





The President's Pen

Dear Friends,

2014 was a great year here at Tangram. We were involved with many exciting endeavors and even made the news for our outstanding accomplishments.

In 2014, we utilized \$100,000 in grant funds from Nina Mason Pulliam Charitable Trust to conduct a life coaching pilot project with students at the University of Indianapolis and Midwest Academy High School. The project demonstrated the effectiveness of the life coaching program for students with mild, hidden, undiagnosed, or learning disabilities in achieving outcomes tied to education and employment. The outcomes for the students enrolled in Tangram Life Coaching significantly improved upon the national averages for this population. Tangram Life Coaching was featured in Charitable Advisors' Not-For-Profit News and on WFYI as part of the American Graduate Day series for its work with these students.

As part of this grant project, we were also able to develop Phase II of our Workforce Accelerator database, a first-of-its-kind database that utilizes a patent-pending algorithm to match individuals with disabilities, including veterans, with competitive employment. Workforce Accelerator has been beta-tested and is now accepting profiles for individual job seekers and positions.

Our newest service, Tangram Business Resourcing, a service that offers consulting services to businesses who are interested in becoming disability inclusive in their hiring practices, consulted with businesses like CEVA Logistics and a national retail chain, and will be working locally with Citizens Energy in the coming months.

Finally, Tangram hosted a business breakfast event in September featuring Randy Lewis as the keynote speaker. Mr. Lewis spoke about the advantages associated with a disability-inclusive workforce and his successes at the national level with Walgreens. This event inspired many local businesses to begin thinking about their own diversity and how to utilize the untapped pool of qualified potential employees with disabilities.

2014 was certainly an exciting year and we look forward to making more waves in 2015! Thank you for your support!

Connie Dillman
President/CEO

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.

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 educate executives and human resources staffers on the full spectrum of worker disabilities and to create customized solutions for integrating people with disabilities into the workforce. Our Workforce Accelerator database matches qualified job seekers with disabilities to open positions and helps businesses improve their bottom line.

Tangram

5155 Pennwood Dr.

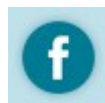
Indianapolis, IN 46205

(317) 571-1042

www.thetangramway.org



@TheTangramWay | #disability



www.fb.com/thetangramway

Who we are



Who we served in 2014

Persons Served



Behavior Services: 103
 Community Living Services: 92
 Tangram Life Coaching: 24
 Supervised Group Living: 18
 Supported Employment: 9
 Information and Referral: 63

Counties Served



Boone: ~0.5%	Johnson: 3.8%
Clinton: 1.9%	Marion: 59.0%
Fayette: ~0.5%	Montgomery: 1.4%
Fountain: 3.3%	Shelby: 1.4%
Hamilton: 6.7%	Tippecanoe: 3.8%
Hancock: 14.8%	Warren: 1.9%
Hendricks: 1.0%	

Services Provided



Behavior Services: 41.9%
 Community Living Services: 37.4%
 Tangram Life Coaching: 9.8%
 Supervised Group Living: 7.3%
 Supported Employment: 3.7%
 Information and Referral: 25.6%

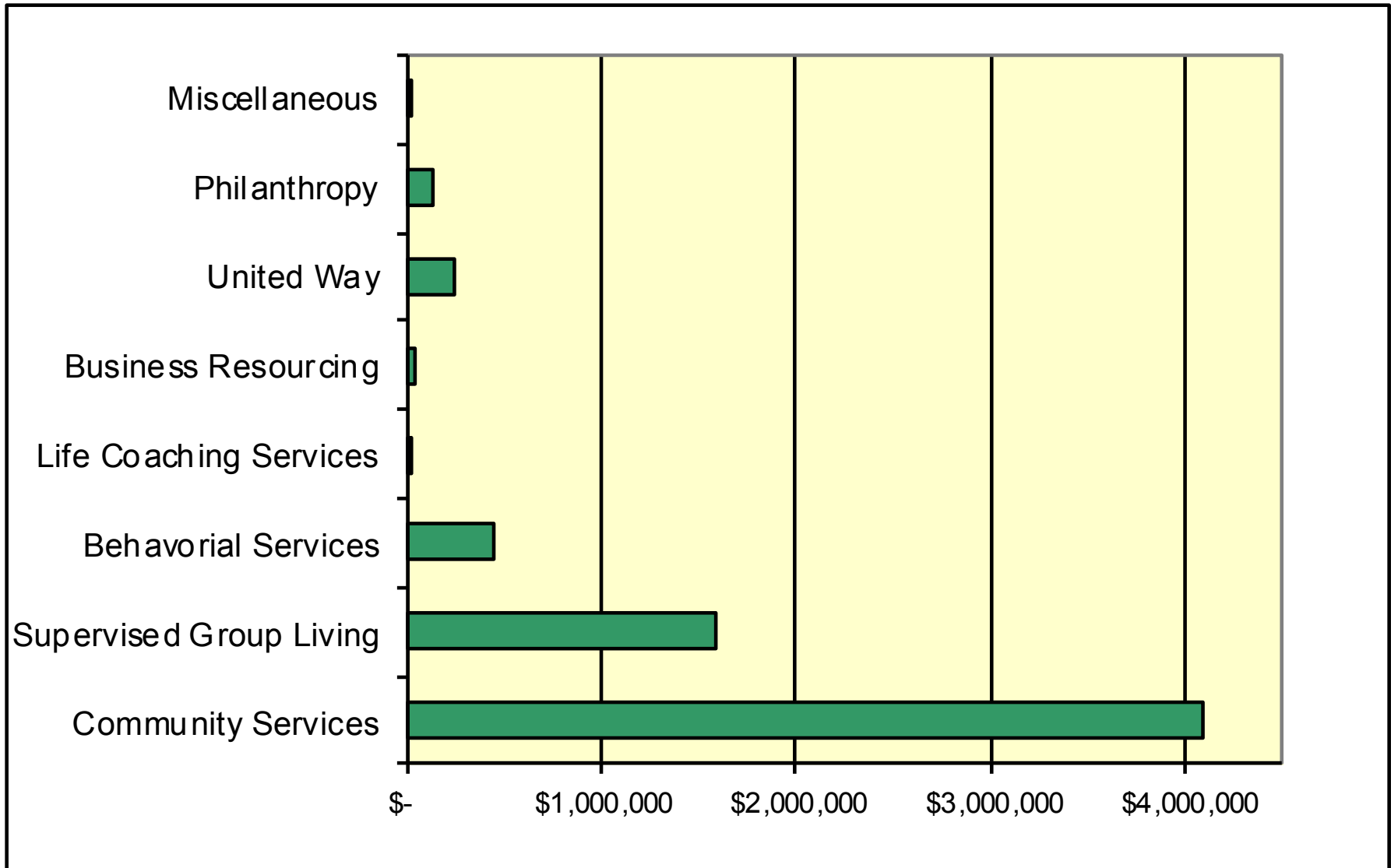
Financial Data:

2014 Revenues and Expenses

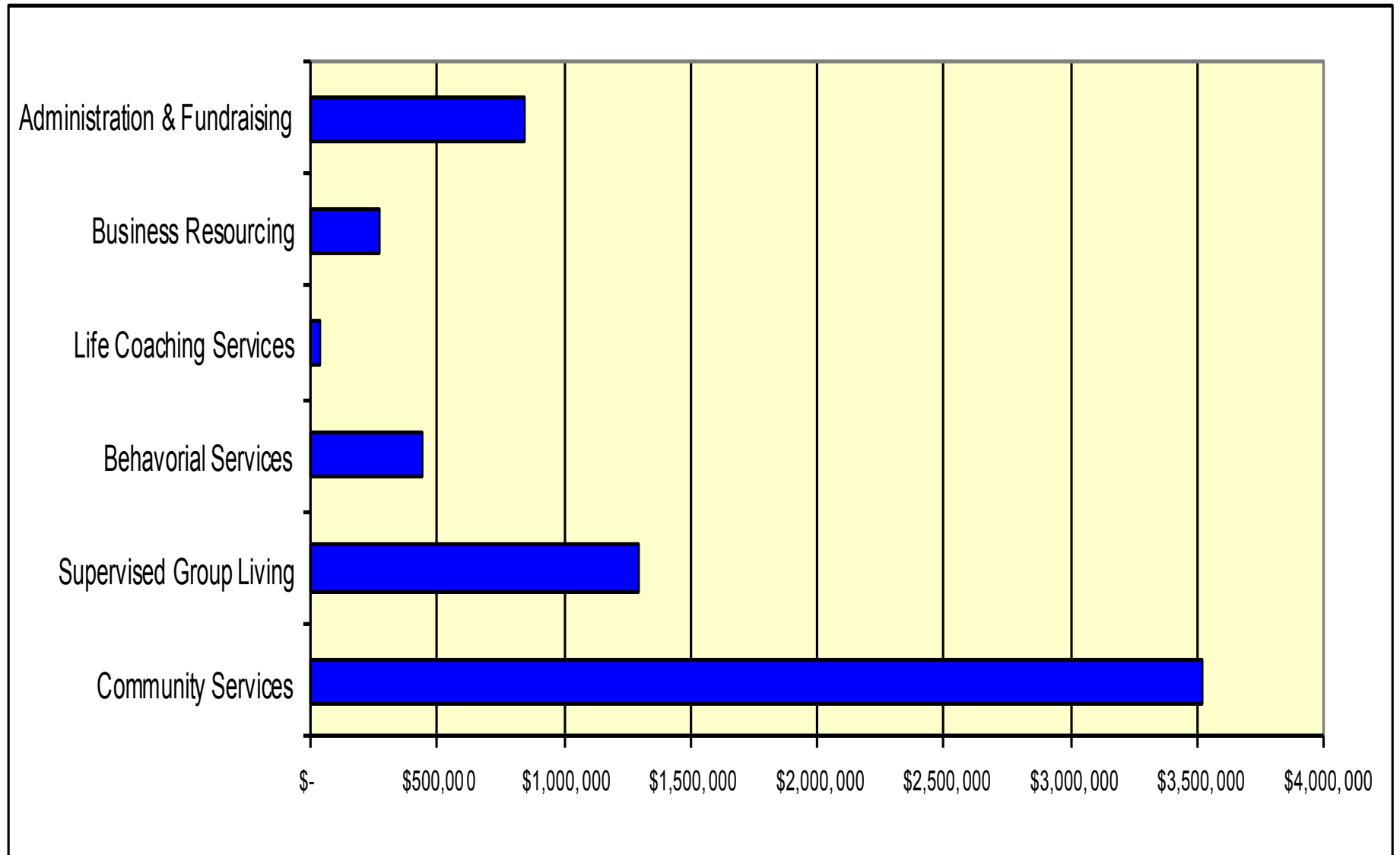
Fiscal Year 2014 Revenues by Program		
Community Services	\$4,091,859	61.9%
Supervised Group Living	1,587,734	24.0%
Behaviorial Services	452,633	6.9%
Life Coaching Services	27,408	0.4%
Business Resourcing	35,900	0.5%
United Way	250,824	3.8%
Philanthropy	139,189	2.1%
Miscellaneous	21,197	0.3%
Total Revenues	\$6,606,744	100.0%

