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SEATTLE, WA 98104
4CULTURE.ORG

Building for Equity: Project Development Sample Application

PROJECT SUMMARY

Applicant

STEM Paths Innovation Network

Project Title

Building for Equity: Project Development

Discipline

Science & Technology

Project Phase

Organizational or Tribal Readiness; Project Initiation and Planning

Amount Request

\$50,000

Project Implementation

Funds will be used for the following project planning steps:

1. Business Planning: Develop a targeted business plan and multi-year financial projections focused on operating and sustaining a new SPIN facility over the first 1, 3, and 5 years of use. Timeline: This phase will take approximately four months and will be completed between January and April 2026.

Milestones:

January: Create RFQ and select consultant
February: Complete internal financial review and data collection
March: Complete environmental scan and comparative analysis
April: Finalize 1-, 3- and 5- year financial projections and integrate into strategic plan

2. Community Input Process: Design and implement a strategic community outreach plan to engage key stakeholders, including youth, families, educators, partner organizations, and community leaders to inform the vision and priorities for the new SPIN facility. Timeline: This stage of the project will take approximately six months and will be completed between May and October 2026.

Milestones:

May: Develop outreach plan and materials; identify priority stakeholder groups

June: Hire outreach coordinator; finalize schedule

July: Launch community surveys and focus groups

August: Conduct stakeholder interviews and public forums

September: Synthesize input and draft community input summary

October: Incorporate and publicize findings in community and within SPIN business plan

NARRATIVE

Project Description

SPIN plans to build a Lab (a place for Learning And Belonging) in Kent, Washington. It will be a hub that serves youth and families from Kent and neighboring south King County communities, with a specific focus on BIPOC populations. The new Lab will improve access to low or no cost STEM workshops and programs for the local community and schools and provide culturally relevant educational support to close the opportunity gap in STEM education and careers for people of color throughout our region.

Our vision is to create a permanent, neighborhood-based Lab that is welcoming, warm and responsive to communities of color in and around King County. These communities continue to be disproportionately excluded from the high paying science, technology, engineering and math-focused jobs in our region. There is a plethora of evidence that increased access to economic opportunity has a direct impact on a family's health and well-being.

Through its offerings aimed at reducing racial inequities in STEM education, workforce development and business development, SPIN will create access to opportunity for its community. Intentionally locating the Lab in Kent means SPIN will serve not only its immediate area but also be an important hub for a much broader area, including Federal Way, Tukwila, and Tacoma.

We envision the Lab will nurture partnerships that support wraparound services (e.g. childcare, job training, etc.) to support the whole family (social, emotional, financial, and physical); create a model cradle-to-career, place-based STEM center; and serve as the anchor for equity-based workforce

development in King County. The Lab will train emerging technologists and entrepreneurs; ready young adults for family-wage jobs; engage the imagination of preschool, elementary, middle and high school students; and offer culturally relevant programming.

The Lab will include office space, classrooms, and a makerspace. In the makerspace there will be community-informed modular workshops, including training on STEM technologies such as 3D printing, laser cutting, robotics, coding, electronics, virtual reality, sewing and embroidery, audio production and digital design. Youth and adults will engage in joyful, hands-on learning in a welcoming space. It will provide jobs to at least 15 full time staff and dozens of instructors, give small entrepreneurs access to the space and equipment, and encourage an organic Community of Practice among participants.

The planning project we propose includes the crucial steps of creating a business development plan and conducting extensive community outreach and input, both of which will help create a strong foundation for lasting impact. This phase of the project planning will move us toward our ultimate goal of creating a hub for the STEM economy in King County and providing economic opportunities for the local economy, specifically for BIPOC communities in King County. Building on the foundation of community character and cultural diversity, the Lab will preserve and strengthen cultural communities and build the capacity of their families, students, leaders, organizations, and businesses to make advances through various offerings, such as utilizing technology, learning new skills, convening gatherings, and providing space for young businesses to grow.

Community Engagement

1. SPIN serves K-12 students and their families in King County, with a focus on BIPOC youth and families. We partner with ethnically and racially focused community-based organizations, Title 1 schools, individual families, and students. SPIN's purpose and mission is to close the opportunity gap for women and BIPOC communities in STEM. Our vision is that ethnicity and gender do not hinder anyone's ability or capacity to pursue careers in STEM.
2. SPIN's board, staff, and instruction team reflects the diversity of the community we serve: 1) Board of Directors: 88% are women; 63% are women of color, and 75% overall are people of color. 2) SPIN Staff Members: 67% are people of color; and 78% are women, including 56% women of color. 3) Instructional Staff: 87% are people of color. This is rare in Seattle, where only around 20% of public-school teachers are people of color.
3. Since our founding, SPIN has built and stewarded relationships across community-based organizations, schools, nonprofits, and families. Our relationships allow us to listen, respond, and support communities at the heart of our mission: BIPOC communities, immigrants, refugees and women. We spend time understanding their needs and provide connections to the services and opportunities that will best help their students succeed.

