

Triangle, Inc. Annual Report



Fiscal Year 2023

Triangle, Inc.

people with ability

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CHIEF PROGRAM OFFICER

2,165 people with disabilities were served in the past year across all Triangle programs, including:

207 Day Services participants in Malden, Randolph, and Salem

43 residents living in one of nine homes in Metro North and North Shore communities

1,127 students who received at least one of Triangle's school-based service offerings

259 job opportunities were created across all Triangle employment programs

92 individual job placements were made into competitive employment in the community

2,308 academic and vocational certification exams were proctored by Triangle's two testing centers

81 hours of DEI and Self Advocacy training offered by EPIC in partnership with dozens of school partners, community organizations, colleges and universities, private businesses, and state agencies

Partners & Funders



John W. Alden Trust

ARPA/HCBS Workforce
Recruitment & Retention
Grant

BrooklineBank



PETER & ELIZABETH
TOWER FOUNDATION



Commonwealth of Massachusetts Funding Partners



Kicking Off the Next 50 Years at Triangle, Inc.

On the event of our 50th anniversary in 2021, Triangle, Inc. created an exciting five-year strategic growth plan that will see us expand our impact by serving an additional 1,000 individuals with disabilities by 2027. This playbook was developed following an evaluation of our programs, an analysis of the current service provider landscape, and a forecast for the emerging needs of the disability community. This rigorous process was undertaken by our friends at Community Action Partners and engaged more than 40 Triangle stakeholders. The resulting plan is built upon Triangle's spirit of innovation and its core tenants of community inclusion, employment, empowerment, and independence as we shape pathways to success for each individual that we serve across all our programs.

This past year was the first official year of the five-year plan, with many exciting investments made to new program development, increases in direct care staff compensation, the addition of a new residential home, and enrollment increases across all day services programs. Highlights include:

- Triangle hired 42 new employees during the first 10 months of 2023 – allowing for expanded capacity across all programs and readying the organization for future growth.
- Investment in our Clinical and Quality Assurance teams continues to be a high priority as the needs of our current participants and residents evolve and the organization prepares to take on high-support needs referrals to our residential and day programs.
- The newly named Triangle Abuse Prevention & Safety (TAPS) program (formerly known as IMPACT:Ability) is now housed within Triangle's Clinical and Quality Assurance department. This integration will increase collaboration across Triangle departments while increasing the number of trainings we can provide to our school partners, our fellow providers, and the individuals in our programs.
- Racial Equity and Disability Justice initiatives have been launched by staff members from across the agency to implement ongoing dialogs and trainings. These initiatives also ensure that our programs are considering intersectionality and equity as key components of our service delivery model.
- Triangle's North Shore Day Services program based in Salem relocated to double its capacity in 2020. As in-person programming returned, that location has seen rapid growth in 2023, with 20 new program enrollees bringing the site's total to 57 program participants.
- Our new Prism Program for autistic young adults currently has 30 members enrolled, well ahead of our enrollment goals for this extremely popular offering that provides individualized services in a judgement-free zone that includes a performance and gaming lounge, learning center, and café space.
- Pre-Employment Transition Services offered by our Workforce Development team continues to grow and receives strong reviews from our more than 20 school district partners. Since launching the plan, Triangle has added Cambridge, Peabody, and Salem High Schools to our partner portfolio (4,100+ combined enrollment).
- EPIC Diversity, Equity, and Inclusion (DEI) trainings on workplace inclusion and ableism tripled year-to-year revenue and doubled the number of training partners. EPIC added a Director of Youth Services to help expand training capacity, while also operating its flagship Service Warrior program.

