



# 2023 ANNUAL REPORT

Transforming Lives and Creating Careers

#### **Spectrum Designs**

SpectrumDesigns.org  
516.767.7187  
Port Washington, NY  
Pleasantville, NY

#### **Spectrum Suds**

SpectrumSuds.org  
516.888.9633  
416 Main Street  
Port Washington, NY

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



**Jothy Narendran**

Spectrum Enterprises Board President

2023 was a challenging year as we saw sales reduce for most apparel decorators and promotional distributors. The industry average was -8% where Spectrum was at -3%. Spectrum has been able to stay ahead of the industry even during difficult years by continuing to sharpen the process, upgrading operational efficiency and focusing on obtaining new customers while working on the relationships with existing customers. These improvements in processes, expense reduction, efficiency enhancement through technological tools, and increased sustainability have created a solid foundation for Spectrum's growth.

We stay true to our mission and work to promote it even further. Spectrum is always working on growing our team members. We see potential in those who are eager to learn and explore new departments, and we are committed to giving them the training and skills they would require to achieve these goals. In 2023, Spectrum promoted and transitioned 8 employees to more challenging positions due to their continuous skill and expertise development. The executive team is able to recognize the potential of those who have shown the desire and ability to move up.

Led by our CEO Patrick Bardsley, the team continues to make numerous improvements to the benefits offered to our employees while promoting a more fulfilling work-life harmony. Patrick was appointed as Board Chair for NYSID. This appointment is a testament to Patrick's hard work and dedication and will help grow the relationship between NYSID and Spectrum. It was a record year for sales to NYSID with over \$1,200,000 in 2023.

With the technological improvements made in 2023 coupled with a proposed new marketing plan for 2024, Spectrum is positioned to create a more efficient, exciting platform that gives us the competitive edge for increased growth in 2024.

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

While 2023 was a difficult one for the apparel industry, it offered a chance to re-tool, improve process and look inward in a way that is less common in times of excess. I am proud that in the face of adversity, we welcomed our **75th team member, 47 of whom are neurodistinct**. Furthermore, **11 employees were promoted** to heightened roles and many of those in administrative or management positions. We evolved from a company where people with disabilities made things, to a company made of people with disabilities. Autistic voices are at all levels of the organization, and our neurodiverse marketing team are making sure this message of capability and excellence is beamed far and wide!

Throughout the year, Spectrum Designs & Suds achieved significant milestones. We printed over **500,000 items** for customers across various industries and sectors. Spectrum Suds processed over **75,000 LBS of laundry** across **3,000+ orders** to a loyal and growing customer base. All this generated collectively more than **50,000 hours of employment** and a further **4,000 hours of valuable volunteer** experience to trainees on the spectrum. Each shirt represents a career, a skill learned, and a sense of belonging. Each load of laundry demonstrates the importance of inclusivity to the strength of a team.

In a world that too often overlooks the unique talents and abilities of neurodiverse individuals, Spectrum stands as a beacon of hope. We believe that everyone deserves a chance to contribute and be valued for all they bring to the table- with a seat at it too! I am more grateful than ever for the support of our diverse, passionate and talented board of directors, staff and supporters. We know you live this vision alongside us.

The term "diamond in the rough" points to hidden brilliance and overlooked quality. This is the exhausting reality for so many disabled job seekers. It is my hope that more employers and companies start looking deeper and unearthing the same diamonds we see. No matter the year, we know our organization is sustained and successful **because of** our neurodiverse team, not in spite of it. I look forward to 2024 where I believe our organization is ready to grow again.

Thank you for being on this journey with us.



**Patrick Bardsley**

Co-Founder & CEO

# OUR IMPACT

We received valuable results back from our 2023 **Staff Satisfaction & Impact Survey.**



“I feel great pride working at Spectrum. They empower me to do more every single day.”

- *Bradley, Westchester Employee*



**90%**

of employees feel their job gives them a sense of purpose.\*

**88%**

of employees are satisfied with their work.\*

**83%**

of employees have developed meaningful relationships at work.\*

**75%**

of employees have started saving for their future because of their job.\*

\*66 of our 75 employees completed the survey

# HIGHLIGHTS FROM SPECTRUM'S 2023!

## WINTER



A thrilling day unfolded at our Port Washington location as we played host to members from the New York Red Bulls—Tom Barlow, Connor Lade, and Sean Nealis!

