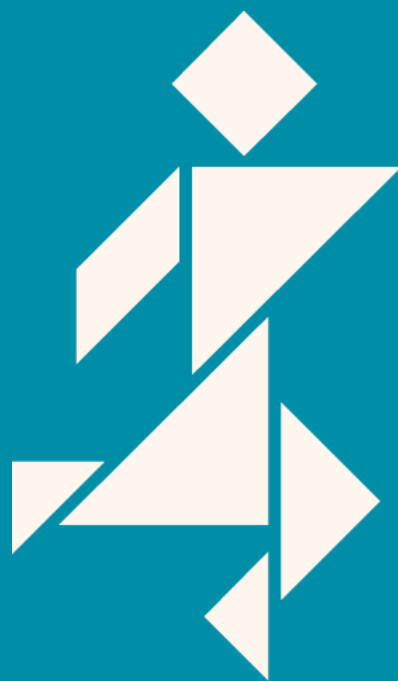


2016



Annual

Report



Letter from the President

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Angie Tyler, President/CEO

Dear Friends,

Producing an annual report always offers a wonderful opportunity to look back over a year and see what milestones we accomplished and how we had a positive impact on the lives of the people we serve. This year, the numbers show how our efforts and your support allowed our services to expand and grow to better serve our clients and community:

- In FY 2015-2016, Tangram provided 166,407 more hours of support for adults and youth with disabilities than the prior fiscal year, empowering them to pursue and achieve their independent living goals.
- 534 more face-to-face health and wellness consultation visits were provided to adults and youth with disabilities by nursing professionals this year.
- 28,000 transportation trips were provided to adults and youth with disabilities—an increase of 3000 over last year.

These services are vital to individuals with disabilities—helping them live independently, maintain health and wellness, and enjoy the full spectrum of life experiences. We thank you for a banner year and look forward to sharing more successful outcomes with you in the following pages and in the coming year!

Warmly,



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 2015-2016, Tangram served individuals with developmental disabilities in the following Indiana counties:

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

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
- Supported Employment
- Disability Inclusion Consulting



Our Leaders

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Mission Moments

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Atishia has traveled a long road to get where she is today. As a person with an intellectual disability who faced many external challenges and barriers to success, she was at risk for becoming another statistic. But, with determination and perseverance, Atishia has demonstrated her ability to transform her dreams into reality.

The cards were stacked against Atishia from the beginning. She grew up in an abusive home and moved from foster care to the juvenile detention system, then a

State-run group home, in close succession.

The pivotal point of Atishia's story came when she chose Tangram for her residential support services. At Tangram, she found a supportive environment and a willingness to help her achieve her dream.

Initially, she was placed in a four-person setting with 24/7 supervision. One day, she told her program manager at Tangram that she needed to be independent and live on her own. Atishia stood firm, saying that she was determined to make this dream a reality, and if her support team wasn't willing to help, they needed to get out of her way.

With Tangram's support and encouragement, Atishia worked with staff on building independent living skills. Atishia now lives in her own apartment, works full time at Goodwill, does her own grocery shopping, manages her finances, and regularly takes the city bus or rides her bicycle when she needs to travel.

Atishia has lived on her own for two years now, and went from receiving 24/7 support to a maximum of 30 hours of community support per week. She has amended her original dream of living independently to ultimately getting out of services completely. With her unmatched determination and her proven record of success, we know that Atishia will reach her goal!

Atishia's story was recently chosen to appear as part of the United Way of Central Indiana Simulcast. You can watch her story on [Tangram's Mission Moments page on our website](#).



Mission Moments



In 2014, Bob celebrated his 10 year anniversary as a volunteer with the Children's Museum, and two years later, he is still going strong.

Every Thursday, Bob and his support staff person, Marybeth, volunteer at the Children's Museum carousel for 2 hours. During busy times, the pair has been known to stay a little longer and help out the next volunteer. The carousel is a popular place and Bob collects an average of 600 tokens per shift. During busy times, like spring break, he can collect up to 800!

