

1976 ●

Three staff hired • Dennis Rice hired as Program Director; introduces Liberating Structures • 26 clients, 2 group homes and a co-op apartment • \$300K budget, 15 employees, 3 programs, 14 communities served

1979 ●

Dennis Rice becomes Executive Director • Michael Seibold hired as Director of Residential Programs

1981 ●

Budget tops \$1 million, over 70 staff employed

1984 ●

First "Thank You Reception" held

1989 ●

International work exchange program started, with 8 participants from the United Kingdom • Consumer Council established

1991 ●

Two seats on Board of Directors created for individuals served

1993 ●

Scenario-based Active Treatment supported routines implemented through our affiliation with the University of Kansas • Training Department logs over 5,000 training hours during the year

1996 ●

Budget of \$10 million, more than 400 individuals served, 280 employees, 33 programs • Leominster Residential network added with \$1.9 million budget

1999 ●

20 years of continuous national rehabilitation accreditation (CARF)

2001 ●

Budget of \$17 million, 650 individuals served, 450 employees, 46 programs • Sheltered workshop in Whitinsville closes • 16th Valley Friendship Tour raises \$93,000 • Training Department logs over 10,000 training hours during the year

2003 ●

- Specialized program at Pleasant street in Worcester created
- First One Act Play Festival on the Mumford held in Alternatives' Upstage Theater
- Board decides to renovate the Whitin Mill into multi-purpose inclusive community treasure

2005 ●

- \$4M Capital Campaign for renovation of the Whitin Mill complex is announced
- Emergency grant received to repair forge
- 20th Annual Valley Friendship Tour tops \$120K in donations
- Alternatives implements merit based compensation system based on achievement of core competencies

● 1977

Spinning Ring Factory in Whitinsville purchased; sheltered workshop established, serving over 100 individuals

1980

Mission defined: Skills + Supports = Success • Affiliation established with the Center for Psychiatric Rehabilitation at Boston University

● 1982

Newsletter "Alternatives Review" first published

● 1985 - 1986

First Valley Friendship Tour raises \$2,300 • South Norfolk Day & Residential Services added • Budget surpasses \$4.5 million, 184 individuals served, 135 employees, 18 programs

1990

3 group homes converted to support 20 individuals in their own apartments • Outcome-based business planning (ROM) implemented

● 1992

Supported Living apartment program receives Department of Mental Health's Quality Award

● 1995

Shared Living (sharing homes with families) program starts

● 1997

Alternatives website launches

2000

Worcester Residential network added • First Community Bridging grants distributed • Over 60 communities served • Boston Globe lists Alternatives in their top 100 non-profit organizations in Massachusetts

● 2002

- Alternatives Volunteer Policy instated
- Valley friendship Tour tops \$100K in donations
- Senior Program hosts 3rd Annual Senior Ball attended by 170 friends
- Habits of the Heart initiative established

● 2004

- Agency marks 5 consecutive years of presenting innovative approaches at National and International conferences
- Alternatives receives John H. Chafee Blackstone River Valley National Heritage Corridor grant for historic structure report

● 2006

- More than 550 men and women from over 40 Central Massachusetts communities begin each day with a personalized plan to improve their lives
- Agency reaches \$3M in Capital Campaign funds raised
- Alternatives tops over 18,000 staff training hours