



TOGETHER WE TRANSFORM

Hub ONE is a venture in partnership, on purpose

It's led by four nonprofit organizations dedicated to reducing intergenerational poverty in Kalamazoo County. With each other. With the funding community. And with families facing steep challenges. Hub ONE partners serve thousands of people in our region. We first came together in recognition that there are serious structural barriers to doing our best work. Together, we knew we could break down some of those barriers and do more good. In 2018, we formalized our venture as Hub ONE to collaborate on strategy and service, and measure progress toward a shared vision.

Hub ONE Partners

Big Brothers Big Sisters
Prevention Works
Urban Alliance
Boys & Girls Club of Greater Kalamazoo

Lead Philanthropic Partner

Stryker Johnston Foundation

We're transforming how the nonprofit sector serves people, solves problems

In communities everywhere, there's a frustrating dynamic: Getting help when you really need it is confusing, complicated, and overwhelming. Meanwhile the nonprofits set up to serve people in need are working under extreme pressure for low pay, and within traditional systems that undercut collaboration, optimal operations, and consistent programming. No wonder the sector sees high turnover. These problems won't get better until we fundamentally redesign the ways nonprofits work - including how we relate to each other, our funders, and the community. Underneath it all is a quest for equity: Practicing the kind of equity we want to see take shape in community life. That's what Hub ONE is all about. In just a few years, we are already seeing successes and learning as we go.



HOW WE WORK

We are here to shift the paradigm

Hub ONE advocates for community and nonprofit needs toward a more equitable future. We encourage deliberate and significant shifts by everyone involved. Only then, and only together, can we create change.

FROM

A scarcity mindset that creates conflict, leads to burnout, compromises outcomes

Transactional processes that prioritize short-term wins

Hierarchical relationships that stifle truths, contributions, long-term results

Temporary solutions that provide quick fixes, inadequate and inequitable results



TO

An abundance mindset that fosters collaboration, brings out the best in people, increases chances for success

Relational processes that build trust, resilience, long-term value

Egalitarian relationships that promote equity and participation

Systemic change that addresses root causes, supports equitable service and outcomes

The Hub ONE approach intentionally prioritizes authentic conversations, empowered actions, and collective solutions. Why? Because by being open with each other, we can have better relationships and results. Because empowered team members have higher expectations and performance. And because complex societal issues like poverty call us to examine the whole ecosystem and act in collaboration.



STRATEGIC PRIORITIES

Our steps toward transformation and an equitable future

How do we get to the seismic change we seek? Hub ONE is making it happen through a set of key strategies – each will help us achieve more equitable results. We know change takes time, so we are building solutions with care, and making adjustments as needed along the way toward impact. Today, we are on track with key milestones and have our sights set on so much more. Our work and the sector will never be the same.



Optimize operations



Reimagine and restructure the systems in which we work



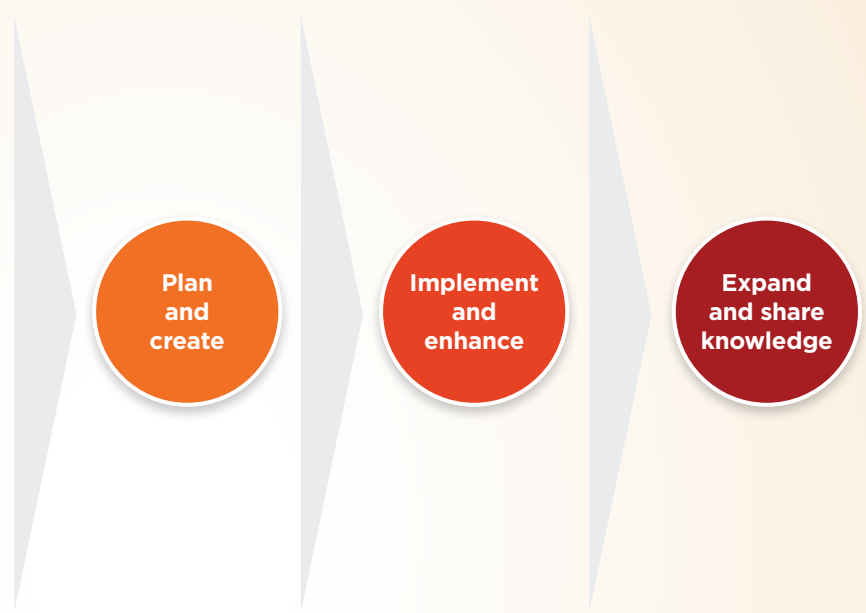
Build shared infrastructure



Deliver effective, efficient, and equitable services



Monitor and share impact of our new model



Case in point: As the COVID-19 crisis unfolded, Hub ONE organizations rallied to provide a nimble, cost-efficient response to rapid changes. We elevated urgent needs and encouraged area nonprofits and funders to meet them. In the process, we strengthened relationships across our community and sustained our missions through an incredibly difficult time. We know there will be another crisis, and now we've shown what we can do about it.



We're just getting started

Hub ONE provides curious, critical, and creative space for trust, teamwork and transformation. We're trying new things. Learning what works and doesn't. Being open with each other and to exciting new possibilities. We don't have all the answers. That's why we're here, collaborating on what's next. Your ideas and involvement are welcome!