



SPIN Strategic Plan 2022-2025

Why We Exist

We believe
all people deserve
A Life of Possibilities

Vision

A world that values,
respects and
includes everyone

Our Core Business

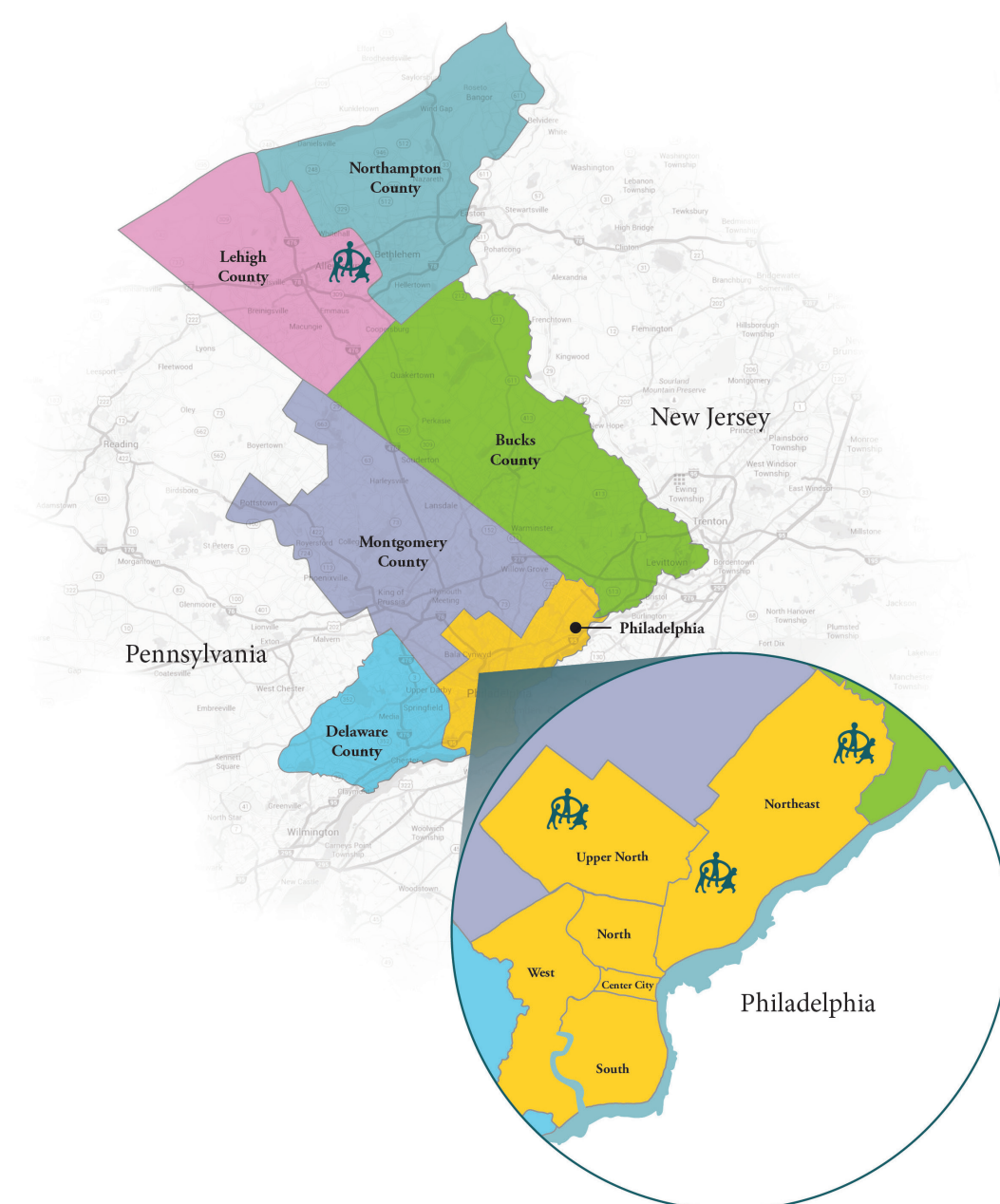
Lifespan services for families and their loved ones

- Early Intervention
- Early Childhood Education
- Transition Services
- Residential Services
- Lifesharing Services
- Autism Services
- Employment Services
- Behavioral Health Services
- Community Participation Supports
- Recreation Services

SPIN Brand Promise

- People & Family First Services
- Professionalism always
- Performance excellence
- Highly engaged, productive employees

Where We Serve



Hallmarks

Accredited and Acclaimed:

- Autism Center of Excellence
- STAR 4 Early Childhood Education
- Residential Behavioral Health Program
- Top Workplace
- Employer of Choice
- Healthy Workplace
- Top Training Organization

*“Without courage we cannot practice any other virtue with consistency.
We can’t be kind, true, merciful, generous, or honest.”*

- Maya Angelou



SPIN Thematic Goal & Action Plan 2021-2022

Build on our Strengths to Renew and Thrive

Action Plan

1. Create a Culture of Safety, Healing and Trust

- a.* Embed trauma-informed philosophy in organizational practices
- b.* Listen, see, learn and change for racial justice
- c.* Secure stakeholder trust and confidence

2. Reimagine People-First Services and Supports

- a.* Innovate and connect people to their best life
- b.* Strengthen family relationships
- c.* Use technology to improve people's lives

3. Recruit, Retain and Engage a Full Complement of High-Performing, High-Quality Team Members

- a.* Decrease the vacancy rate in all frontline professional positions by 50%.
- b.* Apply People-First supervision and coaching to develop employees

- c.* Advocate for rates based on family-sustaining or market-based wages
- d.* Continue to plan our future through succession planning with an outward mindset that assures diversity & inclusion

4. Strengthen Operational and Financial Sustainability

- a.* Restore services to pre-pandemic levels
- b.* Increase long term investments
- c.* Use Business Intelligence for data-based decisions
- d.* Advocate for flexible, stream-lined, values-based system design

5. Deliver Timely, Relevant, Transparent Communication that Inspires Trust

- a.* Use various modalities to fully engage and inform employees, individuals and families, government funders and partners, members and our community





SPIN Three Year Priorities

Priorities: 2022-2025

1. Achieve excellence in all core services and operations
2. Cultivate a high quality, engaged workforce
3. Participate in changing the service system to be more person centered
4. Embed racial justice into every facet of our organization
5. Become a trauma informed organization
6. Expand access and use of technology resources to increase independence and connection



Moving forward... together

*"It is not our differences that divide us.
It is our inability to recognize, accept, and celebrate those differences."*

- Audre Lorde