The energy was contagious as these soccer stars not only toured our facility but immersed themselves in the vibrant spirit of our team members.

# HIGHLIGHTS FROM SPECTRUM'S 2023!

## SPRING



12 talented individuals from our team passed the Department of Labor's training program, with classes run by The Nicholas Center, and became screen printers certified by the American Screen Printing Association.

Their hard and dedication led to this important step on their career journeys.

# HIGHLIGHTS FROM SPECTRUM'S 2023!

## SUMMER

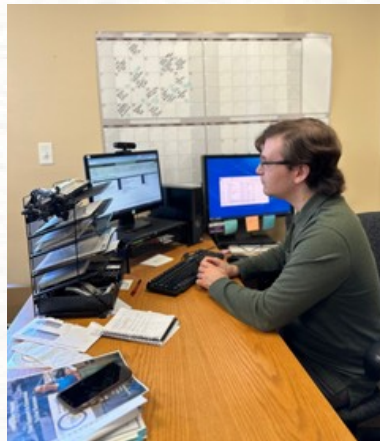
Six team members were promoted to new positions over the summer, as part of the 11 promotions we saw over the course of the year. Three of these roles were manager positions.

These promotions are testament to the dedication they showed and the hard work they put in.



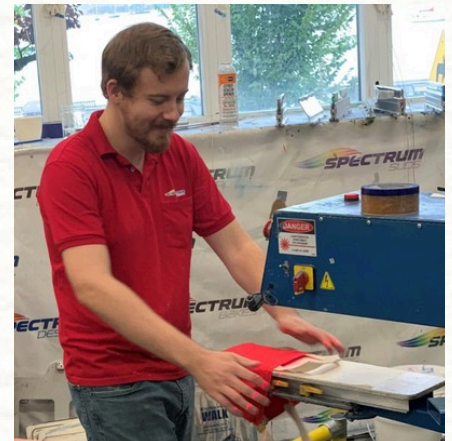
**Brendan**

Operations Assistant to  
Decoration Specialist



**Dylan**

Marketing Specialist to  
Head of Marketing



**Evan**

Screen Printing Specialist to  
Head of Screen Printing



**J'mese**

Embroidery Decoration Specialist  
to Head of Embroidery



**Joe**

Decoration Specialist to  
Assistant Operations  
Manager



**Kelli**

Enterprise Assistant  
to Marketing Specialist

# HIGHLIGHTS FROM SPECTRUM'S 2023!

## FALL



Bradley and Kelli, were featured on the cover of Parenting Special Needs Magazine. They shared their inspiring journeys, detailing how Spectrum Designs has been more than a workplace – it's been a catalyst for their professional and personal growth.

