



2012 Annual Report

Reshaping the idea of disability





The President's Pen

Dear Friends,

2012 was a great year! With your support, we laid the foundation for an innovative 2013. At Tangram, we value the past—where we have been, the experiences that allowed us to learn and grow, and the people who helped us get to this point. But we also know the importance of looking ahead and using those past experiences to shape a better future. We are constantly innovating the way we do business at Tangram, so that we can create a stronger, more diverse workforce; safer, more accessible homes and communities; and happier, more productive citizens. Not only do we use a fresh approach in traditional community and residential services, but our newest services provide cutting-edge solutions for the modern individual or business in need of guidance.

First, Tangram Life Coaching was designed for individuals with learning differences, ADD, ADHD, Dyslexia, Asperger's ineffective social skills, careers challenges, and more. Aimed at creating sustainable positive life change for these individuals, our unique model offers innovative, team-based support, with expert clinicians and qualified life coaches. By developing effective life plans based on our clients' priorities, we give clients the tools and confidence needed to succeed.

Second, Tangram Business Resourcing was crafted to provide employers with the long-term strategies, systems, tools and support needed to create a disability-inclusive workplace. Tangram works with companies to build a disability-inclusive workplace through:

- Needs assessment and capacity-building
- Specialized services planning
- Implementation
- Ongoing support

We are excited about the opportunities that these services will afford to Tangram, the community, and those we serve. As we dive into a new year and set our sights on changing our community for the better, we are so grateful for your generosity and support, which allows us to continue to impact lives and change perceptions. Wishing you the best in 2013!

Connie Dillman
President/CEO

Who we are

**TANGRAM
CREATES
EXTRAORDINARY
LIVES**

Tangram creates extraordinary lives for persons living with disability...far beyond what most believe is possible. As a United Way 501(c)3 community benefit organization, Tangram works so that individuals with disabilities can live actively and independently within their communities throughout central Indiana.

Our name says it all

We believe there are an infinite number of ways to create the full range of life experiences for every individual. The name Tangram is the ancient Chinese puzzle of geometric pieces that can be combined to form an endless variety of shapes. In our work, we are committed to putting together life's pieces in every possible configuration so that persons with disabilities can meet their needs and desires to live full, meaningful and happy lives, at home, at work and as members of their community.

It's an approach that has transformed the lives of everyone involved...and it will transform you, too.

Tangram

5155 Pennwood Dr.

Indianapolis, IN 46205

(317) 571-1042

www.thetangramway.org



@Tangram_Indy



www.fb.com/thetangramway



Who we served in 2012

Persons Served



Behavior Services: 100
 CAPRTF: 3
 Community Living Services: 93
 Tangram Life Coaching: 3
 Supervised Group Living: 19
 Supported Employment: 7
 Information and Referral: 25

Counties Served



Carroll: ~0.5% Marion: 56.8%
 Clinton: 2.8% Montgomery: 2.8%
 Fayette: ~0.5% Shelby: 1.9%
 Fountain: 3.8% Tippecanoe: 6.6%
 Hamilton: 2.3% Warren: 1.9%
 Hancock: 13.6% White: 1.4%
 Johnson: 5.2%

Services Provided



Behavior Services: 40%
 CAPRTF: 1.2%
 Community Living Services: 37.2%
 Tangram Life Coaching: 1.2%
 Supervised Group Living: 7.6%
 Supported Employment: 2.8%
 Information and Referral: 10%

Financial Data

2012 Revenues and Expenses

Where It Came From:

Fiscal Year 2012 Revenues by Program

Community Services	\$4,463,810	65.4%
Supervised Group Living	1,527,197	22.4%
Behavioral Services	367,952	5.4%
United Way	287,501	4.2%
Philanthropy	178,660	2.6%
Miscellaneous	3,295	0.0%
Total Revenues	\$6,828,415	100.0%

Where Consumers Benefited

Fiscal Year 2012 Program Expenses

Community Services	\$4,012,831	60.9%
Supervised Group Living	1,313,877	19.9%
Behavioral Services	436,140	6.6%
Administration	823,511	12.5%
Total Expenses	\$6,586,359	100.0%

Our Supporters

Thank you to all who supported Tangram in 2012, through your generous contributions, grants, partnerships, sponsorships, volunteerism, and other support. We look forward to working with you in 2013!*

Allisonville Nursery
Steve and Linda Alspaugh
Aulpa
Jason and Amanda Bakemeyer
Robert Barrett
Angela Batson
Benefit Innovations
Jim and Kathy Bernhardt
Drew Bilger and Stacie Porter Bilger
BMO Harris Bank
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Pam Boone
Teresa Boone
Bradford and Norma Boyd
Mike Brockway
Robert Bucy
Capital City Transit, LLC
Carmel Comprehensive Dental Care
Molly Carter
Castleton Sertoma Club
Jeff and D. Michele Chapman
Chez Jean Bakery
Carol Christopher

