



**we
are all
people
with
ability**

triangle

triangle

2016

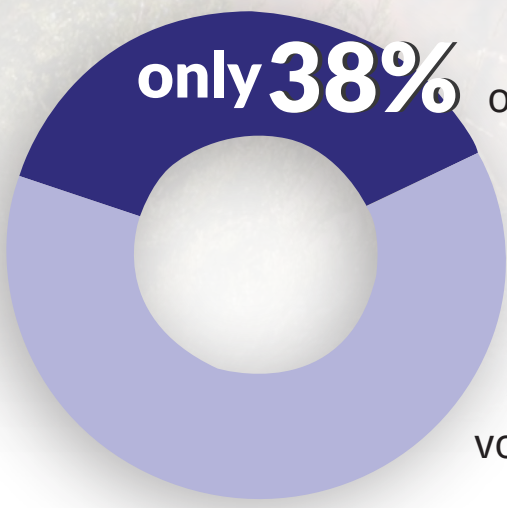
annual report

July 1, 2015 - June 30, 2016

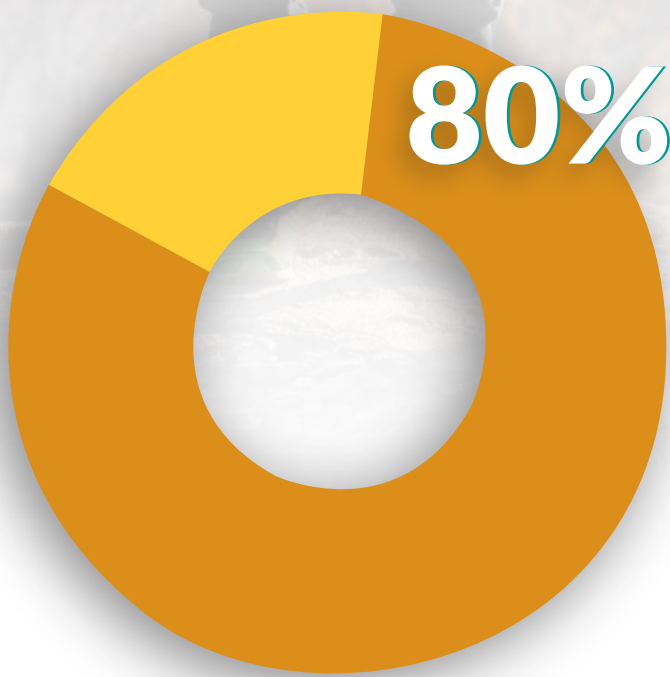


Our Mission

Through support, challenge, and opportunity, Triangle empowers people with disabilities and their families to enjoy rich, fulfilling lives. We are committed to helping the world realize that *we are all people with ability.*



only **38%** of persons with a disability are engaged in community activities like sports, arts and volunteering.





The statistics tell us that people with disabilities are disproportionately underemployed and unengaged in their communities. Unfortunately, people with disabilities are often overlooked, and lack the same opportunities that may be granted to others. Triangle staff work day in and day out to improve these statistics by promoting equality and establishing promising futures for every individual, regardless of disability.

of individuals with a disability who have not entered the workforce before graduation have difficulty acquiring sustainable employment.

Employment rates for

65%

individuals **without** and **with** a disability.

17.5%

According to the US Department of Labor in September 2015

A Letter from our CEO



Dear Friends,

I am proud to present our 2016 Annual Report and celebrate our 45th year of providing infinite possibilities for people with disabilities. In the past year, we have helped over 3,700 individuals from 105 communities across New England to gain employment, develop leadership skills, and lead safe and active lives. It is exciting to see just how far we have come in 45 years.

In 1971, Triangle was a humble operation serving five individuals with the support of just one paid employee. We were established at the beginning of a political and social movement which called to recognize the rights of all people, regardless of disability. Since our founding, Triangle has remained a strong advocate for the disability community and we are committed to providing the support, challenge, and opportunity that people with disabilities need to lead independent and dignified lives.

