

Triangle, Inc.

FY20 Annual Report



COMMUNITY

We provide access to local communities so that our participants are active and connected to the networks and resources that are most relevant to them.



EMPLOYMENT

We put people to work in the community through skill building and job readiness assessments, interview prep, internships, group employment, job coaching, and competitive employment.



EMPOWERMENT

Our participants complete leadership development opportunities, community service projects, education sessions about human rights, and safety and self-advocacy training.



INDEPENDENCE

Through shared living and our residential homes, travel training, and day programming for retired adults, we encourage all members of the Triangle community to engage in their natural interests, and help provide them with a variety of experiences.



Ability

FY20 BOARD OF DIRECTORS

Officers

MIKE MORAN, President
CFG Brokerage Network

RACHEL KAPRIELIAN, Vice President
McDonald's Corporation

MARK DEOLIVEIRA, Clerk
The TJX Companies

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Massachusetts College of Art & Design

Directors

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TRIANGLE LEADERSHIP

COLEMAN NEE
Chief Executive Officer

JANICE GRASSIA
Director of Human Resources

JOHN KAISER
Chief Development Officer

JEFF LAFATA-HERNANDEZ
EPIC Executive Officer

MICHAEL MASTASCUSA
Chief Financial Officer

JANICE PHILPOT
Director of Workforce Development

MEG STONE
IMPACT Executive Officer

MELISSA STROUT
Chief Integrity Officer

DREW WARREN
Chief Program Officer

FROM OUR CHIEF EXECUTIVE OFFICER



COLEMAN NEE
Chief Executive Officer

The 2019-2020 program year at Triangle, Inc. was unlike any other in our organization's nearly 50 year history. After nine months of continuing to provide best-in-class programs that serve the Massachusetts disability community, we experienced unprecedented disruptions.

Thanks to our dedicated, adaptable, and innovative staff members, all facets of our programming continued to operate in some capacity since the COVID-19 pandemic first struck in March.

• Triangle's four **Community-Based Day Programs** in Malden (2x), Randolph, and Salem quickly moved to a virtual format. Daily sessions cover a variety of topics that help individuals develop their social, employment, and independent living skills. We developed after-hours online programs that provided our participants with additional supplemental services as they sheltered at home, while also offering an outlet to have fun and build friendships with each other.

• Our **Workforce Development** program is successfully offering all of their services virtually, including job support, job coaching, interview skills, and check-ins to job seekers. Pre-Employment Transition Services (Pre-ETS) and culinary programming for students also moved online in partnership with our school district partners.

• **IMPACT Boston** and **Empowering People for Inclusive Communities (EPIC)** both continue to empower people with disabilities and elevate youth voices. IMPACT is offering personal safety workshops and classes online while supporting students with disabilities with programs in partnership with schools, including our new Online Safety class. EPIC has launched their Service Warrior programs for 2021 using a virtual model while offering daily youth support groups.

• Our extremely dedicated Triangle **residential team** has continued to provide the residents in our nine homes with 24-hour compassionate care and have been extremely diligent in carrying out our pandemic contingency plans. Each residential staff member has worked hard to keep our residents active, productive, and safe.

As I reflect upon FY20, I am tremendously proud of the efforts of our staff members to support the hard-working students and adults in each of our programs. Many people may consider 2020 to be a lost year. But we do not. In fact, we know that the innovations that drove our shared successes in the past year will help create a stronger, better Triangle as we enter into 2021. These successes would not have been possible without the support and advocacy of countless community champions, family members, loyal donors, and advocates for ability. As we enter into our 50th year of service, we look forward to a brighter future ahead.

Thank you for your support,
Coleman Nee
Chief Executive Office

we are all people with ability

Triangle, Inc.

epic
young leaders with ability

IMPACT
confidence ▶ safety ▶ empowerment

Sign up for our bi-weekly email newsletter to stay up to date with our latest program offerings, success stories, events, and donation programs at www.triangle-inc.org or at one of our following social media websites:

Triangle-Inc.org

[f](https://www.facebook.com/TriangleOrg) TriangleOrg

[ig](https://www.instagram.com/TriangleOrg) TriangleOrg

[t](https://www.twitter.com/TriangleInc) TriangleInc

[in](https://www.linkedin.com/company/Triangle%2C%20People%20with%20Ability) Triangle, People with Ability

MAJOR GRANT & SPONSORSHIP FUNDERS



JEMP-D Foundation

NoVo Foundation
create. change.



OUTCOMES & FINANCIALS

FY20 Revenue

\$11,547,063

5

Program locations after opening our Workforce Development and Testing Center in downtown Malden

2X

Our Salem program doubled in square footage with a move to Shetland Park, adding space to serve twice as many individuals through our day programs while adding a Workforce Development and Testing Center

295

Competitively paid job opportunities created across all employment programs

2,916

People served by at least one of our programs in 2019-2020

FY20 Expenses

\$11,607,342

32

Service Warriors who completed EPIC's flagship service learning program in Boston & Worcester. These young leaders completed more than 3,500 hours of service!

1,060

Hours of classes offered by IMPACT Boston - this includes partnerships with more than 20 school partners and human services providers

100+

Hours of weekly online programming offered during the pandemic, including online safety, job exploration, independent living, and employment readiness classes

44

Individuals with disabilities live in nine loving residential homes

Contacts & Locations

Salem

Triangle Program Site and
Workforce Development
& Testing Center
45 Congress Street
Suite 4171
Salem, MA 01970

Residential Homes

9 homes throughout
Metro North and North
Shore communities.

Malden

Triangle Headquarters & Program Site
420 Pearl Street
Malden, MA 02148
781.322.0400

Triangle Workforce Development
& Testing Center
157 Pleasant Street
Malden, MA 02148

Main Street Program Site
493 Main Street
Malden, MA 02148

Boston

Triangle, IMPACT & EPIC
Boston Offices
NonProfit Center
89 South Street
Suite 406
Boston, MA 02111

Randolph

Triangle Program Site
9 Memorial Parkway
Randolph, MA 02368

