



FAQs on Venture and Life-Skills Merger

Why are you merging? Why now?

Venture Community Services and Life-Skills, Inc. have completed a significant strategic analysis to come to this decision. Many industries are seeing consolidation which allows organizations to leverage their scale to attract staff, increase influence, and most importantly, enhance the impact on the community. Venture Community Services and Life-Skills, Inc. are two long-standing agencies serving individuals with developmental and intellectual disabilities. The new combined entity will be able to provide care for individuals and their families in Central, Western, and Southeast Massachusetts with programs including Day Habilitation, Residential Group Homes, Shared Living, & Individual Supports, Employment Services, Venture Advancement Center, and Transportation.

How did the agencies get to a decision to merge?

The Board of Directors and CEOs for both organizations met monthly to consider the implications of the merger. Beginning in September 2023, Venture Community Services and Life-Skills, Inc. began a rigorous due diligence process which resulted in a Merger Agreement.

The Letter of Intent was signed in November 2023, why are we just being informed of this decision?

The announcement of the merger comes after months of preparation and relationship building to ensure we have accurate and extensive information available to share with you and to be able to keep you informed throughout the remainder of the process.

Are you creating a new agency and a new name?

No. Venture Community Services will remain the sole entity after the merger. Mike Hyland will be the President & CEO for the newly combined organization.

How does this affect the individuals served? Will there be any changes to the services provided?

There is no impact on our programs and services. The same staff will be serving the same individuals in the same locations. Over time, the greater scale of the combined entities will allow us to offer a wider array of services, enhance programs, and explore new service types.

What does this mean for Life-Skills staff?

- All Life-Skills employees will become Venture employees on July 1st, 2024.
- Life-Skills staff will retain their current years of service, all accrued time and be eligible to participate in Venture's benefit package.

Where is Tom Amick, the current CEO at Life-Skills going?

Tom notified the Board of Directors last summer that he would be retiring in 2024 after more than 30 years of dedicated leadership and commitment to Life-Skills and its mission.

Will your Board of Directors merge too?

All members of the Board of Directors of Life-Skills will join the Board of Directors of Venture effective on July 1st, 2024.

Who can I speak with, if I have questions?

Please direct any questions to your primary agency contact or reach out to Venture Community Services at info@venturecs.org.