



The best things can be done.



Sherri, Spectrum Designs
Westchester Employee

2024 ANNUAL REPORT

The best things can be done.

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

As we reflect on the past year, I am filled with gratitude for the dedication and passion that continues to define our organization. Together, we have celebrated milestones, and strengthened our commitment to the mission of Spectrum Designs.

We welcomed 10 new employees in 2024, for a total of 77 people of whom 52 are on the Autism Spectrum and/or have a disability. The wages paid to our Nuro Diverse workforce exceeded \$1,000,000. These achievements remind us of the profound impact we can make when we come together with a shared purpose. This success is a testament to our CEO, Patrick Bardsley, whose vision, drive, support and accomplishments were an integral part of Spectrum's overwhelming growth in 2024.

The award winning commercial launched in 2024 is and continues to be a huge marketing success and has become one of the most followed and influential screen printing or promotional product spaces and has lead to increased sales, donations and media attention.

As we look ahead, we're more energized than ever to tackle new challenges and seize exciting opportunities. Our mission remains steadfast: to create meaningful and inclusive employment opportunities for people on the Autism Spectrum. With Patrick leading the organization, we are poised for significant growth in 2025 which will broaden our initiatives, foster innovation and further collaborations.

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

By almost every metric 2024 was the most successful year in Spectrum Designs Foundation's history. Thanks to our dynamic and purpose-driven board of directors we were able to overcome the challenges presented in 2023 and grow our impact significantly. Our talented neuroinclusive team thrived and reached new milestones, something that is made more impressive in the context of the demanding prior year. With a strong team and an aligned board, chaired by Jothy, we were equipped to respond to the groundswell of community support in 2024. Support that we know is essential to our success. So, if you are reading this, thank **YOU**.

People: By the end of 2024 Spectrum Designs and Suds collectively employed **77** people, **52 of whom on the Autism Spectrum** and/or are neurodiverse. In 2024, we welcomed **10 new employees** and promoted **4 employees**, demonstrating a commitment to development from within.

As a result, we paid out a record-breaking **\$1,000,000 in wages** to our neurodiverse employees in 2024!

Operations: 2024 was a record-breaking year in operations. An almost 30% increase in sales resulted in over **1 million products sold** across all categories. Our neuroinclusive team continued to provide the exceptional service our loyal customer base deserve.

Meanwhile, Spectrum Suds increased customers, added neurodiverse team members and processed over **85,000 lbs of laundry** in 2024!

Marketing Success: Thanks to our incredible marketing and development team, a viral video resulted in **28m views** and social media audience growth to over **160,000 followers** across all platforms. Our mission and message of disability inclusion was spread wider than ever before.

Looking Ahead: As we move into 2025, we are uniquely positioned for continued growth and expansion of our mission to those who need it most. We continue to believe that everyone deserves access to employment, for a job is so much more than just a paycheck. It's the doorway to your personal American dream.

Thank you for your unwavering support and dedication to our mission. Together, we are making a profound impact and creating a brighter future for all.



Patrick Bardsley

Co-Founder & CEO

OUR IMPACT

We received valuable results back from our 2024 **Staff Satisfaction & Impact Survey**.



“Spectrum has helped me learn many new skills and see the world in a whole new way!”

- Bryan, *Spectrum Suds Employee*

88%

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

90%

of employees are proud of their work.*

83%

of employees feel that they have been given opportunities for personal and professional growth.*

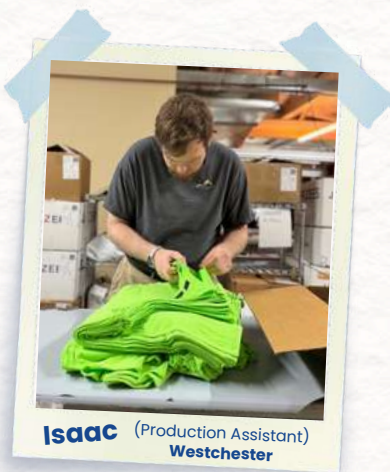
81%

of employees feel a sense of independence because of their work.*

*74 of our 77 employees completed the survey

EXPANDING OUR TEAM

In 2024, we welcomed 10 new members to the Spectrum family:



PROMOTING TALENT FROM WITHIN

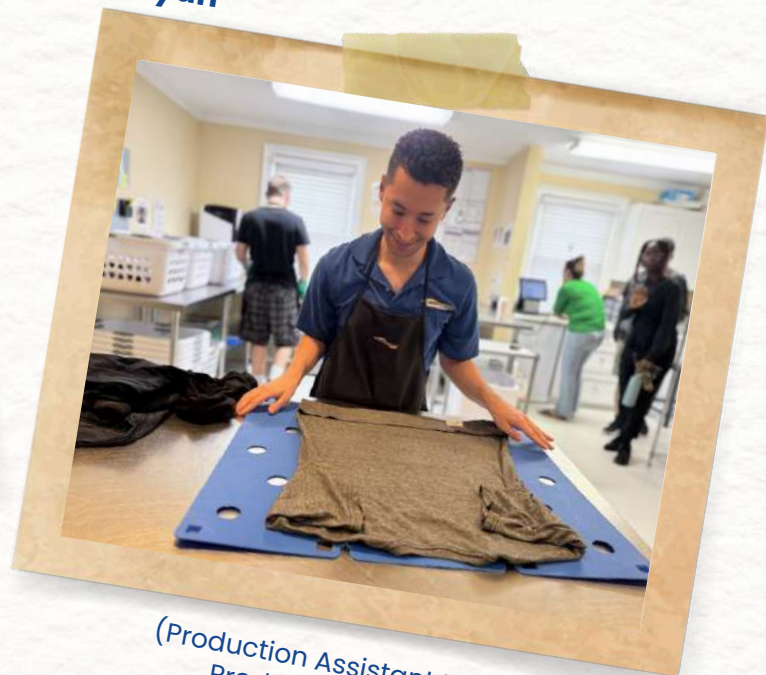
We proudly promoted four employees to new roles this year:

Billy



(Production Assistant to Senior Production Assistant)

Bryan



(Production Assistant to Senior Production Assistant)

Nicole



(Enterprise Assistant to Assistant Operations Manager)

Rey



(Decoration Specialist to Assistant Operations Manager)

THE TEAM SEEN AROUND THE WORLD!

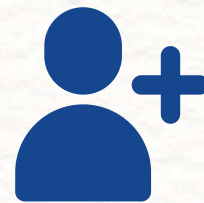
This August, our team went viral, with millions of people worldwide celebrating our mission.

Our viral video received:



Over 28 million views

That's more than the population of The Netherlands!



Over 100,000 new followers

That's 10X the amount of followers we had last year!

[**WATCH VIDEO**](#)



INTRODUCING SUSTAINABLE



We're redefining what it means to do good by continually striving to raise the bar, elevating our social mission and eco-friendly initiatives.

In 2024, our orders made an impact:

 Recycled 8,584 lbs of textiles

 Prevented over 30,000 feet of plastic tape from entering the waste stream

 Stopped 32,725 single-use polybags from becoming landfill

[See how Spectrum cares for the work and natural environment.](#)



NEW CLIENTS

They believed that the best things can be done.