“ Here at Triangle, we believe that everybody has the right to be placed in competitive employment if that’s what they want, regardless of the nature of their disability and how much work it might take to get them there. ”

I am proud to say that with the help of our committed staff and dedicated community partners, Triangle has surpassed our job placement goal in FY16, placing **234 individuals in community employment**. I look forward to strengthening and expanding our programs and services to provide even more opportunities for those we serve.

Whether you are a long-time ally or a new supporter, we are excited to partner with you. Together we can provide infinite possibilities for people with ability.

Warmest Regards,

A handwritten signature in black ink that reads "Coleman Nee". The signature is fluid and cursive, written in a professional style.

Coleman Nee
Chief Executive Officer, Triangle

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Our Story

Triangle started as an unknown project providing employment for five people with disabilities in a rundown building. Today, we are a nationally recognized organization that serves over 3,700 individuals each year.

1970

Dr. Philip Conti and Harry Ableson met and decided to turn the Linden Congregational Church into Malden's first ever workshop for individuals with disabilities. The endeavor was called Project Triangle.

1977

Triangle moved into its new building at 239 Commercial Street. The new spot could now serve 150 individuals and provide spot welding and electronic training, as well as increased physical and psychological therapy.

2001

School-to-Career (STC), formerly School-to-Work, was launched. Triangle's STC programs in Malden and Randolph help youth with disabilities achieve their career, education, and personal goals.

Triangle opened its first residence at 107 Oliver Street. The residence housed 6 young men and women who lived in a family environment with their host parents, Mr. and Mrs. Lomastro.

1973

Duncan Cromstock joined Project Triangle as its first Director. With one paid staff member, one run-down old church, five program participants, and \$8,000, Project Triangle opened its doors.

1971

After the expansion, Triangle re-opened its building at 420 Pearl Street, which today serves as our headquarters and houses many of our programs.

1987

Triangle turned the old church at 146 Lawrence Street into a brand new residence and nine adults moved in.

1981

Ablevision, Triangle's media company scripted and produced entirely by people with disabilities, was launched and its first episode premiered.

2003

2005

IMPACT, a program that teaches solutions for active and safe living, joined Triangle.

2012

EPIC launched the Service Warrior program which recruits a team of youth with disabilities to commit to one year of community service and leadership development in the city of Boston.

Sara Henderson and Brian Glenney created the Accessible Icon and Triangle became the icon's official home. The icon aims to transform the current International Symbol of Access that is seen on parking spaces into an image that better reflects the active, engaged role that people with disabilities play in society.

2014

Triangle launched Community Choices, a community-based day support program that encourages a culture of independent living and health and wellness for people with disabilities.

2016

Triangle begins transition to a community-based model, aiming to serve individuals in the communities in which they reside.

Empowering People for Inclusive Communities (EPIC), a leadership program for youth with disabilities, joined Triangle.

Triangle launched the IMPACT:Ability initiative which empowers people with disabilities and the organizations that serve them to prevent abuse.

IMPACT:Ability has become a national model in the disability community for abuse prevention, the only program that works with individuals, service organizations, and schools to improve their ability to identify and respond to abuse.

2011

Triangle shifted its focus from sheltered work to competitive employment. We ceased the expansion of our work floor, instead preparing our participants to apply for jobs in the community and providing the support they need to retain jobs and advance their careers.

2015

Our Success Stories

Leandro

When Leandro joined the Triangle community in 2013, it was immediately clear that he was a person with drive and potential. Within just 8 months of working with Triangle Salem’s employment program, Leandro had secured his first competitive position. While the job was only seasonal, Leandro was fully dedicated to his work, and he used this experience to propel himself forward. He took advantage of the work and training opportunities available through Triangle Salem and was able to parlay those experiences into another seasonal job in the community. His employer recognized Leandro’s excellent work ethic and hired him as a full-time staff member at Party City. He worked there for more than one year and a half as a valued part of the team.



