

2017



Tangram

Reshaping the
Idea of Disability

Letter from the President



Angie Tyler
President/CEO

At the end of every calendar year, news outlets, TV programs, radio shows, and print and online publications typically feature year-in-review type stories or “Best and Worst of” lists, helping us to recall all that happened over the course of 365 days. An annual report is a type of year-in-review for non-profits and we look forward to producing ours each year. In our day-to-day lives, we sometimes get bogged down in our daily tasks and we miss the larger picture, the greater impact that we all have when we work together to

accomplish our mission. Included on this page and on the following pages is our highlight reel for the year. We hope you enjoy looking back on the year as much as we do and thank you for your continued support, which is a vital ingredient to our success!

Fiscal Year 2016-2017 Highlights

- As part of a Medical-Legal Partnership with Indiana Legal Services, Tangram referred 30 cases, 25 of which were accepted and resolved by Indiana Legal Services. This partnership allowed Tangram clients to receive free legal aid for issues like guardianships, supported decision making, waiver and benefit appeals, Social Security, divorce, and tenant/landlord disputes.
- Tangram completed a successful CARF (Commission on Accreditation for Rehabilitation Facilities) audit and earned a 3-year certification, the highest possible certification.
- The State of Indiana passed legislation to increase rates for disability service providers with a provision to increase DSP wages. This legislation was supported by Tangram and our self-advocates, who handed out Valentines to legislators in support of increased wages for DSPs.
- Tangram conducted its first ever Giving Tuesday campaign and raised money to allow us to meet basic needs and provide holiday gifts for over 100 individuals.

Keep reading for more highlights!





About Tangram

Our Mission

Tangram supports people with disabilities by designing services to meet their specific needs and desires. We assist them to live full, meaningful, and happy lives, at home and as members of their community. Tangram joins with community partners to create inclusive and sustainable solutions to challenges faced by those impacted by disabilities.

Who We Serve

In FY 2016-2017, Tangram served adults and children with developmental disabilities in the following Indiana counties:

- Clinton
- Hendricks
- Morgan
- White
- Fountain
- Johnson
- Shelby
- Hamilton
- Marion
- Tippecanoe
- Hancock
- Montgomery
- Warren

Through our Tangram Business Resourcing Consulting Services, Tangram provides disability inclusion consultation and training to businesses across the country.

Our Services

For over 30 years, Tangram has been a leader in creative solutions for individuals living with disability. Tangram works to create inclusive communities so that the individuals we serve can live independently, find employment opportunities, discover their passion, and achieve their goals. Our services include:

- Community Living Supports
- Life Coaching
- Community Access Supports
- Workforce Accelerator
- Behavioral Health Consultation
- Tangram Business Resourcing
- Employment Services
- Disability Inclusion Consulting

Our Leaders

2016-2017 Board of Directors

Randy Warman, *Chair*
American StructurePoint

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Eli Lilly and Co.

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Arc of Indiana

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Stephen Combs
KSM Consulting

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Andrew Heilman
RATIO Architects, Inc.

Dawn Lively, MBA, PHR
Developer Town

Elizabeth Paxton, MSN, RN, NE-BC
Riley Children's Hospital

Maury Plambeck, AICP
Indianapolis Neighborhood Resource Center

Robert Redman, Jr.
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Andy Skaggs, Vice President
BMO Harris Bank

Senior Leadership Team

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Kathy Bernhardt
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Stephanie Buttler, MA
Director, Behavioral Health

Ari Campbell
Director, Operations

Carol Christopher
Director, Information Technology

Steve Clossey
Director, Employment Initiatives

Brandi Foreman, MA
Director, Operation and QIDP

Stephanie Gabbert
Director, Finance

Peter Zubler
Director, Operations



Our Services

Community Living Services

Tangram's Community Living Services provide the necessary supports to help the individuals we serve achieve independence, maintain their health and wellness, manage their finances, and build the lives they envision for themselves. Learn more about Tangram's Community Living Services at www.thetangramway.org/community-living



Chris and Derek attend a performance of Grease at the Civic Theatre in Carmel

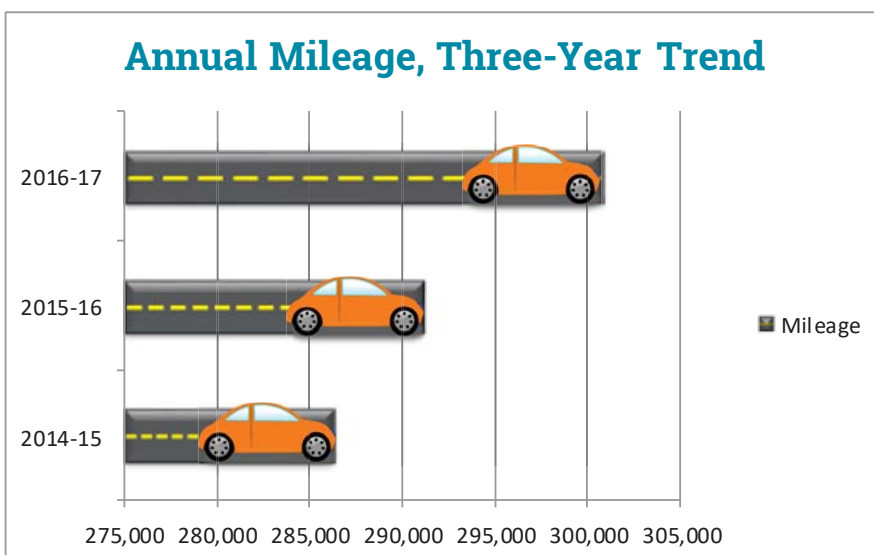
523,103



Community Living Hours served in 2016-2017 to 124 individuals

Community Access Services

Tangram's Community Access and Integration services provide the necessary, individualized supports and transportation to allow the individuals we serve to fully participate in their communities of choice. In 2016-17, Tangram transported our clients 300,816 miles—to jobs, medical appointments, activities, and more.



As a self-advocate, Clarissa attends the Charting the LifeCourse conference in Kansas City, MO

Our Services

Behavioral Health Services

Tangram is committed to helping each individual we serve realize their personal goals and achieve overall wellness. Our philosophy for behavior services is backed by our belief in the effectiveness of positive behavior supports. We focus on improving quality of life within the scope of our clients' long-range vision for their lives. We also seek to minimize stressful situations and give our clients power over their lives.



Learn more about Tangram's Behavioral Health Services at www.thetangramway.org/behavioral-consulting

Life Coaching Services

Through one-on-one coaching and a team-based support model, Tangram Life Coaching helps people create and sustain positive life change, working within the individual's environment to identify and overcome obstacles that keep them from creating the life they want.



100%

Received vocational assistance



57%

Were connected with mental health providers



43%

Received educational assistance



100%

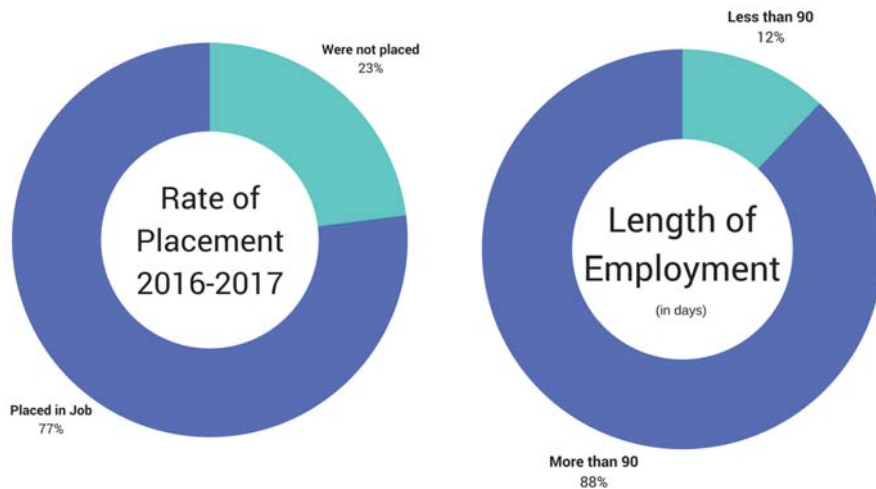
Received support with daily living skills

Learn more about Tangram Life Coaching at www.thetangramway.org/life-coaching

Our Services

Employment Services

Tangram believes that individuals with disabilities should have the same access to integrated, competitive employment opportunities as other job seekers. Tangram works one-on-one with job seekers to determine employment goals, design customized employment plans, identify benefits and other resources, and pursue the right employment fit.

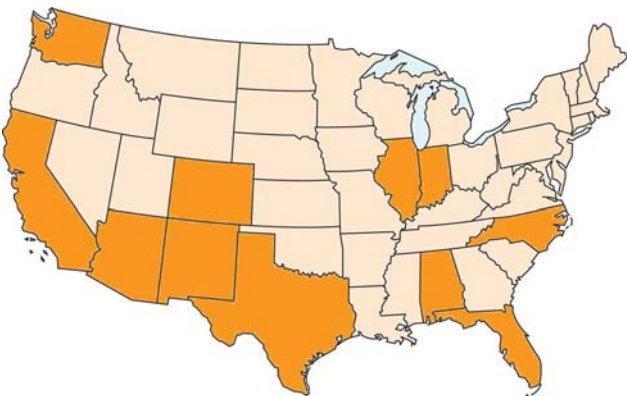


Learn more about Tangram's Employment Services at www.thetangramway.org/employment-services

Tangram Business Resourcing

Tangram Business Resourcing provides customized disability inclusion consultation and training to businesses across the nation. Our qualified team of expert consultants creates, develops, and implements strategies to help businesses create a culture of inclusion and reap the bottom line benefits of a diverse workforce.

Active in 11 states
in 2016-2017



Created 187 new
partnerships



Learn more about Tangram Business Resourcing at www.tangrambusinessresourcing.org.

Financial Data

	Fiscal Year 2017	Fiscal Year 2016	
REVENUE			
Public Support			
United Way of Central Indiana	233,437	223,875	4.27%
Contributions	212,018	292,501	-27.52%
Program Service Revenue			
Supported Group Living	1,544,525	1,552,939	-0.54%
Community Living	5,317,859	5,031,777	5.69%
Behavioral Support Services	487,724	544,505	-10.43%
Life Coaching	40,300	24,100	67.22%
Business Resourcing & Employment	101,781	59,470	71.15%
Other Revenue	120,307	83,160	44.67%
Total Revenue	8,057,950	7,812,327	3.14%
EXPENSES			
Program Expenses			
Supported Group Living	1,231,127	1,321,642	-6.85%
Community Living	4,540,869	4,396,648	3.28%
Behavioral Support Services	397,212	408,951	-2.87%
Life Coaching	31,584	16,629	89.93%
Business Resourcing & Employment	519,205	417,845	24.26%
Management & General	957,120	934,890	2.38%
Fundraising	28,473	28,985	-1.77%
Total Expenses	7,705,591	7,525,591	2.39%
Change in unrestricted Net Assets from Operations	352,359	286,736	
Other Changes			
Contributions of property and equipment	27,879	57,556	
Net Assets released from restriction	(29,902)	(51,686)	
Change in Net Assets	350,336	292,606	
Net Assets, Beginning	3,137,083	2,844,477	
Net Assets, Ending	3,487,419	3,137,083	



Mission Moments

Can you remember how you felt when you took that first big step towards independence and moved out on your own—cooking your first meal and hoping you didn't burn it, establishing a new routine, and figuring out how to juggle your new responsibilities? Were you nervous, excited, or a little bit of both?

David and Keith could probably tell you a thing or two about how it feels to take this step. These brothers had a dream of moving out of their parents' house and living on their own for several years and, this month, that dream finally came true for them!

The pair recently received Waiver services that allowed them to move out and into their own apartment, after living 40 years with their parents. Both brothers worked closely with Tangram over the past few years to build skills, such as preparing meals, personal safety, phone etiquette, keeping a home clean, and more, to help them live independently and prepare for the big day when they were able to move out. Although they were both very eager, they were also somewhat anxious about the change. To ensure a smooth transition, Tangram employees, like June Sullivan (pictured with the brothers below), logged extra hours and provided additional supports to ensure David and Keith had what they needed while settling in to their new home and new routine.

At left, the brothers are pictured celebrating their first Christmas in their new home.



Mission Moments



For many of us, having a job is just a fact of life. We don't often think about the prominent role that working plays in our lives—how a job can build our social circle, help us gain important hard and soft skills, give us independence and financial security, and make us feel like part of a community.

Just like many of us, Joseph didn't really dwell on these aspects of a job either—until he made the decision to search for a new job and found so much more than a paycheck.

Joseph started working with Tangram's Employment Services in December 2016. He had been working at a sheltered workshop just outside of his hometown of Indianapolis doing document shredding. While he enjoyed his experience and the skills he learned there, he was ready to find a more integrated workplace that offered better pay.

After completing a job shadow and an interview, he was hired in January to work at Goodwill in a variety of positions—from customer service, to sorting and pricing, to loading and unloading semis. "My favorite part is using the power jack to load the trailers," he says.

Joseph, a hard worker by nature, also likes the challenges that are unique to his store, which he says is the third busiest Goodwill store in Central Indiana. But the best part about his new job? "My coworkers treat me like family at Goodwill. I love the people I work with and I get to see a lot of my old friends and neighbors, so it is a good place to work."

Though he thought he was just seeking a better paycheck, Joseph has realized the many ways that a satisfying job can impact one's quality of life. He has gained many unexpected benefits and looks forward to each new day on the job!



Our Volunteers

Tangram's volunteers help the organization and those we serve in numerous ways! Volunteers serve on our board, lead activities like book club and music club for our clients, build friendships with those we serve, assist with special events, provide support at our office, and share their time and talents in many other ways, with the ultimate goal of creating extraordinary lives for those we serve. Here is a snapshot of some of the ways our volunteers made a difference last year! If you are interested in volunteering, please visit www.thetangramway.org/volunteer.



51
volunteers served
Tangram in 2016-2017



Volunteers
donated over
1000
hours of service



In October 2016, volunteers from Disher helped set-up, tear-down, lead activities, and serve dinner at our annual Halloween party for the individuals we serve.



Tangram's Book Club volunteers help participants discover and read new books!

Volunteers from Thrivent Financial, KAR Auction Services, and PAR North America wrapped gifts for over 100 Tangram clients in December 2016.



Our Supporters

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Michael and Valerie Strohl
Thrivent Financial
Chris and Angie Tyler
United Way of Central Indiana
Tom and Melanie VanDyck
Volunteers from Disher
Volunteers from KAR Auction
Services
Volunteers from PAR North
America
Teresa Walla
Kaitlyn Walsh
Randy and Lisa Warman
Andrew Weisner
Sydney White
White River Graphics

Tangram extends our most sincere thanks to all of our donors, corporate partners, volunteers, and other supporters who, through their generosity and advocacy, make it possible for Tangram to empower individuals with disabilities to build the lives they have envisioned for themselves.

*If we have misspelled your name or inadvertently left you off this list, please accept our apologies.

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