Fiscal Year 2014 Program Expenses		
Community Services	\$3,516,457	54.9%
Supervised Group Living	1,294,783	20.2%
Behaviorial Services	442,386	6.9%
Life Coaching Services	38,469	0.6%
Business Resourcing	271,206	4.2%
Administration & Fundraising	843,672	13.2%
Total Expenses	\$6,406,973	100.0%

Financial Data (Revenues)



Financial Data (Expenses)



Our Supporters

Thank you to all who supported Tangram in 2014, through your generous contributions, grants, partnerships, sponsorships, volunteerism, and other support. We look forward to working with you in 2015!*

Debra Adam
Austin Agho
Nancy Ahlrichs
Allisonville Nursery & Jeff and Nancy Gatewood
AmazonSmile Foundation
Assured Neace Lukens
Nancy Ayres
Larry Balsley
Robert Barrett
James and Kathy Bernhardt
Robert and Margaret Blome
BMO Harris Bank
Bohlsen Group
Pamela Boone
Willie Byrd
Capital City Transit
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Castleton Sertoma Club Inc.
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Jennifer Hobbs
Leonard and Dorene Hoops

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Indiana Department of Transportation
Indiana FSSA
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Kerry Johnson
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Lisa Jones
David and Mimi Jose
Heather Kahl
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Katz Sapper & Miller
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Laura Kragness
Kent Kramer
Kristen Lampkin
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Todd Lebo
Marjorie and Bernard Lenahan
Tamiko Leslie

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Bev Purdue
Jeff and Sara Pycke
Jaclyn Quick
Bob Redman
Robert Redman
Tom and Bonnie Reilly
Danielle Rhymer
Rob and Crystal Rogers
Cheryl Ross
Rotary Club of Indianapolis
Thomas Roundtree
Jeff Russell
Gary and Beth Schiffli
Diane Schmidt
Jeffrey and Wanza Schweiger
Scott Semester

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James Shepherd
Anita Sherman
Andy and Kristen Skaggs
Bill and Eileen Smith
Mark Smosna
Rosalie Stricker
Michael and Valerie Strohl
Nancy Strother
Tabitha Sweezy
Miatta Tarawallie
Caroline Tekete
Jeff Ton
Chris and Angie Tyler
United Way of Central Indiana
UPS
Alexander Usher
Kate VanDePutte
Jill Vaught
Elaine Voci
Marcia Warrington
Victoria Wheaton
Martha Whiteman
Michael and Jennifer Wiese

David Wilkins
Nicole Williams



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Tangram thanks these 2014 partners



Stories

Tangram's Choir

This year, Tangram was very fortunate to welcome a new volunteer with a passion for music. Diane approached Tangram about the possibility of starting a singing group for Tangram clients and the Tangram choir was born. Armed with her past experience of building choirs for individuals with disabilities, Diane recruited about ten individuals to participate in the choir.

The group met every other week throughout the year to practice their favorite songs and even created matching tie-dye shirts so they could look more cohesive.

Diane was joined by volunteers Victoria and Bev—the song leader and pianist, respectively.

The choir has proven to be a great social opportunity as well as a learning opportunity for all involved and will continue in 2015. The Tangram Singers look forward to the addition of volunteer singers from the community as they develop an integrated choir for the summer months. They also hope to perform!



IUPUI Talent Show

In November, a group of Tangram clients was invited to share their talents with students at IUPUI.

Arranged by Clint Warren of IUPUI, the project was intended to encourage students to listen to the unique experiences and successes of individuals with disabilities. It also gave Tangram's clients the chance to connect with community members and share their stories.

Eleven of Tangram's clients came to the event and gave presentations on self-advocacy, self-employment, the ADA, and their individual talents. The event was a success and IUPUI was impressed with the program.

We hope to continue this partnership and engage more IUPUI students with Tangram clients. Special thanks to Clint Warren and IUPUI for making this event happen!