



# 2017



366 Main Street Port Washington, NY 11050  
spectrumdesigns.org  
516-767-7187

# WHAT WE DO

Founded in 2011, Spectrum Designs Foundation is based on the core belief that regardless of where an individual is on the Autism Spectrum, they deserve opportunities to lead productive and purposeful lives through meaningful work. A concept was envisioned – a supportive business setting where strengths would be celebrated and competence presumed.

Today, Spectrum Designs provides the opportunity for people with Autism to be part of an integrated work force. We have created a place to build self-confidence and the chance to be part of a growing company.

At Spectrum Designs – people’s lives are being changed every day!



## Our Mission:

To help individuals with Autism lead productive and meaningful lives through the world of work.

# LETTER FROM OUR CEO

Dear friends,

2017 was arguably the biggest year in Spectrum Designs' six year history, the highpoint being the purchase of our flagship 7,500 square foot new home on lower Main Street in Port Washington. Officially owning the building was an historic moment. We quickly realized we were only half way there - as the construction and renovation phase began straightaway. Simultaneously, our apparel business was growing and in dire need of the new space! Thanks to the success of our Believe Capital Campaign, the Night in White and Golf Outing, we were able to forge ahead.

Spectrum Designs had its biggest sales year ever, showing growth of almost 60% from 2016. By adding \$1,000,000 in sales the apparel business finished the year at \$2.4M in gross sales. One customer worthy of noting, was a large contract with the MTA. Spectrum was hired to create almost 5,000 Hi-Visibility safety jackets for Metro North Railroad employees. With only 1,500 square feet to work with, this project took a tremendous amount of coordination and team work! A special mention to the team at Spectrum Designs and the Nicholas Center for executing this order so well.

Looking back, 2017 was a year of evolution for both Spectrum Designs Foundation and Nicholas Center. While Spectrum focused on large scale expansion, Nicholas Center attained Office For People With Developmental Dissabilities (OPWDD) approved status. This solidifies funding for the support needed by many of our adult employees and trainees for years so come. Such giant leaps taken by both organizations positioned them by the end of 2017 at a level we had not yet seen before. The dreams of our co-founders and founding families have been realized in many ways and as such are no longer dreams. Our journey to date -from idea to humble beginnings in a barn to our new building – tripling our production and hiring capabilities – have made this dream a reality. We could not have dreamed of accomplishing the milestones we have in 6 short years without our loyal customers, supporters, families and friends. We are by no means finished and realize what we have created can and should be replicated, learned from and shared with many others who have the same hopes and dreams as we do. We can't wait to see what 2018 will bring!

Thank you all for another fantastic year.



*Patrick Bardsley*

Patrick Bardsley  
Co-Founder & CEO

## AN INTEGRATED AND COMPASSIONATE WORKFORCE

Spectrum was founded on the belief that no matter where an individual was on the Autism spectrum, they deserve opportunities to lead productive and purposeful lives through meaningful work in a supportive and compassionate environment, where strengths are celebrated and competence assumed. To that end, recently Spectrum Designs has instituted a Code of Values – highlighting the 5 main pillars of our organization – **People, Professionalism, Health, Innovation and Mission**. The work environment fosters dedication to our mission and staff. **Spectrum is proud to report maintaining 100% staff retention for over 3 years.** The Human Resources Manager at Spectrum, holds a Licensed Masters of Social Work (LMSW), enabling her to assist our staff in a multi-layered approach. This has proven to be enormously beneficial to our neuro-diverse workforce.

The organization has recently accomplished a long-term strategic plan to move into larger quarters. The new 7,500 square foot flagship building will tripled the work space, affording the organization the ability to increase production output by 100%, acquire larger and more innovative equipment and offer more employment opportunities to individuals with disabilities. The larger building will also open up space to integrate educational systems, enacted by our partner agency, Nicholas Center, enabling our staff to better complete their work tasks. Spectrum Designs has experienced astonishing growth (80% Average Year on Year growth) since its inception in 2011. Our client base has increased to include local and national businesses and organizations. Spectrum strives and succeeds at providing competitive pricing, unsurpassed customer service and top-quality output. Our customers are customers for life, and frequently serve as ambassadors for our services and mission.



## A SEA OF ORANGE

In 2017, through our flourishing partnership with New York Industries for the Disabled (NYSID), Spectrum Designs received our largest single order to date from Metro North Railroad, part of the Metropolitan Transport Authority (MTA). Over 5,000 two-in-one jackets were imprinted in our shop, with decorations on the crest and back of both the inner and outer jackets. 20,000 imprints was a daunting task, with over 800 boxes of jackets being received, imprinted and shipped to MTA employees all over New York. First we had to confirm the specific ink chemistry that would withstand heavy, winter use on waterproof, high-visibility jackets - then after passing print clarity and wash tests (at Spectrum Suds!), we knew we were ready. When Spectrum took on this giant task, working out of just 1,500 square feet, we proved our commitment to being a go-to for large municipal contracts and took a leap forward in both imprinting and logistics. This ‘Sea of Orange’ was the symbol of 2017 – our tiny shop was packed to the ceiling with boxes for almost half the year!

By the end of 2017 Spectrum had become a recognized and proven name in performance safety wear, including accounts with the Highway Departments of the Town of North Hempstead, Town of Oyster Bay, Mamaroneck, the MTA, and Queens Community College. We could not be more proud of our staff!





# BELIEVE CAMPAIGN

You Have Helped Us Move Closer Towards Our Shared Vision in 2017.

All donations made to the Believe Campaign in 2017 were for the renovations of our new 7,500 square foot building. This new facility will increase our production capabilities and will create additional employment opportunities for people with Autism.

## Thank You

1Journey2 Wheels  
The Andy Foundation  
Denise and Phil Avanzato  
Paul Cellupica  
Nancy and James Cowles  
Peter & Jeri Dejana Family Fd.  
Donnelley Financial  
Rachel Felenstein  
Daniel Ferguson  
Michael Flood  
Leonard and Susan Formato  
Michelle Abadir Hallock  
Michael Hanlen  
Benjamin Heitner  
Al Hodys  
Thomas Juhase  
Nancie Kadluboski  
Kristen Kelley

Loren & Wayne King  
Linda Kadluboski Lacoma  
Steve & Judy Pegno  
James Prusky  
Julie and Tim Rooney  
Pearl and Irwin Schoenberg  
Lori and Steve Scrobe  
The Jewish Communal Fund,  
The Glen Oaks Club  
The Neil & Amy McGoldrick  
Charitable Foundation  
Kathy and Jim Madison  
Karen Mirsky  
North Shore Autism Circle  
Cini Palmer  
Marie Parvis  
Unsung Siblings Foundation, Inc.

## *Holiday Parties Benefit Spectrum Designs*

Port Washington Yacht Club and North Hempstead Country Club celebrated the holidays with cheer and an act of kindness. Spectrum Designs was the beneficiary of a portion of the proceeds from their holiday celebrations.

North Hempstead Country Club donated \$8,200.  
The Grafer Family graciously increased that amount by donating an additional \$7,500.

Port Washington Yacht Club donated \$6,000.

Thank you to both Clubs for making our holidays bright!



## LETTER FROM STELLA

If ever a year defined an organization, 2017 will be known as the turning point in the history of Spectrum Designs Foundation. Every dream and hope for the future came to fruition last year when we closed on 366 Main Street and started renovations. The heroes of 2017 are the families and supporters that believed from the beginning we could do this. Our legacy speaks to the abilities of those on the Autism Spectrum, and is standing tall and proud for all to see. To all the families and supporters that helped raise the funds for our new facility, we are eternally grateful.

During the past year Spectrum has been working to develop and expand our affiliate businesses, Spectrum Bakes and Spectrum Suds. New products, marketing, quality and service have all contributed to their growth, and enabled Spectrum to hire an Enterprise Coordinator.

Together with the Nicholas Center, procedural structure, processes, and quality control have been refined to offer an authentic vocational experience in both enterprises to young adults on the Spectrum. Our goal for the future is to grow both businesses so that they can provide employment opportunities for more individuals with autism.

In other noteworthy development, it was announced that Spectrum's journey and expansion would be the center of an upcoming documentary entitled, "This Business of Autism". The feature length film by Stephen Mackey and his team at Mesh Omnimedia, focuses on the economic and social benefits of employing people with autism. We are looking forward to its nationwide release in 2018!

The Night in White honored the Murtha Family, was sold out, and to date was our most successful fundraising event. All of the evening's proceeds went to the Believe Campaign. Many thanks to members of the Night In White Committee, and all volunteers who made the event extraordinary.

Our relationship with the Port Washington community continues to grow each year. Local residents and merchants look forward to seeing our employees and participants in the community and at local events. Our newest development is a contract with the Port Washington Business Improvement District, to keep Main Street clean. Spectrum employees accompanied by the Nicholas Center Navigators have been helping to keep the sidewalks of Port Washington clean of litter.



Lastly, Spectrum Designs was the recipient of the 2017 Member Agency of the Year Award, from the New York State Industries for the Disabled, Inc. (NYSID), for providing exemplary products to NYSID member agencies and supporting autism employment. To be recognized this way by our State was a proud moment indeed.

On behalf of my co-founders,

Many thanks for your continued support,

*Stella L Spanakos*  
Co-Founder

*"If you can dream it, you can do it. All our DREAMS can come true, if we have the courage to pursue them. We keep moving forward, opening new doors, and doing new things, because we're curious and curiosity keeps leading us down new paths. The way to get started is to quit talking and begin doing."*

**- Walt Disney**

## 3RD PARTY EVENTS RAISE FUNDS & FUN

**Skate for Autism.** Special Olympics Gold Medalist and Spectrum Designs' own Joe Penzel performed a pairs routine with Long Island Figure Skater for Autism Awareness at the 1st Annual Skate for Autism. The event raised: \$ 10,460.00!  
Sponsored by: Sweet Treats of Oceanside. The Nassau County Parks and Recreation Department offered the rink to host this wonderful community event.



**Lori Out Loud, A Night Of Laughs.** Spectrum supporters gathered for a fun night of storytelling and laughs performed by emerging new entertainer, Lori Klein. The event raised: \$8,666.00!

## “GREAT TO WORK WITH YOU...”

Our very first logo for our new Spirit Wear! Thank you @drewroselle & all the great people @spectrum\_designs and our STARR Booster club to make this happen! The staff and kids can't wait to proudly wear them with school pride!” -

**Monique Armann, Brookhaven Learning Center**

“Hi Margaret, we received our shirts today. Thank you so much! We are so happy with them! Looking forward to working with ya'll in the future!”

**- TDF Theatre Development Fund**

“Hello Thomas. The tank tops were a huge hit!

Every last one has gone to a happy home.

Thank you for the beautiful work and the impromptu tour of the building. It was GREAT to see everyone there. Thank you.”

**-Heidi Klewicki, Citizens Options Unlimited**

“Men on The Move is a proud customer of Spectrum Designs. We began using them to support their mission, and continued using them for many years because of their level of quality and customer service - they truly are a great uniform and promotional product solution! We would highly recommend Spectrum Designs to any business and government agency.”

**John Beyer, President Men On The Move**

“Spectrum Designs has created custom apparel for New York 811 Digs for the past three years. In that time, the Spectrum work force has consistently provided professional service and high quality products. It has been a pleasure to work with you and we look forward to continuing our partnership.”

**Michael T. Murtha,**

**Damage Prevention Liaison Manager NY 811 Digs**

“Making the decision to use Spectrum Designs to print our 1 Million Steps 4 OCD Walk T-shirts was an easy one. Clear and timely communication from leadership at Spectrum makes the design, printing, and shipping process a seamless one. We are excited to keep working with Spectrum in the future and continue a partnership that supports both the autism and OCD and related disorders communities in tandem.”

**Tiia Groden, MA Membership & Outreach Manager  
International OCD Foundation**



# SPOTLIGHT ON SPECTRUM EMPLOYEES

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## BRENDAN LANESE - Production Assistant

Spectrum Designs Foundation was pleased to offer Nicholas Center participant Brendan Lanese a paid position as Production Assistant. Brendan will be the first hire in our new 7,500 square foot building. The expansion will allow us to widen our reach, providing productive employment to so many more. Congratulations to Brendan for his hard work and promotion! Our mission at Spectrum Designs is to provide gainful and integrated employment to young adults with Autism and related disabilities. Every time we are able to employ another individual is a day we are fulfilling our mission.



