

July 1, 2016 - June 30, 2017

Triangle, Inc.

FY17 annual report

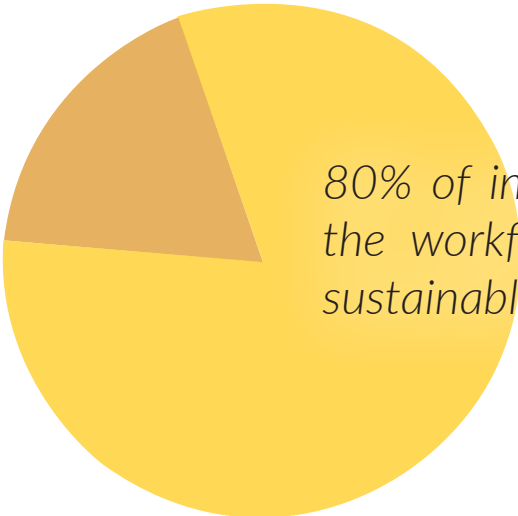


ability

Triangle, Inc.

Our Mission

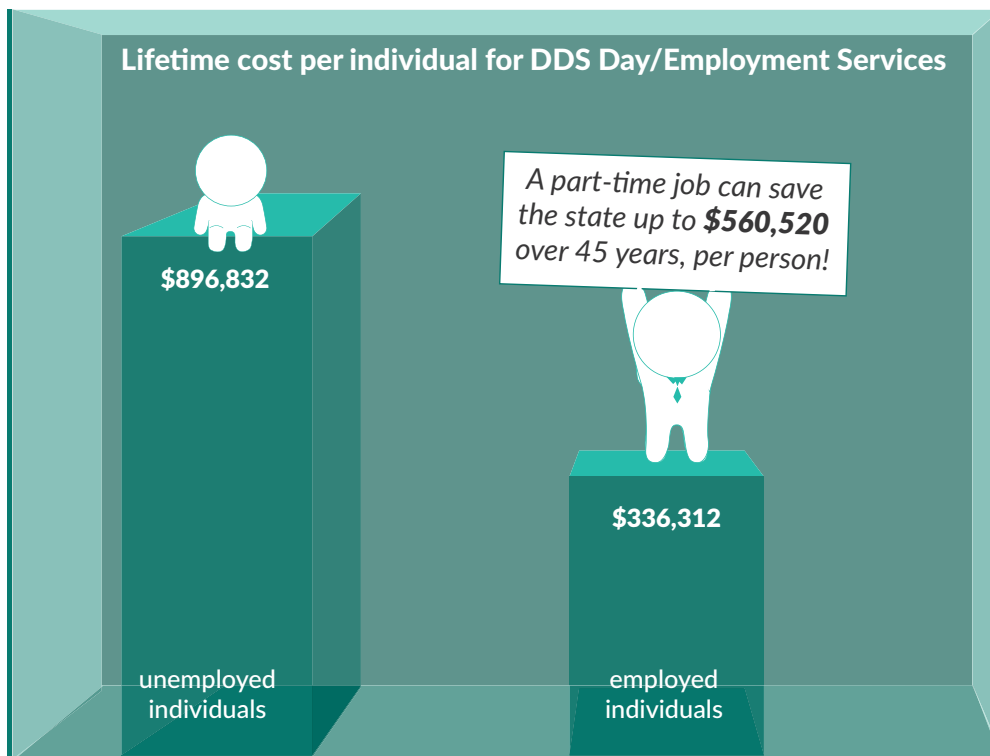
Statistics tell us that people with disabilities are disproportionately underemployed and unengaged in their communities. Unfortunately, people with disabilities are often overlooked and lack the same opportunities that may be granted to others. Our staff work day in and day out to improve these statistics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