Marriott
INTERNATIONAL



**BORN THIS WAY/
FOUNDATION**



TOWER 28



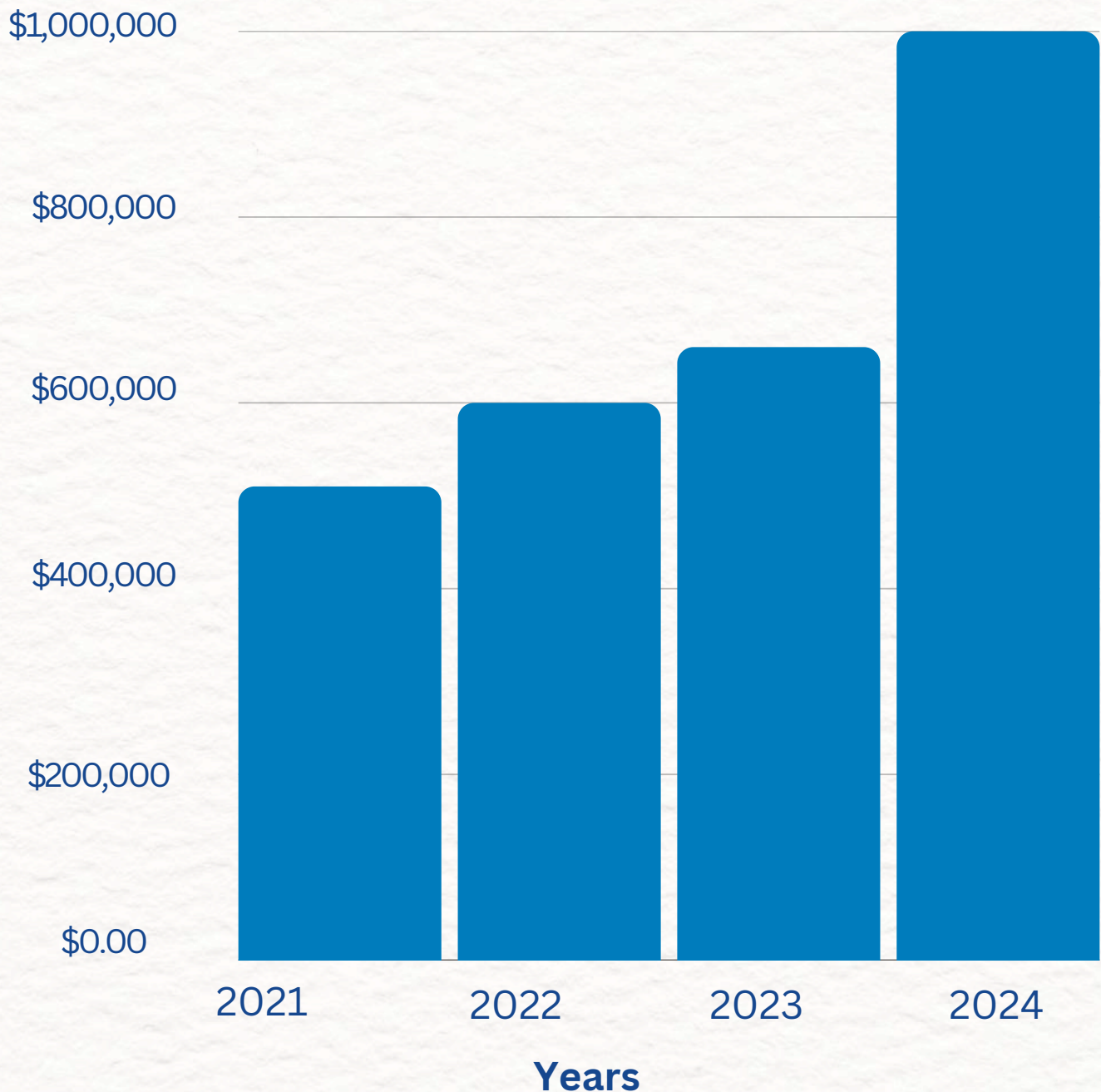
*Colin Farrell
Foundation*



WAGE GROWTH FOR NEURODIVERSE EMPLOYEES

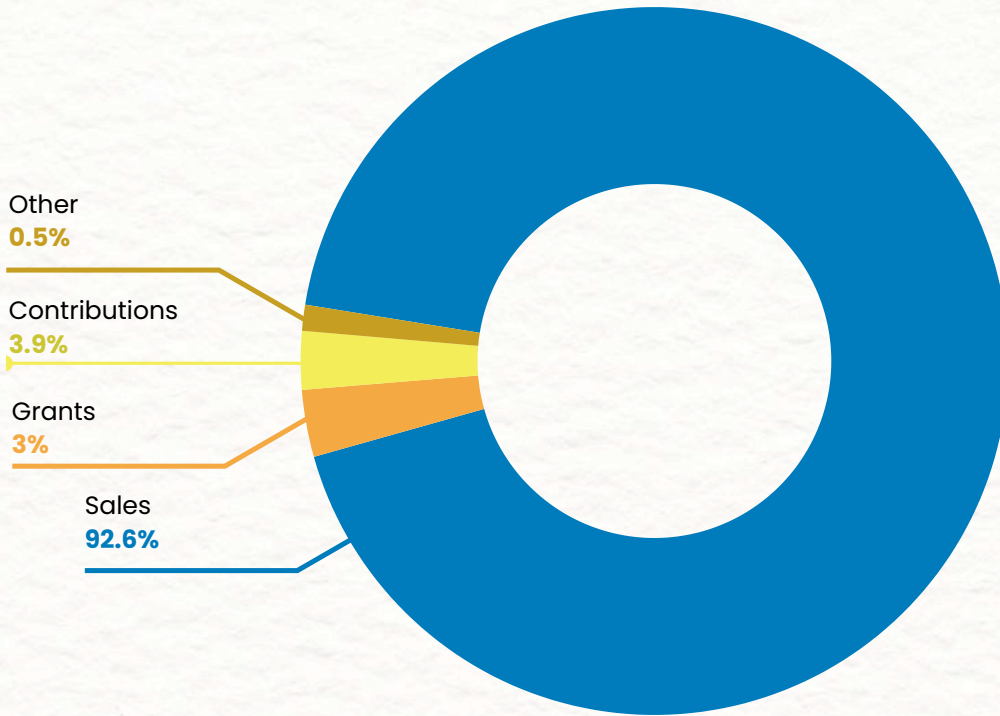
With your support, we've doubled the wages paid yearly to our neurodiverse employees over the past four years!

