Large Scale Social Movements

**INSTRUCTOR:** JOE MCCANNON

**DESCRIPTION:**

There is no shortage of compelling ideas and effective interventions for making the world better, but very few great ideas spread. Aspiring leaders of big social change rarely succeed in reaching and mobilizing the many. There are exceptions to this pattern, and this course seeks to explain what sets apart the initiatives that become successful large-scale movements. These efforts reliably address three questions in order to achieve big impact: How can we secure a genuine commitment from others to join us in the hard work ahead? How can we set a strategy that gives us leverage and reach, making the most of our finite resources? How can we take action, day in and day out, in such a way that we meet our aims for growth and impact, optimizing rapid learning and improvement by everyone in our movement? This class offers a blueprint for spreading ideas, innovations and programs that work, allowing you to engage the most people possible to change behavior and social outcomes at scale.explored and examined in order to realize the powerful information that exists in one's data.



**The Center for  
Social Impact Strategy**



**Interfaith<sup>®</sup>  
Philadelphia**