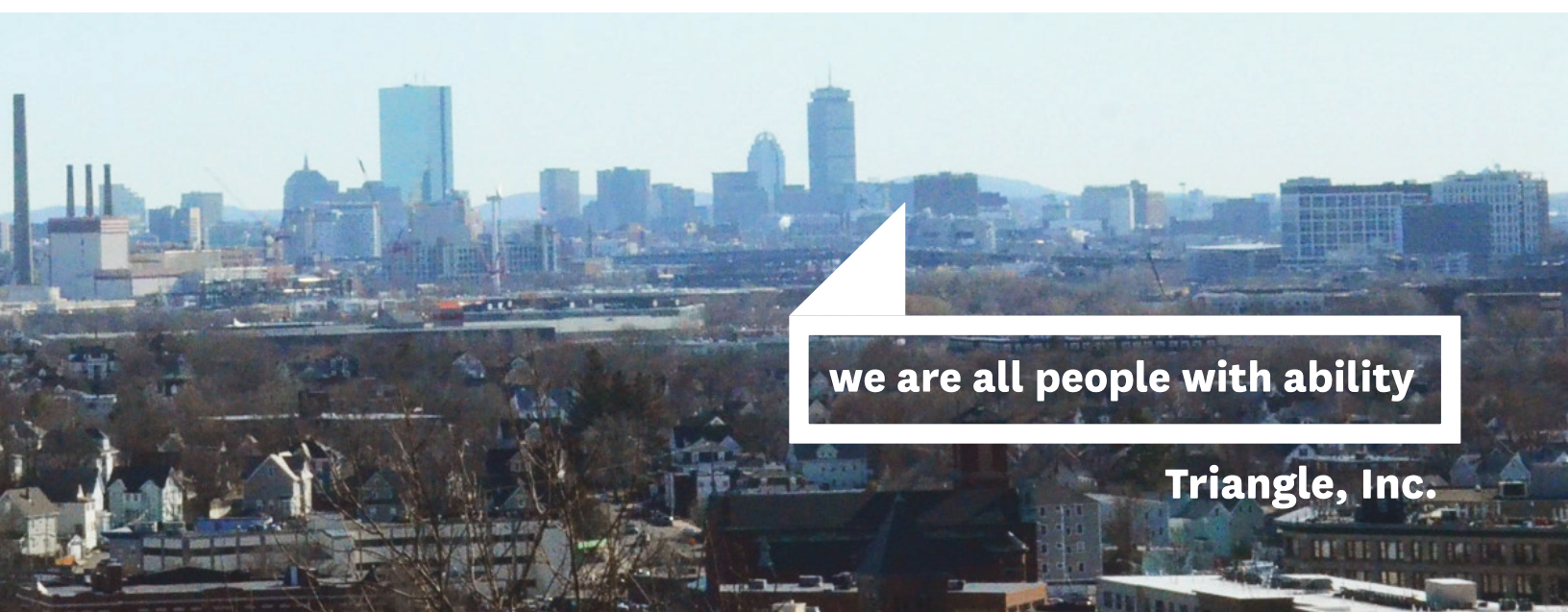
80% of individuals with a disability who have not entered the workforce before graduating have difficulty acquiring sustainable employment.



Through support, challenge, and opportunity, Triangle, Inc. 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.



Holding a job does more than save our government money; it can also enable greater independence, self-advocacy, and improve self-worth.





Coleman Nee

Chief Executive Officer

Dear Friends,

As Triangle, Inc. completes its 46th year of operation, I'm excited to tell you about the innovative transitions our organization is making as it evolves to meet the needs of our participants.

Triangle, Inc. has long served as a stable, safe, and enriching environment. To enhance our participants' independence, all of our programs are now becoming community-based, giving the individuals we serve the opportunity to expertly navigate through their own communities. Triangle, Inc.'s network has extended to include employers, community organizations, and institutions of higher learning.

These partnerships are already paying dividends—in the past year, our career services programs have made 322 unique job placements for the 478 participants currently working towards employment. Our 43 residents at ten residential homes are now encouraged to join recreation activities and to pursue memberships at local organizations as additional ways to be engaged citizens. With your support, we know these numbers are only the beginning of the impact we can make together.