During this time, Triangle itself went through a transition, shifting focus away from sheltered work and into community-based employment. Leandro was resourceful once again, taking full advantage of the new programs that Triangle offered.

Leandro began to hone his professional skills with his sights set on his dream job: working in a cinema.

Over the next six months, Leandro continued his community employment while working at other off-site locations. Throughout this period, he met with his employment specialist and applied to every theater within a reasonable commuting distance. In July of 2015, Leandro received an offer of employment at Revere’s Showcase Cinema—known as the city’s “Cadillac” of theaters. Leandro continued working at Party City throughout his transition into a career at Showcase Cinema. After settling into his new position, Leandro decided to devote all of his time to the movie theater. With the support of Triangle’s resources, Leandro’s hard work and dedication paid off. Now he is building a career he is passionate about in a field he loves.

Currently, Leandro is working with staff at Triangle in pursuit of a driver’s license. We are looking forward to continuing to support Leonardo in all of his career and life goals and we are excited to see where this next step will take him.

Our Programs

At Triangle, we believe that every person has the right to lead a healthy and happy life. Whether that means working toward independent living, having a successful career, becoming involved in the community, or any other personal milestone, **Triangle gives people with disabilities the tools they need to succeed.**

Read on to learn more about how Triangle's innovative services ensure that each individual achieves their personal and career goals.

Our Programs

Transition Services

School-to-Career (STC)

STC partners with students and recent graduates aged 16 to 26 to help them map out their careers, expand their experience through community internships, and ultimately secure competitive employment. We work hard to help our students find jobs that they are passionate about, and we provide the support and coaching they need to thrive at work.



Career and Community Access

Career and Community Access (CCA) equips individuals aged 18 to 29 with the career exploration experiences and community living skills they need to enjoy more independent lives. On any given day, CCA participants might be on the Orange Line learning the MBTA, in a local kitchen making lasagna, or on the sales floor at Marshalls learning to provide excellent customer service.

Life Services

Community Choices & Community All-Stars



These learning communities are designed for people who are focused on living fun, active lives, engaged in local culture. In the morning, our crews might go on a tour at the Museum of Fine Arts or learn about seasonal vegetables at a community farm. In the afternoon they may go to a Roman Music Therapy class or wrap up the day with yoga.

Job Placement Services



Career Services

We work one-on-one with job-seekers to help them start and advance promising careers at companies like Clarks, Dockside Restaurants, Jiffy Lube, TJ Maxx and Lawrence Memorial Hospital. We help professionals looking to re-enter the workforce, individuals striving to secure their first job, or new hires who need a little extra coaching at work.



Career Pathways

Our Career Pathways program connects youth and adult career-seekers with credentialed training and provides the comprehensive support they need to thrive in growth industries like Allied Health and Food Service. We work with organizations like American Red Cross and Bunker Hill Community College to train Certified Nursing Assistants and Food Preps. Through this program, we are able to guide individuals on a path to a successful career in a field of promising opportunities.



Employment Supports

We coach job-seekers, in small groups or individually, providing them with the skills and services they need to work successfully in the community. Clients who need additional support once they are employed have the option to receive supplementary service, including follow-up meetings or specific trainings from our career counselors. We're proud to partner with companies like Bluefish Property Group, Boston Retail, Malden Department of Public Works and others who are committed to employing people of all abilities.

EPIC

(Empowering People for Inclusive Communities) is a program dedicated to challenging societal perceptions about people with disabilities by teaching leadership and self-advocacy skills to youth. By bringing people with and without disabilities together to discuss ableism and inclusion, EPIC is fostering a more connected, mindful community.

