



Tangram 2015 Annual Report

Highlights from 2015

Dear Friends,

In the age of texts, tweets, posts, and snaps, we are all accustomed to getting our information as quickly as possible. This is why we have decided to forego the typical “Letter from the Leaders” to bring you a sampling of the wonderful things that Tangram experienced in 2015, many of which would not have been possible without the generosity and support of our

community. On behalf of all of us at Tangram and those we serve, we extend our deepest thanks for a memorable 2015 and look forward to all the good things we will accomplish together in 2016!



Barry Hart, R.Ph.
Board Chair



Angie Tyler, CPA
Interim President/CEO

Barry Hart & Angie Tyler

January

Tangram kicks off its 30th year of service to the community!

February

Dietitian Melissa Hehmann from Meijer provided healthy cooking demonstrations for staff and clients.

March

Tangram celebrated Disability Awareness Month and was featured on [Fox 59 News](#) for our disability inclusion consulting work with Citizens Energy Group.

April

In honor of Volunteer Appreciation Month, Tangram celebrated our awesome volunteers who contributed nearly 500 hours in 2015!

May

Tangram received \$1,000 in grant funding from Castleton Sertoma to fund health and wellness programs for staff and clients.

June

Volunteers from the Indianapolis Rotary Club completed maintenance and yard work at one of Tangram's client's homes.

July

Tangram celebrated the 25th Anniversary of the Americans with Disabilities Act with #ADA25 and

Tangram client, Brett, participated in the torch relay for Special Olympics (see Success Stories).

August

Tangram received \$300,000 in grant funding to provide disability inclusion consultation services to a national retailer and establish more competitive employment opportunities for individuals with disabilities in various states.

September

Tangram celebrated DSP Recognition week with an all-company cookout.

October

Over 100 clients and staff attended Tangram's annual Client Halloween Party, which was a huge success thanks to the efforts of dedicated volunteers from David A. Noyes.

November

Tangram conducted its annual Employee Giving Campaign to raise money for United Way of Central Indiana. In one week, we raised nearly \$8,000 for United Way!

December

Tangram client, Megan, earned a certificate of completion after working for several months to build her typing skills at Blind Worx Media (see Success Stories).

Who we are

As a United Way 501(c)3 community benefit organization, Tangram helps individuals with disabilities and their families plan, support, and sustain ways to live actively and independently within their communities throughout Central Indiana. In FY 2015, Tangram served individuals in Boone, Clinton, Fayette, Fountain, Hamilton, Hancock, Hendricks, Johnson, Marion, Montgomery, Shelby, Tippecanoe, and Warren counties in Indiana.

At Tangram, we empower individuals living with disability to move beyond the perceived physical and social barriers that seem to limit their choices—and their lives. Tangram offers personal and professional development services for people with disabilities, like Tangram Life Coaching, employment services, behavioral health, independent living, and community integration.

Through Tangram Business Resourcing, Tangram provides consultation services to businesses to help them become more disability inclusive in their hiring practices and reap the bottom line benefits of implementing inclusive hiring practices. Our Workforce Accelerator database matches qualified job seekers with disabilities to competitive employment and helps businesses improve their bottom line. Workforce Accelerator is available on a national basis.

Tangram is proud to be a United Way community benefit organization, a member of Indiana Association of Rehabilitation Facilities (INARF), a Commission on the Accreditation of Rehabilitation Facilities (CARF)-accredited organization, and a member organization of the Arc of Indiana.

Our employees

Tangram's nearly 200 employees are vital to the delivery of our services and the success of our mission. Tangram was named a Top Workplace by the Indianapolis Star in both 2014 and 2015. We are especially proud of this designation because the award is entirely dependent on the feedback of our employees.

According to data collected this year, Tangram exceeded industry benchmarks with overwhelmingly positive responses to statements like, "Senior managers understand what is really happening at Tangram," "New ideas are encouraged at Tangram," and "I feel well-informed about important decisions at Tangram."

One staff member commented, "Tangram's culture is one of openness and acceptance. Creativity is encouraged and employees recognize that the work they do is important. Tangram takes every opportunity to show that employees are appreciated and gives employees the tools they need to be successful."

Tangram would like to thank our outstanding employees for their dedication to creating extraordinary lives for individuals with disabilities.