This isn't Bob's first volunteer position. Before he started at the Children's Museum, he volunteered as a greeter at the Indiana State Museum for a year. Before that, Bob held jobs at Regal Cinemas and Finish Line.

"Bob never misses a shift. He has a great work ethic. In fact, I still have a letter of recommendation from his supervisor at Regal Cinemas—he wrote that he wished all of his employees had Bob's work ethic," said Bob's mom, Mary.

The position at the Children's Museum is more than just a chance to volunteer. For Bob, it is a way to stay active and make friends. Each week, Bob and Marybeth arrive a little early so Bob can talk to a few of his friends at the Children's Museum. Taking tokens also allows Bob to improve his motor skills. And if they have time after their shift, they enjoy lunch in the cafeteria, one of Bob's favorite things to do.

"I very much enjoy accompanying Bob while he volunteers. It makes my job so worthwhile to see the joy in his eyes. The Children's Museum is Bob's happy place and I see that each week," says Marybeth.

With support from Tangram and his family, Bob plans to continue volunteering and looks forward to reaching more volunteer milestones in the position he loves so well.



Our Volunteers

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Tangram's volunteers give their time in a variety of ways. This is a story about how one volunteer, Bobbie, used her unique skills to help a Tangram client find her voice. Since this story was written, Bobbie has been hired by Tangram as an Employment Specialist and focuses on helping deaf individuals find meaningful, integrated employment.

Many of us don't think about communicating with others or how easy it comes to us. How often do we experience barriers to communication, where we don't speak the same language as someone, or can't understand what someone is trying to tell us?

Stephanie is one individual for whom communication was a barrier, but found a way out of isolation through Tangram's services.

Stephanie attended the Kentucky School for the Deaf until her sophomore year. After this, she lived in a facility from 2004-2015, where she probably didn't communicate regularly or meaningfully with staff members who oversaw her care. Stephanie is largely non-verbal, and during this time, she lost some of the American Sign Language (ASL) that she might have learned and used while at the Kentucky School for the Deaf, due to the fact that most of the people around her did not sign.

Around the same time as Stephanie started receiving services from Tangram, Bobbie became a Tangram volunteer. Bobbie is also deaf and was eager to offer ASL training to Tangram staff and clients to help bridge the communication gap and improve service delivery.

Bobbie volunteered regularly and even made sure to give more than double the amount of time before she went on vacation to ensure that clients didn't experience any gaps in their ASL lessons. Bobbie also served as a great role model for Stephanie and Tangram's other deaf clients, who may not have had much exposure to other deaf people or deaf culture before coming to Tangram.

The impact of Bobbie's outstanding volunteer work is readily visible in Stephanie's increased communication with others and her overall improvement in self-confidence. With Bobbie's support, Stephanie found her voice and a second chance to become her true self. [Learn more about volunteering with Tangram>>>](#)



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.

- ⇒ In FY 2015-2016, Tangram provided 342,407 hours of support to adults and youth with disabilities, helping those we serve live a full and meaningful lives in the communities of their choice.
- ⇒ Tangram's nursing staff conducted 2,234 face-to-face health and wellness consultation visits, a 31% increase over last year's visits.

Community Access Services

Living in the community is not the same as being a part of it. Finding innovative and inclusive ways for individuals with disabilities to become active and valued members of the communities in which they live and work is a priority for Tangram. Our Community Access Services help individuals become involved and expand their horizons—through volunteerism, employment, activities of interest, learning opportunities, and more.

- ⇒ Over 7,600 hours of support services were provided in the community (versus in the home) in FY 2015-2016
- ⇒ Tangram provided transportation for over 540 trips per week (over 28,000 trips during the year), enabling those we serve to participate in activities of their choice and attend personal appointments. This was an increase of over 3,000 trips from last year.