The communities SPIN works with have historically been on the receiving end of organizations and corporations delivering solutions with "good intentions". What our interactions, partnerships, and engagement with the community tell us is that effective solutions are built

from within the community with the support and resources from organizations like SPIN. We have listened to their feedback and we know that the community supports our approach because we have become a sought-after partner for schools and other youth serving organizations.

4. SPIN has developed deep partnerships across King County since 2015, including local governments, educational and school districts, and community-based organizations. We are working with the City of Kent to identify a viable space for the Lab. We will explore partnerships with a variety of partners in the Kent area, such as the Kent Community Network Council, First Washington, and Space United. We have discussed our project with all of these groups. This planning and predesign funding will allow us to further build these relationships and develop a multi-use space that will be available and useful to a variety of partners in South King County.

In 2018, SPIN worked with the community and a wide range of potential partners to begin to design the Lab with feedback from the community and an emerging vision for the space. In 2022 we were able to draft an initial business plan sketch, envision a program for a future space, and create initial architectural renderings. In 2024, SPIN began work with Adan Consulting, an Owner's Representative that explicitly focuses on community input and needs and has on staff two community engagement specialists who will lead the SPIN Lab's connection with the Kent community and ensure we are meeting their needs and of our broader community.

Project Results

Ultimately, the Lab will be a tangible representation of SPIN's values and impact. It will offer opportunities to develop and refine our programs. Best practices can be documented, measured, and scaled to create a replicable model for other communities. By demonstrating what sustained, place-based STEM education can achieve, SPIN not only deepens its local impact but also becomes a blueprint for broader change.

Measures of Success - Business Planning:

1. Comprehensive Business Plan Completed: Final business plan includes: detailed 1-, 3-, and 5-year financial projections; staffing model; operating cost estimates; revenue strategy; and facility management plan.
2. Alignment with Facility Design and Fundraising: Business plan directly aligns with architectural program and capital campaign feasibility findings.
3. Organizational Readiness Assessed: This assessment will address leadership structure and governance needs, financial and fundraising capacity, facilities planning and risk management, staffing and culture, and program scalability.
4. Stakeholder Validation: Input gathered from at least 10 key internal and external stakeholders and process includes at least one feedback session with community and program leaders.

Measures of success - Community Input:

1. Diverse Stakeholder Participation
 - a. At least 100 individuals engaged through surveys, focus groups, or forums.

- b. Representation includes youth, caregivers, educators, and BIPOC community members, with demographics tracked to ensure inclusivity.
- 2. Multiple Engagement Methods Used
 - a. A minimum of three distinct engagement methods employed (e.g., youth-led focus groups, multilingual surveys, community forums).
 - b. At least two events held in community-based or culturally relevant settings.
- 3. Equitable Access and Inclusion
 - a. At least 50% of engagement opportunities offered with interpretation and translated materials in the top 2-3 languages spoken by families served.
 - b. At least 30 community participants compensated through stipends or incentives for their time and input.
- 4. High Satisfaction and Meaningful Input
 - a. 80% of participants report feeling that their voice was heard and valued (via post-engagement survey).
 - b. Community input is analyzed and summarized in a public-facing report or presentation.
- 5. Integration Into Project Planning
 - a. Key themes from community feedback are documented and used to inform facility design, programming priorities, and business planning.
 - b. Findings presented to SPIN's leadership and Board, with evidence of incorporation into strategic decisions.

