



ANNUAL  
REPORT 2014

SPECTRUM DESIGNS FOUNDATION



# SPECTRUM DESIGNS is a business with a SOCIAL MISSION

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Screen Printing



Embroidery



Direct to Garment  
Digital Printing





1 in 68 have AUTISM  
90% are UNDER EMPLOYED





In 2014 **SPECTRUM**  
created over **15,000** hours of  
meaningful and productive work  
for people with **AUTISM**.



We believe that **WORKING** and being **CONTRIBUTING** members of society is inherently dignified and **FULLFILLING**.



 **ACCEPT INDIVIDUALITY**

 **ACCOMMODATE FOR SUCCESS**

 **ACHIEVE ONE'S HIGHEST POTENTIAL**

“My son graduated High School this past June without a Transition Plan in place. In the midst of chaos, we found Spectrum Designs. My son came home his first day, happy and excited, eager to describe his day. “I feel safe there Mommy”, was what my son, who has significant anxiety issues, said to me. Throughout his 19 years, facing and dealing with his disabilities has made a serious impact on his self esteem. In the past few months, I have been noticing a glimpse of emerging confidence. This is clearly due to the skills he is learning in the supportive work environment at Spectrum, and it’s amazing staff! He loves going to work there each day. I look forward to seeing his continued growth and progress. Thank you Spectrum Designs!”

~ Liz S. Parent

In **2014** Spectrum impacted the lives  
of **30** individuals and their families



## PREPARING YOUNG TEENS FOR LIFE AFTER HIGH SCHOOL

**120** hours a week of authentic on-the-job-training was  
provided to **21** highschool students



## EMPLOYING YOUNG ADULTS

Over **100** hours a week of paid employment  
to **10** young adults with autism





# PATRICK BARDSLEY

CO-FOUNDER, PRESIDENT

2014 was the year we truly established ourselves as a social enterprise that not only stood out among nonprofit organizations, but furthermore as a reputable apparel printing company. Our support base grew alongside our customer base which gave us the impetus to upgrade equipment and expand into new areas of our industry, creating even more employment opportunities.

Worthy of note was a new and expansive relationship with 'The Betches' and the launch of their online apparel store. With a website attracting millions of visitors per month and a best-selling book, before we knew it our guys were printing, packing and shipping orders all over the world! Suddenly Spectrum Designs added inventory and fulfillment to its offerings, and seemingly overnight 'Shop Betches' became one of Spectrum's largest accounts. What I am most proud of is that this relationship began with a personal connection; one of The Betches' co-founders is the sister of Spectrum employee Zachary. This opened the door for us, but it was our retail-level print quality, quick turnaround time and customer service that allowed this account to flourish.

Another area of development was the acceptance that the growth of the Direct to Garment (DTG) business meant our beloved original print machine needed an upgrade. It was hard to admit, but with DTG printing making up 40% of our annual output we could no longer rely on just one machine. Luckily for us our dear friends at The North Shore Autism Circle once again came to our aid, granting us the funds to purchase the newest model that operated at double the speed of the old machine! Which of course meant double the amount of work for our employees...

We finished 2014 tremendously busy and with our shop walls bursting at the seams with Special Olympics Polar Plunge sweatshirts, having been successful in a bid to be the official print vendor of Special Olympics for the entire state of New York. There were late nights, early mornings and weekend shifts but our employees prevailed and it never escaped us that this partnership was harmonious on many levels. We thank Special Olympics NY for being true to what they do and giving Spectrum Designs a fair shot. My hope is that this partnership continues to blossom into 2015 and perhaps even develops to other states in the surrounding area.

Just these few examples illuminate the importance of knowing when to say 'yes'. If the mission of your social enterprise is to provide real life training and employment opportunities you must apply good business principles to achieve this social good. Looking into 2015 Spectrum Designs will continue to reinvest financial returns into the community, furthering its social purpose and taking business opportunities that ultimately generate growth and allow us to open our doors that little bit wider.

With regards,



# Why we ORDER

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"Your product, price and customer service offer a new level to our apparel options in this competitive marketplace. It's also very fair to say that your exceptional individuals help make that true on a day to day basis"

## D. BETCHES

"I am extremely happy working with Spectrum, as the quality of the printing, fulfillment, and customer service is above par, and I am greatly looking forward to growing my business with Spectrum at my side."



