



The best things can be done.



# 2025 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

To our community,

2025 marked a transformative year for Spectrum Designs Foundation—one in which our mission, our people, and our impact advanced further than ever before. As President of the Board, I am honored to reflect on a year that stands as the strongest in our history. Our progress reaffirmed the importance of inclusive employment as both a social responsibility and a sustainable, effective model for organizational growth.

The accomplishments of this past year were driven by the dedication of our Designs and Suds teams, the leadership of our staff, the commitment of my fellow board members, and the trust placed in us by our customers, partners, and supporters. This collective belief in our mission continues to strengthen our foundation and expand our reach.

## **Expanding Opportunity Through Employment**

One of the most meaningful indicators of our success in 2025 was the continued growth in the number of employees who are neurodiverse. This increase represents far more than an expansion of our workforce. It reflects:

- Opportunity — access to meaningful, skill-building employment
- Dignity — recognition of each individual's strengths and contributions
- Careers — long-term pathways that support independence and purpose

This progress speaks to the heart of our mission and demonstrates the profound impact of inclusive employment on individuals, families, and communities.

## **Strengthening Operational Performance**

Our significant revenue growth in 2025 underscores the strength of our operations and the confidence our customers place in our work. The continued success of both Spectrum Designs and Spectrum Suds shows that mission-driven enterprises can excel operationally while remaining deeply aligned with their values. This balance of purpose and performance is essential to our long-term sustainability and our ability to expand opportunity for those we serve.

## **Looking Ahead to 2026**

As we enter 2026, we do so with renewed energy and a clear strategic focus. The year ahead presents opportunities to:

- Address emerging challenges with innovation and resilience
- Build new partnerships that broaden our impact
- Continue scaling our mission to reach more individuals and communities

We remain steadfast in our commitment to advancing a future where meaningful employment is accessible to all, and where inclusion is embedded in the fabric of our work.

Thank you for your continued support and belief in our mission. Together, we are building a more inclusive and equitable future.

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

By almost every metric, 2025 was the strongest year in Spectrum Designs Foundation's history. We delivered record-setting growth while staying true to our mission of creating careers and real-world vocational training opportunities for individuals on the autism spectrum and those with disabilities.

None of this would be possible without our committed board of directors, dedicated Designs and Suds teams, and the trust of our customers, partners, and supporters. Your belief in our mission continues to make our work possible.

### **People**

At year-end, Spectrum Designs Foundation employed 86 people, 59 of whom are on the autism spectrum and/or have a disability, representing 68% of our workforce. We welcomed 14 new employees, promoted 3 team members, and logged more than 79,000 employee work hours, supported by over 7,100 volunteer hours..

### **Operations**

Spectrum Designs achieved nearly 28% growth in total revenue, surpassing \$8 million in sales. The team processed over 5,000 orders and shipped products to all 50 states + Europe!

Spectrum Suds continued its momentum as well, completing 3,350 orders and processing approximately 90,000 pounds of laundry. Loyal customers meant an exceptional 87% retention rate, and Suds generated more than 7,500 paid employment hours throughout the year.

### **Marketing & Visibility**

Our mission reached more people than ever before in 2025. We gained over 40,000 new social media followers, appeared in 28 media features, and beamed our message of the power of inclusion across the globe!

### **Looking Ahead**

As we move into 2026, we are positioned for continued growth, deeper partnerships, and expanded opportunity. We remain guided by a simple belief: a job is more than a paycheck. It is dignity, purpose, and independence. In 2025, our team proved—once again—that inclusive employment works. Thank you for your unwavering support and belief in our mission. Together, we are building a more inclusive future.



**Patrick Bardsley**  
Co-Founder & CEO

# OUR IMPACT

## Employee Perspectives Survey\*



”

“I wake up Mon thru Fri excited to go to work. It is a place where my friends are & gives me something meaningful to do with my day.

I feel accepted & the staff makes work fun as well as teaching me new skills.”

- Bradley, Spectrum Westchester employee

**85%**

feel their job gives them a sense of **PURPOSE**.