# FEATURED CLIENTS NEW IN 2023:

BIOWORLD



The JUNKLUGGERS



LIVE NATION



PBS KIDS



Pfizer



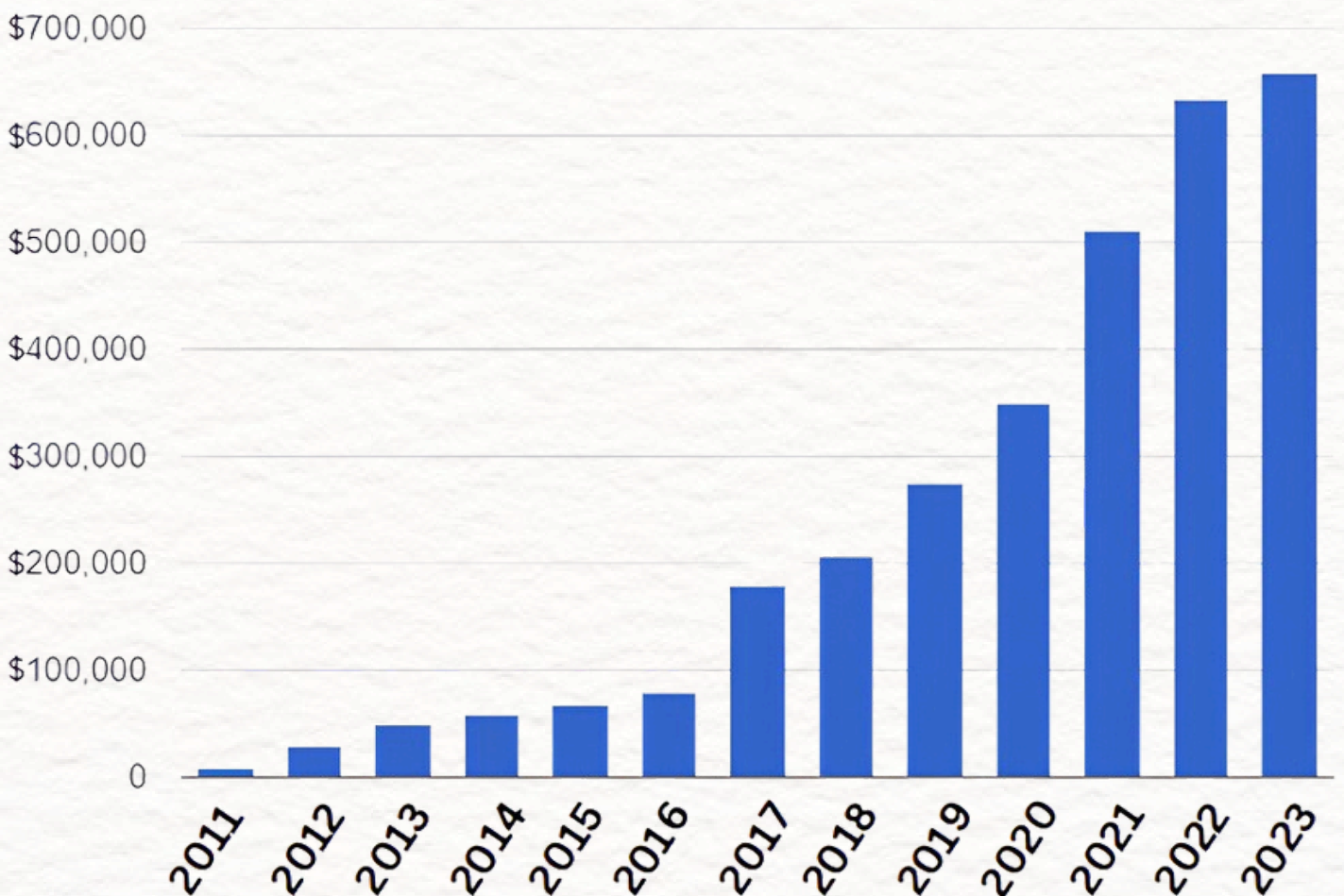
VISA



# WAGE GROWTH FOR NEURODIVERSE EMPLOYEES

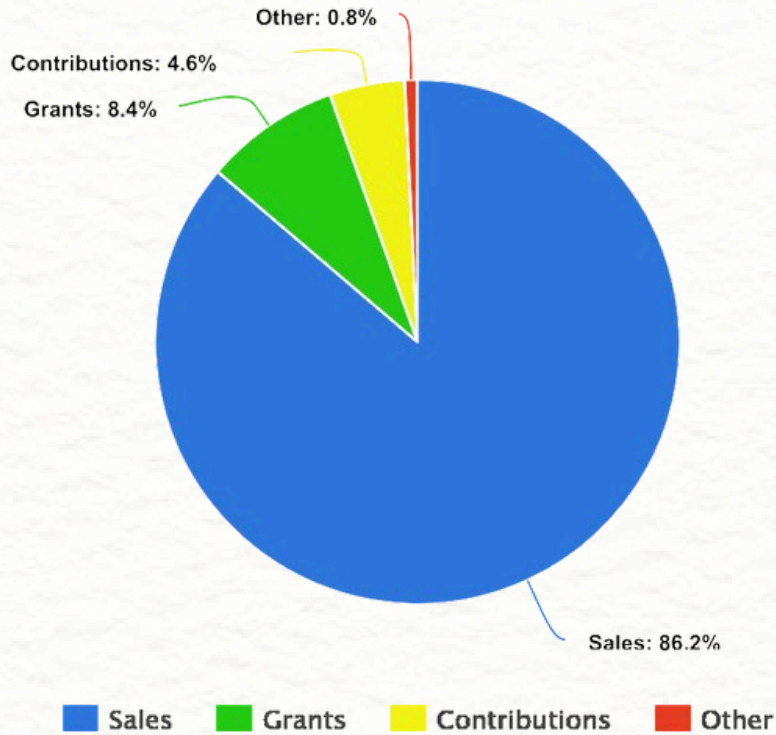
**With your support we have paid  
over \$3,500,000 in neurodiverse  
wages since 2011!**