"Outstanding service and quality products are always a given when ordering from Spectrum Designs. But it is the meaningful employment and training for teens and adults living with autism that truly make Spectrum Designs the best choice for all our T-Shirt and Embroidery needs!"





LEAGUE OF



Yes

LEAGUEOFYES.COM



# Why we SUPPORT

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“Our son faces many challenges from his autism. He is a friendly, warm individual who loves to be productive and learn new things. However, his limited language, occasional mood instability, and repetitive nature, create barriers that constrict his ability to live in the mainstream world.

Until we found Spectrum Designs and the Nicholas Center, we assumed we would have to choose between putting our son into an unsupported community environment and hoping nothing went wrong or putting him in a restrictive special needs environment that allowed him no choice of what he would be doing or chance to grow either personally or professionally. Having Andy at Spectrum means we don't have to make that choice. He is able to work, earn a wage and be part of the community. Meanwhile he does so in a setting that understands the unique idiosyncrasies of his disability. They simply get him through the difficult moments and get right back to work.

We have been proud to count Spectrum and the Nicholas Center among the many charitable organizations we support. One of the nicest things is that this organization helps people right here in Long Island in a very tangible way. We see it right here, every day.”

~ Eric and Jenn Fryer

# MAJOR SUPPORTERS



**MANHASSET  
COMMUNITY FUND**



**AUTISM  
SPEAKS®**

*Long Island  
Chapter*



**Peter & Jeri Dejana**  
*Family Foundation*



**MwM** Michael W. McCarthy  
**FOUNDATION**



# STELLA SPANAKOS

CO- FOUNDER

**"UNEXPECTED KINDNESS IS THE MOST POWERFUL, LEAST COSTLY, AND MOST UNDERRATED AGENT OF HUMAN CHANGE"**

-Bob Kerrey

I would like to take this opportunity to thank all the families and businesses that supported Spectrum Designs Foundation this year. Whether you supported us by placing an order, donating, recommending us, or attending one of our events, you are a link in a chain that is growing stronger every year.

This year's social events, The Night in White and the St. Patty's day casino night were sold out and raised records funds for Spectrum Designs. In addition, Sands Point Golf Club was the location of our first annual golf outing which was also sold out! The weather was beautiful and the course a golf lover's delight. The golf committee is already planning bigger and better things for next year's outing. Spectrum is becoming a very active member in the Port Washington Chamber of Commerce. We participate in parades, donate to local food and clothing drives, and volunteer when there is a need in our community. This March, I joined the Chamber's Polar Plunge Team and jumped into the freezing waters of Hempstead Harbor for the cause.

We also support The Port Washington Community Chest by participating in their Annual Turkey Trot, Golf and Tennis outing and donating baskets of raffles for their events. As a recipient of their grant program, we have been asked and enjoyed speaking at Port Washington Community Chest events.

This year Spectrum assembled a team of bike riders for the Lauri Strauss Leukemia Foundation, Ride For Research, Bike Tour in Port Washington. Think about joining us next year it's non competitive and lots of fun.

Every year Spectrum grows as an integral part of the local community. Our employees enjoy being recognized and greeted when they are out and about Port Washington at the deli or in a store, it is a wonderful thing to see these relationships develop.

William Arthur Ward said: "feeling gratitude and not expressing it is like wrapping a present and not giving it." We are all in this together, creating a future for all our children and leaving this world a much better place for them. I am overwhelmed by the support and generosity of family and friends; I thank God every night for all of you.

Thank you,





## MARCH

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We placed our bets on transforming our annual St. Paddy's Day Party into a **CASINO NIGHT!** And we won BIG! **\$49,269** was raised for employment training initiatives.



## JULY

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Our 4th Annual **NIGHT IN WHITE** was BRILLIANT! **\$115,313** was fundraised to increase Spectrum's production capabilities, and in turn, offer additional employment opportunities to people with autism.



## SEPTEMBER

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In 2014, we added a **GOLF OUTING** to our calendar of events. This proved to be a "hole-in-one". Our golfers raised **\$89,179** toward future expansion efforts that will benefit more people with autism, who wish to be productive members of a workforce.





# NICOLE SUGRUE

## CO FOUNDER, DIRECTOR OF DEVELOPMENT

Dear Friends,

2014 was our biggest year yet. Our team grew stronger, our supporters hit it out of the park, and we offered work opportunities to more people with autism than ever before.

If you could imagine being told that your child would face lifelong challenges, their ability to relate to the world would come with great difficulty and they would be reliant on the help of others for the rest of their lives... you would understand how terrifying it is to be a parent of a child with autism.

Thankfully, there are people like you, who feel inspired to help family, friends and neighbors who carry such a heavy affliction upon their hearts. In 2014, your support championed Spectrum Designs through another successful year of growth and stability. You were moved by its mission of providing productivity and purpose, and awarded us the ability to serve as a haven for 31 individuals with autism and their families. It's crucial you recognize the level of comfort you provided.

The development strategy for 2014 was to "diversify revenues streams", by being resilient while lessening our vulnerability to any one source of income.

Spectrum Design's product sales realized a 131% increase from the previous year. Contributions from our fundraising events increased by 130%. We gained the intrigued of new donors and customers through the power of social media. We grew our Facebook following by 92% and engaged our supporters for the first time in #GivingTuesday, an online giving campaign.

Support from local foundation grants remained consistent, but the awards were marginal. This turned Spectrum's focus to State and County Grants that funded job creation initiatives under Economic, Community and Workforce Development. Spectrum started dialog with funding representatives in these very competitive funding arenas. In turn, we began remedying areas of weakness within our infrastructure, to be considered for these multi-year, legislative or community block grants.

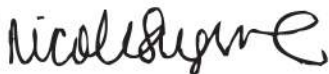
Equally important to us, was maximizing the number of people with autism we could impact.

We achieved this by solidifying a partnership with The Nicholas Center for Autism who would serve as the support entity for Spectrum's special needs workforce. This alliance offered Spectrum the necessary consistency that ensured daily stability within its operation. Spectrum also served as a platform in offering Vocational Rehabilitation through NYS Adult Career and Continuing Education Department. Spectrum also welcomed the Acting Commissioner of The Office of People with Developmental Disabilities to tour its facilities and validate it as an "integrated" setting. This cleared the path for 10 more individuals with Autism to participate within Spectrum, and showed our commitment to collaboration.

We began the year in our strongest financial position to date. As a result, we were able to invest in the most talented people, some of the best equipment, as well as inspire new funding for innovative solutions. We will continue to build on that strength throughout 2015.

Spectrum is on a very robust path to accelerating as a company and making its mark as a very sustainable solution to a long term problem. Thank you for another unbelievable year. We appreciate your support, the faith you put in our staff, our products, our vision, and the passion you have for helping individuals with autism lead a productive and purposeful lives.

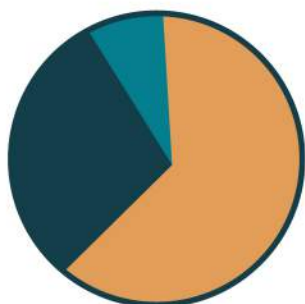
With Gratitude,





# FINANCIALS 2014

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**\$660,000**

SALES

**\$330,000**

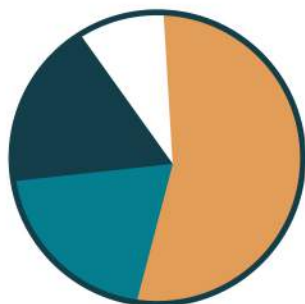
FUNDRAISING

**\$58,000**

GRANTS

**\$1,048,000** REVENUES

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**\$445,000**

COST of GOODS

**\$169,000**

STAFFING

**\$125,000**

FUNDRAISING

**\$116,000**

FACILITIES

**\$855,000** EXPENSES

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## A Peek Into 2015 (As of Nov.2015)

**\$710,000**

APPAREL SALES

**\$443,000**

FUNDRAISING & GRANTS

[WWW.SPECTRUMDESIGNS.ORG](http://WWW.SPECTRUMDESIGNS.ORG)



## BOARD OF DIRECTORS

Stella Spanakos, President

Patrick Bardsley, Vice President

Nicole Sugrue, Secretary/Treasurer

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John Beyer

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Marie Pinckney

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Steven Scrobe



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