Project Needs

1. Every year, the demand for our programs grows and every year we're forced to turn students away. Last year alone, we grew 42% in the number of students we served. We lack the space to say yes to many students who are eager to learn, and we lack dedicated areas for different activities hindering our ability to safely welcome younger students. Our location isn't accessible by public transportation, making it a significant barrier for students, especially from low-income households. The Lab will deepen our roots, ensure long-term stability, and serve as a cornerstone for equity-driven workforce development in King County. A dedicated, stable space signals long-term commitment, providing a reliable hub for students, educators, and partners to engage in high-quality, hands-on STEM learning.
2. Our successful planning and predesign efforts funded through the 4Culture Building for Equity Project Planning grant will ultimately lead to a successful capital campaign, construction, and completion of a new Lab. The Kent Valley is the fourth-largest manufacturing hub in the U.S., home to more than 630 companies and 49,000 jobs. With nearly 140 languages spoken, it's also one of the most ethnically diverse regions in the country. Establishing a permanent presence in Kent is a strategic investment that positions SPIN at the intersection of industry demand and educational equity. By preparing local students, especially BIPOC youth, for in-demand careers close to home, we're helping to close the opportunity gap and driving meaningful, place-based impact where industry, education, and equity meet.

3. As mentioned, in 2018, SPIN worked with the community and a wide range of potential partners to begin to design the Lab with feedback from the community and an emerging vision for the space. With funding from the Equitable Development Initiative, in 2022 we were able to draft a business plan, envision a program for a future space, and create initial architectural renderings. In 2024, we received \$250,000 from the Kent Commercial Affordability Grant through Grow America to evaluate current programming, develop a budget, nurture a Building Planning Committee, develop a schedule, procure preconstruction services, and undergo a site selection process. This work is underway and will continue through 2025. As of July, 2025 we have identified a site and begun working with a development partner in Kent, completed a design and marketing package with a selected architect, produced a tentative budget and timeline for construction, and completed a capital campaign feasibility study and comprehensive plan.
4. Community engagement and input is a central pillar of the proposed scope of work for this project. SPIN's Lab will serve Kent and neighboring areas. Through our community outreach and input strategy, if funded by 4Culture, we will focus on community outreach strategies and activities to ensure our priority population in Kent and neighboring south King County communities are intimately involved in and informing the creation of the Lab. Community outreach activities will include:
 - a. Partnered events with existing trusted community organizations,
 - b. Youth-led focus groups,
 - c. Multilingual surveys, and
 - d. Community forums.

PROJECT BUDGET

Budget Notes

1. Business Plan Development: \$18,500 with the following breakdown:
 - a. Business Planning Consultant: \$15,000
 - b. Stakeholder Engagement: Facilitation, materials and supplies: \$2,000
 - c. Research Tools: Financial reports, modelling: \$1,500
2. Community Input Process: \$31,500 with the following breakdown:
 - a. Outreach and Facilitation Team: \$14,500
 - b. Community Stipends: \$4,000
 - c. Event Costs: \$3,000
 - d. Translation and interpretation: \$3,000
 - e. Survey tools and Data Analysis: \$2,000
 - f. Capital Campaign Strategy Consultant: \$5,000

SUPPLEMENTARY INFORMATION

Activities

June 2024 - June 2025

- SPIN Girls Program, SPIN Headquarters in Renton, June 2024-June 2025, 85 participants
- SPIN Enrich Program, multiple locations (SPIN Headquarters, multiple schools in Seattle, Renton, and Kent), June 2024-June 2025, 733 participants
- HEART (Husky Enrichment, Academic, Recreation & Tutoring) Program, West Seattle Elementary, September 2024 - June 2025, 350 students
- YEP (Young Entrepreneurs Project) Program, Cleveland High School in Seattle, September 2024-June 2025, 115 participants
- SPIN Changemakers Program, SPIN Headquarters in Renton, August 2024, 18 students
- SPIN Girls Outdoor Education Travel Program, Mount St. Helens, July 2024, 5 participants
- SPIN Girls STEM Travel Program to Florida, July 2024, 3 participants
- SPIN Girls Capstone Community Event, SPIN Headquarters in Renton, June 8, 2024, 42 families
- SPIN Fellows Graduation, SPIN Headquarters in Renton, June 8, 2024, 8 families

Board

1. Angela Templin, Glumac, Board Co-Chair, Term 2023-2025
2. Eden Gebretsadik, Blue Origin, Board Treasurer, Term 2023-2025
3. Ginny Kozemczak, Rivian, Board Member, Term 2024-2026
4. Jon Madamba, SPIN Founder and Board Co-Chair, Term 2023-2025
5. Liliana Ruiz Diaz, Meta, Board Secretary, Term 2023-2025
6. Nadia Guy, Christo Rey Jesuit School, Board Member, Term 2024-2026
7. Rania Hussein, University of Washington, Board Member, Term 2024-2026
8. Tina Akinyi, Puget Sound LSAMP Alliance, Board Member, Term 2024-2026
9. India Clark, NW Investment Partners, Board Member, Term 2025-2027