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



Our Services

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Supported Employment Services

Tangram believes that individuals with disabilities should have the same access to integrated, competitive employment opportunities as other job seekers. Tangram serves as an Employment Network (EN) for the Ticket to Work program available to Social Security Disability beneficiaries and as a state Vocational Rehabilitation agency. 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.

- ⇒ 88% of Vocational Rehabilitation clients who found employment with help from a Tangram job coach maintained employment for longer than 90 days.

Learn more about Tangram's Supported 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.

- ⇒ In FY 2015-2016, Tangram Business Resourcing worked in six states as part of a disability inclusion project with a national retailer: Arizona, California, Illinois, Indiana, North Carolina, and Texas.
- ⇒ Tangram Business Resourcing formed partnerships with over 200 organizations the above states to help individuals with disabilities find employment opportunities and build a network of resources for businesses.

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



Our Services

Behavioral Health 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 FY 2015-2016, nearly 8,000 hours of Behavioral Support and Training services were provided to 134 persons living in the community.

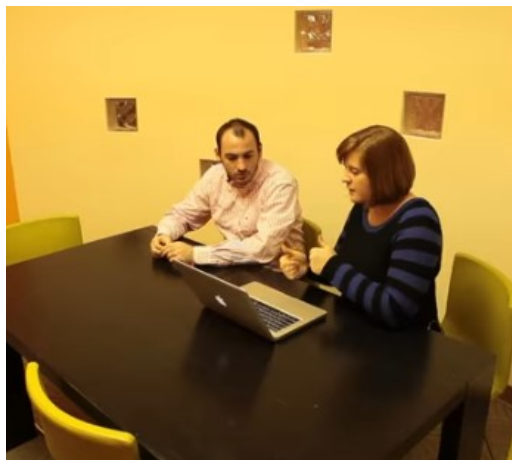
Learn more about Tangram's Behavioral Health Services at www.thetangramway.org/disability-services/behavioral-consulting.

Life Coaching Services

Tangram Life Coaching is a private pay service that helps people create and sustain positive life change. Our clinicians and life coaches work with individuals to help identify barriers to success and develop strategies and goals to overcome these barriers.

- ⇒ 71% of individuals enrolled in Life Coaching had goals related to employment or education.
- ⇒ 85% of individuals enrolled in Life Coaching had goals related to improving productivity.

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



Financial Data

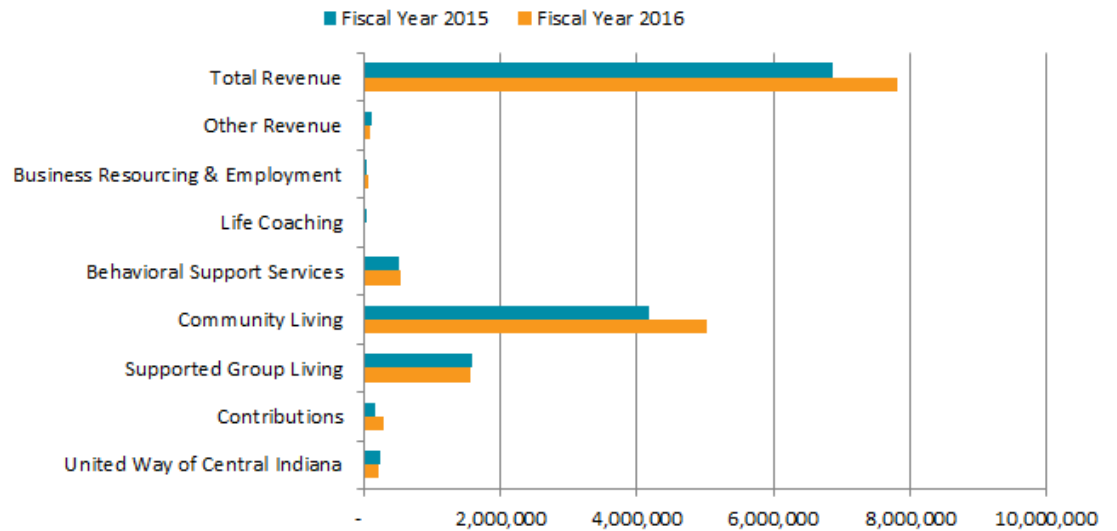
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REVENUE	Fiscal Year 2016	Fiscal Year 2015
Public Support		
United Way of Central Indiana	223,875	235,753
Contributions	292,501	163,446
Program Service Revenue		
Supported Group Living	1,552,939	1,589,559
Community Living	5,031,777	4,173,366
Behavioral Support Services	544,505	511,403
Life Coaching	24,100	36,092
Business Resourcing & Employment	59,470	50,863
Other Revenue	83,160	112,379
Total Revenue	<u>7,812,327</u>	<u>6,872,861</u>
EXPENSES		
Program Expenses		
Supported Group Living	1,321,642	1,209,942
Community Living	4,396,648	3,865,419
Behavioral Support Services	408,951	403,162
Life Coaching	16,629	28,874
Business Resourcing & Employment	417,845	267,834
Management & General	934,890	992,731
Fundraising	28,985	46,701
Total Expenses	<u>7,525,591</u>	<u>6,814,663</u>
Change in unrestricted Net Assets from Operations:	286,736	58,198
Other Changes		
Contributions of property and equipment	57,556	57,406
Net Assets released from restriction	(51,686)	(45,595)
Change in Net Assets	<u>292,606</u>	<u>70,009</u>
Net Assets, Beginning	2,844,477	2,774,468
Net Assets, Ending	<u>3,137,083</u>	<u>2,844,477</u>