This past May, we were able to highlight our accomplishments at Amplify, our 46th Annual Celebration. Program participant Shannon described how she not only secured paid employment through Triangle, Inc.'s School-to-Career program, but also learned to navigate the MBTA. Jordan spoke with pride about his IMPACT:Ability training through Triangle, Inc.'s partnership with Boston Public Schools. Referring to his graduation from the program, Jordan said, "My mom feels great because she always takes care of me and now I can care for myself."

Triangle, Inc. is providing high-quality services to people with disabilities in a number of ways. Read on to learn about what we're doing, and how you can play a role in our evolution.

Thank you,

A handwritten signature in black ink that reads "Coleman Nee". The signature is fluid and cursive, with the first name "Coleman" and last name "Nee" clearly distinguishable.

Coleman Nee
Chief Executive Officer

Meet Shannon

Shannon has been a member of the Triangle, Inc. community for three years. Shannon was introduced to Triangle, Inc. during high school, as she prepared for her post-graduation transition. In her time with us, Shannon has actively participated in many of our programs, including video production with Ablevision, becoming a Service Warrior with EPIC, and participating in the School to Career program to learn job readiness skills for employment. Shannon prepared to enter the workforce by building her resume and practicing job interview skills.

Shannon was dedicated and focused on gaining her independence, and in May 2016, Shannon excitedly accepted a position at Ocean State Job Lot. Since her very first day, our School-to-Career staff have continued to give Shannon individualized support to ensure that she is not only employed, but that she is meeting her career goals and thriving at work.

Shannon was happy with her job but wanted to continue her professional development. She expressed interest in becoming a receptionist, and our Triangle, Inc. staff supported Shannon by training her at our headquarters' reception desk

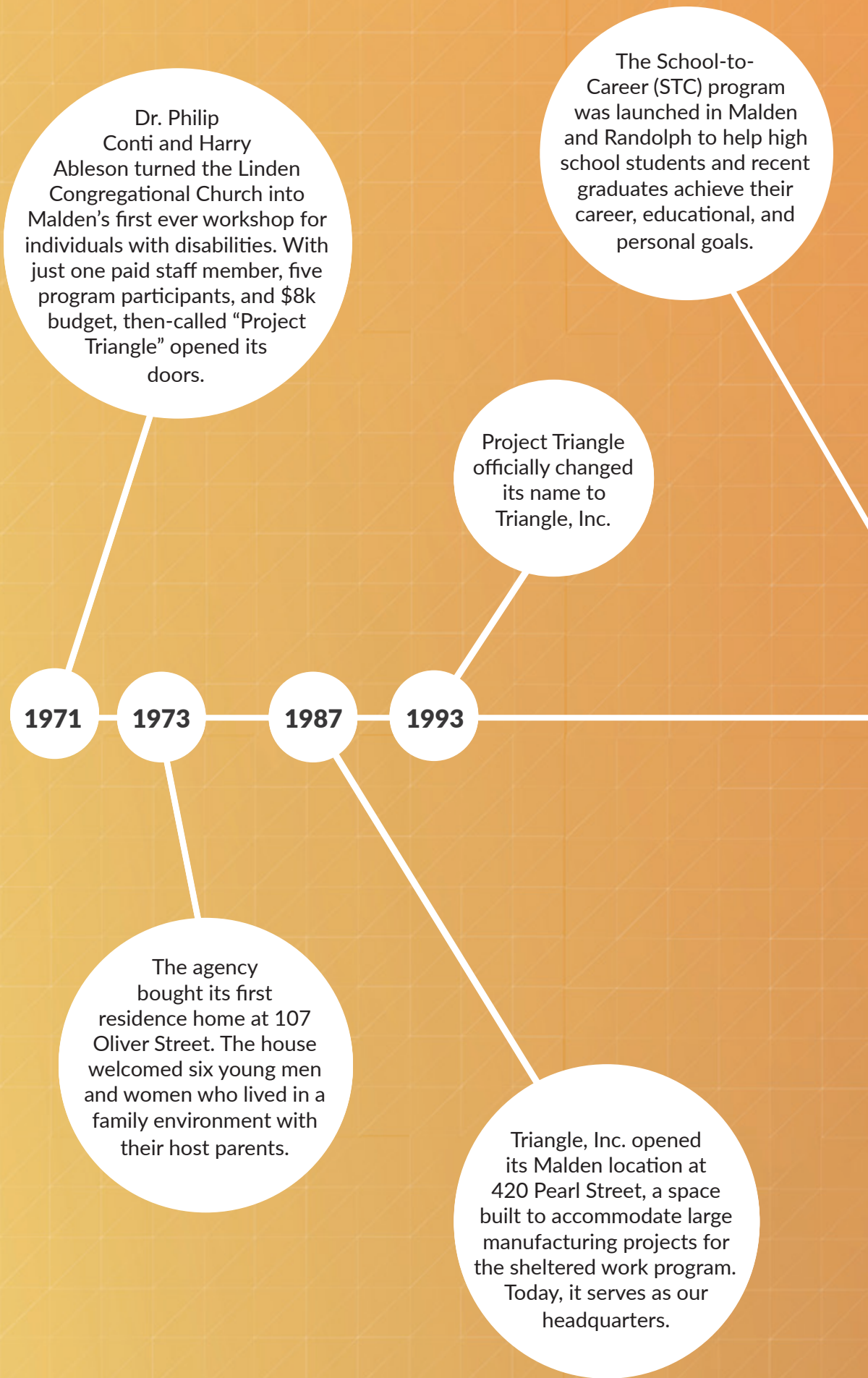
where she learned phone etiquette and how to greet and direct visitors. When the Department of Developmental Services contacted Triangle, Inc. looking to hire a Receptionist, Shannon's job coach encouraged her to apply. Shannon continued to refine her skills and put her best foot forward at the interview. The hiring manager saw Shannon's dedication and offered her the position! Shannon now works five days per week supporting the DDS Metro North office. When we asked Shannon what she likes most about working she exclaimed, "I love being an independent woman!"