**94%**

are **PROUD** of their work.

**90%**

feel personal and professional **GROWTH**.

**86%**

feel a sense of **INDEPENDENCE**

\*72 of our 85 employees completed the survey

# Consistently Steady Growth



**As revenue grows...  
So have opportunities**



From 2 employees to nearly 100



From 1,000 hours worked to 80,000 hours



From \$20,000 in salaries paid to \$2.5 million



THE **KELLY  
CLARKSON  
SHOW**

## Our National Television Debut

In February 2025, we appeared on The Kelly Clarkson Show.





## Our Trailblazer

Our Social Media Specialist, Kelli Fisher, was honored with the inaugural Trailblazer Award by New York State Industries for the Disabled (NYSID)



# We Made The Charts!

**PPAI**  
**100**  
2025  
#70 Distributor  
Company

**SPECTRUM**  
DESIGNS



We were named one of the top 100 promotional product distributors in the country by PPAI. We were featured alongside industry titans such as SanMar, Gildan, and S&S Activewear.

[Read](#)

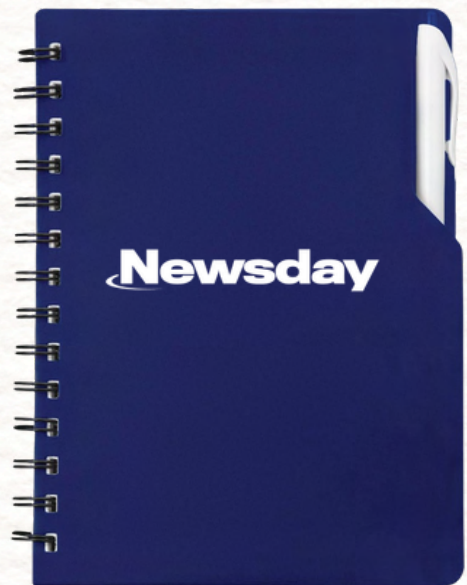
# New Clients

They believe the best things can be done.

## GRUBHUB



## Newsday



## Make-A-Wish



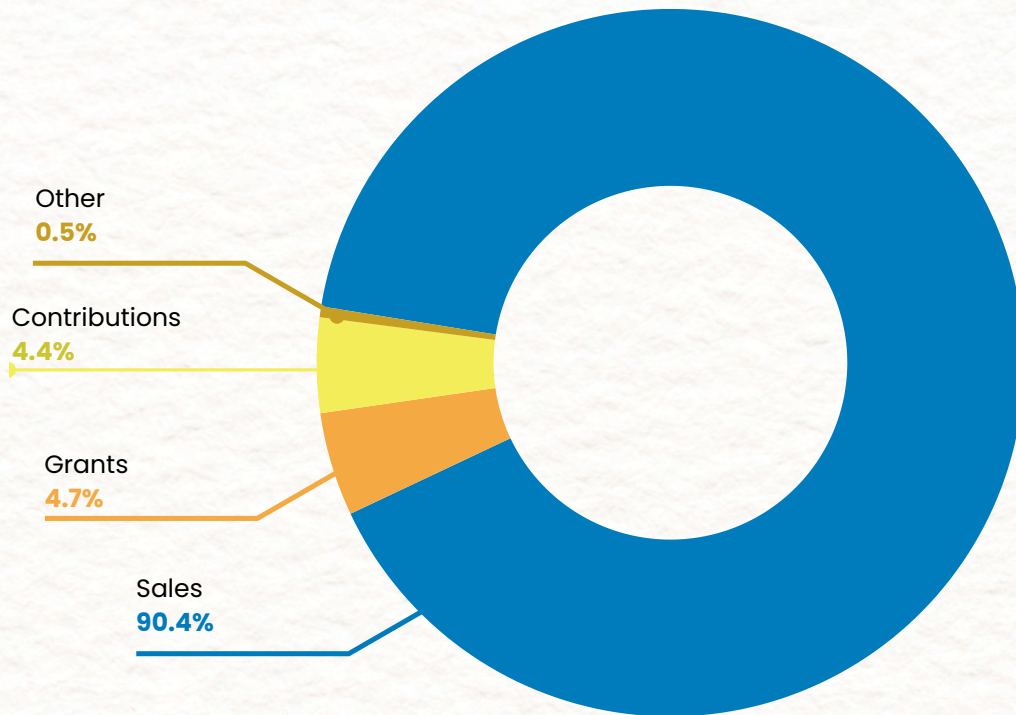
A stylized, handwritten-style logo consisting of the letters "Sh" in a dark blue color.

THE SHEPHERD HOTEL  
DOWNTOWN CLEMSON

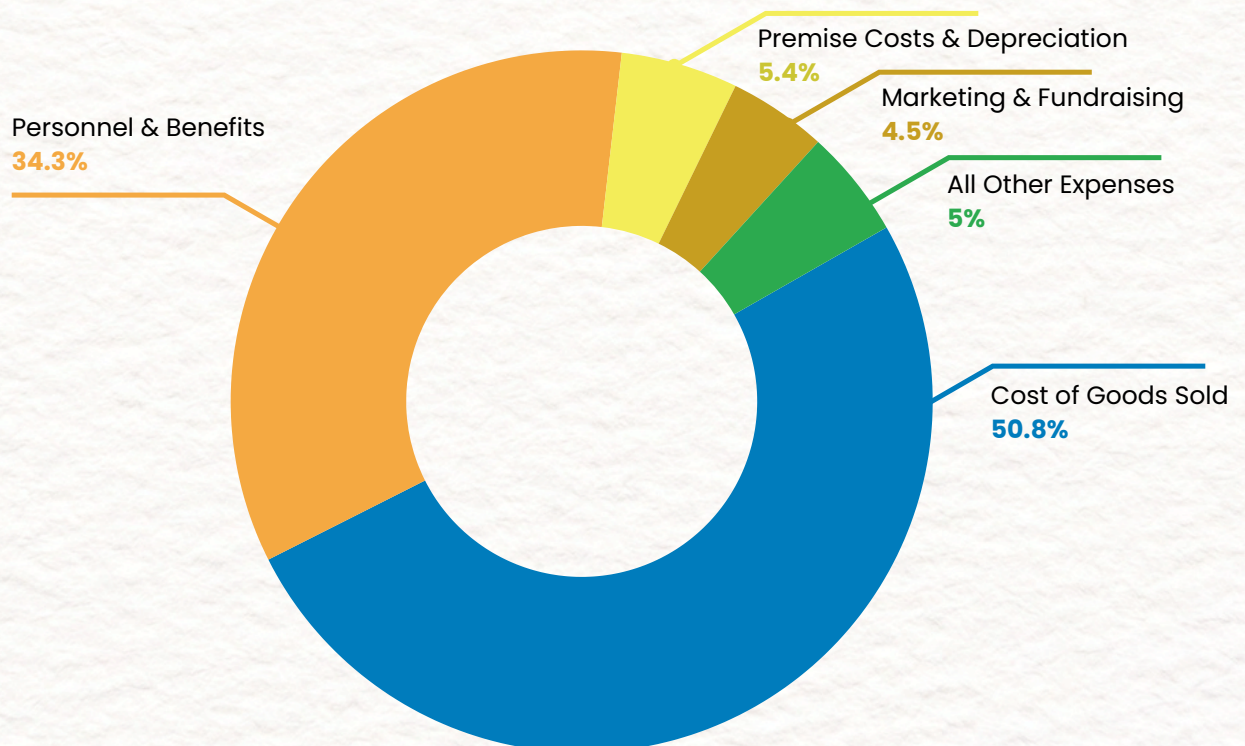


# The Numbers

## REVENUE MIX



## EXPENDITURE MIX



Gross Revenue  
**\$9,811,357**

Total Expenses  
**\$8,901,970**

Donations/Grants/Fundraising  
(included in Revenue)  
**\$890,567**



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  
Richard Sebastian Jr., Member  
Michael Prounis, 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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