

Annual Client/Family Appreciation Picnic



Our Annual Client/Family Appreciation Picnic, held at the Northside Knights of Columbus, was a fun event for all who attended. Many clients and their families were present and enjoyed American picnic food, such as hot dogs, hamburgers, and potato salad. The weather allowed us to play outdoor games like cornhole and volleyball. Everyone enjoyed being able to socialize and mingle, and the most exciting part of the night was the drawing for various prizes, including gift cards, mums, and Tangram gift bags. Doug Hughes wrapped up the evening with a brief inspirational speech. Thank you to all who attended and made the night a success!

and the sky is the limit!

Mission Moment:

They wore it'sy bitsy, teeny weeny, yellow polka-dot bikinis...Well, maybe not quite, but Tangram staff and clients are taking steps in the right direction! On September 1, we kicked off Phase II of Tangram Total Health, a unique wellness program which will be offered to both staff AND clients. Our longterm goal is to incorporate healthy values into our corporate culture.

We will follow in the footsteps of Bill and Amber, two of Tangram's clients, who have been diligently working at establishing healthier lifestyles. They each lost 20 pounds! And here's how they did it:

- Ate yogurt, Special K bars, healthy slow cooker dinners, more fish and less meat
- Cut waffles and pancakes out of their diet and reduced the amount of soda they drink
- Exercised regularly by doing 100 sit-ups every night!!! When weight loss stalled, they added 5 laps around their apartment complex.

Bill and Amber have set a great example for us to follow and Amber is well on her way to achieving her goal of getting into a bikini for her honeymoon! We hope to have the same success that Bill and Amber have had!

In order to sustain our program and continue to offer innovative and impactful ways for our staff and clients to stay healthy and happy, we require your generous financial support. If you would like to support other Tangram clients, like Bill and Amber, in their goals of creating healthier lifestyles through the Tangram Total Health program, [click here](#) or mail a check to Tangram, 5155 Pennwood Dr., Indianapolis, IN 46205.

dreamers are
the
leaders

United Way Campaign

Kudos to Tangram employees, who contributed to the United Way Campaign. 60% of Tangram employees gave to the campaign, a 42% increase over last year's participation. Tangram raised over \$12,000.00, an increase of over \$4,000.00 from 2009. Thanks to everyone who gave to the campaign!



the
possibilities
are endless

Tangram Participates in the United Way Day of Caring

This year's United Way Day of Caring took place on August 27, 2010. Tangram submitted projects for volunteers to choose. Our wonderful volunteers from Target and Borshoff worked on tearing out a railing and washing windows at our McKenzie Road home. The hardworking volunteers from the CPCU Society stained a deck and maintained landscape beds at our Thompson Road home. We even had one brave volunteer work on filing in our fiscal department.

We are Giving Back!

Tangram has benefitted from the Day of Caring for sev-

Gear up for Disability Employment

Awareness Month!

October is Disability Employment Awareness Month. At a time in our economic history when unemployment is high, it is important to realize that individuals with disabilities face over 60 percent unemployment. The Americans with Disabilities Act bans all employers of 15 or more people from discriminating against "qualified individuals with disabilities." It also requires employers to "reasonably accommodate the disabilities of qualified applicants or or employees unless undue hardship would result." Read the 5 myths and real facts about hiring people with disabilities, from Think Beyond the Label, [here](#).

If you would like to learn more about disabilities in the workplace or disabilities in general, Tangram offers informative workshops for businesses. Get the facts about hiring individuals with disabilities and invite a Tangram speaker to your business today! Contact Lindsey VanDyck for more information: lvandyck@thetangramway.org or (317) 968-9048.

Tangram Celebrates DSP WEEK!

By proclamation of the Governor, September 13-17 was declared DSP (Direct Support Professional) Recognition Week in Indiana. DSPs are vital to Tangram and are largely responsible for the success of its mission to provide the highest quality of care to individuals with developmental disabilities so that they can thrive in the community. Managers showed their appreciation by hosting mini-celebrations of recognition for the DSPs that they supervise. Employees also had the opportunity to contribute to the DSP Hall of Fame by filling out cards of appreciation for Tangram's hardworking DSPs.

eral years, and we decided it was time for us to give back! Armed with rakes, hedge trimmers, pruners, and volunteer spirit, our group of volunteers headed to the home of an American Cancer Society member to spruce up her lawn and paint her garage door.



Who's Who

Tangram Board Members

David Jose, Esq., Chair
Robert Fechtman, Esq., Vice Chair
Barry Hart, R. Ph., Secretary
Kevin Sullivan, Esq., Treasurer
Nancy Cuning, CFP, Immediate Past
Chair
Ron Ernst
Paula Gartner, PE, LEED(R)AP
Terry Johnston, ABR
Tammie Jones
TiJuan Lumpkin
Cito Mamaril
Michael Peoni, AICP
Wanza Schweiger, CEBS
Tim Worthington

Contact Us!

Connie Dillman, President/CEO
cdillman@thetangramway.org
(317) 968-9024

**Pam Byerly, Director of Supervised Group
Living**
pbyerly@thetangramway.org
(317) 968-9041

Lynne Conant, Director of Human Resources
lconant@thetangramway.org
(317) 968-9034

**Kathy McClure, Director of
Development**
kmccclure@thetangramway.org
(317) 968-9033

**Steve O'dore, Director of Behavioral
Health Services**
sodore@thetangramway.org
(317) 968-9050

**Peter Zubler, Director of Community
Support Services**
pzubler@thetangramway.org
(317) 968-9049