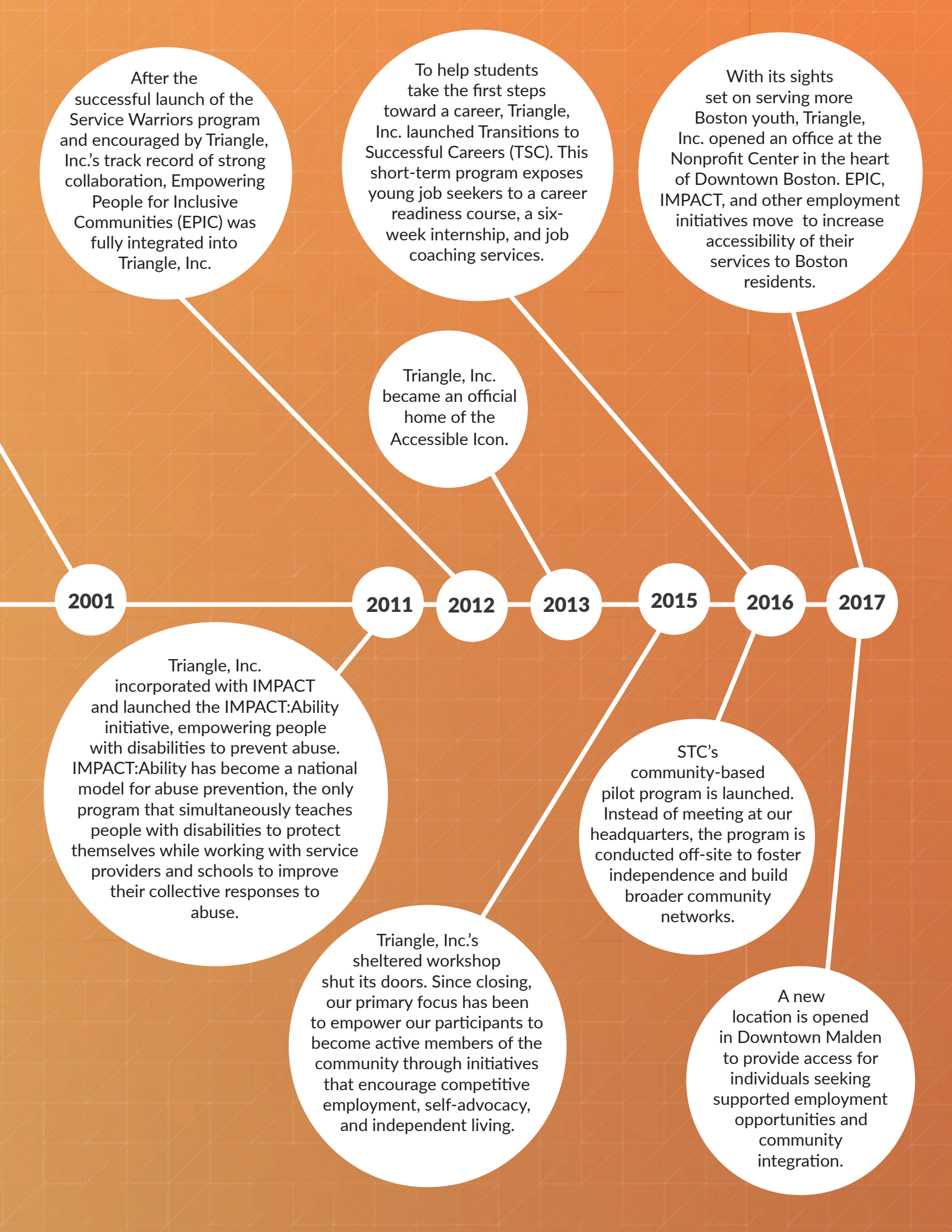
We are proud of Shannon's perseverance and commitment to reach her goals. Our successes are the result of a collaboration between our hardworking participants, staff, and community partners. Because of these efforts, Shannon is able to utilize her talents at a meaningful job and work toward a successful career.