## SPENCER PUSEY - Senior Production Assistant

Spencer is a valuable employee at Spectrum. Oscar Frias, head of Screen Printing shares, “Spencer is extremely hard working. He is able to accept feedback and regroup quickly. Spencer is also really funny, which makes working alongside him very enjoyable!”



## JOSSEAN COLON - Senior Production Assistant

Jossean has been a loyal employee of Spectrum Designs for more than two years. Jossean is a core member of the cleaning crew and over the past year has taken much pride in this. “My favorite thing to do is to clean. I am busy and I get to keep everything very neat for everyone.”

He has dreams of one day living on his own. “I believe I will be working here at Spectrum Designs for a long time. I enjoy coming to work. I’m a hard working young man and when I’m at work I don’t have to be at home bored.”

Prior to Spectrum Designs, Jossean worked a variety of jobs including in a butcher shop, a super market and a movie theater. Jossean believes Spectrum Designs is different. “I like working with people who have Autism. I like showing everyone what I am capable of and helping others achieve their goals. I like to show people what to do.”





## BELIEVE CAMPAIGN MAKES BIG PROGRESS...

With your help and support and many helping hands, we have been able to make great strides in making our dream come true - the acquisition of our 7,500 square foot building.

See our progress.



## 2017 NYSID Member Agency Of The Year - Spectrum Designs!

New York State Industries for the Disabled (NYSID), named Spectrum Designs as the 2017 Agency of the Year, for unsurpassed product quality and customer service to numerous municipalities, several residential and psychiatric centers, public works entities, and other preferred source purchasers.

