

**Tangram**



2019



# Letter from the President/CEO



Onias T. Muza  
President/CEO

Dear Family and Friends,

2018-2019 was certainly a year of change for Tangram. A generous grant from Lilly Endowment Inc., received in December 2017 presented an excellent opportunity for us to focus on implementing strategies to ensure its long-term financial sustainability.

As a result, we put the following initiatives in place:

- Raising direct support professional wages
- Training opportunities for managers and direct support professionals
- Investing in technology solutions to build a more mobile workforce and improving efficiency
- Engaging in a robust strategic planning process
- Reducing capital debt
- Creating a permanently restricted endowment

We are grateful to Lilly Endowment for their generous investment in our future.

In addition to our work related to the Lilly Endowment grant, our team has been working hard at enhancing our services to meet the needs of our community. Some highlights include:

- Expansion of our Community Exploration services
- Growth of services in the Lafayette area
- Providing disability inclusion and etiquette training to new IndyGo bus drivers
- Partnering with the Mayor's Advisory Council on Disability on their annual Access and Inclusion Awards
- Central Indiana's first Reverse Job Fair for people with disabilities in collaboration with the Autism Society of Indiana
- Offering behavioral management training to employees at Mary Rigg Neighborhood Center and Community Alliance of the Far Eastside (CAFÉ)

It is an honor to be part of this great organization at such an exciting time. At Tangram, we are driven by a mission to foster diversity and inclusion to achieve better outcomes for people with disabilities. As Tangram prepares to celebrate its 35th anniversary, our commitment to individuals with disabilities and our community is greater than ever before. In the following pages, you can see the impact that your support has enabled us to achieve. Thank you for being a vital part of our work and community!



# 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 2018-2019, Tangram served adults and children with developmental disabilities in the following Indiana counties:

- |               |             |              |              |
|---------------|-------------|--------------|--------------|
| • Bartholomew | • Grant     | • Madison    | • Tippecanoe |
| • Benton      | • Hamilton  | • Marion     | • Tipton     |
| • Boone       | • Hancock   | • Montgomery | • Vermillion |
| • Clinton     | • Hendricks | • Morgan     | • Warren     |
| • Fountain    | • Johnson   | • Shelby     | • White      |

## 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 passions, and achieve their goals. Our services include:

- |                              |                                 |
|------------------------------|---------------------------------|
| • Behavioral Health Services | • Employment Services           |
| • Community Living Services  | • Disability Inclusion Training |
| • Community Access Services  |                                 |
| • Life Coaching Services     |                                 |

# Our Leaders

## Board of Directors

Randy Warman  
American StructurePoint

Eva Marquez  
IU Health

Curtis Popp, PE  
Citizens Energy Group

Susan Thomas, Treasurer  
Retired

Stephen Combs  
KSM Consulting

Tonya Combs, JD  
Eli Lilly and Co.

Mallory Harnish, CPA,  
PwC

Andrew Heilman  
RATIO Architects, Inc.

Dorene Hoops

Anne Lammert, CPA  
Arc of Indiana

Dawn Lively, MBA, PHR  
Full Stack

Maury Plambeck, AICP  
Indianapolis Neighborhood Resource  
Center

Robert Redman, Jr.  
Eli Lilly and Co.

Sergio Rey-Silva, JD  
Taft Stettinius & Hollister

## Senior Leadership Team

Onias T. Muza  
President/CEO

Ari Campbell  
Vice President of Operations

Stephanie Gabbert  
Vice President of Finance

Jane Richardson, JD  
Vice President of Human Resources

Kari Sheward, MS, BCBA  
Vice President of Clinical Services

Krystal Belton, MBA  
Director, Compliance and Risk  
Management

Carol Christopher  
Director of IT

Steve Clossey  
Director of Operations

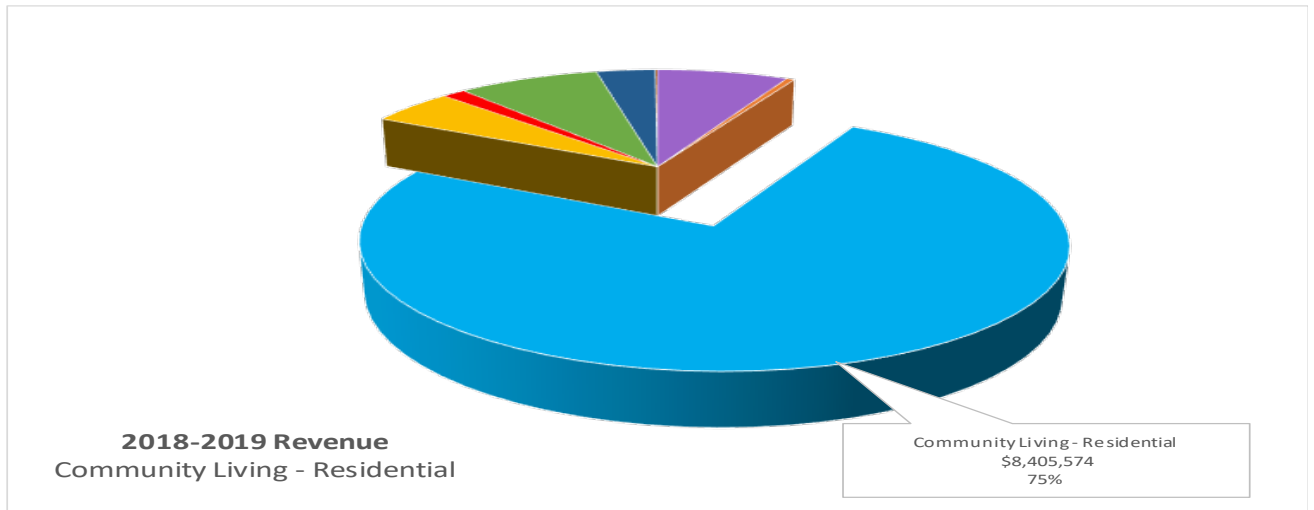
Lindsey Hill  
Director of Mission Advancement

Shannon Smith  
Director of Intake and Community  
Exploration

# Our Services

## Community Living and Exploration Services

Tangram's Community Living and Exploration 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. Tangram provides individualized supports and transportation to allow the individuals we serve to fully participate in their communities of choice. Learn more about Community Living and Exploration Services at [www.thetangramway.org/community-living](http://www.thetangramway.org/community-living)



605,101 hours  
of support



transportation/  
community access



exercise/health  
and wellness



personal care



independent living



shopping/  
running  
errands



budgeting



cooking/meal  
preparation



60,492 one-way trips

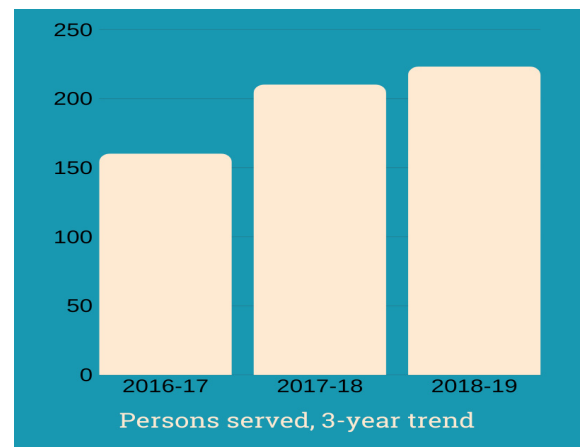
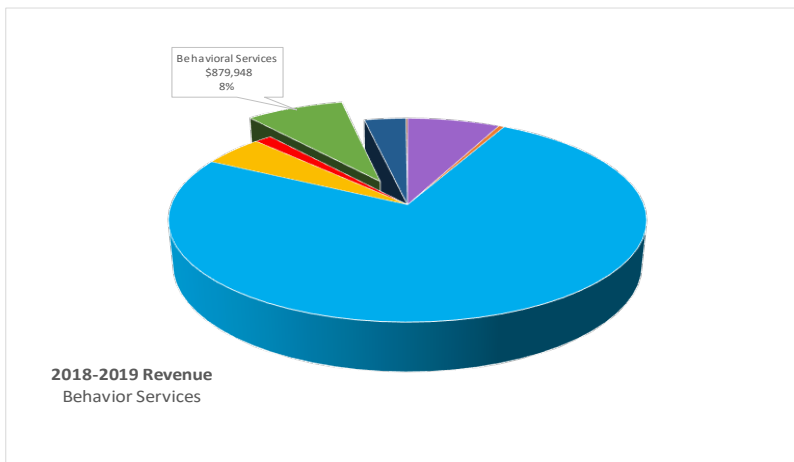


