

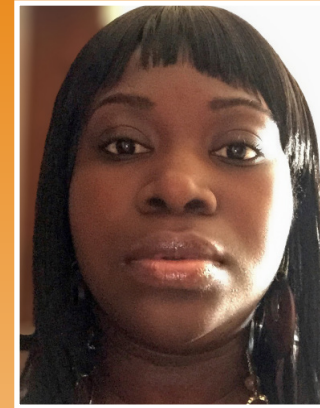
WOMEN'S MONTH HIGHLIGHTS

It is well known that March is Women's History Month. A reminder of the important role that women have played in shaping our nation and our world. Venture would like to take this opportunity to highlight a few exceptional women within our workforce. Today we celebrate their successes, their courage, and their strength. We recognize the hard work they have put in and the contributions they have made, and we would like to show our appreciation to them for their dedication and commitment to our agency.



Jacqueline "Jackie" Cournoyer
Transportation Department; Driver

Jackie has been an integral part of our Transportation Department for the past 14 years, particularly contributing to the Maintenance department for the last 3 years. Her commitment is evident as she is often the first to arrive in the morning and readily assists whenever needed. Throughout the COVID-19 pandemic, she ensured the supply of PPE and other equipment to various residences. Her dedication reflects in her daily work at the main office, and her exceptional compassion towards passengers stands out. Her absence from work prompts care providers to check in, highlighting her reliability. Colleagues consistently praise her attention to detail and effective communication, both in transporting clients and reporting vehicle issues. Jackie's contributions are highly valued, and her hard work and dedication are greatly appreciated by the department.



Monica Appiah
Crawford A; Residential House Manager

Monica has been an esteemed member of the Venture team for nearly two decades, currently serving as a residential house manager at our Crawford program for the past six years. Renowned for her selflessness, Monica readily assists new managers during their transition, proving invaluable to those advancing within the organization. Her willingness to go beyond her responsibilities, coupled with her eagerness to share knowledge and provide support, exemplifies her dedication to ensuring the well-being of all team members. Monica's unwavering commitment serves as a sterling example of exemplary conduct within the company.



Peris Nyokabi
Sturbridge Day Hab.; Developmental Specialist

Peris is exceptionally regarded for her outstanding qualities and contributions with the Sturbridge Day Hab. Her approachability, patience, and dedication make her an exemplary trainer for new staff, ensuring thorough understanding of behavior plans, schedules, exercises, and daily routines for each individual. She leads by example, demonstrating a commitment to teamwork and support for her colleagues alongside providing care for her mother and son. Given her exemplary performance, new staff often emulate her methods, with many starting their training with a “Peris day” whenever feasible. Peris has been a valued member of Venture since 2013, embodying qualities that set a high standard for professionalism and compassion within the organization.



Alicia Randolph
Assistant Director of Operations

Alicia has demonstrated an exemplary commitment to Venture Community Services, with over two decades of dedication. Currently serving as the Assistant Director of Operations, Alicia’s remarkable drive, determination, and multitasking abilities, as well as being a working mother, are unparalleled. Her supportive and empathetic nature, combined with a genuine interest in the professional growth of her colleagues, underscores her leadership. Under Alicia’s guidance, numerous residential house managers have advanced to roles as residential program directors, a testament to her mentorship skills. Alicia’s passion and unwavering dedication to Venture Community Services serve as an inspiration to the entire team, making her an invaluable asset to the organization.



Jennifer “Jen” Heller
Transportation Department; Maintenance Coordinator

Jen joined Venture and immediately offered her assistance to ensure smooth operations in the Transportation Department, even amidst the COVID-19 shutdown. While others might have waited, Jen was eager to help deliver equipment and supplies to those affected by the pandemic. Recognizing the need for maintenance runners, she volunteered, learning repair skills and vendor management under the Maintenance Coordinator. When the Coordinator retired, Jen seamlessly transitioned into his role, optimizing departmental systems and always stepping up to transport passengers when needed. Her unwavering dedication and versatility over the past four years have greatly contributed to the department’s success and are deeply appreciated.