EPIC Service Warriors

The Service Warriors are leaders with disabilities, ages 16-23, who dedicate a year of their life to **discovering greatness through service**. They partner with organizations like Boston Parks and Recreation, Community Servings, and City Year to make an impact on the community. They also develop their leadership skills by exploring disability history, learning the importance of voting, and expressing leadership through the arts. *This past year, the Service Warriors completed over 1,655 hours of community service.*

Boston Serve

Boston Serve is an all-day serve-a-thon where the EPIC Service Warriors lead teams of corporate and community volunteers who want to make a difference for Boston Public Schools. In November 2015, over 150 community and corporate partners joined us for Boston Serve to repaint the Roger Clap Innovation School in Dorchester and make a difference for its students.

EPIC Community Trainings

Our inclusive training teams offer individuals with and without disabilities the opportunity to explore topics like ableism, disability, and inclusion. We are honored to work with so many schools, companies, nonprofits and youth groups to **create a more EPIC world**.

EPIC Youth Support Groups

Leadership skills and friendships are gifts that grow over time. EPIC partners with the Multi-Cultural Independent Living Center of Boston (MILCB) to offer three monthly youth support groups: EPIC Youth Nights, QueerAble, and the EPIC Alumni Group. These meetings offer a safe space for youth to have challenging conversations and cultivate supportive relationships.



Our Programs

Monika Masszi joined the Triangle community during high school as a participant in our STC program. Through STC, Monika was able to secure a position at Walgreens, where she still works today. While Monika enjoyed employment, she was interested in engaging with her community in a more direct way. After hearing about EPIC through Triangle, Monika applied to be a Service Warrior. Monika spent a year completing service projects around Boston as a member of the 2015-16 team and has since chosen to continue her EPIC journey as a Service Leader.

Monika shared her experiences during her speech at the 2016 Honoring Young Leaders Event



“My name is Monika Masszi. I am 24 years old and a graduate of the Northeast Vocational Technical School. I have a learning disability. Due to my disability it takes me a little longer to understand and share information.

During my time at Triangle, I saw other people with the EPIC logo on their shirts. I wanted to know who these “EPIC” people were! So I went to the office and asked them questions. They said EPIC is a program for people with all types of disabilities — some you can see, and some you can’t. EPIC has youth in wheelchairs, with autism, and some with learning disabilities like me. They told me that EPIC Service Warriors go out and volunteer in the community, traveling around Greater Boston.

I ended up joining EPIC as a Service Warrior! We had to wake up early and on time. We had to bring everything we needed for each day, too, like our uniforms and our handbooks. We had to portray EPIC leaders as organized, strong, and powerful in our community.

I enjoyed our service days, especially painting the disability pride murals with my teammates. I was also able to participate in Boston Serve. It was through Boston Serve that I realized that one of my strengths is helping other people get the job done.

At EPIC, I learned a lot, but the most valuable thing I learned was the importance of getting out in the community. For everyone I met, I taught them something, and they taught me something back.

To the new Service Warrior team—I hope you can learn as much as we did. There will be things that feel uncomfortable or scary to you, and things that seem too hard. But stick with it and give everything your best try. Keep a positive attitude and you will definitely have an EPIC year!”



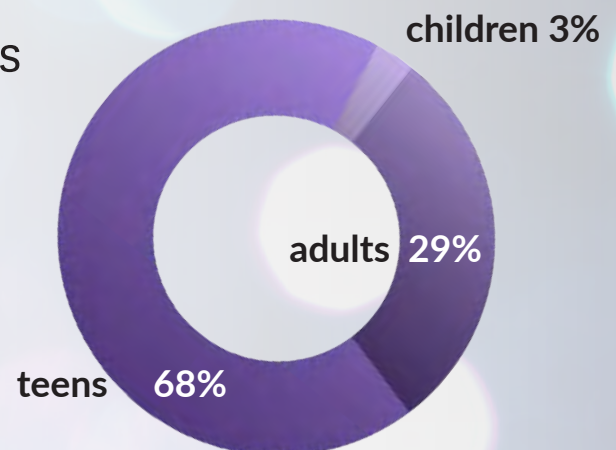
Our Programs

At **IMPACT** we believe everyone has the right to be safe and the ability to protect themselves. Our self-defense programs give people the skills to stay calm and focused in unsafe situations. Our abuse prevention programs give schools, disability service organizations, and communities the tools to develop policies and expectations that keep everyone safe.