Tangram  
transported  
clients 414,964  
miles in  
2018-19

# Our Services

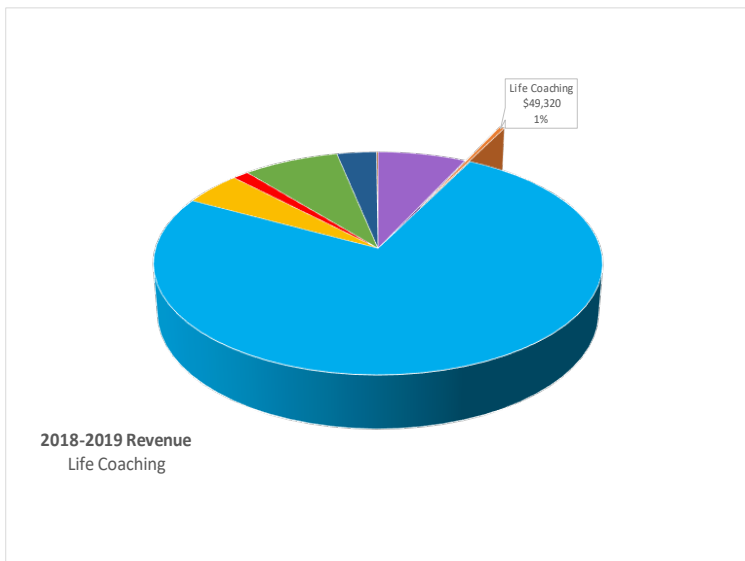
## Behavioral Health Services

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](http://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. Learn more about Tangram Life Coaching at [www.thetangramway.org/life-coaching](http://www.thetangramway.org/life-coaching)



### Special Projects/Partnerships:

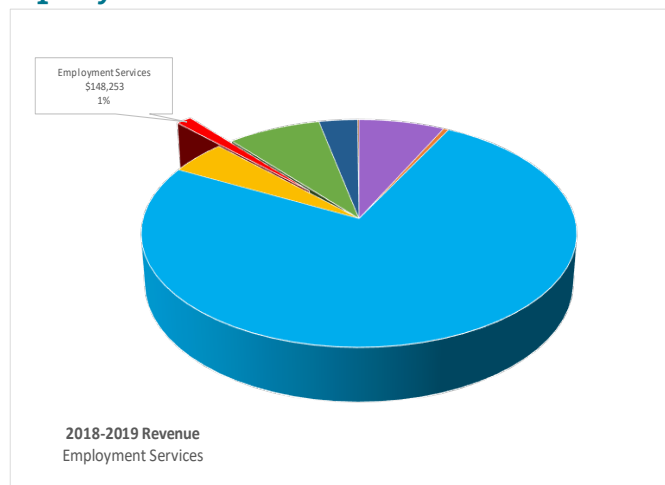
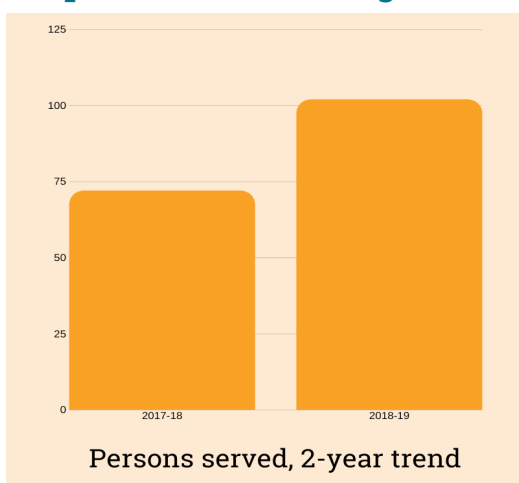
- Mary Rigg Neighborhood Center
- Community Alliance of the Far Eastside
- Headstart
- HELP Resource Center
- PLAID partnership with Indiana Legal Services (Providing Legal Assistance to Individuals with Disabilities)



# 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 <https://www.thetangramway.org/employment-services>



## Tangram Business Resourcing

Tangram is focused on improving inclusion in our community. Through Tangram Business Resourcing, we offer training to help businesses create a culture of inclusion and reap the bottom line benefits of a diverse workforce. Learn more about Tangram Business Resourcing at [www.tangrambusinessresourcing.org](http://www.tangrambusinessresourcing.org)

