Solano Vision & Impact Cohort Program: Overview

The Solano Vision and Impact Cohort Program is a hands-on capacity building program that uses a combination of individualized coaching and peer-to-peer learning to **expand and accelerate participating organizations' efforts to develop a vision and impact model for their work.** The Vision and Impact Cohort Program is an intensive program that provides participants with a collaborative learning environment, group coaching, tools and techniques to improve their theories of change, and an understanding of how those theories of change are used throughout the organization.

Each phase of the curriculum includes a 2.5 hour group learning session on the topic followed immediately after by a small group coaching session (2-3 organizations per coach). In between each group session, participants will be responsible for completing assignments to build on lessons from each group session, and to prepare for the next.

The general objectives of the in-person group learning sessions are:

- To ensure a common base of knowledge across participants regarding core concepts and tools essential for building stronger learning culture and practices
- To draw on the experience and wisdom of peers regarding shared challenges, solutions, and best practices on each topic
- To build a community of organizations and practitioners in Solano County who share a commitment to defining vision and impact to improve programming and organizational practices

Vision & Impact Cohort Program Phases and Objectives

There are three core phases of the curriculum, each anchored by an in-person group learning session. The objectives of each phase are detailed in the table below.

Core Curriculum Phase		Objectives
1	**Understanding why a Vision and Impact Model is Important**	- Define the core dimensions of nonprofit capacity - Understand what a Vision and Impact Model is and why strengthening this is foundational to strengthening other dimensions of nonprofit capacity
2	**Theory of Change Development**	- Understand what a Theory of Change (ToC) is, what the components of a ToC are, and why it is central to strengthening nonprofit capacity - Develop the components of a ToC and create a cohesive ToC
3	**Using a Theory of Change**	- Understand how a Theory of Change can be used to strengthen core nonprofit capacities (such as resource development, strategic planning, programming, and governance). - Prioritize which areas of your organization's capacity need support and make a plan to use your ToC to strengthen them.