



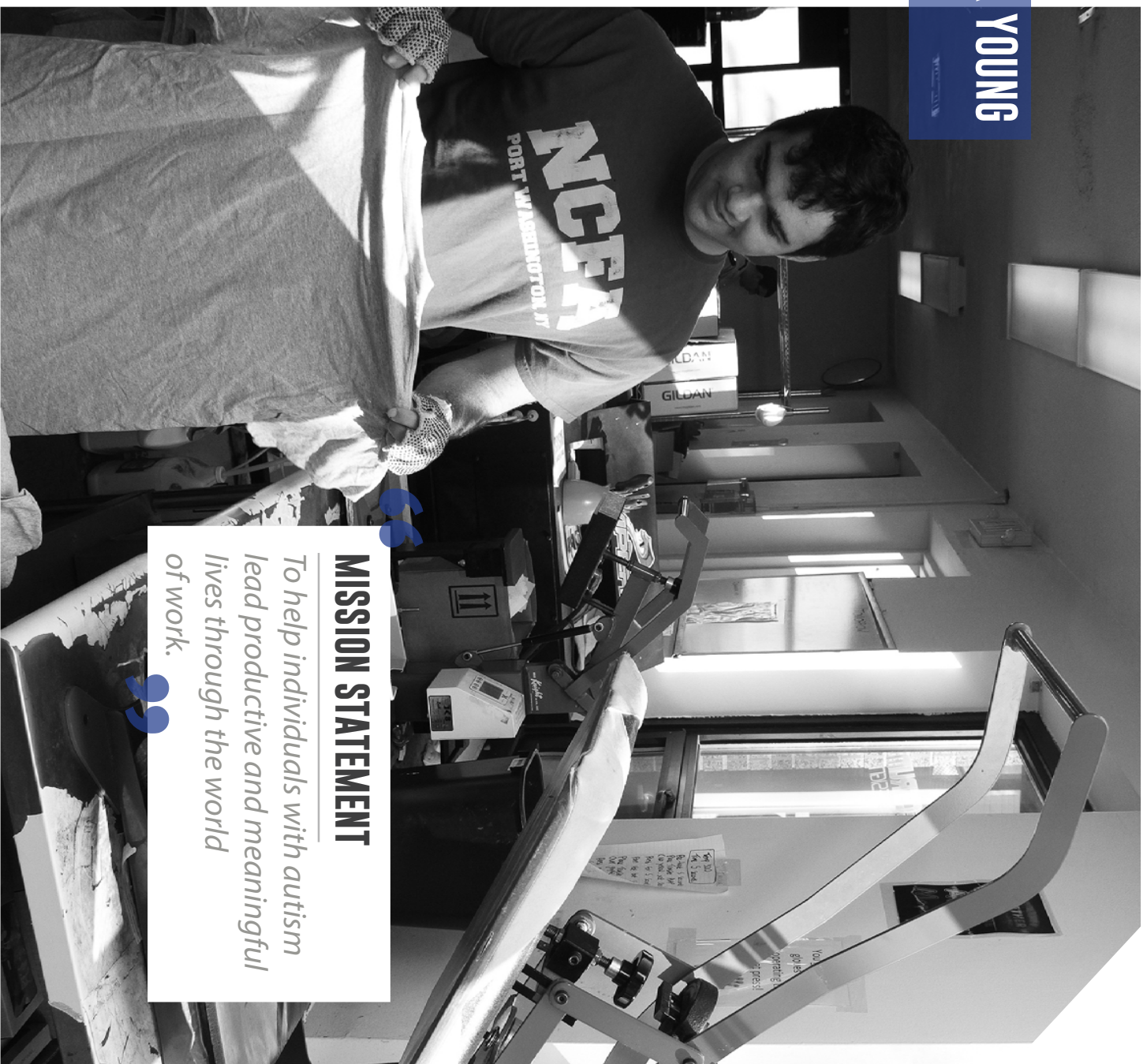

ANNUAL REPORT
CREATING A FUTURE

CREATING A FUTURE FOR YOUNG TEENS AND ADULTS

WHAT WE DO

Spectrum Designs Foundation was born 5 years ago based on the belief that no matter where an individual was on the autism spectrum, they deserved opportunities to lead productive and purposeful lives through meaningful work. We envisioned a company that would offer a supportive setting and place where strengths could be celebrated and competence presumed.

Each Day Spectrum Designs provides opportunities for people with autism to be a part of an integrated work force. They have a place to build self confidence and be an integral part of a growing company. At Spectrum Designs, people's lives are being changed every day.



