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WORCESTER, MA

2017 ANNUAL REPORT



Independence,
empowerment,
opportunity.

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.*

\$34.1

million in annual revenue

200

people receiving residential services

839

employees

161

people attending day habilitation programs

43

community residences

300

people receiving transportation services





MESSAGE FROM THE PRESIDENT



Venture Community Services looks back on a successful and rewarding 2017 while at the same time looking ahead with excitement at the opportunities and challenges that 2018 will undoubtedly hold. As always, none of the work that happens at this agency would be possible without the remarkable

dedication and talent of our more than 800 employees. Professionals at every level of the organization, from direct support to supervisors to administrative staff, continue to work tirelessly to drive the organization forward in our commitment to building services that keep the people we support safe while also allowing them to grow. These employees are the embodiment of our mission and we are both grateful for and amazed at the incredible work they do every day.

Because of this professional workforce, Venture saw continued growth in 2016. The agency opened a new home in Franklin for four young men, and in addition is now providing Individual Supports to a couple of people as a result of this expansion. In the Blackstone Valley, we opened our third Day Habilitation program and celebrated with a well-attended ribbon cutting in September. Based in Uxbridge, the building that houses the day program will also eventually serve as a location where autism services will be provided to children and adults. Venture will be working directly with members of the community to design these services, which will ensure that we are addressing existing concerns. The agency also has seen growth in transportation and clinical services, as well as in our training department – assuring that Venture is able to meet the growing needs of the communities we support.

In the coming year, Venture Community Services will continue to expand programming. We will do this independently and also in collaboration with other provider agencies as we seek to extend the safety net for people living with disabilities and other challenges. In addition to our program growth, Venture will be looking to relocate some of our older homes into newer, more accessible houses in order to ensure we always provide the highest standard of living possible. 2018 will also mark another year of ongoing advocacy on behalf of the people we support and our employees. We will closely monitor and react to any attempts to change Medicaid in a way that harms people receiving services and the staff who provide them. With our local trade association, ADDP, and our national one, ANCOR, Venture will always speak out against any threat to the people we are helping every day and we will continue to work tirelessly to create economic and educational opportunities for our workforce. Both groups are too often and too easily overlooked and our dedication to finally changing that is a responsibility Venture will always meet with passion and dedication.

As we move forward, Venture remains thankful to our many friends and supporters who have helped us for so many years. We are truly grateful to be part of so many communities and we are looking forward to doing even more together in the days ahead.

Mike Hyland
President & CEO



PROGRAMS AND INITIATIVES

Venture continues its commitment to innovation and growth by offering new resources and opportunities to the community.



DEVELOPING INNOVATIVE PARTNERSHIPS

Venture is committed to working with existing organizations that share a similar mission to help address different needs in the community. Recently, we have begun offering zero-cost adaptive yoga classes to individuals in our programs. Adaptive yoga has earned recognition as a highly effective complementary therapy for individuals with developmental disabilities and autism, and Venture has recognized that accessibility and cost are a barrier for many. To help address this need, we have forged a partnership with Shri Studio in Pawtucket, Rhode Island to train yoga instructors to lead effective and innovative yoga classes for our program participants. Shri's unique curriculum combines an innovative approach to movement-based yoga classes with community building, mindfulness, and character education components. Through our partnership with Shri and generous funding from the Hoyt Foundation, we have been able to implement classes at three locations and provide training to an additional yoga instructor. Currently, more than thirty

individuals are attending free adaptive yoga classes from four different Venture programs. Moving forward, we hope to expand class availability to more of our program participants, and eventually offer classes to the community.

CREATING OPPORTUNITIES FOR EMPLOYEES

Our employees are what make it possible to fulfill our mission, and we are committed to providing opportunities to staff members of all levels. Venture is beginning its second year of the Mentor Program, a series designed to strengthen and empower our workforce through a group mentoring approach that offers the opportunity to learn from expert guest speakers, connect with agency leadership, and engage in meaningful discussion with peers. Participants will be able to fine-tune skills such as leadership, communication, conflict resolution, collaboration, networking, career development, and more. The program seeks to provide insight about thriving within the human services sector and offers an opportunity for

professional growth. Our main goal is to invest in our employees, which will ultimately lead to the improvement of services for the individuals we support and contribute to the professionalization of the human services industry. To date, three of last year's Mentor Program participants have gone on to complete advanced degrees, four have been promoted at Venture, and two have experienced career advancement outside of the agency. We are very proud of their success, and we look forward to continuing to see this program grow each year.

OFFERING RESOURCES TO THE COMMUNITY

This year, Venture hosted its first free community event. Our Sensory-Friendly Halloween Event for children with autism spectrum disorders and their families was a great success. Families enjoyed indoor trick-or-treating, sensory activities, kid-friendly crafts, Halloween snacks, and more with experienced members of our staff. We were thrilled to introduce families from the Blackstone Valley Region to our state-of-the-art day program facility in Uxbridge, and it gave us an opportunity to hear about how we can help in their community. We look forward to hearing from parents and kids about how we can assist families in their area. Moving forward, we plan to offer more resources and events such as family fun days, support groups, and parent training opportunities for families of children with autism.