***"I love being
an independent
woman!"***



A History of Triangle, Inc.





Our Programs

A photograph of three people standing on a rocky rooftop, celebrating with their arms raised. On the left, a man with a beard and glasses wears a red shirt and a dark jacket. In the center, a man with glasses and a dark jacket is smiling. On the right, a woman with dark hair in a ponytail wears a white t-shirt. They are all looking towards the camera. In the background, a city skyline with several skyscrapers is visible under a clear blue sky. The people are standing on a dark, textured rock surface.

At Triangle, Inc. 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, Inc. gives people with disabilities the tools they need to succeed.

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

Meet Frank - A Triangle, Inc. Resident

We are very proud to have recently opened our tenth residence in the North Shore, adding another crucial tool that helps our participants lead fulfilling lives. Our residential homes promote independent living and a sense of community, exemplifying what Triangle, Inc. is all about.

Since our staff are always on call they routinely make sacrifices in their personal lives in order to be there for their Triangle family on holidays, special occasions, medical appointments, and extreme weather events - just to name a few. For many residents, this provides stability in their lives that they may not have otherwise and helps them overcome difficult times.

Danvers resident Frank epitomizes the positive role that our residential homes can play in someone's life. He has been living at his home for 13 years and has overcome many challenges with the support of his staff and four roommates. Frank is a prostate cancer survivor. A few years ago, he was admitted to the hospital for a heart-related complication and was later diagnosed with cancer. For two years, he

was in and out of the hospital having tests done, receiving treatments, and taking medication. Frank was transferred from a hospital to a nursing home and was eventually placed on Hospice care. Frank fought hard during this time, and, with the support of staff that were taking shifts to visit and care for him from afar, Frank started to get stronger. He focused his energy on getting better and was more determined than ever to return to his home - and he did.

Frank is now healthy and happy to be home. He enjoys helping around the office and shredding papers before taking an afternoon break on the porch for some fresh air. On the weekends, Frank attends community events and likes to dance in his wheelchair, his zest for life is infectious. When asked what the best part about being home is, he replied, "I love seeing my staff every day!"



"I love seeing my staff everyday!"



Triangle, Inc. has ten community residences in Metro North and North Shore neighborhoods. Individuals pursue their goals every day under the guidance of 24-hour staff. Supports are designed around each person's level of independence and personal priorities, balancing companionship with privacy.

