



Venture COMMUNITY SERVICES

Pathways to empowerment.



Our Mission:

Venture Community Services provides support to individuals facing diverse challenges through a compassionate and dedicated workforce using innovative practices that encourage independence, empowerment and opportunity.

SAVE THE DATE

Thursday, April 16th

*Annual Gala & 40th
Anniversary Celebration
at Holy Cross*

Friday, June 12th

*Charity Golf Classic at Blissful
Meadows in Uxbridge*

Thursday, Sept. 17th

*Fall Wine, Beer & Food Festival
at Old Sturbridge Village*

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WINTER 2015

January is a time for beginnings. It marks the start of a new year, the first full month of winter, and the beginning of countless New Year's resolutions. For this agency it is also a beginning: on January 2nd, the 40th anniversary of the corporation, we officially became Venture Community Services, Inc. Our new name is the most obvious sign of our brand but what we represent as an agency is ultimately our identity.

Venture has a responsibility to do more than continue the important work that the agency has done for 40 years. Guided by our Core Values of honesty, respect, integrity, compassion, and innovation, we must remain committed to creating accessible services in cost-effective ways that help individuals and families overcome barriers. As a leading Massachusetts provider of crucial services, we have an obligation to constantly evolve in an effort to meet the needs of those who require support to lead safe and fulfilling lives. Identifying our company through a year-long rebranding process that resulted in a new name is one means of highlighting our commitment to being a provider of choice for multiple populations.

Our decades of success in providing services to adults with developmental disabilities has positioned Venture to expand our horizons as we look to broaden our reach. There is a growing need in the Commonwealth for innovative programs that support people

with autism, traumatic brain injuries, and mental health issues. As a trusted community partner, this agency must be prepared to offer programs that allow each individual and family we

support to reach their goals and maximum level of independence. Recently, Venture Community Services entered into a



Mike Hyland, CEO

partnership with Wayside Youth and Family Support Network, one of the state's leading providers of children's and family services, to deliver home based supports to families in southern Worcester County. We are fortunate to be aligned with such a prominent agency as we begin to provide youth and family services for the first time and believe it is an example of how Venture intends to implement our updated Mission Statement moving forward.

As always, none of these changes could be possible without the outstanding work done every day by our dedicated employees. I have no doubt that through them, the next 40 years at Venture Community Services will be as exciting and rewarding as the first 40 years have been.

Mike

We cant wait to show you our new website. We are hard at work with the help of New Perspective Web Solutions updating it to be a user friendly resource for all who visit.

Welcome to the Venture Board of Directors



Kathy Charette

We are pleased to announce the appointment of Kathleen Charette of Sturbridge to the Venture Community Services Board of Directors. Ms. Charette has been a registered nurse for 27 years and is currently the Health Director and High School Nurse for the Thompson, CT public school district. She has spent most of her career working in the fields of Pediatric, Obstetric and Emergency medicine, but recently spent 5 years as the Director

of Nursing for The Bridge of Central Massachusetts. She was also the director of The Bridge's Trauma Center, a team of highly trained counselors responding in the aftermath of traumatic events in schools, civic organizations and businesses.

"Kathy's experience working for non-profits will add a valuable perspective to our board." said Mike Hyland, Venture CEO. "As Venture continues to grow and evolve, she will serve as an important voice and advocate for all we support."

Ms. Charette is a graduate of Elms College and Cambridge College and holds Masters Degrees in both Nursing and Education. She currently resides in Sturbridge with her husband Dan and son Jacob.

One
on
One

Michael Hyland

Chief executive officer,
Venture Community Services, Sturbridge

Venture Community Services was incorporated in 1975 as the South Central Massachusetts Rehabilitative Resources, beginning as two homes for people with developmental disabilities. Following significant growth, the 50(c)(3) nonprofit changed its name to Rehabilitative Resources Inc. This month, the organization, with administrative offices in Sturbridge, adopted its new name. The organization now has 54 residential sites, 670 employees and provides hundreds of developmentally disabled people with residential, transportation, day rehabilitation and other services throughout the state. About a year ago, Michael Hyland was appointed as chief executive officer, bringing with him 10 years' experience as vice president of the Kennedy-Donovan Center in Foxboro. Mr. Hyland received his undergraduate degree in communications and his master's degree in social work from Boston College.