Citizen's Energy Group
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Mike Foddrill
Ron and Sue Gardin
Jaquiline Giden
Glazer's
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Hancock County Community Foundation
Nancy Haney
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August Hardee II
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Brian Dillman and Erin Hedges
Herman and Kittle Properties, Inc.
Leonard and Dorene Hoops
Jean Wilfong Howell
Huser Home Care
INARF
The Indianapolis Foundation
Innovative Integration
Bill and Katrina Irwin

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David Hill and Paula Jarrett
James and Christine Johnson
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Jeanette Lee
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Lowe's
TiJuan and Tommalisa Lumpkin
MacAllister Power Systems

Cito and Pam Mamaril
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Pam Marbaugh
Marquis Cleaning Service
Marvin's Flower Gardens
Maurer Family Foundation
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Greg and Molly McAloon
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Lisa Patterson-Steiner
Mike and Tina Peoni
Angie Phillips
Ula Polk
Kelly Porter
Gene and Beverly Purdue
Jeff and Sara Pycke
Jaclyn Quick
Heather Quigley-Allen
Quinlan Exhibits
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Tom and Bonnie Reilly
Rotary Club of Indianapolis
Pam Byerly and Angie Rowley
John and Denise Rumschlag
Sam's Club Distribution Center 8232
Jeff Schafer
Gary and Beth Schiffler
Schmidt Associates
Scott Schroeder

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Melissa Schwartzkopf
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Michael and Valerie Strohl
Trudy Struck
Chris Sullivan
Kevin and Joanna Sullivan
Penny Tanner
Brandon and Christy Thacker
The Arc of Indiana
Zach Thompson
James and Jayne Thorne
Tilson HR
Holly Tittle-Hudson
Chris and Angie Tyler
United Way of Central Indiana
United Way of Hancock County

UPS
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Lindsey VanDyck
Vectren
Anita Walton
Randy and Lisa Warman
Marcia Warrington
Chris Waugh
Wendy Waugh
Geoff Whiteman
Martha Whiteman
Mary Wildhardt
Bill and Linda Wilhelm
Brian Wilkes and Fox 59
Erica Williams
Smith and Wollensky
Central Indiana Woodworkers
WTHR Channel 13 and Nicole Misencik
Peter Zubler

Tangram's Board of Directors 2012

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Success stories

Richard

Richard had always lived with his mother. His mother recently passed away, and at the age of 59, Richard moved to Indianapolis to live with his brother. He had never had a job or lived on his own. When he came to Indianapolis, his brother and sister-in-law wanted to create the best quality of life possible for him. They turned to Tangram Life Coaching.

Richard shared his story in June at Tangram's Annual Fundraising Event, Summer Sizzle. When asked what he most wanted to do when he moved to Indianapolis, he responded, "I wanted to live independently." A few months after relocating, with some support from Tangram Life Coaching, Richard was able to move into his own apartment and he is now employed!

Your support helped Richard, and others like him, achieve their personal goals for living the life they envision for themselves!

Below: Lisa, Randy, and Richard Warman



Beverly isn't afraid to try new things. Over the past year, she has improved her self-advocacy skills by joining the Governor's Council for Persons with Disabilities. She also made a connection with Volunteers of America and volunteered to make holiday cards with individuals transitioning out of corrections and into the community. The experience was so fulfilling that she plans to return to Volunteers of America on a monthly basis in 2013.

Tim is one Tangram client that recently met with success in his personal goal of finding employment. Tim is 55 years old and has been looking for a job for a long time. To increase his chances of success, staff conducted mock interviews with Tim, reviewed how to dress for success, and created a plan centered on his search for a job.

Thanks to Tim's perseverance and the efforts of those who worked with him, he finally met his goal of getting a job. He now works three days a week at a convenience store. Tim transformed himself into a contributing citizen and is the perfect example of how individuals and the larger community can benefit when the right types of supports are made available.

How Tangram Gives Back to the Community

Tangram realizes the importance of giving back to the community and creating a place that values its citizens. Central Indiana has been our home for 25 years and we believe that we have a responsibility to make it an even better place.

Take a look at our newest services and how they are improving and strengthening our community.

Tangram Business Resourcing's Consulting

Services provide employers with the long-term strategies, systems, tools and support needed to create a disability-inclusive workplace. Disability inclusion builds a stronger workforce, encourages innovation and opens access to new markets of individuals living with disability and their families.

Learn more at <http://www.thetangramway.org/our-services/business-resourcing-services> or call

Steve Clossey at (317) 968-9049.

Tangram Life Coaching hopes to expand its current services by partnering with colleges and universities to provide customized support, in conjunction with the existing university support services, to ensure that students with disabilities can access the tools they need to be successful in college and as they enter the working world.

Learn more about Tangram Life Coaching at www.tangramlifecoaching.org or (317) 968-9035.