Beverly Danvers Malden Melrose Peabody Reading Saugus Stoneham

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 opportunities 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 & Community Access (CCA)

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 a retail partner learning how to provide excellent customer service.

Life Services

Community Choices

Community Choices represents our population that are 50+ years of age and retired or approaching retirement. This group focuses on leading an active life, engaged in local culture and community activities.



Community All-Stars

Community All-Stars is a group of adults focused on entering the workforce through supported employment. They foster active living and community activities including trips to museums, music therapy and yoga classes, and education opportunities with community partners.

Placement Services

Career Services

We work one-on-one with job-seekers to help them start and advance promising careers at corporations, small businesses, retailers, and medical facilities. 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 The 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.



Supported Employment

We work with employers to meet their unique business needs. We can support hard to fill vacancies with small groups of qualified candidates led by a Triangle, Inc. job coach. This program's flexible structure allows the opportunity for employers to operate more efficiently while providing valuable work exposure to job-seekers. A Triangle, Inc. job coach is there to provide additional support and accommodations to ensure every task is completed in a professional and timely manner.



Empowering People for Inclusive Communities (EPIC)

EPIC is dedicated to challenging societal perceptions about people with disabilities by fostering leadership and self-advocacy skills in young people while educating the broader community.

EPIC Service Warriors

Service Warriors are leaders with disabilities, ages 16-23, who cultivate their leadership skills and become mindful citizens through community service. They partner with organizations like Boston Parks and Recreation, Community Servings, and City Year to make an impact on the community. The Service Warriors' largest project is Boston Serve, an annual service day when they lead more than 150 corporate and community volunteers in transforming a Boston Public School.

Throughout the year, Service Warriors also develop their leadership skills by studying disability history, learning the importance of voting and civic engagement, and expressing their leadership through the arts.

This past year, they completed 1856 hours of community service and 1164 hours of ableism, self-advocacy, and inclusion trainings.

Community Training and Youth Support Groups

Our inclusive training teams offer individuals with and without disabilities the opportunity to explore topics like ableism, disability rights, and inclusion. EPIC also offers three monthly support groups for youth with disabilities: 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.

By bringing people with and without disabilities together to discuss ableism and inclusion, EPIC is fostering a more connected, mindful community.

EpicLeaders.org

 [EpicLeaders](https://www.facebook.com/EpicLeaders)

 [EpicLeaders](https://www.instagram.com/EpicLeaders)

 [EPIC_Leaders](https://twitter.com/EPIC_Leaders)



IMPACT & IMPACT:Ability

IMPACT is an abuse-prevention program that joined Triangle, Inc. in 2005. Since then, IMPACT has expanded to provide robust services to people of all abilities that teach individuals and service providers how to prevent and respond to abuse.

IMPACT

IMPACT offers self-defense classes that are open to the public while also offering customized sessions to specific partners based upon their unique needs. IMPACT also offers customized abuse prevention, self-defense, assertive communication, and conflict de-escalation programs to schools, disability service organizations, community groups and businesses.

IMPACT:Ability

IMPACT:Ability is an evidence-based initiative that helps young people develop the verbal and physical safety skills they need to live happy, healthy lives in the community. 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 instructors create realistic scenarios in which students apply their newly developed skills and practice reporting any unsafe interactions to at least two trustworthy people afterward.

IMPACT:Ability is the only initiative that teaches self-advocacy and defense skills to individuals while also educating service providers on how to best prevent and respond to abuse.

In FY17, IMPACT and IMPACT:Ability taught 3,050 students and trained 425 educators in abuse prevention classes and projects.

ImpactBoston.com

 IMPACTBoston

 ImpactBoston

 IMPACT_Boston



Triangle, Inc. Locations



Performance & Financials

Triangle, Inc. serves 87 communities throughout New England. Over 3,900 individuals are enrolled in our various programs and services. Our Employment Specialists have assisted with 322 competitive placements for 478 of our clients who are actively seeking employment.

