



# 2021 ANNUAL REPORT

BE PART OF THE SOLUTION. CHANGE A FUTURE TODAY.



**Spectrum Designs**  
spectrumdesigns.org  
516.767.7187  
Port Washington, NY  
Pleasantville, NY

**Spectrum Bakes**  
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**Spectrum Suds**  
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Port Washington, NY



# A MESSAGE FROM THE **CO-FOUNDER & CEO**

Standing together as co-founders in Stella's backyard barn in February 2011, I am not sure Nicole, Stella, or I ever could have imagined what would exist a decade later. In 2021, we celebrated the 10-year anniversary of both Spectrum Designs and The Nicholas Center and while the celebrations were muted by the ongoing pandemic, the sense of pride and accomplishment was felt fully amongst our team, board, families, and supporters - all of whom are the reason we have moved beyond the barn!



Despite the continuing impact of Covid-19, Spectrum's enterprises all experienced growth and expansion in 2021. Our newly renovated Westchester location sprung to life, generating 8 new jobs and reaching over 300,000 imprints in the first year! Spectrum Designs' Port Washington location thrived also, adding 6 new jobs and slowly but surely shifting away from PPE orders back to apparel and promotional items. Spectrum Suds added 95 new (repeat) clients, created new employment and training opportunities, and averaged over 1,000 lbs. of laundry per week! Finally, Spectrum Bakes had a record-breaking holiday season, shipping out over 50,000 bars and bags of granola!

All of this activity of course, means increased revenue and reach, but more than anything, it's the impact on the lives of our neurodiverse employees and the trainees that we value most. Ironically, that can be the hardest thing to measure. Of course, we plot hours of employment, units sold, dollars fundraised, grants awarded, and they are a mark of a successful year. However, the impact of the intangible benefits of what we do can't be overlooked. The lifelong friendships made, the pride felt by the family, the confidence regained, the independence formed, the happiness and security. That is the magic. That's the stuff we could never have imagined a decade ago, and that's what will drive us into 2022 and beyond.

**Patrick Bardsley**  
Co-Founder & CEO

# A MESSAGE FROM THE **SDF BOARD PRESIDENT**

With innovation and determination, Spectrum continues to grow even during the difficult times faced as a result of the continuing Covid-19 Pandemic. Through the hard work, dedication, and commitment of the team, Spectrum experienced its 10th consecutive year of growth with sales exceeding projections resulting in hiring more employees on the Autism Spectrum which is a vital part of our mission.

Our achievements are cultivated by the support and faith of the community and the families that we serve.

We are proud of the many accolades and awards our team has received for our commitment to creating meaningful employment opportunities and grateful for their ability to promote a professional, compassionate and overall positive work environment so that our employees continue to feel successful and prosper.

**Jothy Narendran**  
Spectrum Enterprises Board President



# A LOOK BACK AT A MEMORABLE YEAR!

## JANUARY

**New York Tough** line unveiled, celebrating the strength & resilience of New Yorkers.

## MARCH

SDF was **awarded \$200K** as part of **NY State's Workforce Development Initiative**.

## MAY

Selected by Long Island Business News as **"Nonprofit of the Year."**

## JULY

SD Port hosts a press conference for Governor **Kathy Hochul** as she announces the 2nd round of **NYS's Workforce Development Initiative**.

## SEPTEMBER

Partnered with **Lady Gaga's Born This Way Foundation** for their #BeKind21 initiative.

## NOVEMBER

**New York State Parks e-commerce store** sees a **record number of sales** from its Black Friday sale.

**Giving Tuesday** campaign in partnership with **Food Bank For New York City** - **donated 1,100+ Giving Bars** to help combat food insecurity.

## FEBRUARY

SD Port celebrates **10 years** strong!

## APRIL

**Pleasantville Grand Opening/Ribbon Cutting** with speeches from elected officials.

## JUNE

Four Westchester trainees-turned-paid employees join the Spectrum family - **Alex, Bradley, Josh, and Nick**.

## AUGUST

Recognized as a **"2021 Great Nonprofit"** for the second year in a row.

## OCTOBER

For the 2nd year in a row, recognized by **CDP (Carbon Disclosure Project)** for our sustainability efforts, AND by the **#EmployAbility Honor Roll**, on behalf of the **NYS Office for People with Developmental Disabilities**.