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Success Stories

An Olympic Athlete Among Us



Brett (pictured left) has competed in Special Olympics for close to 30 years. In 2015, he competed in bowling, shot put, and the 4x100 relay events. He won a gold medal in bowling and a bronze in the relay.

Brett was also selected to participate in a leg of the torch relay, a once in a lifetime opportunity. The relay began in Fort Wayne and ended in Terre Haute, the site of the Olympics.

Tangram's support has allowed Brett to pursue his Olympic dreams each year, making it possible for him to attend various competitions.

Seizing an Opportunity

Megan had a banner year in 2015! Through Tangram's employment services, she found an opportunity to do something she had never been able to do before—build her job skills. Blind Worx Media, a company that offers media and marketing solutions to businesses while providing computer training to individuals with disabilities and veterans, helped Megan learn how to type and utilize a screen reader so that she would have computer skills to enter the workforce.

Megan trained with Talking Typing Teacher for about 6 hours per week at Blind Worx Media. She rapidly learned to type and completed several assignments each day she was there. Dennis Anness, founder and CEO of Blind Worx Media, said that working with Megan was a pleasure. He also said that Megan "brings sunshine every time she comes in." Megan stated that working on the computer "makes her feel happy and mature."

Megan hopes that her typing skills will open more doors when she begins to look for jobs. Through working with Dennis, Megan has improved her self-confidence and was even named honorary Employee of the Month in June. In December, Megan achieved another milestone when she graduated to the next level of Talking Typing Teacher and was [the focus of a video produced by Tangram](#). Megan continues to build her skills at Blind Worx Media and looks forward to entering the workforce soon!



Our Volunteers

When Joe Met Joe...

Joe H. and Joe L. are good friends. They met when Joe H. decided to research volunteer opportunities and found Tangram. Volunteering to build a friendship with someone appealed to Joe, and after going through the volunteer training, he was matched with Joe L., a young man in his 20s.

When asked why he volunteers, Joe H. responded, "I'm a very blessed person in many ways. I look for ways to give back to the community and people, although it doesn't seem like that with Joe, since it's like hanging out with any other friend."

Joe and Joe have been friends since mid-2015 and during that time have made plans to do something fun about once or twice per month. They have been to an Indians game, the zoo, the State Fair, and enjoy watching sports, both live and on television. Both are avid sports fans. "I might bring up the (Indy) 500. We both want to go this year," said Joe L. as he speculated about possible activities for the warmer months.

When asked what he likes best about Joe H., Joe L. replied, "My favorite thing is doing stuff with him. The only thing I don't like about him is that he likes the Dallas Cowboys."

"It's a blast. We enjoy a lot of the same activities and I truly enjoy hanging out with him. I also include my family in the activities, which is great for both of us," stated Joe H.

"His girlfriend is cool," said Joe L.

They celebrated Joe L.'s birthday in December with lunch at his favorite restaurant, Steak 'N' Shake, and bowling, another favorite of Joe's.

The benefits of this friendship extend far beyond these fun experiences. "Joe (L.) seems to be much more confident, especially in social situations. He always seems to have a great time, and his life seems to be going really well. He's definitely more open to joking, sarcasm, etc... Learning that spending time with someone who has developmental disabilities isn't really volunteering at all—that has been huge for me," explained Joe H.

The friends look forward to spending more time together. "We're either going to the Children's Museum or bowling," Joe L. said of their plans for January. "I love bowling."



Friendships like this are possible thanks to Tangram's wonderful volunteers and generous supporters like you!

Our Services

Community Living Services

At Tangram, we empower individuals living with disability to move beyond the perceived physical and social barriers that seem to limit their choices—and their lives. Tangram develops customized support to ensure that each individual can enjoy the full range of life experiences. Tangram also fosters self-sufficiency and provides assistance with health and wellness oversight, transportation, financial management, and aspects of adult daily living.

- **Over 176,000 hours of residential adult daily living supports were provided during FY 2015.**
- **Tangram's nursing staff conducted 1,700 face-to-face health and wellness consultation visits.**



Community Integration Services

Tangram's services and programs help individuals living with disability discover their passions and interests, find ways to express those talents within careers and social activities, create new opportunities to live in and be involved in their own community, develop the tools needed for independent living and establish a support system for now and well into the future. Community Integration is a vital part of individualized support, which is why Tangram works with individuals to create community inclusion strategies that allow them to become active members of their community through employment, volunteer engagement, and activities of interest.

- **Over 9,800 hours of support services were provided in the community (versus in the home) in FY 2015.**
- **Tangram provided nearly 500 trips per week (nearly 25,000 trips during the year!) helping those we serve participate in community activities, volunteerism, and employment opportunities.**



Learn more about Tangram's Community Living and Community Integration Services at www.thetangramway.org/disability-services



Our Services

Employment Services

Tangram is committed to helping persons living with disabilities become employed, and serves as an Employment Network (EN) provider for the Ticket to Work program for Social Security beneficiaries and as a state vocational rehabilitation (VR) agency.

Tangram also provides employment services to veterans and individuals with disabilities who may not qualify for vocational rehabilitation or Ticket to Work programs. Tangram helps determine employment goals, designs plans that meet individual needs, and determines what program options are appropriate for each individual job seeker.

- **71% of the individuals who secured employment with the help of Tangram's job coaches found employment within 6 months of starting services.**

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

Tangram Business Resourcing

Tangram Business Resourcing helps companies implement successful inclusion practices for individuals living with all types of disabilities so their businesses can enjoy higher returns. By working with Tangram Business Resourcing's qualified team of expert consultants, businesses can learn how to recruit, hire, and retain individuals with disabilities, leading to higher productivity, lower turnover, and increased morale, among other benefits.

One tool that Tangram Business Resourcing uses to help businesses find qualified candidates for their open positions is Workforce Accelerator. Powered by Tangram's proprietary technology, Workforce Accelerator is an unrivaled employment-matching database, promoting workforce diversity and success.

- **By the end of FY 2015, 510 job seekers had built profiles in Workforce Accelerator, and 10 employers had posted open positions, with one of these employers being a national retailer with hundreds of open positions across the U.S.**

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

Learn more about Workforce Accelerator at www.workforceaccelerator.com



Our Services



Behavioral Support Services

As part of Tangram's holistic approach for serving persons living with disabilities, we provide Behavioral Consultation and Training. We work with a team to develop a uniquely customized behavioral support plan, and offer training to help individuals and their support team to implement the plan. Our individualized approach is designed to enhance the behavioral health of each individual and help him or her continue on a path of greater self-determination, independence and involvement.

- In FY2015, over 7,000 hours of Behavioral Support and Training services were provided to 158 persons living in the community.

Learn more about Tangram's Behavioral Support Services at www.thetangramway.org/disability-services



Life Coaching Services

Tangram Life Coaching helps people create and sustain positive life change.

Our programs were designed for individuals with learning differences, ADD, ADHD, Dyslexia, Autism Spectrum Disorders, ineffective social skills, career challenges, and more. But anyone looking to grow personally and professionally can benefit from our work.

Our team-based support model provides the structure, confidence and guidance to help life coaching participants transform their lives.

- Individuals served by life coaching services increased 71% over prior year.
- 100% of life coaching clients served during the year had quality employment outcomes as a part of their life plan.

Learn more about Tangram Life Coaching at www.tangramlifecoaching.org



Tangram Financial Data

REVENUE	Fiscal Year 2015	Fiscal Year 2014
Public Support		
United Way of Central Indiana	235,753	250,824
Contributions	163,446	79,392
Program Service Revenue		
Supported Group Living	1,589,559	1,587,734
Community Living	4,173,366	4,029,126
Behavioral Support Services	511,403	452,633
Life Coaching	36,092	27,408
Business Resourcing & Employment	50,863	35,900
Other Revenue	112,379	143,727
Total Revenue	6,872,861	6,606,744
 EXPENSES		
Program Expenses		
Supported Group Living	1,209,942	1,294,783
Community Living	3,865,419	3,516,457
Behavioral Support Services	403,162	442,386
Life Coaching	28,874	38,469
Business Resourcing & Employment	267,834	271,206
Management & General	992,731	779,572
Fundraising	46,701	64,100
Total Expenses	6,814,663	6,406,973
 Change in unrestricted Net Assets from Operations	58,198	199,771
Other Changes		
Contributions of property and equipment	57,406	33,563
Net Assets released from restriction	(45,595)	(59,797)
Change in Net Assets	70,009	173,537
 Net Assets, Beginning	2,774,468	2,600,931
 Net Assets, Ending	2,844,477	2,774,468

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If we have inadvertently misspelled your name or left it off this list, please accept our apology.

Connect with Us!

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