EXPANDING OUR REACH

Our residential programs are expanding their reach into Bristol County and the Blackstone Valley. Our newest program, located in Franklin, has increased our geographic footprint, providing residential services to five young men from the region. This home is unique in that it also has the capacity to support people in a more independent living setting, as it features three separate apartments to promote greater self-determination. Our Individual Supports Program has expanded into Franklin as well. Through our 43 group homes and 27 shared living placements, Venture is working to provide the highest quality options for community living and our residential programs continue to grow and expand into new areas. We will also continue to evaluate the changing physical and behavioral needs of the individuals we currently support.





VENTURE CELEBRATES SUCCESS

We strive to empower individuals by providing the resources and support they need to reach their goals. Our newest day program and administrative office will allow us to reach a new community and bring services to many individuals and families.



We recently celebrated the opening of our state-of-the-art day habilitation program in Uxbridge with a ribbon cutting ceremony on Friday, September 15, 2017. The program is located at 670 Douglas Street and is the agency's first in the Blackstone Valley region. The facility features two multi-sensory rooms, innovative spaces for crafts and projects, a computer lab, horticulture center, outdoor garden, music room, kitchen, and more. We are also in the process of developing autism services for children and families in the renovated office space portion of the building. The open house and ribbon cutting welcomed a hundred guests from the community to tour the program and learn more about the services we provide.

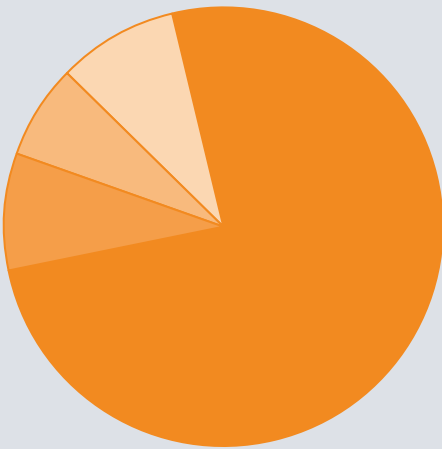
The day program provides support for young adults with autism spectrum disorders and developmental disabilities, most of whom are newly transitioning into adulthood. Since its opening in February, the program has grown to support twelve individuals. The group has quickly become a part of the community by volunteering at a local thrift shop, developing relationships with the local police department, and enjoying the trails at local parks. The participants have also grown vegetables in their garden, welcomed two pet guinea pigs into their program, and joined the agency's adaptive yoga program.

Above, left: Ben and day program staff deliver cupcakes to the local police department. Middle: Dot Cote, CFO, Kevin Hughes, VP Day Services, Patty Lamoureux, Board Member, Donna Peters, Board President, Mike Hyland, President & CEO, Kerrie Mason, VP Marketing, Tiffany Breau, VP Facilities & I.T., Jeannie Hebert, President & CEO Blackstone Valley Chamber, State Representative, Kevin Kuros. Right: The Horticulture Room at Uxbridge day program.

STATEMENT OF ACTIVITY

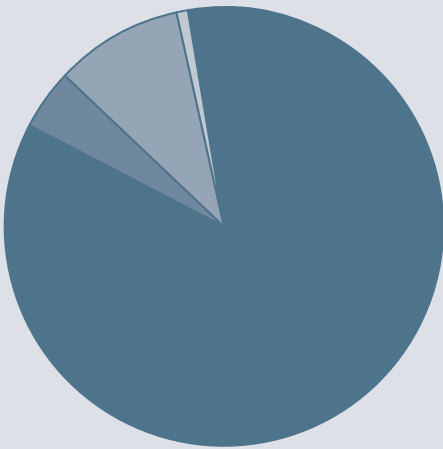
REVENUE SOURCES

- Department of Developmental Services / **75.39%**
- Montachusett Regional Transit Authority / **8.87%**
- MassHealth / **6.93%**
- Other / **8.81%**



EXPENDITURES

- Program Expenses / **86.1%**
- Facilities & Operations / **4.3%**
- Administrative Costs / **9.57%**
- Other / **0.03%**



AGENCY LEADERSHIP

- Michael Hyland, President & Chief Executive Officer
- Dorothy Cote, Executive Vice President & Chief Financial Officer
- Tiffany Breau, Vice President of Property Management & Information Technology
- Kevin Hughes, Vice President of Day Services
- Bruce Leger, Vice President of Human Resources & Professional Development
- Kerrie Mason, Vice President of Marketing
- Kyle Murray, Vice President of Quality Assurance & Clinical Services
- Pamela Sampson, Vice President of Residential Services
- Kathleen Laplante, Vice President of Health Services

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Venture Community Services is a 501(c)(3) nonprofit organization that provides support to individuals facing diverse challenges through a compassionate and dedicated workforce using innovative practices that encourage independence, empowerment, and opportunity. Federal Tax Identification 04-2593315



THANK YOU FOR YOUR SUPPORT

The support you provide allows us to enhance the quality of life for individuals with disabilities in our community.

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Wachusett Landscape
Your Health Matters

HOW YOU CAN HELP

Donations, volunteering, advocacy, event participation, or legislative actions – community support makes the difference. Visit venturecs.org for more information about how you can join in our mission.

Venture Community Services • One Picker Road, Sturbridge, MA 01566 • 508-347-8181 • www.venturecs.org