### Advancing Inclusion Through:

- Participation in six panels or presentations on disability inclusion
- Organization of disability inclusion events such as Ability Aware Reverse Job Fair
- Collaboration with groups like LUNA Language, Hancock Regional Hospital, Autism Society of Indiana, and the Mayor's Advisory Council on Disability
- Disability awareness trainings for community partners such as IndyGo





# Financial Data

REVENUE	Fiscal Year 2019	Fiscal Year 2018
<b>Public Support</b>		
United Way of Central Indiana	198,138	275,355
Contributions	1,060,670	421,141
<b>Program Service Revenue</b>		
Supported Group Living	363,322	1,070,287
Community Living	8,433,466	6,835,098
Behavioral Support Services	880,627	614,125
Life Coaching	49,300	37,232
Business Resourcing & Employment	126,777	142,483
<b>Other Revenue</b>	152,170	159,052.00
<b>Total Revenue</b>	<b>11,264,470</b>	<b>9,554,773</b>
<b>EXPENSES</b>		
<b>Program Expenses</b>		
Supported Group Living	358,055	882,232
Community Living	7,858,806	6,201,147
Behavioral Support Services	788,810	568,991
Life Coaching	53,351.15	43,969.23
Business Resourcing & Employment	426,830.97	538,521.95
<b>Management &amp; General</b>	1,201,945.00	1,127,430.53
<b>Fundraising</b>	38,620	32,340
<b>Total Expenses</b>	<b>10,726,418</b>	<b>9,394,632</b>
<b>Change in unrestricted Net Assets</b>	538,051	160,141
<b>Temporarily Restricted Net Assets</b>		
Contributions of property and equipment	-	293,354
Temporarily Restricted Investment funds	630,252	42,464
Net Assets released from restriction	(56,870)	(251,880)
<b>Change in Temporarily Restricted Net Assets</b>	573,382	83,938
<b>Permanently Restricted Net Assets</b>		
Contributions	-	6,076,845
<b>Net Assets, Beginning</b>	9,808,343	3,487,419
<b>Net Assets, Ending</b>	<b>10,919,776</b>	<b>9,808,343</b>

# Mission Moment

Friends are an important part of life, but it is increasingly common, in today's society, for people to feel isolated and lonely. Our changing world is making it more



difficult for us to connect with one another and build lasting friendships. This problem is compounded for people with disabilities, who have historically been at even greater risk for isolation and loneliness than the general population. That's why it is comforting to know that some people are taking a stand against loneliness, like the two men featured in this Mission Moment, Jeremy and Jerry.

Late in 2018, Jeremy was searching for volunteer opportunities when he connected with Tangram. Volunteerism had always been important to Jeremy, thanks to his mom, whom Jeremy credits with instilling in him the spirit of service at a young age by taking him to visit with seniors in nursing homes. "I have been volunteering regularly for five years, but primarily in group settings.

I wanted to push myself to take my service work from group settings to individual, one-on-one experiences where lasting, meaningful relationships might be created. It was a priority of mine to connect with individuals that might be experiencing loneliness, not just to provide them with possible friendship, but because I was experiencing loneliness too and wanted to take action against living in that state of being," Jeremy explained.

Tangram introduced Jeremy to Jerry, one of Tangram's longtime clients and a person who really needed a friend. Each Monday, Jeremy visits Jerry at his home where the two catch up on what they've been doing and make a few moves on their ongoing game of Scrabble (a very competitive game, which Jerry was leading at last count). "Jerry humors me. I bring him bird pictures and he lets me talk about them because he knows I like birds. We talk about the Pacers and the Colts and our families.

Jerry teaches me a lot about patience and being kind to people. He gives me advice, and I always feel better after I have talked to Jerry," said Jeremy.

One look at Jerry and you know he feels the same way. He lights up when Jeremy talks about their friendship "It gives me something to do. I just like his company," said Jerry with a smile. And the two get along so well that it doesn't even feel like volunteering!

# 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](http://www.thetangramway.org/volunteer).



Tangram Board of Directors



Tangram's music club volunteers



More than 50 volunteers from Kappa Kappa Psi Chapters organized and executed a Music Discovery Day for Tangram's clients, in April 2019



Tangram volunteers build friendships with our clients



# Special Projects

Tangram is committed to finding solutions to common barriers to inclusion faced by people with disabilities. This approach has led us to form partnerships with other organizations who recognize a need for training so that their services and workforces can be more inclusive.