## Wage Growth For Neurodiverse Employees (2011-2023)

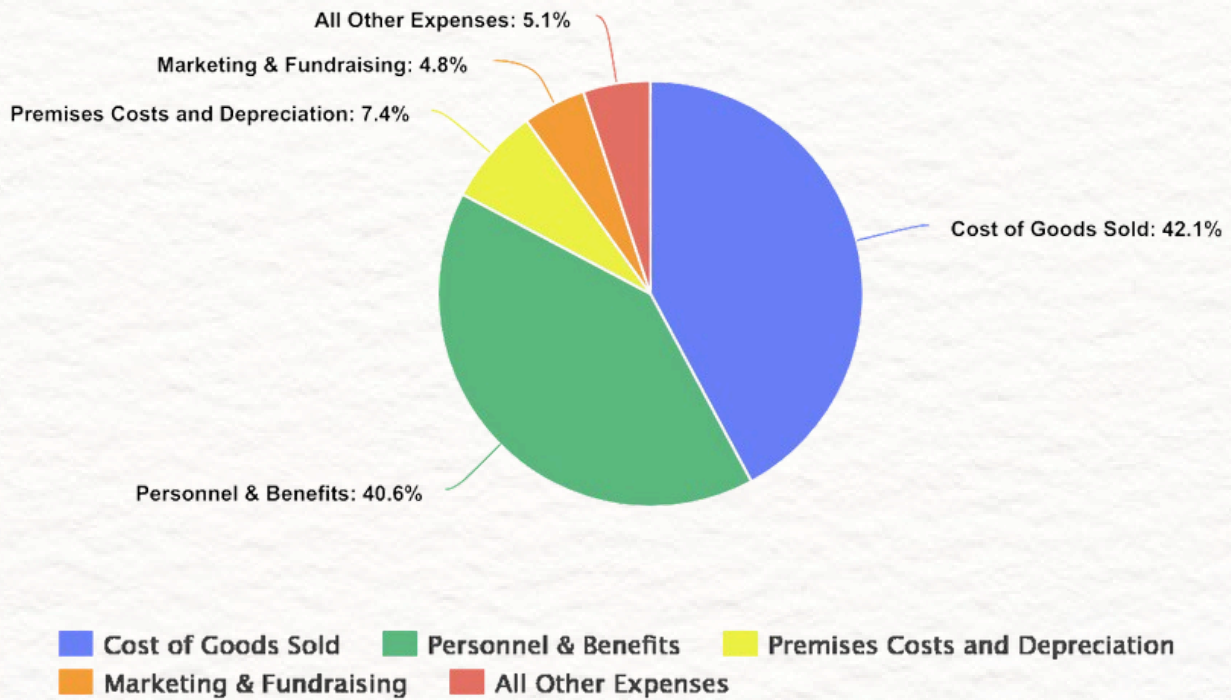


# THE NUMBERS

## REVENUE MIX



## EXPENDITURE MIX



Gross Revenue  
**\$6,407,055**

Total Expenses  
**\$6,491,394**

Donations/Grants/Fundraising  
(included in Revenue)  
**\$831,923**



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

### Board of Directors:

Jothy Narendran, President  
Rob DeGaudenzi, Vice-President  
Denise Smith, Treasurer  
Alyson Rozner, Secretary  
John Beyer, Member

Chris Boffa, Member  
Andrew Komarow, Member  
Michael Prounis, Honorary  
Richard Grafer, Honorary  
Gerard Salvo, Honorary

Co-Founders: Stella Spanakos, Nicole Sugrue, and Patrick Bardsley

### Transform Lives With Us



Place an order



Share our mission & story



Make a donation



Follow our social media channels

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