IMPACT offers self-defense classes that are open to the public. We also offer customized abuse prevention, self-defense, assertive communication, and conflict de-escalation programs to schools, disability service organizations, community groups, businesses, human service agencies, as well as domestic violence and sexual assault survivors.

In FY16, IMPACT held **394** classes
and taught **2,290** students
how to protect themselves and
respond to and report abuse.



After merging with Triangle, IMPACT became even more aware of the growing problem of abuse against people with disabilities. IMPACT teamed up with Triangle in 2010 to write a grant to the Robert Wood Johnson Foundation to launch IMPACT:Ability, a comprehensive and inclusive abuse prevention program.

impact:ability

is an evidence-based initiative that helps youth develop the verbal and physical safety skills they need to live happy, healthy lives in the community.

Safety and Self-Advocacy Classes

Young adults with disabilities work with our highly trained coaches to learn how to use their voice and bodies to **establish safe boundaries**, discourage potential threats, and defend themselves in a moment of danger. Our talented instructors create realistic scenarios where students apply their skills and practice reporting any unsafe interactions to at least two trustworthy people afterward. IMPACT:Ability also partners with EPIC to provide self-advocacy training that empowers people to **find their voice and establish independence**.

Abuse Reporting and Response Classes

IMPACT:Ability's experienced training team equips teachers, nonprofit staff, and state employees to identify potential abuse, effectively report suspected abuse to proper authorities, and provide caring support and referrals for abuse survivors.

Private Lessons, Consent Training, and Organizational Consulting:

Our services can be tailored to meet the need of anyone interested in **fostering a safer community**. IMPACT:Ability partners with self-advocates, families, and organizations to prevent abuse for people with disabilities.



Our Performance

Program Locations & Community Residences



Triangle serves

105 communities throughout New England.

Over **3,700** individuals in our various programs and services.

Our Employment Specialists and Job Coaches have assisted with 234 competitive placements for 315 of our clients who are actively seeking employment.

