


SPIN Thematic Goal 2023



SPIN Strategic Plan 2023-2026

Why We Exist

We believe all people deserve a Life of Possibilities

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

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

Vision

A world that values, respects and includes everyone

SPIN Brand Promise

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

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

Stakeholders: 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





- 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
- 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
- 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
- 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
- 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
- Deliver Timely, Relevant, Transparent Communication**
 - a. Use various modalities to fully engage and inform all stakeholders

SPIN Three Year Priorities

Priorities: 2023-2026

- Lead with a People & Family-First mindset
- Achieve excellence in all services and operations
- Engage a full complement of high-performing, high-quality team members
- Advocate for resources that sustain and strengthen services
- Embed diversity, equity, and inclusion into every facet of the organization
- Become a culturally competent, trauma-informed organization
- 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