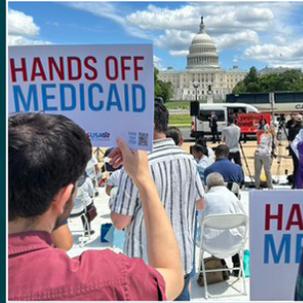


Turning Purpose Into **Action**



A Year of Progress, Advocacy, & Partnership





Message from the President



As another year begins, we are once again looking to the future while also remembering the year that has just ended. In 2025, we celebrated our 50th anniversary throughout the year by reflecting on where we came from and how we grew. From an agency with a single residence to one with 70 programs across more than 30 communities and

individuals are always heard by those who make policy decisions that affect others. We worked with other agencies across the region to strengthen services and programming. We also consistently advocated for better pay and benefits for the nearly 200,000 professionals in the Commonwealth who work tirelessly in service to others. And we used the power of social media to ensure that others were aware of the agency's unwavering commitment to our core values and the ideals of fairness and acceptance.

a workforce of over 1,000 employees. Along the way, we found great friends and supporters as well as partners who worked hand in hand to create a life of acceptance, dignity, and safety for people with intellectual and developmental disabilities. This is what shapes our future now.

A new year presents new challenges but also new opportunities for Venture to remain a leader in this industry dedicated to helping those who need assistance. We will continue to build partnerships that increase opportunities for people with disabilities and other needs and we will always support our employees however possible. We will advocate fiercely to ensure the people we support have access to health care, housing, and community engagement. And, working with our deeply invested Board of Directors and leaders throughout the industry, Venture will always fight so that people with disabilities and the professionals who help them are never left behind no matter how the world changes. Let the future begin.

Although the world has changed around us, the need for the work we do continues to grow and Venture will continue to meet that need. As we look ahead, we see the opportunity to participate in changing the landscape both locally and nationally to reinvest in the critical social safety net that supports people with disabilities and mental health needs. It is more important than ever that we use our platform to advocate for people who remain at risk of being left behind, or even worse, dismissed entirely. Our future, immediate and long-term, will be consumed by an ongoing commitment to protecting the rights of all people living with a disability or other life challenges and ensuring that they have a meaningful and safe place in society.

Mike

Mike Hyland
President & CEO

In 2025, Venture continued to advocate at every turn on behalf of the people we support and the many professionals who dedicate their lives to helping others. We worked with partners in Massachusetts and Washington D.C. to ensure the voices of families and

130

receiving transportation services

59

Community residences

310

attending day programs

250

receiving residential services

\$75M

annual revenue

1,100

employees



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.

Progress in Motion

This year brought meaningful growth across Venture's programs and services



50 Years of Impact

As we wrap up our 50th anniversary, we're taking a moment to celebrate just how far we've come. Over five decades, we've reached so many meaningful milestones — all made possible by the dedication of our staff, the generosity of our supporters, and the trust of the individuals and families we serve.

From our beginnings in 1975 to becoming a trusted support in the community today, this journey has been filled with growth, resilience, and teamwork. Every step forward reflects what we believe in most: quality support, real connection and more opportunities for the people who rely on our programs.

We marked this incredible anniversary by coming together through special events, sharing stories from our past, and spotlighting the amazing people who have shaped Venture along the way. Thank you for being part of our story — then and now. Here's to the next 50 years of empowering lives, strengthening communities, and continuing the work that matters most.

Advocacy in Action

This year, our advocacy efforts spanned multiple levels including local, state, and partner networks — with a focus on amplifying client voices, influencing decision makers, and translating lived experience into actionable policy change. We worked to ensure that the realities faced by the people we serve and the workforce that supports them were centered in policy discussions.

We prioritized engagement with policymakers and system leaders through meetings, briefings, public comments, and participation in advisory groups. In these spaces, we shared data, personal stories, and practical recommendations aimed at strengthening and improving the human services sector.

As threats emerged from Washington to critical safety-net programs, we actively spoke out against proposed cuts to SNAP benefits and other essential supports that would directly impact our clients and employees. When Medicaid protections were at risk, we gathered real life stories from guardians and family members to demonstrate the profound consequences these cuts would have on individuals and families.

A focus of our advocacy continued to be the fight for a livable wage for human services workers. We actively



(L) Venture at the Caring Force Rally and (R) meeting with Representative Todd Smola.

supported Bill H.223 and S.130, legislation aimed at eliminating the pay disparity between human services workers employed by community-based providers and state employees with similar job titles performing comparable work. Fair and competitive wages are critical to workforce stability, service quality, and long-term sustainability of the human service sector.

Looking ahead, we remain committed to strong, sustained advocacy on behalf of the individuals, families, and workforce we support. As policy challenges and

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opportunities continue to evolve, we will build on this year's momentum by strengthening partnerships, amplifying lived experience, and advancing policies that promote equity, stability, and a stronger human services system.

Powered by Partnership

Our ongoing partnerships are what helps bring Venture's mission to life. It might be volunteering in the community, teams stepping up to support local causes, or businesses and supporters helping create inclusive experiences for everyone. No matter what it looks like, we're grateful — because this work is always better when we do it together.

Giving Back in the Community

Our programs were busy making a difference outside of Venture, too:

- **Advancement Center participants volunteered in the community**, helping at the local animal shelter, wildlife sanctuary, library, and nursing home.



Our programs in action, giving back to their local communities.

- **Day Programs and teams came together with a shared goal of giving back** to the communities that support us. This holiday season, they supported a service dog program for veterans, helped fight food insecurity by assembling dinner kits for the local food pantry, and donated supplies to a local animal shelter.
- **Uxbridge Day Program participants continued their work with Meals on Wheels**, helping package and deliver meals to people in need.

Creating Inclusive Community Spaces

We're proud to support spaces that make community events more accessible and welcoming:

- For the past two years Venture was the sponsor of the **Sensory Friendly Room at Polar Park in Worcester**, which provides a calming retreat for individuals with autism while at the park.

Community-Supported Programs & Experiences

Thanks to community support and collaboration, we were able to offer a full year of engaging and inclusive activities, including:

- **60 adaptive yoga classes**
- **100+ music therapy classes**
- **72 dance movement classes**
- **Multiple themed dances**
- **Free community events for kids with autism**
- **680 personalized holiday gifts distributed**, supporting individuals across our programs

Together, we extend our impact beyond services and into the community. We look forward to creating more moments of confidence, independence and fun.

People at the Center

People are at the heart of everything we do – those we support and those who support them

Holly Lewis: Champion of Person-Centered Support



Holly Lewis, Floor Lead at Webster Day Program

At the heart of meaningful progress are people — and few embody this more fully than Holly Lewis. As a dedicated Floor Lead at the Webster Day Program, Holly brings person-centered support to life through her unwavering commitment to listening, empowering, and uplifting those she serves. Every interaction reflects her belief that individuals thrive best when their voices, choices, and goals lead the way.



Holly creates inclusive spaces where self-expression, confidence, and independence can flourish...

Holly's approach is rooted in respect for each person's unique strengths, interests, and aspirations. She takes the time to truly know the people she supports, adapting her strategies to ensure they feel valued and capable. Through thoughtfully designed activities, Holly creates inclusive spaces where self-expression, confidence, and independence can flourish.

Holly is also a trusted presence within her team at the Day Program. She willingly shares resources, offers guidance, and steps in wherever she is needed, helping foster a collaborative and positive work environment. Her warmth, creativity, and sense of humor bring comfort and encouragement, empowering both participants and colleagues to approach challenges with confidence.

Through her dedication and empathy, Holly exemplifies what it means to place people at the center of progress. Her work not only supports individual growth but also strengthens the connections that make our community flourish at Venture.

Richard Hidalgo: Successful Employment Journey

At Venture, people are at the heart of everything we do — both the individuals we support and the dedicated staff who walk alongside them. Richard Hidalgo's journey is a powerful example of what's possible when personalized support, opportunity, and determination come together.

Richard has been attending the Venture Advancement Center for nearly two years. During that time, he worked closely with his job coach, Julie, who supported him throughout his employment process. From helping him apply for jobs to preparing for interviews, Julie provided hands-on guidance every step of the way. She even attended Richard's interview with him, offering support with social skills and helping him feel confident and prepared.

Additional support came from Francesca, who helped Richard practice interview questions and find the best ways to express his strengths. "I am not the best with my words," Richard shared, "but they helped me figure out how to answer questions the right way."

Today, Richard is thriving in his role at Amazon, where he has been working for seven months at the Charlton, MA location. In his janitorial position, Richard helps keep the warehouse running smoothly by cleaning work areas, taking out trash, and maintaining the lobby and main entrance. When asked about his favorite part of the job, his answer was immediate and heartfelt: "I love my boss and the people I work with!"



Richard Hidalgo: From interview to his first day on the job.

Outside of work, Richard is continuing to build toward greater independence. At 23 years old, he lives in shared housing with a roommate and is currently working toward getting his driver's license and his own car, an important personal goal that represents freedom and mobility.

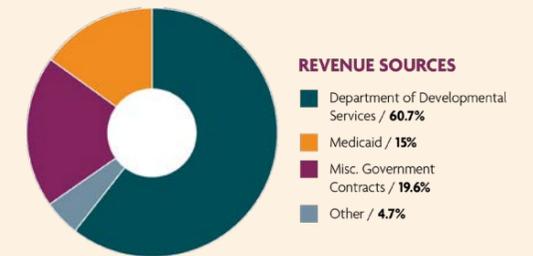
Richard also has big creative dreams. A lifelong lover of cartoons, he hopes one day to create his own animated show about two best friends going on adventures together. Inspired by the cartoons he grew up watching, Richard has been drawing since kindergarten and continues to develop his skills as a freehand artist.



Today, Richard is thriving in his role at Amazon...

Richard's story reminds us that success looks different for everyone — and that with the right support, encouragement, and belief, people can build meaningful careers, pursue independence, and dream boldly about the future. At Venture, stories like Richard's are why we put people at the center of everything we do.

Statement of Activity



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

Agency Leadership

Mike Hyland
President & Chief Executive Officer

Mary Bellezza
Chief Financial Officer

Tiffany Breau
Vice President of Property Management

Kevin Hughes
Vice President of Clinical Services

Kerrie Mason
Vice President of Advancement & Marketing

Damien Pittola
Chief Human Resources / I.T. Officer

Pam Sampson
Chief Program Officer

Kelsey Mondor
Associate VP Community Engagement

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Janice Smith

Richard Whitney

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