Randolph



Brockton



4 locations in Greater Boston

9 residences in Massachusetts



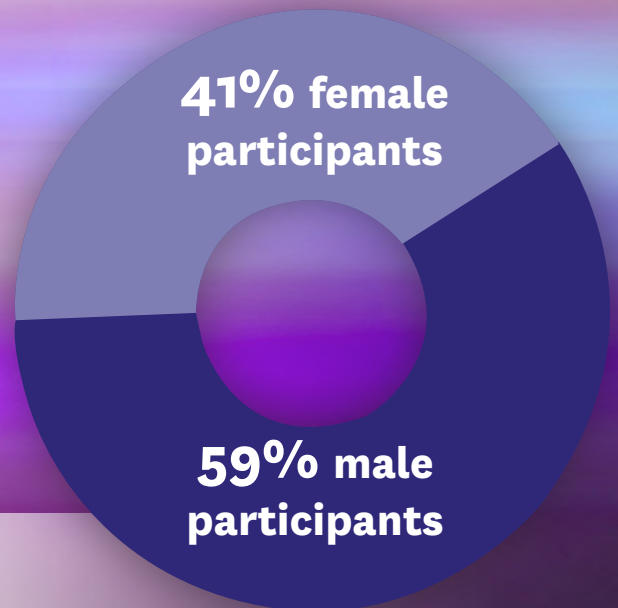
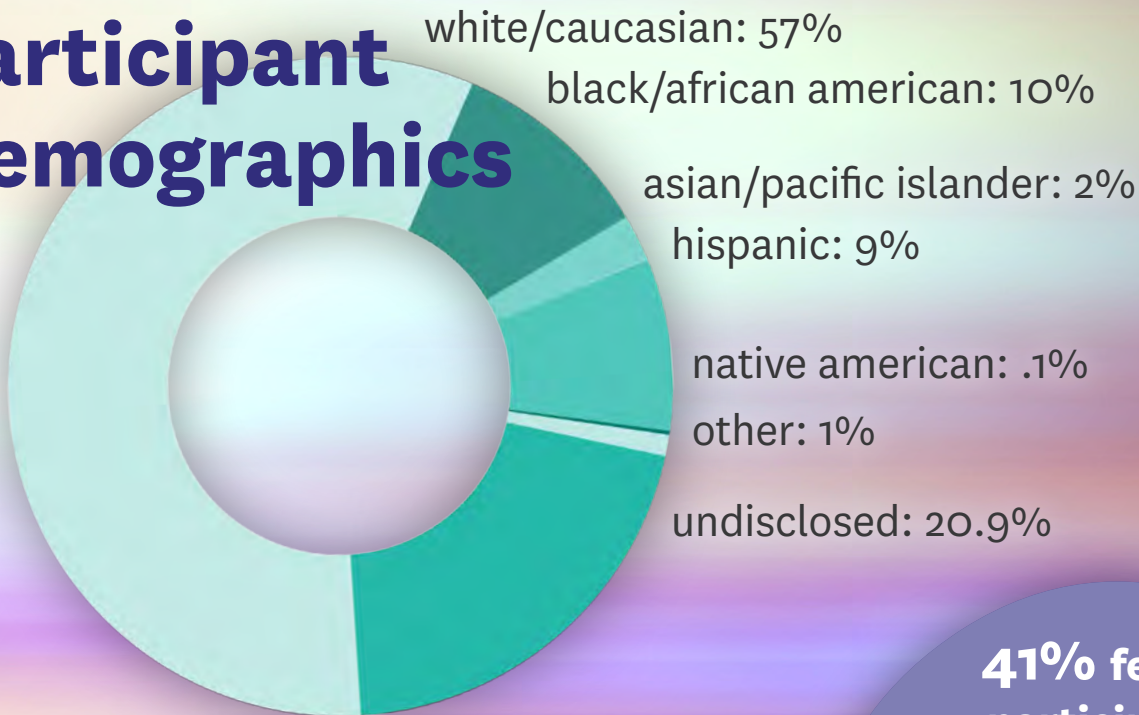
Financials

Revenue \$ 9,037,722

Expenses \$ 8,698,961

Net \$ 338,761

Participant Demographics



1311

volunteer hours served by our community partners.

Our Success Stories

Nick

Nick has always possessed a keen ability to maximize every chance he is given. Throughout high school, Nick had a terrific work ethic, spending several mornings a week stocking and packing boxes at New England Coffee and volunteering with the Malden Court House. After Nick graduated in 2013, he was immediately connected with Triangle and referred to our School-to-Career (STC) program.

Despite the recommendation, Nick was most interested in Triangle's sheltered work program. He strongly advocated for himself and was soon employed on our work floor. Nick thrived in his new position, and even took up additional paid employment with the Malden Department of Public Works in 2015.

Initially, Nick faced some difficulties with occasional emotional outbursts and had trouble maintaining focus in loud environments; however, as in other areas of his life, Nick decided to take charge. Through a conscious and resolute effort, Nick taught himself to channel his energy into his work and has since learned to regulate his emotions and be more at peace in a hectic setting.

While Nick enjoyed all of his employment experiences, his true passion was ambulatory work. Nick was fascinated by ambulances, and over the years has translated this fascination into an extensive bank of knowledge about their engine types, models, and more. This passion was finally turned into reality when Nick began volunteering at Cataldo in June 2015. His dedication, excellent work ethic, and persistence were immediately evident to the staff, and six months later, this volunteer position turned into a full-time paying job. Nick takes pride in helping things run smoothly at Cataldo, cleaning the ambulances and performing other tasks that support their necessary first-response work.