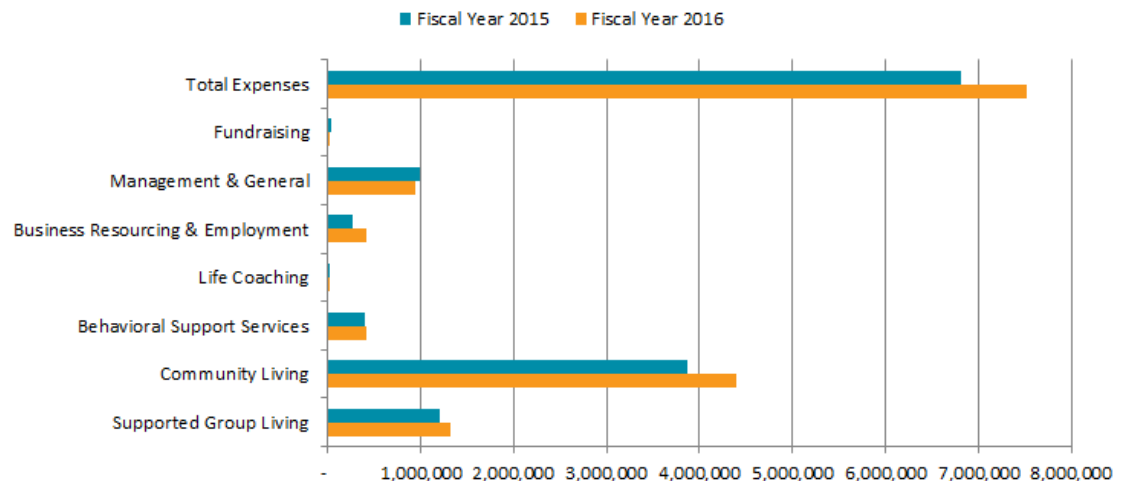


Financial Data

Revenue By Source FY 2016 vs. FY 2015



Expenses By Source FY 2016 vs. FY 2015



Our Supporters

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Thank You!

Tangram would like to thank all the donors, corporate partners, volunteers, and other supporters who, through their generosity, helped Tangram create extraordinary lives for individuals living with disability.

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

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linkedin.com/company/tangram-business-resourcing



Tangram
 5155 Pennwood Dr.
 Indianapolis, IN 46205
 (317) 571-1042
www.TheTangramWay.org