Revenue

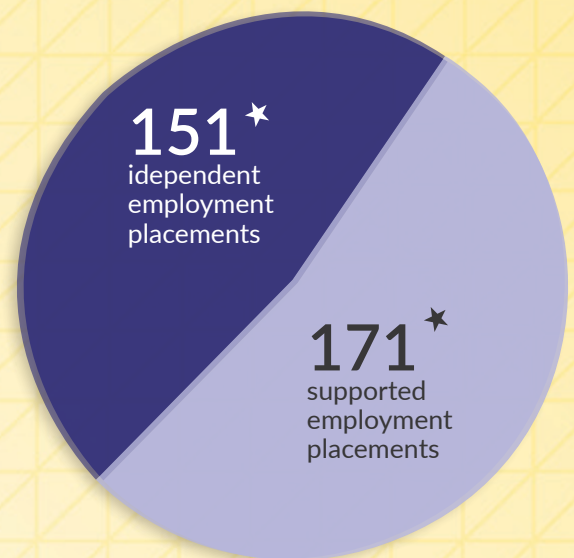
\$10,248,886

Expenses

\$10,156,052

★ **independent employment:**
our comprehensive services
have prepared job-seekers for
independent part-time or
full-time employment

★ **supported employment:**
a group of qualified and trained
professionals accompanied by
Triangle, Inc. staff for on-site
additional support as needed



In FY17, we partnered with **99** employers. This reflects a **100%** increase from FY16.

Board of Directors

FY17: through June 30, 2017

Officers

Michael McCurdy *President*
Brookline Bancorp, Inc.

Jessica Black *Vice President*
Community Partner

Michael Moran *Treasurer*
CFG Brokerage Network

Frank DiPietro *Clerk*
State Street Corporation

Directors

Jim Beatrice
Retired, Retail Executive

Rep. Paul Donato
MA House of Representatives

Lesli Gilbert
Retail Executive

Cara Hesse
Community Partner

Herb Landsman
HomeGoods, The TJX Companies, Inc.

John Pereira
Combined Properties



Events

Triangle, Inc.'s 24th Annual Golf Classic

August 29, 2016



Golfers from far and wide joined us at Pinehills Golf Course in Plymouth to play a friendly round of golf and support Triangle, Inc.'s innovative programs. Guests heard from Triangle Participant Jonathan, who landed a job at U-Haul after making a good impression at a job fair.

The Spirit of Triangle Cookout

September 9, 2016



Our annual Spirit Cookout gives Triangle, Inc. the chance to bring together all of our dedicated staff and participants and reward their hard work with a day of fun. We were joined by community supporters, volunteers, and families to celebrate all things Triangle. During the awards ceremony, we presented those who exemplify the Triangle mission with Spirit of Triangle Awards.

Boston Serve

November 5, 2016



This annual serve-a-thon is led by Triangle, Inc.'s EPIC Service Warriors. Last November, the Service Warriors led teams of community and corporate partners in repainting and refurbishing the Donald McKay K-8 School in East Boston.

Race for Ability: Triangle, Inc.'s First Annual 5K Fun Run

November 26, 2016



We hosted our first annual Fun Run last fall at Boston's scenic Franklin Park. Runners of all abilities completed a five-kilometer loop to raise awareness and funds for people with ability.

Amplify: The Voice of Independence, the Harmony of Inclusion

May 3, 2017



Amplify commemorated Triangle, Inc.'s 46 years of empowering people with ability. Old friends, honored guests, and new partners delighted in an exciting evening featuring guest speaker Dan Barry, reporter and columnist for The New York Times. We also honored Mayor Marty Walsh, Michael Scannell of State Street, Gary Champion of Clarks Americas, and Monika Masszi.