His dedication, excellent work ethic, and persistence were immediately evident to the staff

Nick is an invaluable member of our Triangle community whose hard work and perseverance has enabled him to achieve his personal and professional goals. As a lifelong Malden Resident, Nick is very connected to the community. He would love to own a home and live independently in the place where he grew up. Considering Nick's inclination to seize any opportunity he is given, we are sure he will reach his goal. We are proud to call Nick a part of Triangle.



Events

Triangle hosts a number of events each year to recognize the commitment of our staff, the dedication of our community partners, and most of all the achievements of those we serve. Triangle's events help us celebrate our accomplishments while raising funds for our programs.



Annual Celebration



Spirit Awards



Golf Classic

Triangle's 45th Annual Celebration **Illuminate: Lighting the Path to New Expectations**

April 28, 2016

For our largest event of the year, guests gathered at the Westin Boston Waterfront Hotel to celebrate 45 years of lighting the path to new expectations. The evening's honorees included Senator Jennifer Flanagan, Representative Kay Khan, and Jon Hurst of the Retailers Association of Massachusetts. We were proud to have the chance to recognize these community leaders for their extraordinary accomplishments and their personal commitment to Triangle's mission.

Swirl & Sip Second Annual Wine Tasting

December 8, 2015

Last winter, a small group of Triangle supporters gathered for a friend-raiser and a night of fine wine at Cinquecento in Boston's South End. We spent the evening enjoying wine and hors d'oeuvres and hearing the remarkable stories of Triangle's Career Pathways program participants. The funds raised from the event enabled six students to receive Culinary Arts credentialed training at Bunker Hill Community College.

The Spirit of Triangle Cookout

September 18, 2015

Triangle's Annual Spirit Cookout provides an opportunity for all of Triangle's staff and participants to come together and celebrate the year's accomplishments. We were joined by volunteers and community guests to eat, celebrate, and present our Spirit of Triangle awards.

Triangle's 23rd Annual Golf Classic

August 24, 2015

Triangle's corporate and community partners gathered at the Pinehills Golf Club in Plymouth, MA last August to show their support. After a friendly round of golf, the players cooled off at our reception where they heard Kareem, an STC participant, share his story of his employment success at Bertucci's.

BAUSCH+LOMB

See better. Live better.

SPAULDING
REHABILITATION NETWORK

Elder Services of the Merrimack Valley, Inc.
Choices for a life-long journey

BLANCHARDS
WINES & SPIRITS

REDI
Retail Employees
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**Cradles
to Crayons**

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RESTAURANT & BAR
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THEATRES**

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**American
Cancer
Society**

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**Cradles
to
Crayons**
The Giving Factory

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Panera
BREAD

SIGILLUM REIPUBLICAE MASSACHUSETTENSIS

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the **YMCA**

AMERICORPS

The Food Project

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of MASSACHUSETTS

The Voice of Retailing

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CITY YEAR

BOSTON



Boston Public Schools
Boston College School of Social Work
Buckingham Browne and Nichols School
Cambridge School of Weston
Chapel Hill-Chauncy Hall School
Department of Public Works, Malden
Groton School
Lawrence Academy
Lincoln Sudbury Regional High School
Massachusetts Hospital School
Middlesex School
Newton Country Day School
North Reading High School
Saugus High School
SEEM Collaborative
Shore Country Day School
Wellesley High School
Winthrop High School

**thank you to our
community partners**

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Cataldo Ambulance Service

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CFG Brokerage Network

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Christopher Reeve Foundation

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Combined Properties, Inc.

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Fidelity Management Trust Company

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Kiwanis Club of Medford

Knights of Columbus Immaculate
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Retailers Association of Massachusetts
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Ruderman Family Foundation
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