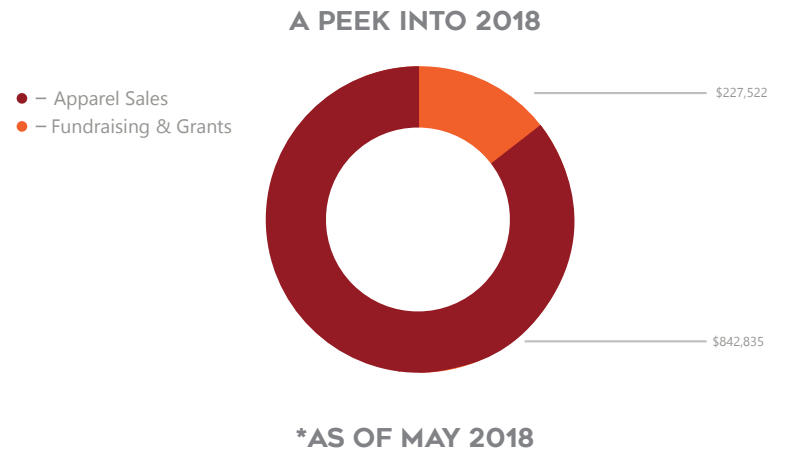
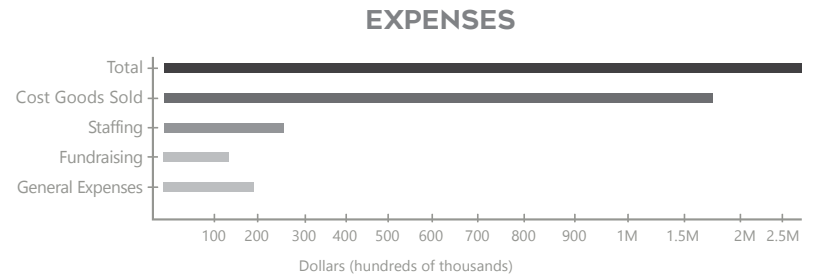
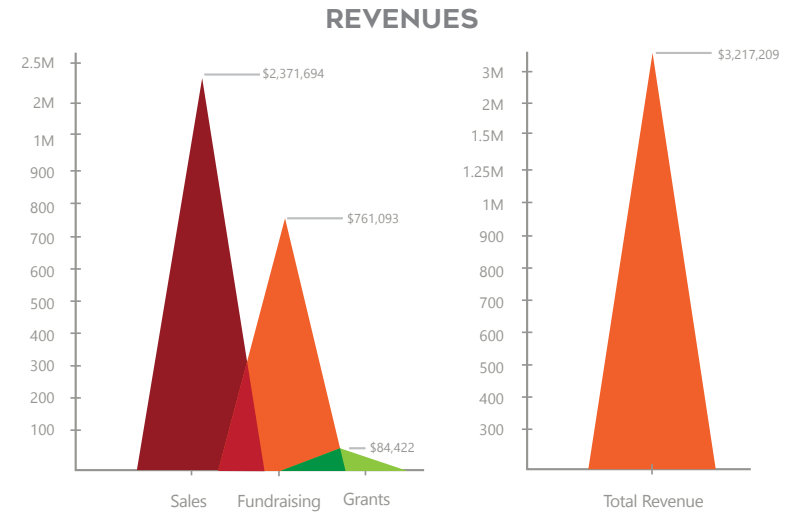
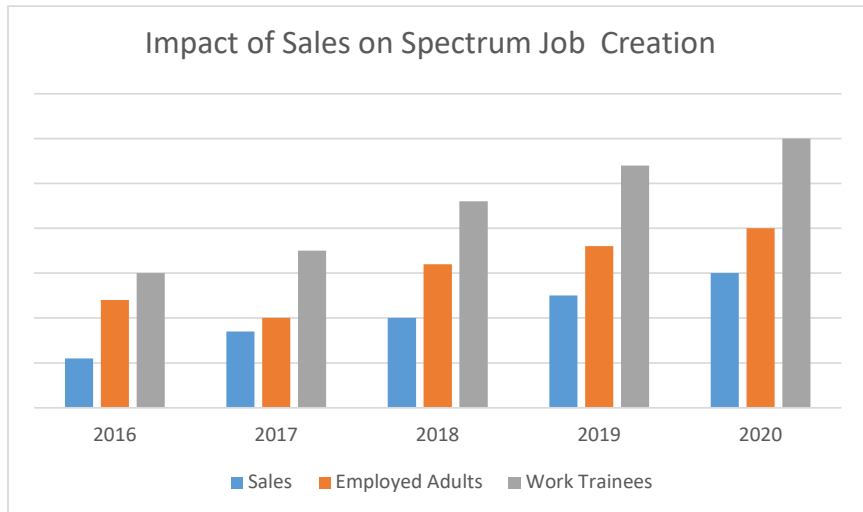
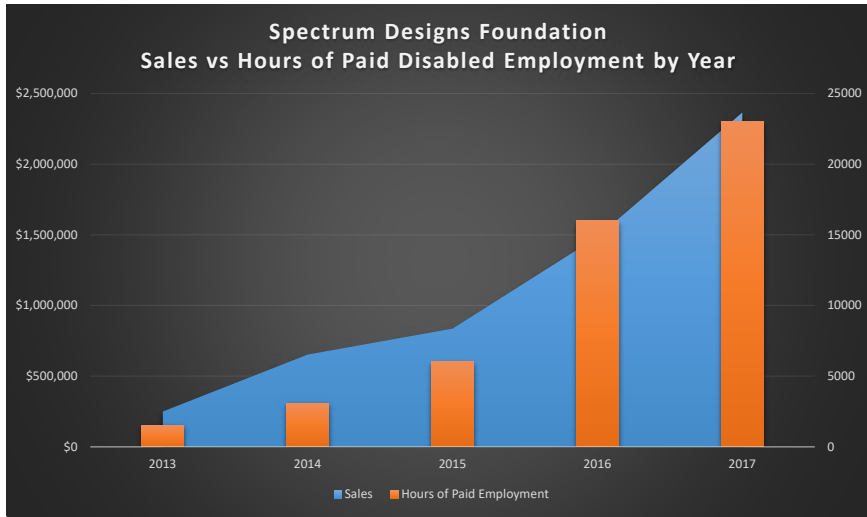
Established in 1975 and based in Albany, NYSID is a not-for-profit membership organization with a 40-year mission of creating jobs for New Yorkers with disabilities. NYSID and its member agencies are a proven procurement solution for government agency customers. NYSID members are the employment resource centers for individuals with diverse abilities. Our member agencies also partner with private sector New York State businesses, including Minority and Woman-Owned Business and veterans' support programs. They NYSID preferred source program currently creates over 1,000 jobs for disabled New Yorkers.

## 2017 MEMBER AGENCY OF THE YEAR: SPECTRUM DESIGNS!



# FINANCIALS 2017

## REVENUE & EXPENSES 2017



## WE ARE SO THANKFUL

“Spectrum Designs has been one of the best things that has ever happened to our family. In the past 2 1/2 years, our son, Luc, continues to grow, is happy and productive, has a sense of worth and purpose, feels proud of being part of a team, has friends, and looks forward to everyday.

We are so thankful!”

***The Lacomas***

“Spectrum Designs has been nothing short of a God-send. Andrew has a sense of purpose and responsibility and is living a happy, fulfilling life.

What more would you want for your child!”

***Wayne and Loren King***

“Spectrum Designs is a unique self-proclaimed, business with a social mission, that has provided individual vocational experiences and job skills for both of our boys - each of whom are on the Spectrum and have different abilities. Our family is grateful to the top-notch staff who go above and beyond for our boys, furnishing them with a meaningful experience in the working community and giving them a sense of purpose and pride.”

***Pat and Frank Troiano***

“The mission of Spectrum Designs makes it so easy for me to donate my time and talent. The dedication of the staff is unsurpassed. I find it incredibly heart-warming to see young men and women with Autism working in an environment where they are productive, happy and have a sense of self-worth and purpose. One look at the smiles on their faces says it all!”

***Denise T. Smith, Treasurer  
Spectrum Designs Foundation***

“Spectrum Designs is a testament to the fact that individuals with disabilities can contribute a great deal and live meaningful and productive lives.”

***Lori and Steve Scrobe***

Josh works hard and attributes this to his mother, Karen. Regarding Josh’s employment Karen says, “Spectrum enables him to become a better person and to have meaning and direction in his life.”

***Karen Mirsky***

## FEATURED CLIENTS





# SPECTRUM BAKES

Spectrum Bakes is a custom, small-batch bakery offering gourmet granola specialty items – Bars, Bites, Gift Boxes and Custom Event Items. All ingredients are naturally sourced, ensuring quality and freshness. Clients include: Google, KPMG, ETSY and Autism Speaks, as well as custom orders.

# SPECTRUM SUDS

Spectrum Suds is a boutique laundry offering LOADS of opportunities. Suds offers free pick-up and delivery by our Navigators (Spectrum participants who work in the Port Washington community.) Customers include private residents, restaurants, gyms, hair salons and more!





# Special Events 2017

SDF raised over \$450,000 from our 3 special events in 2017 – Casino Night, Night in White and The Golf Tournament. The success of these events is the direct result of the generosity and dedication of our families, volunteers, in-kind donors and friends. We have a relatively small donor base and are continually humbled by the overwhelming support and participation we receive year after year.

## Income from our 3 Special Events in 2017

- Casino Night: \$55,647
- Night in White: \$219,842.00
- Golf Outing: \$127,224.13



# 2017 Honor Roll of Donors

*Thank you for investing in our life changing work.*

## **\$25,000-\$49,000**

Loren & Wayne King  
North Shore Autism Circle  
Amy & John Beyer  
NYSID  
Empire Metal  
Charlene & Michael Prounis

Lisa and Dennis Duggan  
Dorothy H. Krahm Charitable Fd.  
Oxadia, LLC  
Partners Financial Charitable Fd.  
Members Handicapped Children's Fund, Inc.  
Shawn and Robert Gladstone  
Jennifer and David Trachtenberg

