



# Triangle, Inc.

people with ability

## FY22 Annual Report



**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.

### FY22 Board of Directors

#### Officers

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CFG Brokerage Network

**RACHEL KAPRIELIAN, Vice President**  
McDonald's Corporation

**MARK DEOLIVEIRA, Clerk**  
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**ROBERT PERRY, Treasurer**  
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#### Directors

**JESSICA BLACK**  
Community Partner

**REPRESENTATIVE PAUL DONATO**  
MA House of Representatives

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Brookline Bancorp, Inc.

**COLLEEN MORAN**  
Mass General Brigham

### Triangle Leadership

**COLEMAN NEE**  
Chief Executive Officer

**SHANTAL GIORDANO**  
Director of Human Resources

**JOHN KAISER**  
Chief of Advancement & Communications

**JEFF LAFATA-HERNANDEZ**  
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**JANICE PHILPOT**  
Chief of Workforce Initiatives

**MICHAEL MASTASCUSA**  
Chief Financial & Operating Officer

**MEG STONE**  
IMPACT Executive Director

**MELISSA STROUT**  
Chief Integrity Officer

**DREW WARREN**  
Chief Program Officer

## Outcomes & Financials

6

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

9

residential houses that are homes to 43 Triangle residents

104

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

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

97

hours of self-advocacy training provided by EPIC to students

231

job opportunities were created across all Triangle employment-focused programs

1,963

people with disabilities impacted by all Triangle programs in FY22

### Revenue

\$12,495,908

### Expenses

\$12,460,361

## Major Grant & Sponsorship Funders



The Deborah Munroe Noonan Memorial Research Fund



VANESSA T. MARCOTTE FOUNDATION

## 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](http://www.triangle-inc.org) or at one of our following social media websites:

