



SENIOR LEADERSHIP:

Bonita J. Keefe-Layden,
Chief Executive Officer

Alice Martini,
Residential Operations Analyst

Dot Cote,
Controller

Matilda Gonzalez,
Individual Supports Coordinator

Sue Grandone,
Chief Financial Officer

Bruce Leger,
Director of Quality Assurance

Kerrie Mason,
Marketing & Public Relations

Ricky Rogers,
Transportation Director

Paige Slein,
Director of Training & Education

Deborah Trainor,
Human Resources Coordinator

Melissa Wilson,
*Director of Residential
Operations & New Development*

BOARD OF DIRECTORS:

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Armand Carpentier

Shawn Dinerman, *Vice President*

Janet Garon, *Treasurer*

Marilyn Keane

Patricia Nylin, *Clerk*

Donna Peters

Lori Richardson, President

Dick Whitney, *Past President*

Mary Wilson

FACING THE FUTURE

In 1975 Rehabilitative Resources (RRI) was incorporated with the mission to provide quality community based service for adults with disabilities. We began with a staff of 15 to serve 16 residential clients and 15 home based clients. Currently, we serve over 180 community based clients in 40 agency owned homes, the largest agency of its kind in Massachusetts. Our 400 employees that work in over 40 towns and cities across the Commonwealth share the same mission as the early pioneers of RRI – to provide quality community based services for adults with disabilities.

Ours is not a nine to five, forty hour work week. Ours is a unique calling, 24 hours a day, seven days a week to provide safety and dignity to each of our clients. Our success is not measured by years but is measured on a daily basis. The foundation of our success is the daily commitment of each of our employees, volunteers, and associates. Ours is a foundation that will not crumble, because it is made with the ingredients of vision, heart, courage and integrity.

We have settled in to our new administrative building at One Picker Road in Sturbridge, but our construction still continues. We will be opening a Day Habilitation Program that will also be located at our new administrative site in 2006. The renovations, the layout and the “bricks and mortar” of this program will make RRI a leading benchmark in the industry. Our employees designed and developed this program with vision, heart, courage and integrity for our clients – this is the basis of our success. The program will provide educational and recreational opportunities in a stimulating and safe environment. Part of this stimulating environment is the tropical theme that includes a horticultural room, a sensory room as well as programs such as horticulture, scrapbooking and aromatherapy.

Being true to our mission, our agency is also delving into facing the challenge that our clients and our community encounter with Alzheimer’s disease. Again we face this journey with vision, heart, courage and integrity.

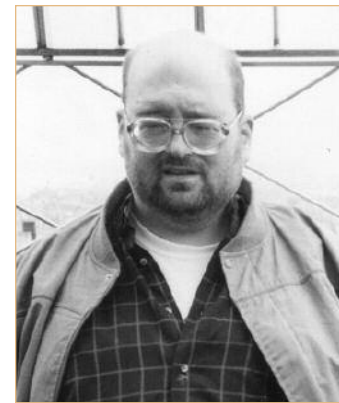
This year, the agency lost one of its unsung heroes. Mr. Harold Berry ran the transportation department at our agency for over twenty one years. Mr. Berry was a testament of a person with vision, heart, courage and integrity. As the community mourns his loss, we persevere and honor his legacy with our daily successes.

Our agency continues to be susceptible to budget cuts and program adjustments, from our largest revenue source, the Commonwealth of Massachusetts. Additionally, we face the challenge with the legislature to increase wages for our direct care employees with much needed courage.

On behalf of the Board of Directors, we congratulate and thank everyone for their vision, heart, courage and integrity in making Rehabilitative Resources Inc., a success story one day at a time.

Lori Richardson

President, RRI Board of Directors



Dan before



Dan after



Merci with her first place ribbon

HEALTHY HABITS

Dan is a 43 year old, legally blind, developmentally delayed individual that resides at the RRI Lincoln Street program. Dan has overcome many adversities in his life and his most recent success is how he has dramatically improved his health and well being. Dan has been motivated by the staff members at Lincoln Street to start exercising and to live a healthy lifestyle. The staff created a walking program for Dan to help him start to get active. Dan walks over six miles per week and over the past few years has lost over 75 pounds which has enabled him to not only feel better, but has also lowered his cholesterol levels. Dan used to always have seconds at dinner time and now he has an appreciation for fine foods and enjoys what he is eating instead of just eating too much out of habit. The efforts of the staff’s motivational methods as well as Dan’s determination have certainly paid off and Dan is on his way to a lifelong healthy habits lifestyle.