What prompted the name change? Does it better reflect what your organization does?

"The name that we began before I got here, the previous name did not say what we do, but it can tell you what we don't do, which is rehab work. An 80-year-old who broke his hip can't come here for help. The name had gotten stale and was a little misleading. Venture Community Services has more energy and goes along with our rebranding effort. It is an important step to introduce ourselves to the area and to do different things."

Venture Community Services has a 40-year history. What are you most proud?

"As far as pride, but there's a certain strength that we've remained loyal to our mission to provide opportunities for independence and a higher quality of life for people with developmental disabilities. We are a \$81 million corporation, and the integrity of our mission remains the focal point of what we do — provide ongoing support to initiatives that ensure that individuals and families have access to the opportunities they deserve."

Are you introducing new programs or expanding services to mark the 40th anniversary year?

"We continue to build our Boston, Severely Disabled program (funded from DDO Department of Developmental Services) and we have a large transportation program with a fleet of vehicles to transport 200 people daily to work. But we are diversifying to meet unmet needs and service gaps. We're getting involved in children's services and partnering with Wayville Youth and Family Support Network. We'll provide in-home services for those at risk of being blown apart by social problems. The need is great for social services and we can be a resource... We're also getting involved with autism services, adult foster care and other areas and collaborating with like-minded agencies to build greater safety nets to meet the needs. We'll work with other resources who have common goals."

How do you stay that focused? What type of leadership do you need?

"Fundraising is not something we've done a great job in the past. Paige Billings is now our director of development, the first full-time person the agency has ever had. We're trying to get in touch with supporters and create a database. Our supporters cannot only donate, but also help us advance our mission and tell others we are a good resource. We're funded by state agencies, Medicaid reimbursements, and maximize our resources. We're fortunate to have a treasurer/financial department. It is silly to think that we can rely solely on incremental funding from the state. Fundraising and building the development side of things will definitely come in handy. They are two different things. A certain program sells itself, for example, and the proceeds go to that initiative in particular. Development is more about long-term giving, creating an image and brand and educating people as to why our work is important and getting their support. There are some major events — the next one is a gala in Holy Cross in April. At that time, we'll re-introduce ourselves to those who support us and give them an idea of where we are going, and we who want to join."

What do you see for services increasing? Why are you adding different programs?

"We do work over a large portion of the state, and we need to make people better aware of how big we are. We can offer resources to a large part of the state and give families more choices... All of our core programs deal with adults with disabilities — disabilities, transportation, etc. But we have enough resources and enough clinicians to create programs for kids and autistic and foster kids. We don't want to do less business; we want to do more and with children. There's a great need for social services."

What is the most important thing you'd like people to know about the work you do?

"We need to do a better job of identifying the value of agencies like this to the state — the economic factors. Without organizations like Venture, these individuals would be in institutions at a \$300,000 cost, instead of \$80,000 group homes. We'd like the community to know that we are a viable resource where they can get help or direct services, a place that operates with core values intact. There's transparency; no secrets whatsoever here. They are free to ask whatever they want to know. It is better for them to go elsewhere to meet their specific needs, we can help with that, too, by facilitating for them."

Compiled by correspondent Susan Gosselin

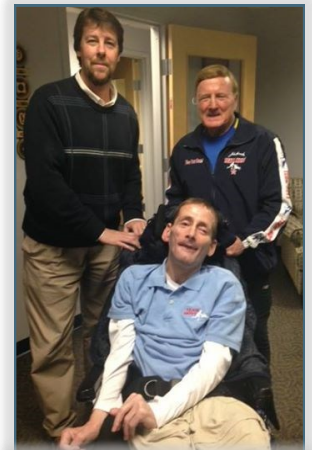
In case you missed it...Our CEO, Mike Hyland was featured in the Worcester Telegram & Gazette Business Matters edition. You can read the full article at Telegramtowns.com and select "Sturbridge" as your town.

Thanks to the Hoyt's Once Again

Hundreds of people with developmental disabilities supported by Venture Community Services will now have greater access to the opportunities they deserve thanks to a \$15,000 donation from Team Hoyt.

Dick and Rick Hoyt, the famed father-son running team, made the donation to Mike Hyland, Venture CEO. "We are thankful to have the support of Team Hoyt," said Hyland. "Their continued partnership with our agency speaks to their generosity and their commitment to people living with disabilities."

The Hoyt Foundation, founded by father-and-son team Dick and Rick Hoyt in 1989, helps build the individual character, self-confidence and self-esteem of America's disabled young people through inclusion in all facets of daily life, including in family and community activities, especially sports, at home, in schools and in the workplace. Dick and Rick have run more than 1,000 road races together all across the world, including 30 Boston Marathons, inspiring countless people to achieve what they previously believed was impossible.



Venture CEO, Mike Hyland with Dick and Rick Hoyt

40th Anniversary—A New Year and New Venture

Happy Anniversary to Us—We are 40!

2015 marks 40 years of service that we have provided to individuals and their families. In acknowledging this milestone, we look to honor the past while embracing the future. As we progress into our fifth decade of service, we are proud to do so as Venture Community Services. While our historical foundation is sound, our future will see a new dawn shaped by a visionary leadership team and supported by core values of honesty, respect, integrity, innovation, and compassion. Our ongoing commitment to innovative growth initiatives will ensure that individuals and their families have access to the opportunities they deserve.



January 2, 1975—January 2, 2015

Special thanks to Smith & Jones who was instrumental in helping with our new look—we are loving our new name, brand and colors!

Few Highlights From Our 40 Year History

- 2015: 40th Anniversary and name changes to Venture Community Services. The agency has 670 employees.
- 2014: Mike Hyland becomes CEO
- 2011: Adult Foster Care Program announced
- 2006: Agency opens first Community Day Program located in Sturbridge
- 1999: Agency shortens name to Rehabilitative Resources, Inc.
- 1997: First Charity Golf Classic hosted
- 1983: Transportation Services began
- 1977: Services started with 16 employees
- 1975: Agency was first incorporated as South Central Massachusetts Rehabilitative Resources, Inc. (SCMRRI) to support people with disabilities coming out of institutions.

WE HOPE YOU CAN JOIN US AT ONE OF OUR EVENTS THIS YEAR

Thursday, April 16th

Annual Gala & 40th Anniversary Celebration at Holy Cross in Worcester

We are excited to celebrate our 40th Anniversary and our new name with our first annual fundraising Gala. We will have a special guest speaker and will be honoring members of our community.

If you are interested in sponsoring or attending, please contact Paige Billings, Director of Development at 774-922-1135 or pbillings@venturecs.org

Friday, June 12th

Charity Golf Classic at Blissful Meadows in Uxbridge

BACK BY POPULAR DEMAND!

We hope you didn't forget how much fun our tournament is.



Thursday, September 17th

Fall Wine, Beer & Food Festival at Old Sturbridge Village in Sturbridge

*Sponsored by Ted's of Charlton
New time of the year...same great event.*

We will have food tastings from some of the best restaurants in our area as well as a wide variety of wine and beer to sample that will be selected by Ted's of Charlton. Of course we will have a great silent auction and plenty of games and giveaways too.

Venture Community Services
1 Picker Road
Sturbridge MA 01566



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Our Core Values: Honesty, Respect, Integrity, Compassion, Innovation
We believe EVERYONE deserves opportunity!

Venture's Board of Directors and Corporate Donors are made up of people from all walks of life: small business owners, lawyers, carpenters, police officers, teachers—active people like you who want to be involved and make a difference in the lives of others. Contact Mike Hyland at ext. 1144 or mhyland@venturecs.org for more information.

ADMINISTRATIVE OFFICE

Mike Hyland, CEO
Dot Cote, Assistant CEO / CFO

Tiffany Breau, Director of Property Management & I.T.
Kevin Hughes, Director of Day Services
Bruce Leger, Director of HR & Professional Development
Kerrie Mason, Director of Marketing
Kyle Murray, Director of Q.I. & Clinical Services
Melissa White, Director of Residential Services

BOARD OF DIRECTORS

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Clerk: Pat Nylin
Treasurer: Carl Ekman

Kathy Charette, Andrea Cropley, Paul Kolesnikovas,
Patricia Lamoureux, Mary Wilson

SERVICES

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Professional Training	Day Habilitation

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www.venturecs.org



If you are still receiving our newsletter via mail, please help us reduce our mailing costs and send your email address to:
kmason@venturecs.org