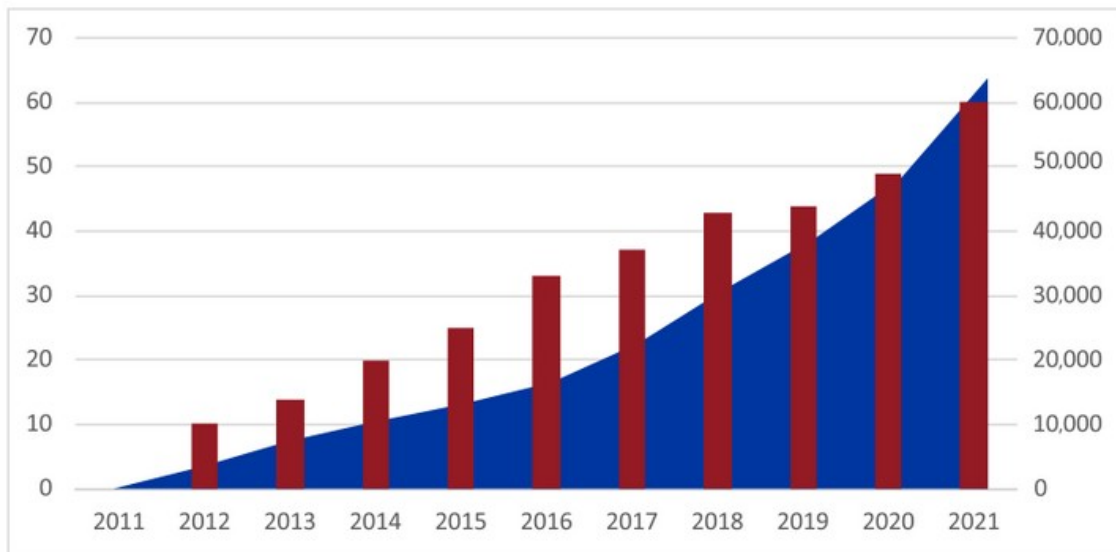
## DECEMBER

Named a **"Best Place to Work"** by Long Island Business News for the 2nd year in a row.

Closed on the **purchase of 199 Tompkins Ave** - now a **permanent home for Team Westchester!**

# STAFF HIGHLIGHTS

## STAFF GROWTH & HOURS OF PAID NEURODIVERSE EMPLOYMENT\*



*\*For Spectrum Designs Foundation's Combined Enterprises*

■ Number of Staff   ■ Hours of Paid Neurodiverse Employment

60

Employees between all 3 enterprises

16

New Hires who are compensated at least at minimum wage

68

Trainees who learn valuable employment & life skills in an authentic environment

18,668

Total vocational hours

## Staff was increased to accommodate growing workload

\$140K

Revenue

2,600+

Orders

7,000+

Units Sold

New York State Parks data, from opening in mid-June to Dec. 31 (official e-commerce store partner)

123,457

Total hours of paid neurodiverse employment in Port Washington

35,211

Average Items screen printed monthly in Westchester

20%

Overall sales increase in Bakes (\$100K to \$120K)

40%

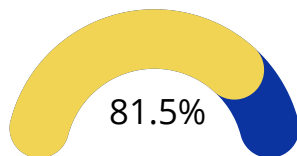
Overall sales increase in Suds (\$46K to \$75K)

# STAFF HIGHLIGHTS

## EMPLOYEE IMPACT SURVEY

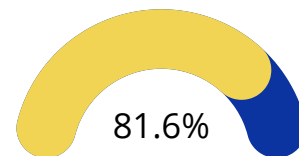
All of Spectrum's employees were surveyed anonymously in late 2021.  
Below is a sample of some of the results:

“ Joining the Spectrum family has impacted so much of my life. Being able to take on more responsibilities and saying I have a job makes me so happy and fulfilled! ”  
-- Spectrum Employee



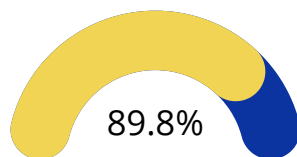
**My work has given me opportunities for *personal* growth**

Over 81% of respondents replied with a 4 or 5



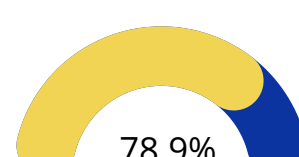
**My work has given me opportunities for *professional* growth**

Over 81% of respondents replied with a 4 or 5



**I feel confident in my abilities**

Almost 90% of respondents replied with a 4 or 5



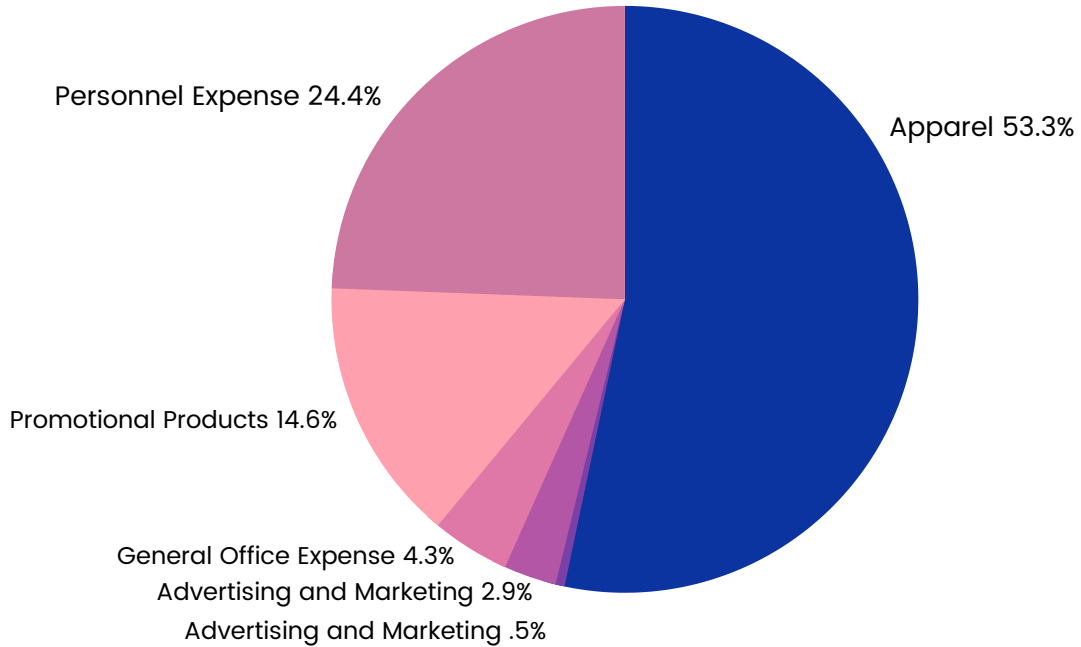
**I have developed meaningful relationships from work**