## **\$10,000-\$24,999**

Benjamin Heitner  
Julie and Tim Rooney  
Pat McCarthy  
Doug Flutie Jr. Fd.  
Manhasset Community Fund  
Peter & Jeri Dejana Family Fd.  
Unsung Siblings Foundation, Inc.  
Mary and James Murtha  
Meadowbrook Women's Initiative  
The Jewish Communal Fund, Glen Oaks Club  
Debbie and John Bowman  
Lori and Steve Scrobe  
Vital Projects Fund, Inc.  
Kathy and Jim Madison

## **\$1,000 - \$2,499**

Craig and Jayne Stein  
Debra and Anthony Celebre  
Jonathan and Felestasia Mawere  
Michael Koester  
Nazila and Uri Yehuda  
Richard and Arlee Weiss  
Bea Huste  
BK Sweeney's Uptown Grille  
Eric Rothfeld  
Glen & Lynn Tobias Family Fd., Inc.  
Jimmy and Linda Chen  
Karen Mirsky  
Marc Rothschild  
Michael and Elaine Contillo  
Mr. & Mrs. Frank Biancaniello  
Sanjeev and Karen Mehra  
The Neil & Amy McGoldrick Charitable Fd.  
The Kopp Family Foundation, Inc.  
A. Losee & Sons, Inc  
Van Blarcom Closures, Inc  
Anthony Ressa  
John Tarko  
Willis Flaherty  
Stephen J. Dilascio  
Anita B. & Howard S. Richmond Foundation Inc.  
Jewish Communal Fund- Feinsod  
Leonard and Susan Formato  
Neiman Marcus Group  
The Byrne Family  
Diane and Steve Olmsted  
Lori Hason  
Allan Mendels  
Dana and Michael Broxmeyer  
Wendy and Fred Penzel  
William Henry and Bonita Lehrhoff  
1Journey2 Wheels  
Leo A. Ressa Charitable Fund  
Edward Bonsignore

## **\$5,000-\$9,000**

Beth & Michael Fascitelli  
Brian and Laura Hull  
The Milana Family Foundation, Inc.  
Arlene & Mitchel Maidman  
Bianca and Robert DeGaudenzi  
The Pegno Family  
Wes and Denise Smith  
James Murtha Jr.  
The Andy Foundation  
The Grafer Family  
Community Chest of Port Washington  
Harvey and Judith Murtha  
Steve and Jenifer Margolis

## **2,500-\$4,999**

Michael and Mindy Kaminsky  
Sandra and Kenneth Kuska  
Thomas and Jeanne Fd.  
Goldman Sachs & Co.  
Plandome Heights Womens Club  
Christopher Pukit  
Paul and Mary Eibeler  
Ronald Moses  
Shawn and Robert Gladstone  
Eric & Jennifer Fryer  
Mullooly, Jeffrey, Rooney & Flynn LLP

## **Matching Gifts**

We are grateful to these companies for their generosity in matching their employee gifts to Spectrum Designs Foundation.

**AXA Foundation**

**Goldman Sacks**

**UBS**

## **Grants**

**NYSID**

Vital Projects Fund, Inc  
Community Chest of Port Washington  
Manhasset Community Fund

## **Organizations**

1Journey2 Wheels  
Andy Foundation  
Anita B. & Howard S. Richmond Foundation Inc.  
Dorothy H. Krahm Charitable Fd.  
Doug Flutie Jr. Fd.  
Glen & Lynn Tobias Family Fd., Inc.  
Jewish Communal Fund- Feinsod  
Leo A. Ressa Charitable Fund  
Meadowbrook Women's Initiative  
Members Handicapped Children's Fund, Inc.  
Partners Financial Charitable Fd.  
Peter & Jeri Dejana Family Foundation  
Plandome Heights Women's Club  
The Kopp Family Foundation, Inc.  
The Milana Family Foundation, Inc.  
The Neil & Amy McGoldrick Charitable Fd.  
Unsung Siblings Foundation, Inc.

## **Corporations**

A. Losee & Sons, Inc  
Americana Manhasset  
BK Sweeney's Uptown Grille  
Empire Metal  
Goldman Sachs & Co.  
Mullooly, Jeffrey, Rooney & Flynn LLP  
Neiman Marcus Group  
Oxadia, LLC  
Pathway Investments, LLC  
Van Blarcom Closures, Inc