Wages Paid

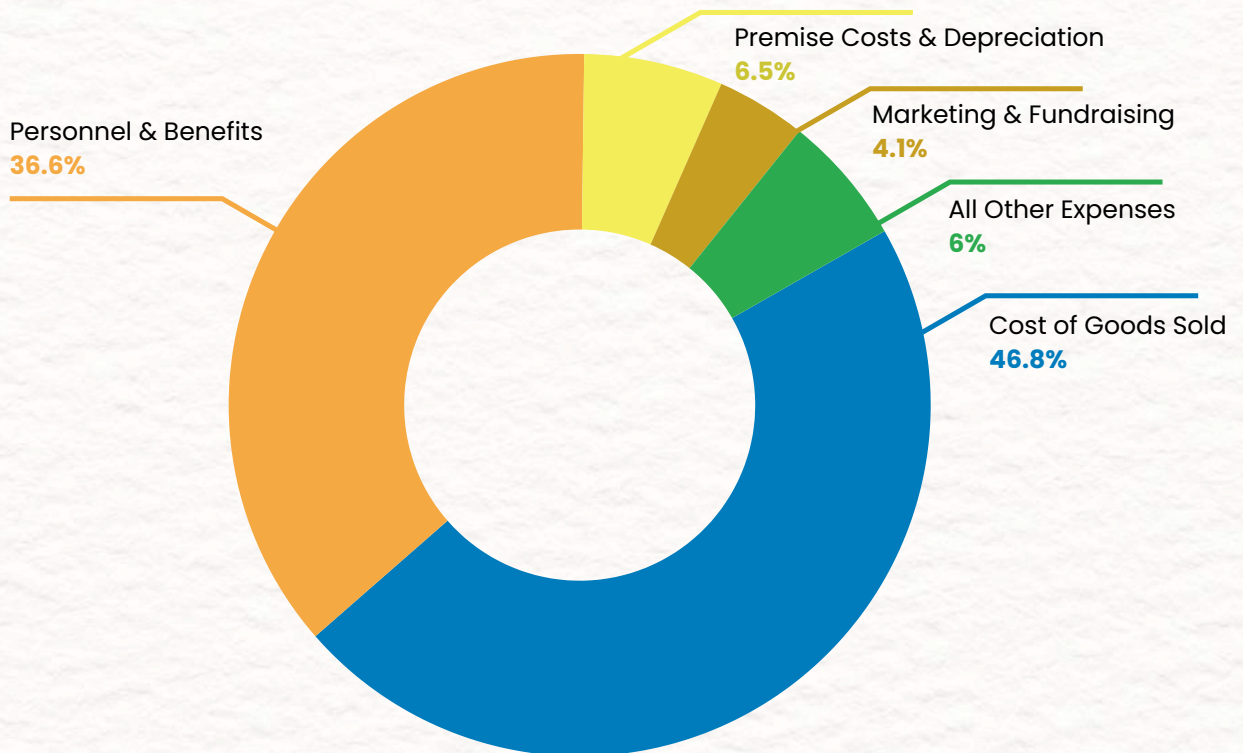


THE NUMBERS

REVENUE MIX



EXPENDITURE MIX



Gross Revenue
\$7,495,904

Total Expenses
\$7,406,013

Donations/Grants/Fundraising
(included in Revenue)
\$515,314



The best things can be done.

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

Board of Directors:

Jothy Narendran, President
Chris Boffa, Vice-President
Rob DeGaudenzi, Treasurer
Alyson Rozner, Secretary
John Beyer, Member

Denise Smith, Member
Adina Storch, Member
Jane Gilmartin, Member
Michael Prounis, Advisory
Richard Grafer, Advisory
Gerard Salvo, Advisory

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

Transform Lives With Us



Place an order



Share our mission & story



Make a donation



Follow our social media channels

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TAX ID #27-5020830

CONTACT: info@spectrumdesigns.org | 516.767.7187