Our Employment Partners

Triangle, Inc. is dedicated to empowering individuals with disabilities to achieve their personal and professional goals. Our services ensure alignment between qualified candidates and a company's unique business needs. We are able to provide cost-efficient and effective staffing solutions for grass-roots organizations to large corporations. In FY17, we proudly partnered with the following employers:

A & A Towing and Insurance
Ability One
AMC Theatres
Atria Maplewood Place
B & W Market
Bark N Roll
Bay Cove Early Intervention
Bed Bath & Beyond
Bellas
Ben & Jerry's
Bertucci's
Better Companion Dog Sitting
BJ's Wholesale
Bluefish LLC
Boomerang
Bootstraps
Boston Sports Club
Cape Cod Polish
Cataldo
Charles Playhouse
Chicken & Rice
Chicken & Rice
Comcast
CVS
Digiscribe

Dunkin' Donuts
Fallas
FitzVogt
Gillian's Foods
Glenn Ridge Nursing
Harborlight Community Partners
Home Depot
Ikea
IMPACT Boston
Jacobson & Associates
K-Mart
Kendall Construction
Landmark Oceanview
Little Sisters of the Poor
Lowe's Home Improvement
Macy's
Malden Department of Public Works
Malden Public Schools
Marblehead JCC
Marist Hill Nursing Home
Market Basket
Marshall's
Massachusetts Department of Public Health
Mobil Convenience Store
Museum of Science



National Sales Associates (NSA)
Newton Real Estate
Not Your Average Joes
OISE Boston
On the Road Again
Parkway Vet Hospital
Party City
Petsmart
Polymere
Pricerite
Randolph DPW
Red Robin
Remember Salem
Right at Home
Rubin & Thompson Home
Safari Landscaping
Salem DPW
Salvation Army
Sephora
Serenitee Restaurant Group
Shaw's
Smart Dental
Sodexo
Sonic
Spaulding Rehabilitation Hospital

Star Market
Stop & Shop
Tavern Vine Brook
TD Mellon Bank of NY
Teavana
The Arbors at Winthrop
TJ Maxx
TLC @ Home
Topsfield Fair
Town Line Luxury Lanes
Town of Randolph
Triangle, Inc.
TSA
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VPNE @ Children's Hospital
Walmart
Wendy's
Wicked Cool Kids
Willow Rest
Winter Hill School
YMCA

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Century 21 Advance Realty

CFG Brokerage Network

City Year Boston

Clarks Americas

Combined Properties

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Harvard Pilgrim Health Care Foundation

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Julien Family Charitable Trust
Knights of Columbus Immaculate Conception Council
Malden Housing Authority
Malden Trans, Inc.
Marblehead Community Housing Corporation
Mass Mutual Financial Group
Massport
Matthew V. Joslin Fund
MFS Investment Management
MFS Investment Management
Multi-Cultural Independent Living Center of Boston (MILCB)
National Grid United Way Campaign
National Retail Systems, Inc.
O'Connor & Drew, P.C.
People's United Bank Foundation of Eastern MA
People's United Community Foundation
Red Sox Foundation
Rental Associates Realty Trust
Retailers Association of Massachusetts
Rockefeller Philanthropy Advisors
Rockland Trust
Ruderman Family Foundation
Sam's Services

Schneider National, Inc.
Sherin and Lodgen LLP
Shirts Illustrated
Shore & Singer
Spaulding Rehabilitation Network
State Street Coporation
State Street Foundation
Statewide Communications
Sullivan Tire
The Adelaide Breed Bayrd Foundation
The Aubert J. Fay Charitable Fund
The Benevity Community Impact Fund
The Doug Flutie, Jr. Foundation for Autism
The Gilbert Company
The Lenny Zakim Fund
The Lenny Zakim Fund
The Peter and Elizabeth Tower Foundation
The TJX Companies
The Traquina Family Charitable Fund
The Traquina Family Charitable Fund
United Way of Massachusetts Bay
Valley Fund
Verizon TelecomPioneers



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Lafata, Jane
Lafata-Devlin, Cathy

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O'Toole, Marjorie
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Tribble, Robert
Troiano, Matthew
Tyan, Tony
Varga, David
Velde, Linda
Verity, Mary
Veronelli, William
Walfield, Suzanne
Walsh, David
Wang, Andi
Warren, James
Warren, Drew
Watts, Linda
White, Sherril
White, Tom
Whitney, Jean
Wilson, David



we are all people with ability

Triangle, Inc.

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