*Happiness cannot come from without.
It must come from within. It is not what we see and touch
or that which others do for us which makes us happy;
it is that which we think and feel and do,
first for the other fellow and then for ourselves.*

- Helen Keller

BOWLING CHAMPION

Merci receives supportive services from the RRI Individual Supports Department. She is a proud employee of Auntie Annie’s Pretzels and also likes to participate in many activities throughout her local community. Mercy recently participated in the Special Olympics’ Unified Bowling Tournament that was held at AMF Lanes in Auburn. Mercy’s team “Seven Care Bear” bowled their way to victory and won first place in the tournament. Mercy greatly enjoyed bowling in the tournament and contributing to her team’s victory.



ACCOMPLISHMENTS

New Administrative & Training Facility

In September 2005 RRI opened the doors to the new administrative office and training facility located at 1 Picker Road in Sturbridge. The new facility provided much needed space and will now allow the agency to continue to grow and prosper.

Blooming Basket Extravaganza

This fundraiser raffle partnered RRI with area merchants to raise more than \$10,000 for the agency. Businesses throughout Massachusetts displayed the hand crafted baskets in their stores for raffling. This fundraiser helped RRI to strengthen community relations while broadening its name recognition throughout the Commonwealth.

9th Annual RRI Charity Golf Classic

Over 125 golfers participated in the 9th annual golf tournament that was held on June 17th at Kettle Brook Golf Club in Paxton. More than \$16,000 was raised to support the agencies services.

12th Annual Rise & Run Road Race

The 12th Annual RRI Rise & Run 5K Road Race and 1 Mile Fun Run/Walk was held on Sunday, October 2nd. Over 100 runners participated and incredible support was shown by the local community. The organization raised almost \$5,000 which will go towards the purchase of augmentative communication devices. This equipment serves non-verbal people and allows them a means to communicate their wants and desires in everyday living.

Certified Trainer for the Prevention of Sexual Harassment & Discrimination in the Workplace

In 2005, RRI trained one of the members of the training department to be a certified instructor in the Prevention of Sexual Harassment and Discrimination in the Workplace. This training was sponsored by the Mass Council Against Discrimination (MCAD) and the Mass Continuing Legal Education (MCLE).

*Thank you to all of the people who have
donated to RRI through the year.
Your support is greatly appreciated.*

Providing Quality, Community-Based Services to Adults with Disabilities for Over 30 Years



OVERVIEW

Rehabilitative Resources was incorporated in 1975 with the mission to provide quality, community based services for people with disabilities.

- Celebrated 30th anniversary in 2005
- 180+ individuals receiving community based services through DMR contracts
- 180+ individuals transported daily
- 46 agency owned properties
- 73 agency owned vehicles
- RRI service area is the state of Massachusetts and currently includes five counties and 44 towns
- RRI employs over 400 staff members

FUTURE GOALS

New Day Habilitation Program: The new RRI administrative and training facility has provided much needed space for expansion. This new space will allow RRI to open a new day habilitation program in 2006. The program will provide educational and recreational opportunities to individuals in a safe and stimulating environment. Special services will be provided to those with increased medical concerns.

Alzheimer's Support: RRI will start its initiative to provide much needed information and services to families dealing with a loved one who has Alzheimer's. Informational materials will be posted on the RRI website and research will be ongoing to determine what services RRI can provide to the community to assist people dealing with this disease.

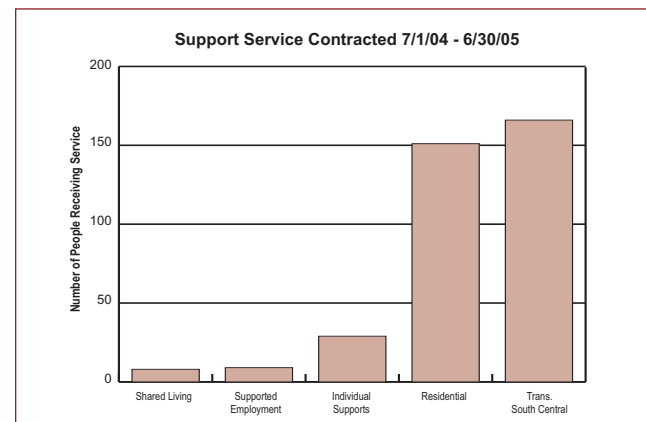
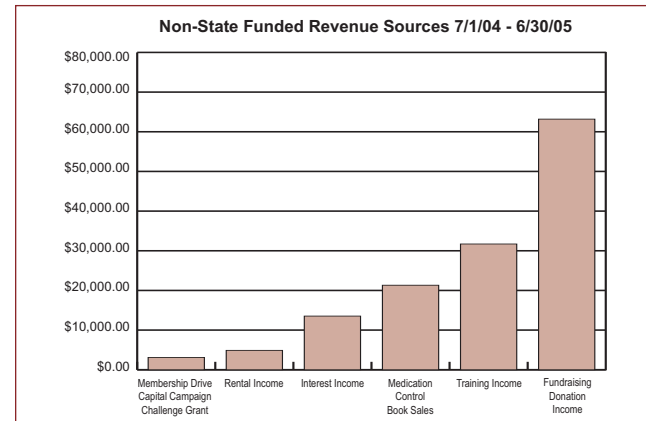
Education and Promotion of RRI's Mission: In a continuing effort to broaden the understating of RRI in the local communities where people are served, the agency plans to continue and enhance participation in community forums and events. By doing this, the agency will inform the public as well as encourage the business community's active participation with the organization.

Enhance Training Programs: The training department will continue to enhance training programs to meet the needs of the agency and local community. A training video geared towards recognizing the signs and symptoms of serious illnesses will also be produced and promoted throughout RRI as well as other agencies.

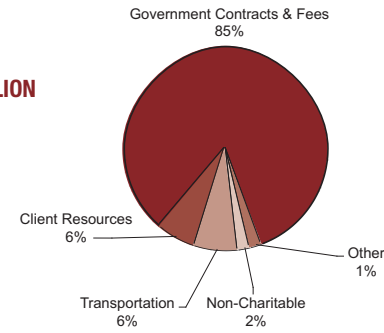
STATEMENT OF FINANCIAL POSITION JUNE 30 2005 AND 2004

ASSETS	2005	2004
Current Assets		
Cash	\$ 1,056,173	\$ 1,006,115
Accounts receivable	771,005	596,778
Prepaid expenses	83,686	92,797
Total Current Assets	1,910,864	1,695,690
Property, plant and equipment, net	8,791,771	5,968,802
Other Assets		
Security deposits	2,437	3,437
Land held for resale	47,890	45,600
Bond issuance costs, net of amortization	45,516	34,322
	<u>\$10,798,478</u>	<u>\$ 7,747,851</u>

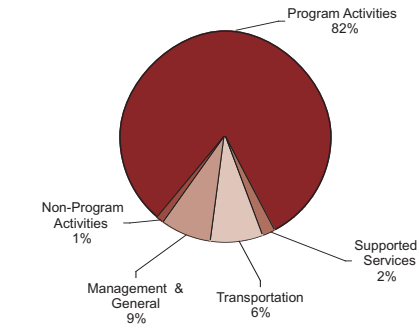
LIABILITIES AND NET ASSETS	2005	2004
Current Liabilities		
Current maturities of long-term debt	\$ 216,375	\$ 577,361
Current portion of capital lease obligations	5,901	12,221
Accounts payable, trade	446,683	117,295
Accrued and other liabilities	873,475	611,921
Deferred revenue	715	1,125
Total Current Liabilities	1,543,149	1,319,923
Long term debt, less current maturities	5,872,163	2,715,173
Long term capital lease obligations	208,491	566,734
	<u>6,080,654</u>	<u>3,281,907</u>
Net Assets		
Unrestricted	3,174,675	3,146,021
	<u>\$10,798,478</u>	<u>\$ 7,747,851</u>



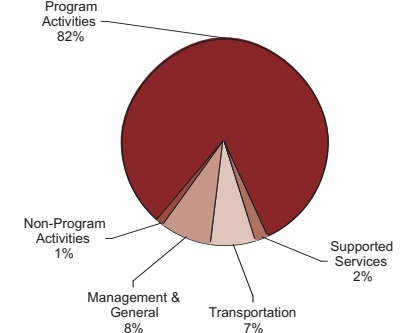
FUNDING SOURCES FY 2005 REVENUE \$15 MILLION



2005 EXPENDITURES



2004 EXPENDITURES



BUDGET FY 2006 \$15,500,000

MAJOR FUNDING SOURCE

Department of Mental Retardation
Third Party Billing • Private Payment

Never forget that the purpose for which a man lives is the improvement of the man himself, so that he may go out of this world having, in his great sphere or his small one, done some little good for his fellow creatures and labored a little to diminish the sin and sorrow that are in the world.

-W.E. Gladstone



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Through The Years... 2005 ANNUAL REPORT



1970's



TODAY



1980's



1990's



Celebrating 30 years of providing quality, community-based services to adults with developmental disabilities.