In 2018-2019, Tangram's Behavior Consultants provided behavior supports for children in Mary Rigg Neighborhood Center's before- and after-school program and summer camps. Consultants worked with two groups of children within those programs to offer coping skill groups (social skills, anger management, coping/calming skills).

Tangram also partnered with Community Alliance of the Far Eastside (CAFÉ).

## Mary Rigg

- Coping skills groups for children in before- and after-school program and summer camps
- Positive Behavior Supports training for staff
- Parent education
- Behavior consultation and strategies for struggling children.

## CAFÉ

- Life Coaching offered to unemployed, underemployed, and illegally employed youth, aged 16-24.
- Staff training on Positive Behavior Supports, Trauma Informed Care, and Growth Mindset models.

In 2018-2019, Tangram Business Resourcing continued to work with businesses and community organizations to advance inclusion in the workforce.

## Health and Science Innovations

- Trained HSI staff on working with people with disabilities and setting up natural supports in their classrooms.
- Market and recruit their programs to people with disabilities as part of their efforts to diversify the candidate pool for their employer partners.

## IndyGo

- Partnering with Bosma for several years to provide their new drivers with information on riders who are blind.
- Develop a program for the new drivers that encompassed all disabilities.

## Reverse Job Fair

- Offered college students and recent graduates with disabilities the opportunity to network with recruiters from businesses from many different industries.

Angela Vandersteen (Tangram, Inc.) and Todd Root (ASI) promote Reverse Job Fair on RTV 6.



Job candidate talks to employers at Reverse Job Fair.



# Our Supporters

Anonymous  
Carol Akard  
Adele Allen  
Lexi Althouse  
Amazon Smile Foundation  
Ruth Asher-Lynch  
Logan Atkins  
Larry Balsley  
Christine Beaty  
Mary Ann Beaty  
Nicole Beaty  
Krystal Belton  
James and Kathy Bernhardt  
Robert and Margaret Blome  
Pamela Boone  
David Burkhart  
Ari Campbell  
Tiffany Cartwright  
Carol Christopher  
Citizens Energy Group  
Michael and Lynn Collins  
Stephen Combs  
Tonya Combs  
Sally Cook  
Mary Crager  
Kelly M. Cronin  
James Cunning and Lisa Stone  
Anne Lammert  
Stacey DeYoung  
Jennifer Dilbone  
Connie and Pete Dillman  
Becky Dilts  
Sue Dugan  
Diana Etshokin  
Joe and Amy Fistrovich  
Patricia Friddle  
Stephanie Gabbert  
Keith and Amy Gearlds  
Matt and Donna Geshwilm  
Good Shop

Jason Gonzalez  
David Ham  
Betty Hampton  
August Hardee II  
Mallory Harnish  
Carolyn Hays  
Elaine Hehe  
Jennie Hehe  
Andrew Heilman  
Charles and Lindsey Hill  
Chuck and Julie Hill  
Leonard and Dorene Hoops  
Elizabeth Hostetler  
Robert Hunt  
Paula Jarrett  
Melissa Merlau Johnson  
David and Mimi Jose  
Betty Kilgore  
Jacob Kirby  
Hazel Kraft  
Kroger Co.  
Julie Koczan  
Jonathan and Megan Lauman  
Rita Layton  
Richard and Bobbie LeMere  
Dawn Lively  
Katie Marlowe  
Karen Martin  
Eva Marquez  
Tonya McCoy  
Helen McLaughlin  
Meijer  
Deborah S. Morelock  
Barbara Mussler  
Cierra Neal  
Kimberley L. Oatts  
Alan O'Rear  
Maury Plambeck  
Jean Polk  
Eugene and Beverly Purdue

# Our Supporters

Teresa Rafert  
Steven and Linda Ratliff  
Susie Rayburn  
Bob Redman  
Jane Richardson  
Erika Scott  
Lee Sider  
Norm Sider  
Sergio Rey-Silva  
Andy Skaggs  
Danielle Street  
Rosalie Stricker  
Michael and Valerie Strohl  
Kevin and Joanna Sullivan  
Susan Thomas  
Angella Tyler  
United Way of Central Indiana  
Jim and Jeanne VanDyck  
Melanie VanDyck  
Teresa Walla  
James and Melissa Wallis  
Cyndi Wesley-Wright

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.

## Connect with us!



[fb.com/thetangramway](https://fb.com/thetangramway)



[@TheTangramWay](https://twitter.com/TheTangramWay)



[Tangram, Inc.](#)