NEW

a new way
FORWARD

our journey of transformation towards just and thriving communities

WHAT'S CALLING US TO TRANSFORMATION?

The social sector today exists because of **unequal power dynamics**, **systemic racism** and other forms of **oppression**. Those with privilege have used oppressive systems to exclude, discriminate against, and bar "others" from power.

Today's leaders and changemakers have inherited organizations and systems that

our theory of change

- **Primarily focus our energies on downstream issues;**

- **Perpetuate competition and scarcity mindsets;**

- **Lacks vision and hope;**

- **Requires labor and tasks that can lead to burnout;**

- **Underestimates the significance of tools, systems, and structures that enhance organizational effectiveness**

WHAT ARE WE CALLED TO?

We are calling in and working alongside **mission-driven people, organizations,** and **communities** in **Southeast Michigan to prioritize the care, needs and desires of those most impacted by the issues:**
- **BIPOC (Black, Indigenous, and People of Color)**
-**LGBTQIA+**
-**People with disabilities, and other historically marginalized communities** - in that work.

We believe achieving a just and thriving society requires turning towards each other, harnessing our collective power by *breaking the 'bad' while also "building the new".*

This calls us to transforming systems, structure, and culture in order to advance proactive and long-lasting solutions for equity and justice.

We're here to shift the dominant narrative of lack, towards one rooted in a just transition that includes space for learning & unlearning, new ways of leading, being and working.

our theory of change

HOW WE'LL GET THERE

BUILDING POWER AND LEADERSHIP

to ensure decisions are made by and with the communities they impact. We convene cohorts focusing on collective knowledge and leadership at the individual, interpersonal and organizational levels. Leaders build relationships while co-learning skills, strategies, and tactics to cultivate a more just future.

NURTURING ORGANIZATIONS AND CULTURES

to disrupt traditional nonprofit management paradigms. Our consultants provide trusted guidance, inspiring resources, and practical tools to foster change and transformation in strategy, governnance and cultures.

STRENGTHENING OPERATIONS AND INFRASTRUCTURE

to enable values-driven organizations to achieve their missions. Our back-office supports include tools and guidance in finance and information technology. Our co-working and meeting spaces are a phyical embodiment of vision and values for our sector.

INFLUENCING SYSTEMS

to shift ways of thinking about and taking action towards social change. We leverage our platforms and network to uplift the voices of others and bring people together to bring about the transformation of our sector.

HOW WE'LL KNOW WE'RE ON TRACK

We'll see more...

A DEEPER SENSE OF BELONGING

within organizations and communities in our ecosystem

MUTUALITY & SOLIDARITY

amongst people of different backgrounds and identities

QUALITY SYSTEMS, TOOLS, AND PROCESSES

in organizations led by and serving BIPOC people

COMMUNITY POWER

led by the communities most impacted by injustice

sharing of ...

KNOWLEDGE AND PERSPECTIVE

between organizations and communities in our ecosystem

DATA-INFORMED DECISION MAKING

within organizations and positions of power

JUST AND THRIVING COMMUNITIES

OUR VISION

FLOURISHING ORGANIZATIONS
VIBRANT COMMUNITIES
EMPOWERED LEADERS

HOW WE'LL GET THERE

By working with **mission-driven people, organizations,** and **communities** in **Southeast Michigan.**

By prioritizing **those most impacted by the issues** - **BIPOC (Black, Indigenous, and People of Color) and other marginalized communities** - in that work.

WHAT WILL CHANGE

COLLABORATION AND BELONGING

QUALITY SYSTEMS, TOOLS, AND PROCESSES

KNOWLEDGE AND PERSPECTIVE

DIALOGUE AND DISCOVERY

COMMUNITY BUILDING

DATA-INFORMED DECISION MAKING

WHERE WE'RE AT

The social sector today exists because of **unequal power dynamics**, **systemic racism** and other forms of **oppression**.

Today's leaders and changemakers have **inherited organizations and systems** that:

- **Focus on short-term solutions**
- **Encourage competition and scarcity mindsets**
- **Limit access to tools, systems, and structures**

NURTURING ORGANIZATIONS AND CULTURES

to disrupt traditional nonprofit management paradigms.

BUILDING POWER AND LEADERSHIP

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INFLUENCING SYSTEMS

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STRENGTHENING OPERATIONS AND INFRASTRUCTURE

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NEW THEORY OF CHANGE

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