

Triangle, Inc.

people with ability



EMPOWERMENT

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



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.



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.



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.



A Message from Coleman Nee, Triangle CEO

Upfront, I want to thank each of you for the role you played in making 2022 a monumental year in Triangle's history. We celebrated multiple milestones that would each, on their own, be worthy of commemoration. However, I also want to celebrate the perseverance of our staff members, program participants, and families as they navigated through continuing uncertain times - whether that be pandemic related, an unprecedented workforce crunch, or a time period where division seems to define our communities more than what brings us together. But the Triangle community continues to thrive despite these challenges thanks to its vibrant and diverse community.

2022 marked the celebration of our 50th anniversary. 2022 saw us leave our longtime home to a new headquarters at 450 Broadway in Malden. 2022 is the year we launched a brand-new Prism Program that exclusively serves young autistic adults. 2022 saw us come together as an agency at Beach: Ability, Bashers softball games, and Spirt Awards.

But in the midst of these grand occasions, there was much quieter work being done that speaks to the true spirit of Triangle. We provided more than 200 job opportunities. We provided workforce readiness, personal safety, healthy relationship, and self-advocacy trainings to nearly 1,000 students with disabilities. We provided residential services to 43 residents with person-centered services. We proctored the most Hi-SET tests in the Commonwealth through our testing centers in Malden and Salem. We enthusiastically supported our Racial Equity Task Force, a group of dedicated and passionate staff members who came together to ensure that Triangle is inclusive and equitable workplace for each member of team members.

These combined efforts are highlighted throughout this annual report. I encourage each of you, the members of the larger Triangle community, to celebrate the milestones reflected on the daily efforts that truly make a lasting difference. It is an honor to be serving as the CEO of Triangle during such a pivotal time in its history. I'm excited to lead a dedicated team that is poised to bring our organization forward as we look to meet our mission now and into the future.

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Outcomes & Financials

program locations and service sites, including our new Prism **Program location** in Malden

9

residential houses that are homes to 43 Triangle residents

Revenue \$12,495,908

Expenses \$12,460,361 (97

self-advocacy training provided b **EPIC** to students

104

hours of ableism and disability inclusion training provided to help ouild more inclusive workplaces

job opportunities were created across all Triangle employment-focused programs

999

students with disabilities received Triangle school-based programs that feature abuse prevention, personal safety, work-readiness, self-advocacy, and career exploration classes in partnership with more than 30

schools and districts

1.292

exams were proctored through Triangle's two **Testing Centers in** Malden and Salem

1,963

people with disabilities impacted by all Triangle programs in FY22

Maior Grant & Sponsorship Funders







Since 1935

The Deborah Munroe Noonan Memorial Research Fund









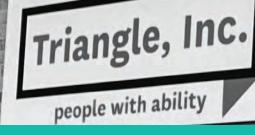


TJ-MOX Marshalls HomeGoods SIERRA WINNERS* HOMESENSE



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FY22 Feature - Racial Equity Task Force

In the aftermath of the murder of George Floyd and the ensuing racial upheaval experienced in communities around the United States, several members of the Triangle staff came together to form the organization's first Racial Equity Task Force in June 2020. This group developed and distributed a survey to all Triangle staff members to better assess the needs for future racial equity work within the organization. The survey results indicated a need to create more opportunities for racial equity dialogs as part of our workplace culture. To ensure these efforts were done with the highest level of quality and care, Triangle hired Tonya Lovelace of Lovelace Consulting Services, Inc. to recommend and facilitate a series of activities to promote a stronger workplace culture that promotes racial equity. Thus far, these efforts include the following actions:

Ms. Lovelace conducted 114 one-to-one Triangle staff interviews to learn more about about how race intersects with their duties at Triangle and their personal experiences.

> In FY22 alone, Triangle's Executive Operating Committee held 20 racial equity trainings throughout the year that totaled more than 20 hours of intensive examinations of bias, microaggressions, white privilege, structural racism, and intersectionality. These trainings have continued into FY23.

Triangle has created an ombudsperson role so any member of the Triangle community can bring thoughts, concerns, or personal experiences for informal assistance and support without retribution and receive education on specific aspects of racial equity in cases where errors have occurred.

> Our Human Resources team has begun reevaluating job descriptions, recruitment strategies, and internal promotion processes to better reflect best practices in promoted racial equity.

Beyond FY22, these efforts are being expanded to all-staff trainings that include cross-department conversations that establish shared definitions and convey personal experiences related to race in the workplace.

Locations

Salem

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

Residential Homes

9 homes throughout the Metro North and North Shore communities

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

Malden

Triangle Headquarters & Program Site 450 Broadway Malden, MA 02148

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

Triangle's Prism Program 493 Main Street Malden, MA 02148



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:











