



ANNUAL REPORT 2025

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ABOUT US



OUR MISSION

Tangram supports people with disabilities by designing services to meet their specific needs and desires. We assist them to live full, meaningful, and happy lives, at home and as members of their community.

Tangram joins with community partners to create inclusive and sustainable solutions to challenges faced by those impacted by disabilities.



OUR STORY

Tangram was established in 1985 in Hancock County, Indiana by families of individuals with disabilities who wanted better options for independent living for their loved ones.

Since that time, Tangram has grown to serve individuals with disabilities and their families throughout Central Indiana, and offers a wide range of individualized services to meet the unique needs of the people we serve. Tangram proudly celebrated their 40th anniversary in 2025!





A NOTE FROM SAM

As Tangram proudly celebrated its 40th anniversary, this milestone year offered both a moment of reflection and a powerful affirmation of our mission. Even amid significant and ongoing challenges within the ID/DD industry—including workforce shortages, rising costs, and an evolving service landscape—Tangram continued to move forward with resilience, innovation, and impact.

Guided by four decades of experience and learning, we supported thousands of Hoosiers with disabilities through high-quality, person-centered services that promote independence, belonging, and opportunity across the lifespan. This progress is a direct reflection of our extraordinary employees, whose dedication, creativity, and compassion sustained our work through uncertainty and change. We proudly celebrate their commitment and the culture of care they create every day.

We are also deeply grateful to our funders, donors, and community partners whose trust and investment make this work possible. Partnerships with organizations such as United Way of Central Indiana, the Kiwanis Club of Indianapolis, Anthem and Ausome Indy Moms strengthened our ability to respond to community needs, innovate programs, and expand access to support. Together, we are honoring Tangram's past while building a more inclusive future—one where people with disabilities across Indiana are empowered to thrive.

Sam Criss

PRESIDENT / CEO



VISION AND VALUES

.....a shared commitment to purpose and passion!

What is the Tangram Way?

The Tangram Way is a philosophy and way of being that influences how the Tangram family supports each other and serves our community. Consisting of four core values that guide everything we do at Tangram, we believe The Tangram Way makes better persons of us all.

Our Core Four—Shaping What We Do



Putting People First

Empowering people to show up as our best selves to maximize individuals' potential and celebrate diversity.



Embracing Our Mistakes

Embracing innovation and creativity to foster decision-making without fear of making mistakes.



Remembering Our Reason

Supporting clients to live as independently as possible with choice, control, and community inclusion.



Committed to Improvement

Committing to continuous improvement so that every person can do and be their best.





BOARD OF DIRECTORS

Tangram's Board of Directors is comprised of dedicated community leaders and professionals who bring diverse expertise and a shared commitment to advancing Tangram's mission. Together, they provide strategic guidance, governance, and support to ensure Tangram continues to empower individuals with disabilities and strengthen our community.



KIM SANDERS, BOARD CHAIR, GSK



**COURTNEY CONWAY, VICE CHAIR,
NELSON GLOBAL**



**MELISSA NORMAN, SECRETARY,
CHOICES COORDINATED SOLUTIONS**



**ERIC SCHILLING, TREASURER,
BECKNELL INDUSTRIAL**



**BRONWEN MANTLO, ELI LILLY,
RETIRED**



COURTNEY KASINGER, ELI LILLY



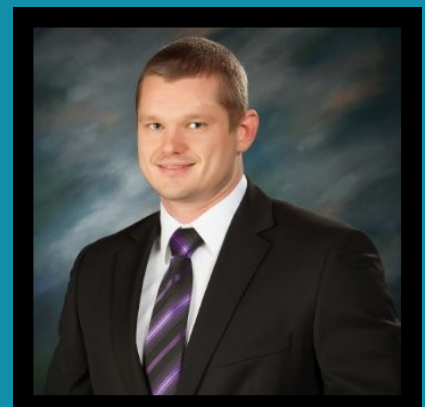
**RON ZHISS, BRAND STRATEGY AND
MARKETING CONSULTANT, RETIRED**



MALLORY JOHNSON, SALESFORCE



**MATT VOLK, INDIANAPOLIS
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**MATT CUSHMAN, 1834
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LEADERSHIP STAFF



SAM CRISS
PRESIDENT/ CEO



ARI CAMPBELL
CHIEF PROGRAM
STRATEGY OFFICER



SHANNON DUGGAN
CHIEF ADMINISTRATIVE
OFFICER



KARI SHEWARD
VICE PRESIDENT OF
BEHAVIORAL HEALTH AND
CLINICAL SERVICES



SHANNON SMITH
VICE PRESIDENT OF
COMMUNITY INITIATIVES





“OUR TEAM IS THE HEART OF ALL WE DO...”

At Tangram, our mission is powered by people. Our staff are at the heart of everything we do, bringing compassion, creativity, and purpose to their work each day. They show up with empathy, innovation, and a deep commitment to equity and belonging, ensuring that every individual we serve feels seen, supported, and respected.

Together, we are a community that believes in the strengths and potential of people of all abilities. Our team builds meaningful relationships and works collaboratively to remove barriers and create opportunities. Through their dedication and shared values, our people transform Tangram’s mission into real, lasting impact for individuals, families, and the community as a whole.

What truly sets Tangram apart is the care our people bring to every interaction. They listen, learn, and grow alongside those we serve, adapting to meet unique needs and celebrating each success along the way. We are proud of the growth of our team and their ongoing commitment to come together, support one another, and work collectively for the betterment of the individuals and communities we serve.



VOLUNTEERS MAKE A **BIG** IMPACT

Tangram was proud to participate in United Way of Central Indiana's Go All In Day alongside volunteers from Central Indiana Corporate Partnership (CICP). Through landscaping and beautification projects, this partnership strengthened our space and reflected the power of community collaboration in advancing Tangram's mission and creating welcoming environments for the people we support.



Tangram proudly volunteered at the City of Fishers Half Marathon as course marshals, with a team of 20 staff, board members, and community volunteers. Thanks to the City of Fishers Nonprofit Incentive Program, this collective effort earned \$2,000 in support of Tangram's mission, demonstrating the impact of service, partnership, and community coming together.





2025

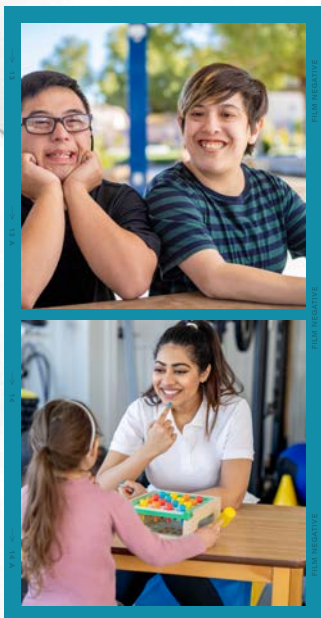
YEAR IN REVIEW



GOLF OUTING FUN ● COMMUNITY OUTREACH EVENTS ● RUSSEL ENJOYS SUMMER CONCERT SERIES
HILTON AWARDED DSP OF THE YEAR AT INARF CONFERENCE ● ATISHA HAS FUN AT THE ZOO
HEART OF SERVICE AWARD GIVEN TO SHANNON AT BAND TOGETHER
TBR EDUCATES LOCAL ORGANIZATIONS ● BOOMER STEALS THE SHOW AT THE GOLF OUTING



SERVICES AND PROGRAMS

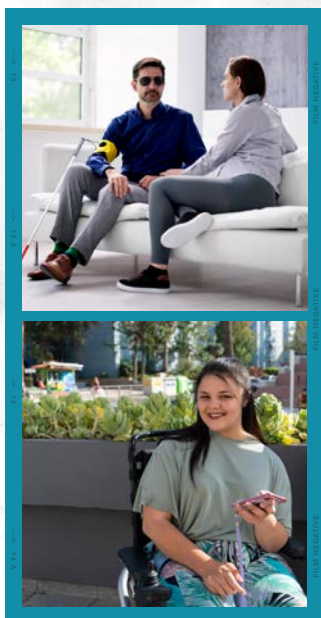


AUTISM AND BEHAVIORAL HEALTH SERVICES

OUR AUTISM AND BEHAVIORAL HEALTH SERVICES PROVIDE COMPASSIONATE, EVIDENCE-BASED CARE FOR INDIVIDUALS AND FAMILIES ACROSS CENTRAL INDIANA. OUR TEAM OFFERS DIAGNOSTIC TESTING, APPLIED BEHAVIOR ANALYSIS (ABA) THERAPY, AND INDIVIDUALIZED BEHAVIORAL HEALTH SUPPORTS DESIGNED TO BUILD COMMUNICATION, SOCIAL SKILLS, INDEPENDENCE, AND CONFIDENCE. WITH A PERSON-CENTERED APPROACH, WE MEET INDIVIDUALS WHERE THEY ARE AND PARTNER WITH FAMILIES TO SUPPORT MEANINGFUL PROGRESS AND LONG-TERM WELL-BEING.

COMMUNITY LIVING AND RESIDENTIAL SERVICES

OUR COMMUNITY AND RESIDENTIAL SERVICES SUPPORT INDIVIDUALS WITH DISABILITIES IN LIVING FULL, CONNECTED, AND SELF-DIRECTED LIVES. THROUGH PERSONALIZED SUPPORTS DELIVERED IN HOMES AND THROUGHOUT THE COMMUNITY, TANGRAM EMPOWERS PEOPLE TO BUILD DAILY LIVING SKILLS, PURSUE PERSONAL GOALS, AND ENGAGE MEANINGFULLY WITH THEIR NEIGHBORHOODS. WITH A FOCUS ON DIGNITY, CHOICE, AND INDEPENDENCE, OUR TEAM PARTNERS WITH INDIVIDUALS AND FAMILIES TO CREATE SUPPORTIVE ENVIRONMENTS WHERE PEOPLE CAN THRIVE AT EVERY STAGE OF LIFE.



LIFE COACHING

OUR LIFE COACHING SERVICES PROVIDE PERSONALIZED, GOAL-FOCUSED SUPPORT FOR INDIVIDUALS WITH DISABILITIES AS THEY WORK TOWARD GREATER INDEPENDENCE AND CONFIDENCE. LIFE COACHES PARTNER ONE-ON-ONE WITH INDIVIDUALS TO BUILD PRACTICAL SKILLS, STRENGTHEN SELF-ADVOCACY, AND NAVIGATE EVERYDAY CHALLENGES RELATED TO WORK, RELATIONSHIPS, ROUTINES, AND COMMUNITY INVOLVEMENT. THROUGH ENCOURAGEMENT, ACCOUNTABILITY, AND INDIVIDUALIZED PLANNING, TANGRAM'S LIFE COACHING HELPS INDIVIDUALS DEFINE THEIR GOALS AND TAKE MEANINGFUL STEPS TOWARD THE LIFE THEY WANT TO LIVE.



SERVICES AND PROGRAMS

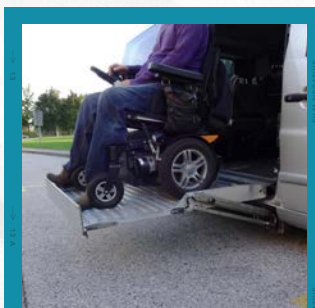


EMPLOYMENT CONSULTING AND EXTENDED SERVICES

OUR EMPLOYMENT CONSULTING AND EXTENDED SERVICES SUPPORT INDIVIDUALS WITH DISABILITIES IN EXPLORING CAREER PATHS, SECURING MEANINGFUL EMPLOYMENT, AND SUSTAINING LONG-TERM SUCCESS IN THE WORKPLACE. THROUGH INDIVIDUALIZED JOB COACHING, SKILL DEVELOPMENT, AND ONGOING SUPPORT, TANGRAM PARTNERS WITH BOTH JOB SEEKERS AND EMPLOYERS TO CREATE SUPPORTIVE WORK ENVIRONMENTS. THESE SERVICES FOCUS ON BUILDING CONFIDENCE, INDEPENDENCE, AND STABILITY, HELPING INDIVIDUALS GROW IN THEIR ROLES WHILE SUPPORTING EMPLOYERS IN FOSTERING ACCESSIBLE WORKPLACES.

TRANSPORTATION

OUR TRANSPORTATION SERVICES PROVIDE SAFE, RELIABLE, AND ACCESSIBLE TRANSPORTATION THAT HELPS INDIVIDUALS STAY CONNECTED TO THEIR COMMUNITIES. WHETHER TRAVELING TO WORK, APPOINTMENTS, PROGRAMS, OR SOCIAL ACTIVITIES, OUR TRANSPORTATION SUPPORTS PROMOTE INDEPENDENCE AND REDUCE BARRIERS TO PARTICIPATION. TANGRAM HELPS INDIVIDUALS GET WHERE THEY NEED TO GO, SUPPORTING GREATER FREEDOM, OPPORTUNITY, AND QUALITY OF LIFE IN THEIR COMMUNITIES AND BEYOND.



WELLNESS SERVICES

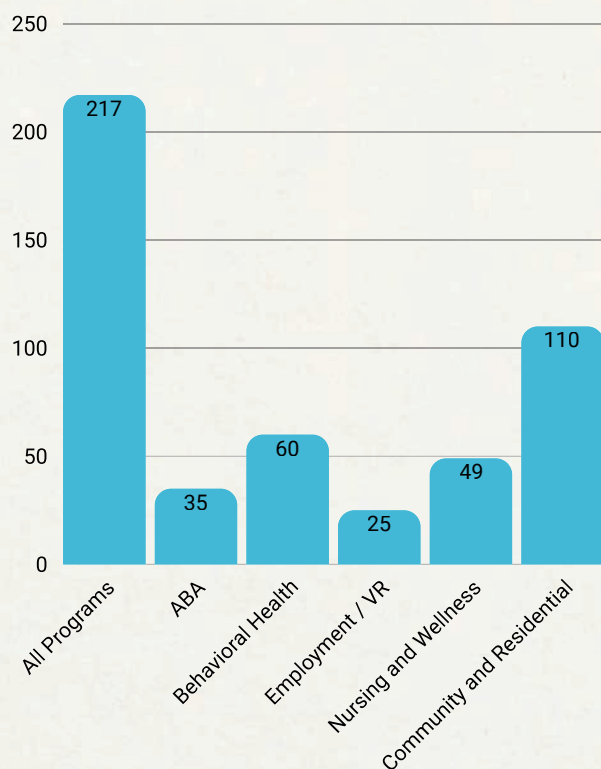
OUR WELLNESS SERVICES SUPPORT THE PHYSICAL, EMOTIONAL, AND SOCIAL WELL-BEING OF INDIVIDUALS WITH DISABILITIES THROUGH PROGRAMS THAT ENCOURAGE HEALTHY ROUTINES, CONNECTION, AND SELF-CARE. FROM FITNESS AND RECREATION OPPORTUNITIES TO SOCIAL ENGAGEMENT AND LIFE-ENRICHING ACTIVITIES, TANGRAM'S WELLNESS OFFERINGS ARE DESIGNED TO PROMOTE BALANCE, CONFIDENCE, AND OVERALL QUALITY OF LIFE. BY FOCUSING ON THE WHOLE PERSON, OUR WELLNESS SERVICES HELP INDIVIDUALS BUILD HEALTHY HABITS AND STAY ENGAGED IN THE ACTIVITIES AND COMMUNITIES THAT MATTER MOST TO THEM.



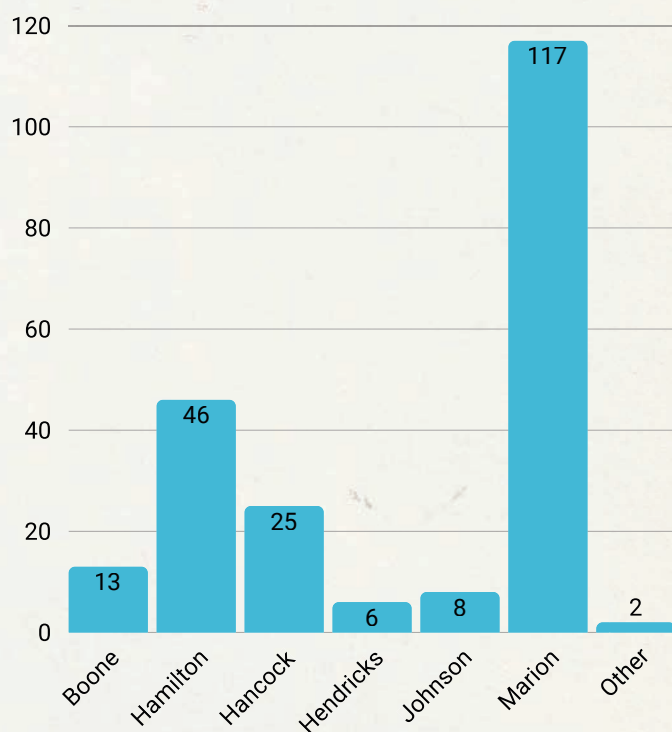


CLIENT DEMOGRAPHICS

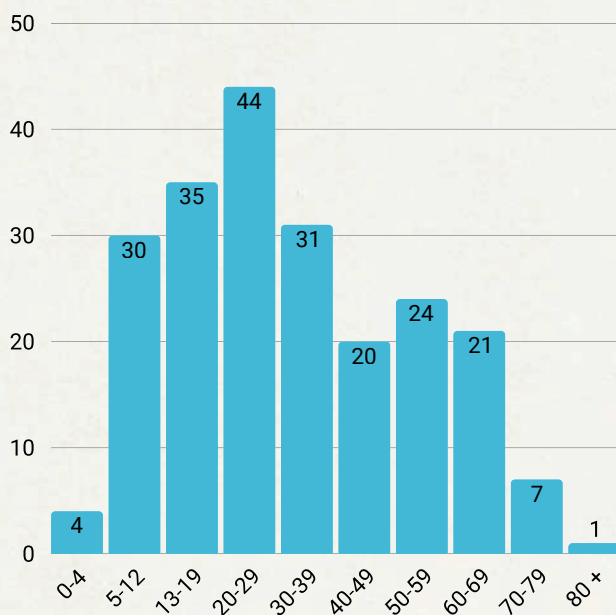
Clients Served By Program



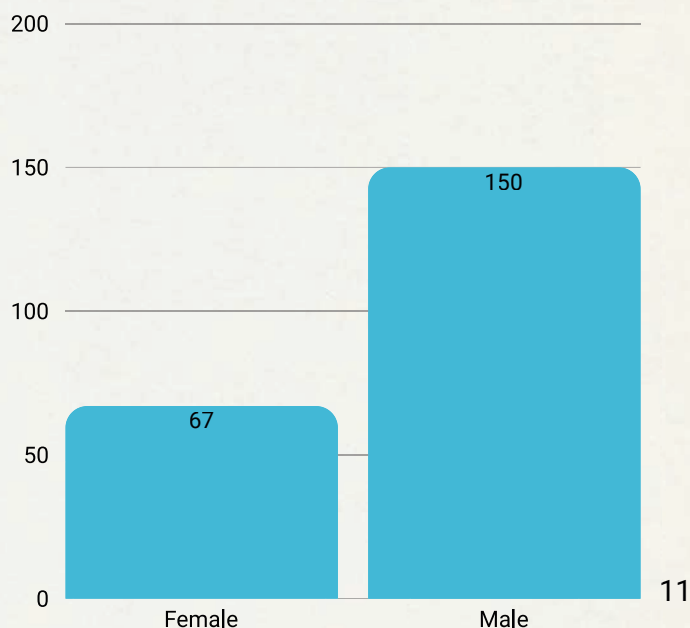
Clients Served By County



Clients Served By Age



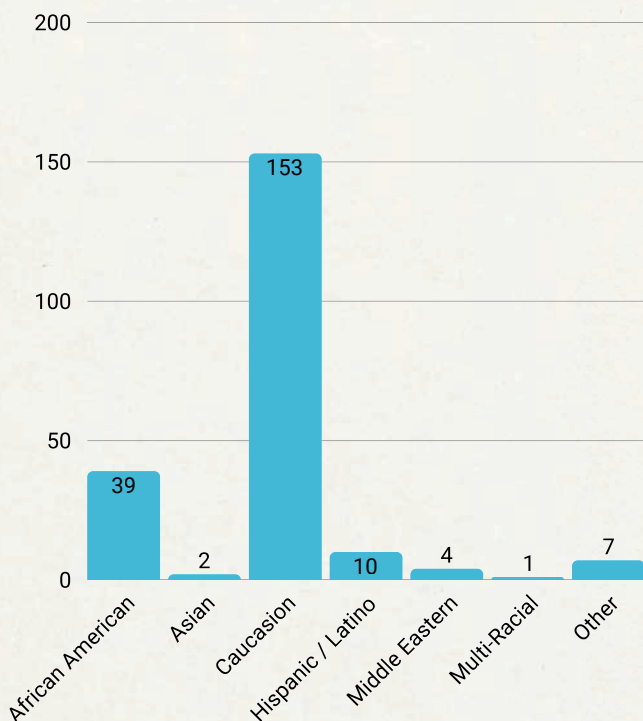
Clients Served By Gender



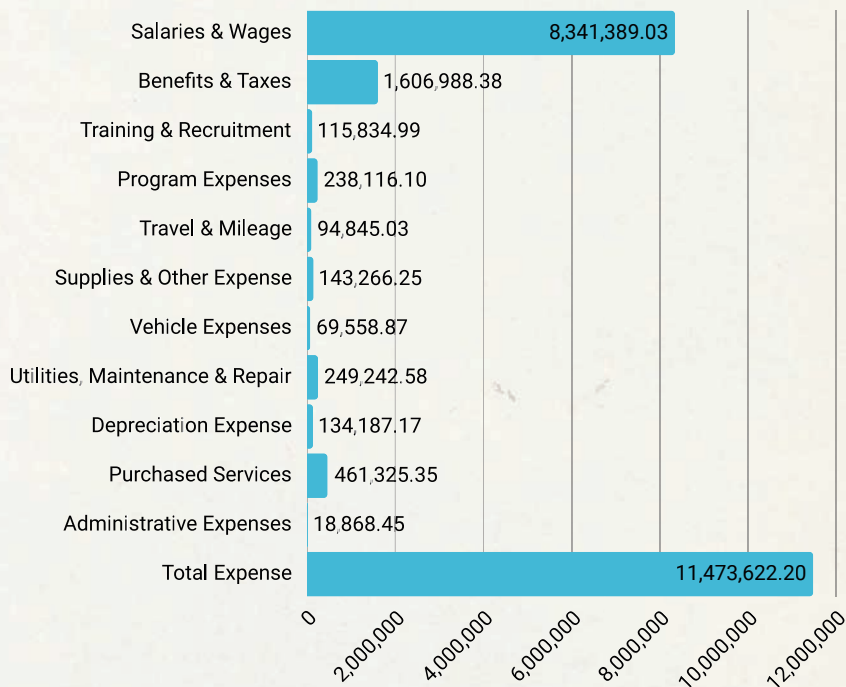


CLIENT DEMOGRAPHICS & REVENUE SOURCES

Clients Served By Race



Expense Breakdown By Type



Revenue Breakdown By Type





MISSION MOMENTS

Moments of connection, stories of impact...



This year, Tangram partnered with the Indianapolis Public Library to expand access to Adult and Universal Changing Stations across Marion County. These full-size, accessible changing tables provide individuals with mobility needs a safe and dignified option while out in the community.

New stations are now available at the Nora and Pike branches, with the Central Library location coming soon. This partnership reflects Tangram's commitment to advancing accessibility, dignity, and belonging—helping ensure everyone can fully participate in community life.

This fall, Russell and Josh took a trip to Brown County State Park with their staff, where they enjoyed a picnic lunch and explored the park while taking in the fall scenery. The outing was part of building new seasonal traditions and encouraging community exploration across Indiana.

Experiences like this support connection, adventure, and confidence while helping individuals engage with their community in meaningful ways.



This year, Ronnie took a major step toward his future by beginning college at St. Mary of the Woods College, where he is pursuing a degree in psychology. With support from Tangram staff, Ronnie spent time visiting campus, building independence skills, and preparing for the transition to college life.

This fall, he moved onto campus with confidence and support from his family and Tangram team. Ronnie's journey highlights the impact of personalized support, preparation, and determination in helping clients reach meaningful milestones.



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reshaping the idea of disability...together!

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OUR GENEROUS DONORS

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Tim Watkins
Wendy Waugh
Mark Werner
Sara Wheeler
Alexa White
Martha Whiteman
Kathryn Williams
Carolyn Zhiss
Ron Zhiss
Ali Zoibi



LOOKING AHEAD...

new possibilities and opportunities in 2026!

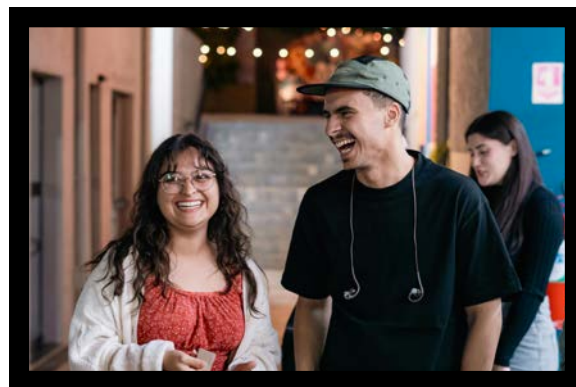


Early Explorers Prep

Early Explorers Prep is truly taking flight in 2026, and we could not be more excited about what lies ahead. As Tangram's newest autism services program continues to grow, we are thrilled to welcome many new littles into a warm, engaging, school-like environment designed just for them. With its play-based, experiential approach and integrated ABA goals, Early Explorers Prep is already building strong foundations for learning, communication, and confidence for young learners.

Gathering House Partnership

Tangram is proud to announce our partnership with The Gathering House of Noblesville, expanding our service area and strengthening community engagement for our ABA programming. This collaboration creates a welcoming community space to support our young adult autism services, opening new opportunities for connection, growth, and meaningful participation within the Noblesville community and surrounding areas.



Bringing the Fun in 2026!

We're bringing back the fun this year with Tangram's annual fundraisers! Get ready for Band Together for Tangram at the Rathskeller Biergarten and Tangram's 3rd Annual Golf Outing this fall. Save the Date: Band Together for Tangram is April 26 at the Rathskeller Biergarten from 2-5PM in downtown Indianapolis. More details coming soon—we can't wait to celebrate with you!



**A SPECIAL THANK YOU TO OUR
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info@thetangramway.org

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