MISSION STATEMENT
To help individuals with autism lead productive and meaningful lives through the world of work.

Letter from our Executive Director

Dear friends,

2015 will likely be coined as the year Spectrum Designs went 'Automatic.' Following a tremendously generous anonymous donation of \$40,000 at the end of 2014, Spectrum Designs upgraded its screen print technology to include a fully automatic print press. By doing so, production capacity dramatically increased by 500% and with the new technology Spectrum was able to improve consistency of output in quality of products printed. Contrary to some concerns about 'automation,' this upgrade in equipment created more hours of direct labor for our employees by increasing output capacity and allowing Spectrum to be more competitive on price, volume and consistency.

The effects of the new machine and growth in sales were quickly felt and we were proud to hire two new full time employees; a screen print machine operator and a direct to garment machine operator through ACCES-VR. The success and speedy acclimation of both of these hires was largely due to the hard work of the skilled and trained staff at The Nicholas Center who remain a crucial resource and support for many of our employees with disabilities. Quite simply, Spectrum Designs would not be anywhere near as successful as it has been at employing teens and young adults with developmental disabilities without the special relationship it has with The Nicholas Center. We also increased our number of direct labor hours of paid employment to adults with autism almost one hundred percent. This increase means going from 3,081 paid hours of disabled employment.



in 2014 to an estimated 6,008 in 2015. We finished the year setting our sights on securing a permanent home for Spectrum Designs. We launched the Believe Capital Campaign and identified a location steps from our current building on lower Main Street in Port Washington. With the support of our dedicated network of families, donors and customers we remain confident this dream will become reality. The space will be 7,000+ square feet, serve as a flagship for Spectrum Designs and will allow us to open our doors much wider to teens and young adults with autism. That ultimately, is what it's all about.

Thank you all for another fantastic year.

Warmly,
Patrick Bardsley
Co-Founder, Executive Director

VALUE AND RESPECT

EVANK K.

"Spectrum does something for the autistic community that few others can. It gives people on the spectrum a sense of purpose and the feeling of being valued and respected."

Why I like Spectrum Designs.

"I love counting and folding the pillow cases. I enjoy working with the job coaches"
Sara C.

"I like working at Spectrum because I like earning a paycheck with my friends."
Andrew K.

"I like Spectrum because of the work environment and friendly staff."
Bryan S.

"I like Spectrum Designs because I love everyone I work with and love giving back to the community."
Jeremy D.



Letter from Stella Co-Founder

"I have learned to use the word impossible with the greatest caution." Werner von Braun

On behalf of the Co-Founders, I would like to thank all the families and businesses that supported Spectrum Designs Foundation and the Nicholas Center this year. Whether you supported us by placing an order, donating, recommending us, volunteering or attending one of our events, Thank You!

This year's annual social events: The Night in White, St. Patty's Day Casino Night, and our Golf Outing were sold out and raised record funds for Spectrum Designs; many thanks to all committee members, and to Loren and Wayne King for chairing these events and to our Honorees Debbie and John Bowman. To our surprise, our neighbor H on the Harbor graciously donated and hosted a holiday party for all our participants, families and friends. The smiles, love and happiness that evening make all we do worthwhile.

Spectrum has become a very active and respected member of the Port Washington Community. We participate in parades, volunteer in our community, collect and donate to clothing drives. Our Employees, Board Members, and Families annually participate in the Special Olympics' Polar Plunge at Hempstead Harbor, the Port Washington Community Chest Turkey Trot, Community Chest Golf and Tennis Outing, and the Lauri Strauss Leukemia Foundation Walk and Ride for Research. Our new social enterprises: Spectrum Grows donates our homegrown herbs and vegetables to the local food co-op, and Spectrum Bakes also donates our granola bars to community events as well.



The most important decision of 2015 was that of expansion. A 7400 sq. ft. building located on Lower Main Street is for sale. The building is one block from activities at the Nicholas Center and our currently leased space at the Community Chest building. The ability to walk between buildings is imperative in transporting participants between activities. This opportunity will never present itself again and is paramount to Spectrum's future growth.

Please support Spectrum Designs': Believe, Build, Belong to a Legacy Capital Campaign. Help us prepare, plan and create a future in Port Washington for individuals with autism. **Believe** in the impossible, help us **Build** a better tomorrow and **Belong** to the concept that together we can make the impossible happen!

"Start by doing what's necessary, then do what's possible, and suddenly you are doing the impossible". St. Francis of Assisi

Happy Holidays to All,
Many Blessings,
Stella L Spanakos
Patrick O Bardsley
Nicole Sugrue

SPECTRUM DESIGNS IS A BUSINESS, WITH A SOCIAL MISSION.

THE FACTS

- 1 in 68 have autism.
- Approximately 90% are unemployed / under-employed.

In 2015 ...

- Spectrum created over 6,008 hours of paid meaningful work for people with autism.
- Spectrum created 23,500 hours of meaningful and productive work for people with autism.
- Spectrum impacted the lives of 43 individuals and their families.
- 350 Hours a week of authentic on-the-job training was provided to 30 High school students
- Over 140 hours a week of paid employment to 13 young adults with autism.



“ I like Spectrum Designs because I like making boxes.
- Isaac G. ”

WE BELIEVE THAT WORKING IS INHERENTLY DIGNIFIED AND FULFILLING

JOSH M.

My son was recently hired to work at Spectrum Designs. This job opportunity has entirely changed his life as well as the lives of the entire family. Before being hired by Spectrum, he was lost. He worked at many jobs but was unable to retain these jobs due to the various issues that presented themselves because of his disability, Asperger's Syndrome.

Intellectually he is very high functioning, however, socially he was lost. Needless to say he was miserable and felt completely worthless. I as his mother cried at night and felt unable to help my own son. Spectrum Designs has provided him with a sense of self-worth, confidence, pride and a purpose. He is so excited to go to work each day. "I feel safe and comfortable at a job for the first time in my life." This is how he describes his feelings towards working at Spectrum. Working at Spectrum has given his life meaning and is returning his self-confidence and self-esteem to him that was lost over the years.



“ I look forward to watching my son's happiness. I cannot say enough kind words about Spectrum Designs and the Nicholas Center. They have given my happy confident son back to me.
- Karen M. Parent ”

2015 GALLERY OF SPECIAL EVENTS

We are so grateful for the dedication of our friends and supporters. Thank you for celebrating with us and being part of our vision. We'll keep counting on you to support, amaze and inspire us.



2015 Night in White Honored Debbie and John Bowman for their commitment in helping the autism community.



"A night to remember"



Artist and Spectrum employee Andrew posing with the winners of his painting.



Placing their bets on changing the future.



Good friends, good fun, for a great cause.



Enjoying a day at the Rockaway Hunting Club.



A great day of golf and loyal supporters of Spectrum.

CONFIDENT AND MATURE

ANDREW K.

Our son Andrew is a 22 year old young man with autism. Since he aged out of our school district program in June of 2014, Andrew has been attending classes at the Nicholas Center and is employed daily at Spectrum Designs. Andrew loved the interaction with his peers when he was in high school. He also seemed to thrive in structured environments throughout his life, so making the transition from school to Spectrum seemed to be easy and comfortable for Andrew. As a matter of fact, we've noticed a sense of maturity in Andrew since this transition, as a person who is employed, and a person who is learning new vocational skills. Andrew takes much pride in his work and has a sense of accomplishment at the end of the day.

We're so grateful that our son is in a place where he is happy, loves his fellow employees and employers, and we are confident that he is in a safe and nurturing environment. What more would any parent want for their child or adult child?

Thank you to all of those who make Spectrum Designs so great and such a wonderful place for Andrew and so many others with disabilities and their families.

Sincerely,

Loren and Wayne K.



SOCIAL ENTERPRISES

EXPANSION

Each day, Spectrum Designs strives to help more people with autism enter the workforce. In 2015 with the help of the Nicholas Center we broadened our base to pilot 3 new businesses, Spectrum Bakes, Spectrum Grows, and Spectrum Suds. This opened up more opportunities to local teens and young adults and diversified our offering to individuals already served.



Spectrum Bakes offers a variety of handmade, customizable granola based products. Every item is made to order and handcrafted with the finest natural ingredients. These delectable culinary treats are sold as party favors, in local stores and as corporate gifts. Some of our customers include Marra & Glick ABA, Allan T. Mendels, CLU and The Jack Fanning Memorial Foundation.



The team at Spectrum Suds offers laundering services for customers within the local community. Each participant learns to wash, dry, fold and steam various articles of clothing, towels, sheets and comforters. Repeat customers include Prism Med Spa residents at Dolphin-Green Apartments and a growing base of private clients.



At Spectrum Grows, we home-grow fresh microgreens and herbs. Spectrum Grows has a greenhouse where herbs, tomatoes, basil and a variety of micro-greens are hydroponically grown. The team is responsible for germinating, watering, and harvesting produce, before preparing it for delivery. Trays of micro-greens are delivered to Northwell Hospital in Manhasset on a weekly basis, in addition to our neighborhood on the Harbor. We hope to expand to local restaurants as we grow!

WHAT OUR CUSTOMERS SAY

"We are going on our 3rd year of choosing Spectrum Designs as our preferred vendor for over 18 Polar Plunges across New York State. Being a non-profit ourselves, with several events, it is difficult to find a vendor with fair prices that can accommodate our shipping needs, multiple layouts and several staff members that place orders. Spectrum surpasses every expectation that we had going into this relationship: impeccable customer service, flexible and quick turn-around. On top of the best service we've received in the 5 years that I have personally been working for Special Olympics New York, all of our Plunge participants, donors and volunteers love that we (and in turn, they) are supporting an organization that employs individuals with intellectual disabilities. In contrast to other vendors I've worked with, it's always a pleasure to speak to any of the members of the staff at Spectrum Designs and they are respectful of our needs."

- Erin McCartan
 Director of Development
 Special Olympics New York



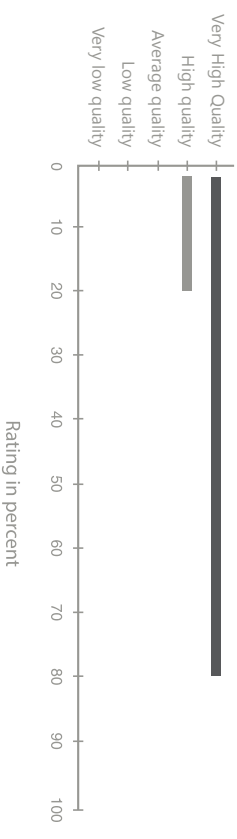
"Just over a year ago, I was introduced to Spectrum Designs, very innocently and only through a business card and a conversation. A year later, after working with some key business partners and multiple field trips to see this wonderful organization, I am thrilled to be partnering with this group. Allowing just a portion of my business to be handled by Patrick and his team, has proven to be not only cost effective, but rewarding in more ways than one. To give back to the community and to help a group of young adults do more and feel valued is a tremendous honor, and any support I can provide will be given and maintained. From amazing quality hats and shirts with fist class embroidery for our support teams, to healthy granola bars that our nutritional team helped support marketing, to the fresh supply of weekly micro greens that chefs use daily, it has been an absolute pleasure to work with such a fine establishment. The ease of ordering and customer service is no different than a first class operation, and in fact, the personalization from the staff makes it even better! I look forward to seeing how we can grow this relationship and continue our partnership for the betterment of both organizations, the community and the special team at Spectrum."

- Chris Boffa
 Senior Director of Support Services
 North Shore University Hospital / Northwell Health

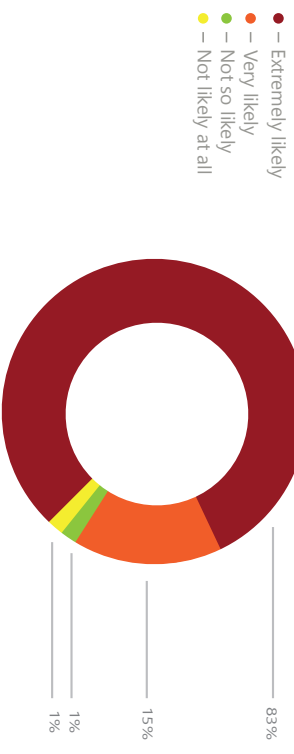


OVER 100 PEOPLE SURVEYED

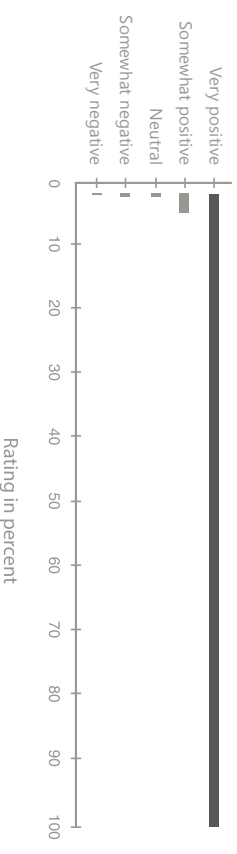
HOW WOULD YOU RATE THE QUALITY OF OUR PRODUCT



HOW LIKELY ARE YOU TO PURCHASE WITH US AGAIN



OUR CUSTOMER SERVICE EXPERIENCE



GROWTH AND OPPORTUNITY

BILLY S.

Our son Billy has been a part of Spectrum Designs for a few years now. We couldn't be happier. Billy is very happy. Although Billy has autism, his days are filled with purpose. Being able to find work that he likes and is good at is priceless. He enjoys going to work each and every day. We have seen his self-confidence and self-esteem grow due to the supportive work environment at Spectrum and its amazing staff.

Having Spectrum Designs located right here on Long Island and seeing this organization help people right within its own community is something wonderful to behold. It is an organization that has grown so much since its inception and we hope to see it continue to grow. We, as a family, and Billy have benefited greatly from Spectrum Designs. It's difficult to think of how different Billy's life would be without it.

We look forward to Billy's continued growth and progress at this wonderful place—thank you Spectrum Designs!
Lori and Steve S.



FUND RAISING AND CAMPAIGNS

SPECIAL EVENTS

Spectrum Designs raised more than \$300,000 in 2015 from its special events. The success of these events was a result of the generosity and dedication of our families, volunteers, in-kind donors and friends. We have a relatively small donor base and we are humbled by the overwhelming support we have year after year. The 2nd Annual Casino Night raised **\$58,933**, the 5th Annual Night in White raised **\$146,728** and the 2nd Annual Golf Outing raised **\$104,092**.

BELIEVE, BUILD, BELONG TO A LEGACY

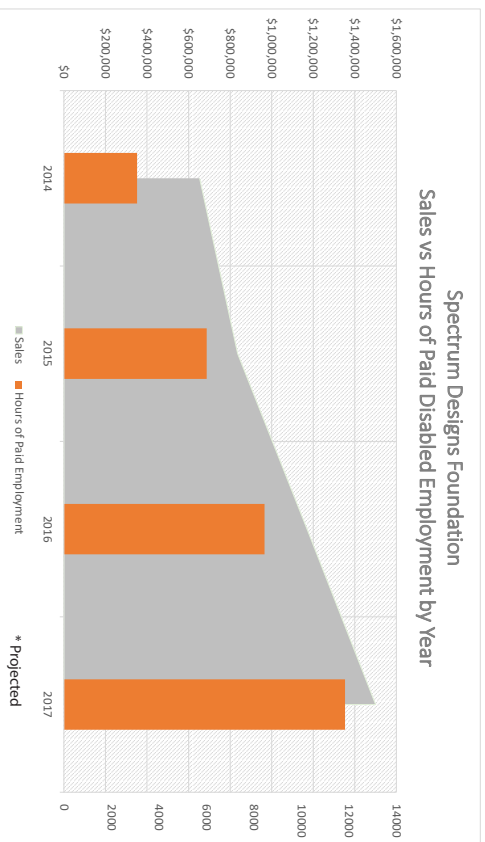
In 2015 we launched the Believe Capital Campaign. It became clear to us that we were quickly outgrowing our current facility. The purpose was and is to raise \$2 million to purchase a permanent home for Spectrum Designs and its ancillary social enterprises; Spectrum Grows, Spectrum Bakes and Spectrum Suds. More square feet of operating space will expand our existing businesses and enable us to do even more to help the growing need for authentic employment and work related opportunities for people with autism.

In 2015 we raised a total of \$89,046 towards this campaign which gave us a strong start for 2016.

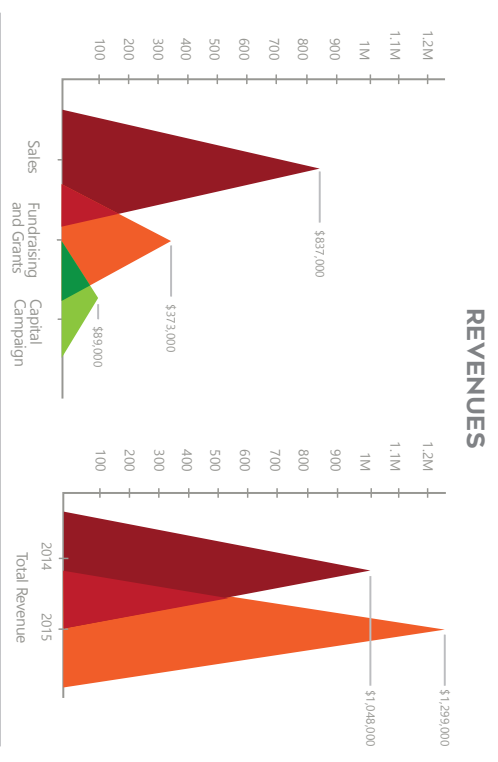


FINANCIALS 2015

With thanks to our many donors, sponsors and customers for their trust in Spectrum Designs, we conclude another year of significant growth.



REVENUE AND EXPENSES

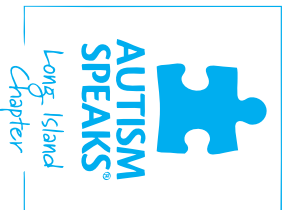


A PEEK INTO 2016*

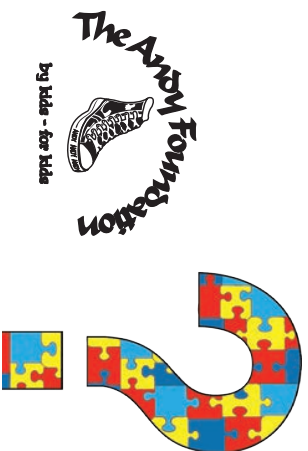
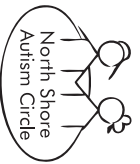


* Numbers as of October 31, 2016

MAJOR SUPPORTERS



MWM Michael W. McCarthy FOUNDATION



BELIEVE CAMPAIGN APPEAL

It is our mission to provide more work opportunities for individuals with autism. We rely on your generosity. We ask that you make a commitment to support our Believe Campaign by making a donation. Our goal for our Believe year end 2016 appeal is \$90,000. This will enable us to purchase the building just 3 doors down from our current location. We are so close and hope you will be able to make a contribution. Your kindness will make a difference in allowing us to continue our work.

Believe in the impossible, help us **Build** a better tomorrow and **Belong** to the concept that together we can make the impossible happen.

We have enclosed a donor envelope for your convenience. Remember every donation makes a difference, regardless of size.



BOARD OF DIRECTORS

Patrick Bardsley
Stella Spanakos
Nicole Sugrue

2015 HONOR ROLL OF DONORS

Thank you for your commitment and investing in our life changing work.

\$25,000 - \$49,999

Loren and Wayne King
Charles J. King, Inc.
Holes for Hope
North Shore Autism Circle
Anonymous Donor

Million Dollar Round Table

Foundation
Mary and James Murtha
Julie and Tim Rooney

\$2,500 - \$4,999.

221 Capital Partners
Annmarie and Leonard Formato
Bianca and Robert DeGaudenzi
John Eposito
Thomas and Jeanne Elmezzzi
Foundation
John Grafer
Bonita and William Henry
Sandra and Keith Kuska
Brian Lavin
Kathy and Jim Madison
Manhasset Community Fund
Maxim Foundation
Randi and Lawrence Melzer
Laura and Allan Mendels
Ronald Moses
Daniel Nir
Phil Palmer
Jones Lang Lasalle Americas
Judy and Steve Pegno
Jodi and Michael Schwalb
John Tarko
Jennifer and David Trachtenberg
Michael Valentino

\$10,000 - \$24,999

Amy and John Beyer/ Men on the Move
Debbie and John Bowman
Fairfield Properties and the Broxmeyer Family
Richard Friedman Family Foundation
Clark Gillis Foundation
Goldman Sachs Gives
Kernit Gitenstein Foundation
Lori and Steve Scrobe
Doug Flutie Jr. Foundation

\$1,000- \$2,499.

Barbara Bergin and Martin James
Mary and Patrick Cary
Barbara and Robert Creamer
Debra and Anthony Celebre

\$5,000 - \$9,999.

Lisa and Dennis Duggan
Community Chest of Port Washington
Jennifer and Eric Fryer/Fryer
Dermatology
Beth and Michael Fascitelli/
Fascitelli Family Foundation
Shawn and Robert Gladstone
Laura and Brian Hull
Adrian Jones
Michael Koester
Jennifer and Steve Margolis
Pat McCarthy
Sanjeev Mehra

\$1,000- \$2,499.

Barbara Bergin and Martin James
Mary and Patrick Cary
Barbara and Robert Creamer
Debra and Anthony Celebre

\$1,000- \$2,499.

Stella Spanakos
Jayne and Craig Stein
Jack Traynor
David Troy
Traci and Mark Viklund
Jill and Ed Zitovsky

In 2015 The Margolis and Fryer Families formed a Memorial Foundation in Memory of their father Dr. Robert A. Margolis.

This fund was established to benefit our Believe Expansion Campaign. In 2015 the fund raised over \$27,000.





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