Almost 79% of respondents replied with a 4 or 5

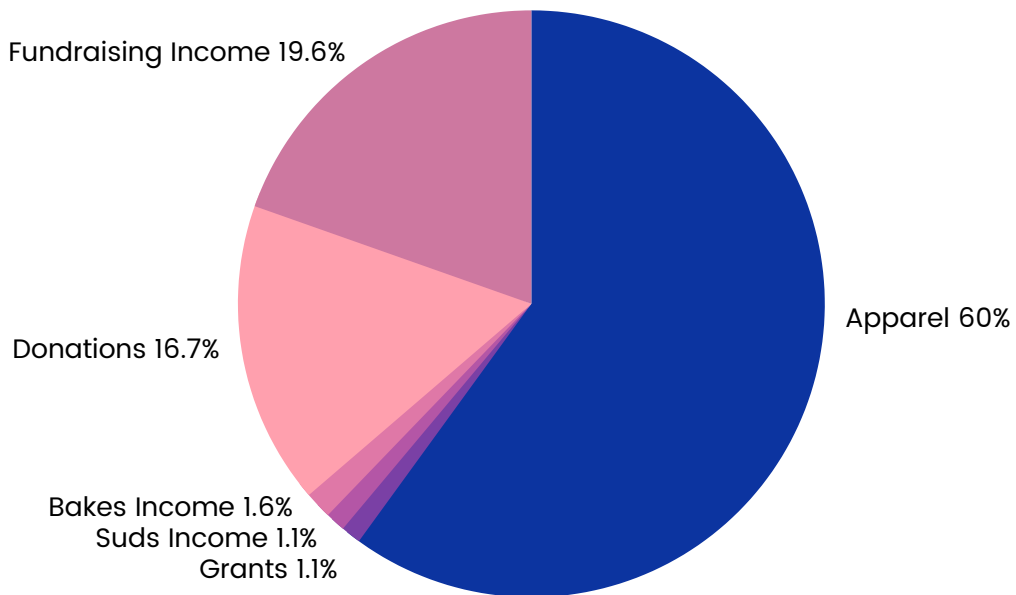
“ My son is able to afford living in a private group setting, and has gained a lot of new independence skills because of his employment opportunities. We are so grateful for the paid work opportunities Spectrum has provided. Thank you for all you do! ”  
-- Parent of Spectrum Employee

# THE NUMBERS

## EXPENDITURE MIX



## REVENUE MIX



Enterprise Sales

**\$4,739,800**

Expenses

**\$5,155,413**

Donations/Grants/Fundraising\*

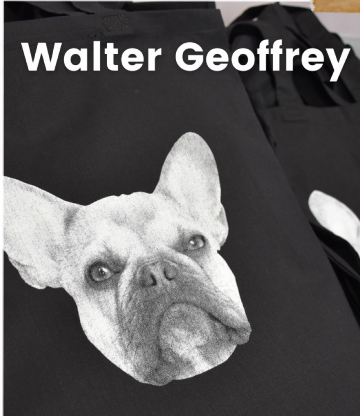
**\$1,804,658**

*\*\$1.2m allocated to the purchase of our Westchester location at 199 Tompkins Avenue*

# FEATURED CLIENTS NEW IN 2021



**Uncomfortable Revolution**



**Walter Geoffrey**



**Winnebago**



**PBS**



**Jill Zarin**

**Brooklyn Children's Museum**



23

**Habitat for Humanity**



**Supergoop!**

23

CANVA STORIES



**New York State Parks**



**Alix Partners**



**J. Crew**



**Mental Health Coalition**

# 100% of Proceeds

support the ongoing expansion and advancement  
of hiring & retaining a neurodiverse workforce.

We are grateful to all of our families, donors, clients, and supporters.

## Special Thanks To Our Partner Agency:



## And Board of Directors:

Jothy Narendran, President  
Denise Smith, Treasurer  
Michael Prounis, Member  
Rob DeGaudenzi, Member

Stella Spanakos, Vice-President  
John Beyer, Member  
Alyson Rozner, Member

Honorary: Richard Grafer, Gerard Salvo

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Make a donation

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