



# SPIN Strategic Plan 2023-2026

## 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

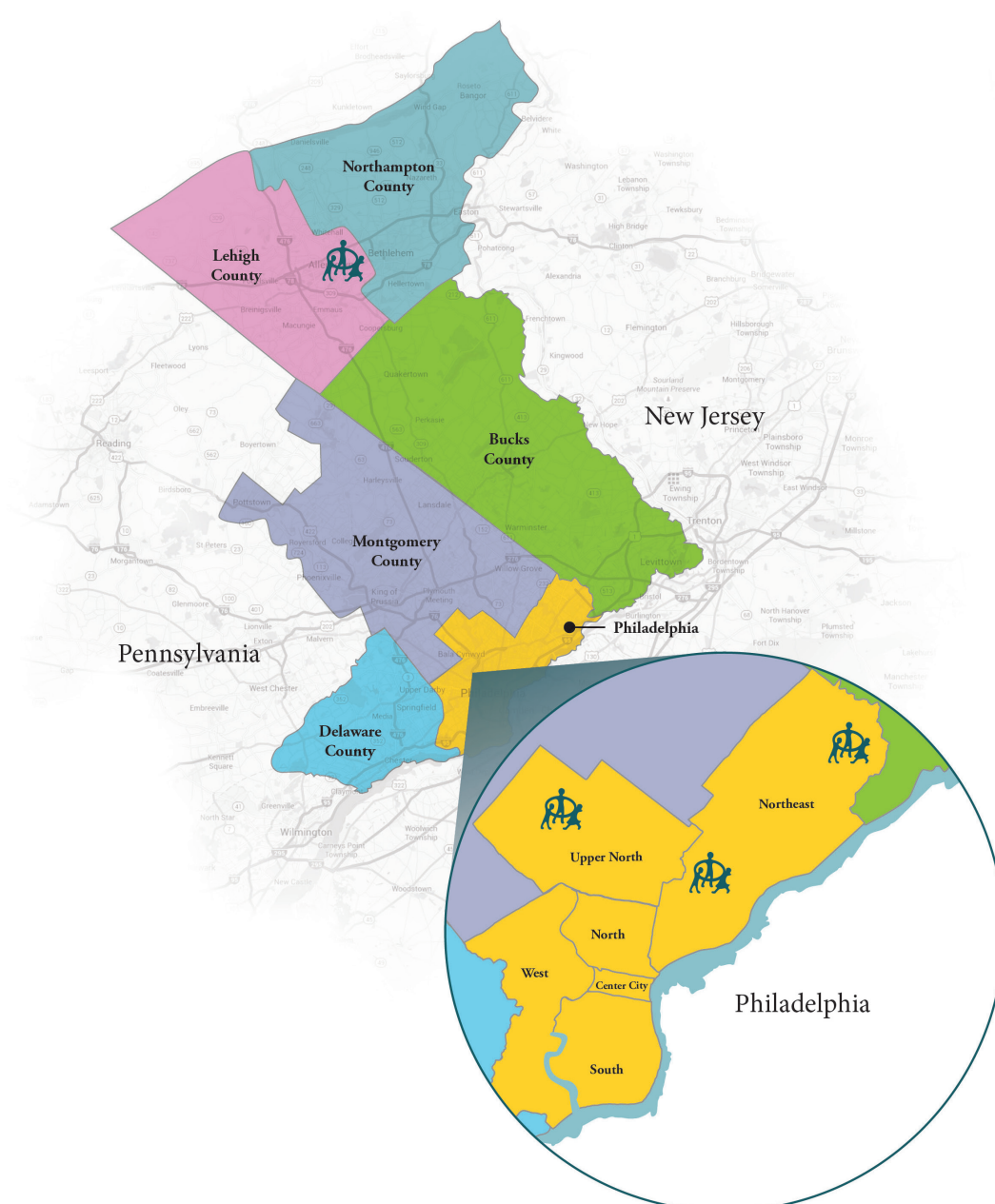
- People & Family First Services
- Professionalism always
- Performance excellence
- Highly engaged, productive employees

## Hallmarks of Excellence

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
- Cultural Excellence Award

## Where We Serve



*“For there is always light, if only we’re brave enough to see it.  
If only we’re brave enough to be it.”*

- Amanda Gorman, [The Hill We Climb: An Inaugural Poem for the Country](#)



# SPIN Thematic Goal & Action Plan 2022-2023

## *A People-First Experience for all Stakeholders*

**People First:** Everyone is valued, heard, seen, and respected first as a human-being

**Stakeholder:** The people without whom SPIN would cease to exist, they are the people we serve, their families, every employee, our members, board, donors, community, government and business partners

### Action Plan

#### 1. Create a Culture of Safety, Optimism, and Trust

- a.* Continue to plan our future through succession planning
- b.* Embed trauma-informed practices to be a sustainable and healthy workplace

#### 2. Listen, See, Learn, and Change for Racial Justice

- a.* Reduce structural barriers to position advancement
- b.* Promote equity and inclusion in the employment experience
- c.* Increase the cultural competence and self-confidence of employees

#### 3. Strengthen a person-centered approach to connect People to their Best Life

- a.* Promote healthy lifestyles across the lifespan
- b.* Engage families through family-first experiences and opportunities
- c.* Expand access to and use of People-First Technology

#### 4. Engage a Full Complement of High-Performing, High-Quality Team Members

- a.* Create employee experience that builds engagement and increases retention
- b.* Recruit and onboard qualified candidates to fill all open positions
- c.* Develop employees through People-First coaching and career pathing

#### 5. Strengthen Operational and Financial Sustainability

- a.* Grow cash position and reserves
- b.* Develop optimum revenue streams
- c.* Maximize fundraising and all private-source revenue
- d.* Use Business Intelligence for data-based decisions
- e.* Advocate for equitable, sustainable rates

#### 6. Deliver Timely, Relevant, Transparent Communication

- a.* Use various modalities to fully engage and inform all stakeholders







# SPIN Three Year Priorities

## Priorities: 2023-2026

1. Lead with a People & Family-First mindset
2. Achieve excellence in all services and operations
3. Engage a full complement of high-performing, high-quality team members
4. Advocate for resources that sustain and strengthen services
5. Embed diversity, equity, and inclusion into every facet of the organization
6. Become a culturally competent, trauma-informed organization
7. Expand access to and use of technology



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

- Audre Lorde