Locations

Salem

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

Residential Homes

10 homes throughout the Metro North
and North Shore communities

Boston

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

Randolph

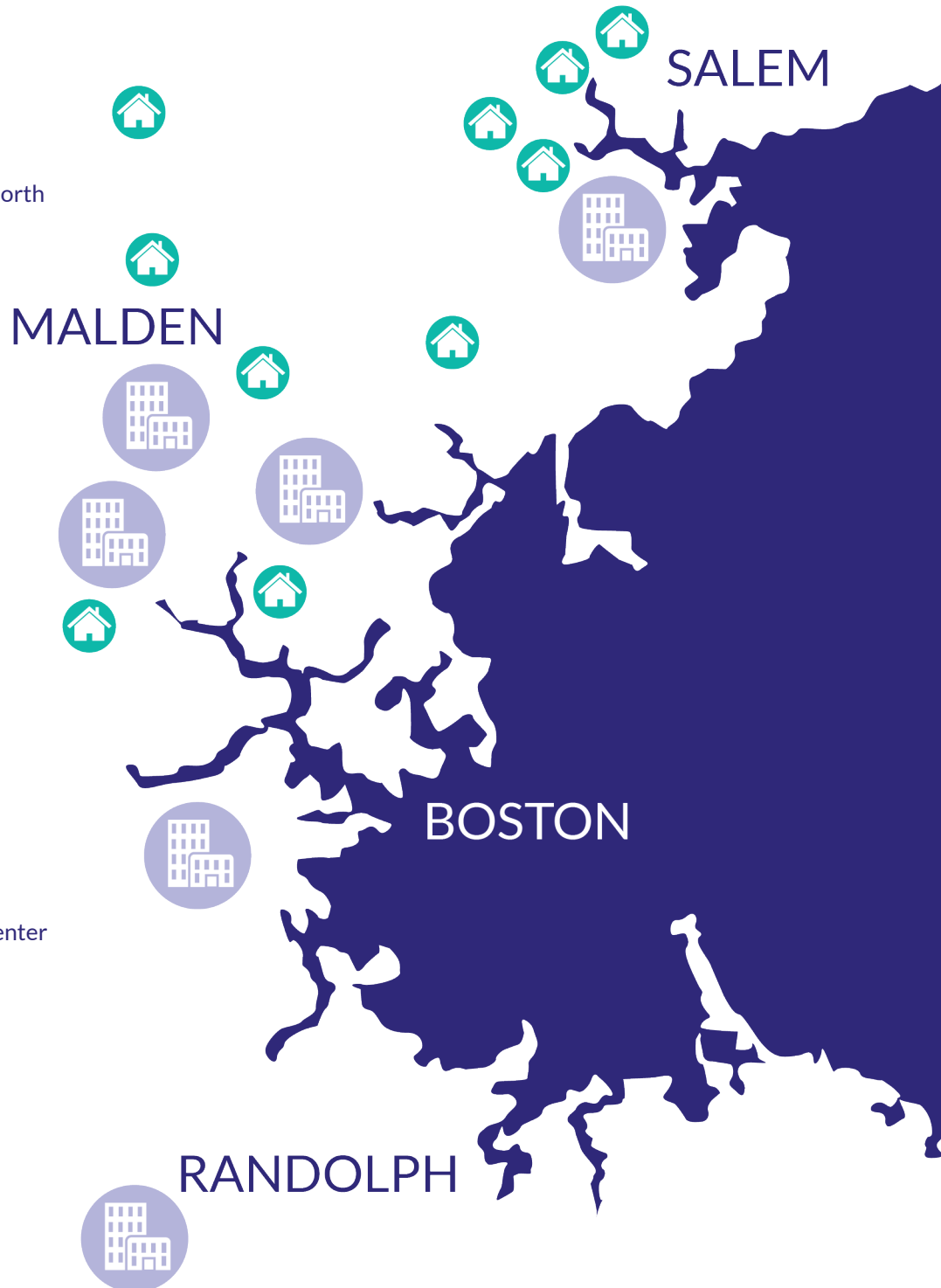
Triangle Program Site
9 Memorial Parkway
Randolph, MA 02368

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:

