



HISTORY  
1974 - 2024



*50 Years of Quality Services for Quality Life*



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# MESSAGE *from the CEO*



"As we celebrate AHS's 50 years of Impact, let us remember that it has been a journey of purpose, resilience and community, and for this I am proud to have been a small part of this these past 38 years."

As we reflect on the past five decades of unwavering dedication and transformative impact, it is with immense pride and gratitude that we celebrate our 50th anniversary Historical Booklet. This milestone marks not only a celebration of our organization's longevity but also a testament to the enduring commitment of our community towards creating a positive change.

Half a century ago, a vision was born—a vision of a better, more equitable world where children, families, youth, and adults would have equal access despite any physical, cognitive, economic, or social challenges. Today we stand as a testament to the power of collective action, fueled by the passion and resilience of generations of supporters, volunteers, staff, community partners and dedicated Board of Directors. Together we have weathered storms, challenges, and celebrated triumphs, all in pursuit of our shared mission: the dedication to providing choice, opportunity, and support to the individuals we serve, their families and those we employ to enhance the quality of life in our communities.

In these pages, you will find stories of impact that span generations. Whether it's providing essential developmental services, self-empowerment skills, workforce exploration, medical assistance, and a right to dignity and respect, AHS has gone above and beyond to ensure that everyone has the opportunity to thrive. Perhaps what is most inspiring for me, is the way we have approached our work with compassion, empathy, and genuine kindness. AHS has not just provided services, we have built relationships, offered support, and created a sense of community for those we have served in the past 50 years.

As we commemorate this significant milestone, we also recognize that our work is far from over. In a world marked by uncertainty and complexity, the need for our collective efforts has never been greater. Yet, we are emboldened by the knowledge that we are not alone, that together, we possess the vision, resilience, and determination to overcome any obstacle that stands in the way of progress. As we look ahead to the next 50 years and beyond, let us reaffirm our commitment to building a future where all individuals, regardless of abilities, and circumstances, can thrive. Together we will continue to write the next chapters of AHS's story—a story of hope, resilience, and unwavering dedication to creating a better community for generations to come. Thank you for being a part of this remarkable journey.



# Mission & Core Values

## Mission Statement

Associates for Human Services, Inc. is a non-profit organization. We are dedicated to providing choice, opportunity, and support to the individuals we serve, their families, those we employ in order to enhance the quality of life in our communities.

## Core Values

Associates for Human Services, Inc. shall conduct itself according to the following core values:

- personal responsibility
- respect
- fairness
- integrity

# Diversity, Equity, Inclusion & Belonging



## Agency Commitment

Associates for Human Services, Inc. (AHS) is committed to creating and maintaining a diverse, equitable and inclusive workplace for all our employees, partners, and families we serve to feel that they belong. We believe that a diverse and inclusive environment is critical to our success as an organization and is essential to creating a culture of innovation, collaboration, and respect. We are committed to fostering a culture that is inclusive of different backgrounds, perspectives, experiences, and ideas, free from discrimination, harassment and bias. We will not tolerate any form of discrimination or harassment based on race, ethnicity, national origin, religion, age, sex, sexual orientation, gender identity, expression, veteran status, disability, other characteristic protected by law. We are dedicated to promoting diversity, equity, inclusion and belonging in all aspects of our agency, including but not limited to:

- Recruitment, hiring, and promotion
- Professional development and training
- Employee engagement and retention
- Community outreach

## Employee Commitment

At AHS, diversity, equity, inclusion and belonging is everyone's duty. Every day, deliberate action is necessary. Each staff person is accountable for:

- Honoring the diversity and worth of every individual
- Fostering an inclusive environment free from harassment, bullying and prejudice
- Raising people's awareness of potential unconscious bias and how it could limit our capacity for inclusivity and cooperation
- Concentrating on conscious inclusion to take more deliberate action to promote belonging, equity and diversity
- Making a commitment to a personal goal as part of creating annual goals and objectives to support the agency in fulfilling our DEIB pledge

# OUR *History*

On April 17, 1974, the Taunton Area Associates for Human Services (TAAHS) was incorporated. Designed by a group of concerned families, service providers and members of the community, the organization was created for the purpose of purchasing services for children and adults with developmental, cognitive and medical needs. A broad-based grassroots approach with input from each of the surrounding communities was used to evaluate the needs.

By May of 1975, TAAHS had become an official non-profit organization registered with the state of Massachusetts. This allowed TAAHS to solicit and accept donations of cash and property. Notably, one of the early fundraising efforts was The Curiosity Corner Thrift Shop run by agency volunteers. In addition, TAAHS was applying for, negotiating and receiving funding from federal and state grants as well as service contracts. Some of the first TAAHS programs, the Foley School, Gateway School, Middleboro/Lakeville Community Center, and the Intermediate Care Facility demonstrated TAAHS' evolving Program, which had its beginning in these years, continues to grow and thrive today.

During the 1980's community supports involved psychiatric day treatment, respite care, counseling services, and day activities, met through a variety of TAAHS programs, including the current Early Intervention Program. Changing needs and the court decision, binding the state to support community residences for deinstitutionalized clients from the Paul A. Dever School, led to the opening of the Taunton Apartment Network Program, which evolved into the Residential Services Program of the agency.

Upon the resignation of the first Executive Director, Tom Paulhus, Colin J. Couture was appointed his successor. Always an innovative force in the community, TAAHS was again at the forefront of providing services to individuals with developmental disabilities with the establishment of a pilot program for the elderly called Wide-range of Individualized Services for Elders (W.I.S.E.). This program has expanded its services as a licensed Adult Day Health Services Program to include individuals 18 years of age and throughout the lifespan. They are now known as Wise Elder Services. Realizing the broad-based scope of their endeavors, the agency changed its name to Associates for Human Services, Inc (AHS). This name change helped to re-define the grassroots intent of the original incorporators.

After months of searching, a decision was made to hire Joseph P. Churchill as the new executive director. Under his leadership the agency's offices consolidated and relocated to the Jones Building on Broadway in Taunton. With state funding issues and programmatic problems, a strategic plan for streamlining and fortifying the agency was established.

Teetering between success and failure several programs were discontinued due to the lack of adequate funding, the expiration of grants and unrenewed state contracts. However, at the same time, AHS's core programs were expanding and strengthening their services to the community. In looking towards the future, the agency recognized the continued need for more diverse funding sources which resulted in the opening of a Development Office as well as an Human Resources Office. Centralizing the personnel services, fundraising and marketing activities for the agency was a primary function.

In 1997, the appointment of Kathleen M. Tunney as Executive Director was approved by the Board of Directors. Under her leadership, the agency redefined its mission and core values. Program specialization increased, service delivery was upgraded and administrative supports was optimized.

Identification of an increased need for family supports within the community facilitated an AHS collaboration with Triumph, Inc., adding two new programs in 2000: the Early Head Start (serving Taunton & Raynham) and the Parent-Child Home Program. After 15 years of engaging the community through these programs, both contracts reverted back to Triumph, Inc. to continue the good work. AHS applied and received a contract for EHS Home Visiting Program (serving Attleboro, Middleboro, & Norton) which provided free comprehensive services and supports to families with children birth to age three, who meet income eligibility guidelines.

A long-term financial plan was designed which included the goal of acquiring real estate to preserve fiscal stability and supporting the agency in its future goals. AHS purchased 2.5 acres and received a donation of 2 adjacent acres of land on Allison Avenue in Taunton in 2003. A modern 15,000 square foot facility was built to house the programs, offices and staff, which we moved into in August 2004. The building was expanded by 7,200 square feet in 2016 to accommodate agency and program growth.

In 2012, AHS also left the business of Residential programming to expand its early childhood programs.

In 2015, EHS applied and received a contract for Child Care Partnership which focused on providing supports to a partner Child Care Center in Brockton, New Bedford & Taunton. The same year, Taunton Area School to Career Program, a partnership of employers and school systems in the Greater Taunton area, merged under the AHS umbrella.

In 2018 Kathleen "Kit" Tunney, retired from her Executive Director position and the appointment of Zulmira Allcock as Chief Executive Officer was approved by the Board of Directors. As a tribute to Kit, the building was renamed for her commitment and vision to the growth of AHS.

In 2020, AHS applied to be able to provide Pre- Employment Transition Services (Pre-Ets) through Massachusetts Rehabilitation Commission. The Contract was awarded in 2021 through Taunton Area School to Career.

AHS continues to strengthen its ties to the community at large, as well as represent the agency and its programs on state level committees. AHS is honored to continue to fulfill its original intent, established 50 years ago, to provide quality services for quality life through choice, opportunity, and support.

## AHS Logos Through the Years



1974-2009



2009-2015



2015-Present

# OUR *Programs*

## Early Head Start

The Early Head Start Program is a federally funded program that provides comprehensive services to expectant families and families who have children birth to age 3 in Attleboro, Brockton, New Bedford, Norton, and the Greater Taunton area. Our Early Head Start Childcare Partnership Program (EHS CCP) provides free comprehensive services and supports to families with children birth to age 3 in our partnership childcare centers, who meet income and categorical eligibility guidelines and are working full time. Service areas include Brockton, New Bedford, and Taunton.

Our Early Head Start Home-Based Program (EHS HB) provides comprehensive services to families who have children birth to age 3, and expectant families, who meet income and categorical eligibility guidelines. Service areas include Attleboro, Bridgewater, Brockton, East Bridgewater, Middleboro, Norton, West Bridgewater and Whitman. Comprehensive services in both our program options include child development, dental health, mental health, nutrition, parent engagement, safety, school readiness, social services and wellness. Early Head Start is funded through federal grants by the Department of Health and Human Services. Early Head Start is an equal opportunity provider and supports children of all abilities and families from all cultures.

Philosophy - Since a parent is the most important person in a child's life, it is essential that EHS staff and parents work together to individualize goals that promote healthy development and attachments with their children. Staff and parents form partnerships to understand each family's unique differences, personal values, and cultural expectations.

## Early Intervention Program

The Early Intervention Program provides services to families and children from birth to 3 years of age who have, or are at risk for, a delay in development, living in Berkley, Dighton, Lakeville, Middleboro, Raynham, Rehoboth, Seekonk, and Taunton. Delays may be in one or more of the following areas: motor, speech and language, cognition, social-emotional, self-help skills, vision, and hearing. Such delays may also be related to medical, biological and environmental risk factors.

Early Intervention services focus on family education, training and support, and recognizing the crucial influence of the child's daily environment on his or her growth and development. Therefore, Early Intervention staff together with families, assess their child's developmental needs, and incorporate strategies to meet the family and child's outcomes in the context of their daily routines. Staff support and encourage the available resources in their community.

## Taunton Area School to Career

Taunton Area School to Career is the bridge that connects business with education, with the aim of empowering youth to succeed in the world of work. TASC focuses on providing youth with Career Development Education (CDE). Our Career Mentoring, YouthWorks, Pre-Employment Transition Services, and career readiness offerings often result in a life-changing experience for the young people that we serve. TASC helps to aid young people discover their potential by encouraging them to persist and succeed. Through its programs and services, TASC has helped many young people stay on track for high school graduation, pursue post-secondary education, and find success in determining a career path and passion. Taunton Area School to Career offers programs such as Year-Round YouthWorks, Career Mentoring, and Pre-Employment Transition Services.



TASC is an educational partnership that provides important programs like Pre-ETS, YouthWorks and Career Mentoring in the local area. It's programs strive to break the generational cycle of poverty and educational, career and disability barriers. Taunton is a Gateway City whose area population continues to grow and become more diverse.

Taunton Area School to Career provides services at Taunton High School, Taunton Alternative High School, Bristol County Agricultural High School and Somerset / Berkley Regional High School.

## Wise Adult Day Health Program

Wise Adult Day Health provides a safe, supportive environment to adults ,18 years of age throughout the life span, experiencing health related issues or whose ability to function independently is limited or requires supervision / assistance.

Wise Adult Day Health provides skilled nursing care which includes the management of catheter care, continuous oxygen, ostomy care, wound care, diabetes management, g-tube feeding and medication management as well as dispensing medications, injections, hand-held nebulizer treatments, eye drops, etc.

Wise Adult Day Health monitors complex medical conditions to prevent complications such as, diet, exercise, proper nutrition, safety & supervision. Personal care assistance is provided by trained Certified Nursing Assistants (CNA) who assist the individual with their Activities of daily living which includes assistance with toileting, ambulation, handwashing, feeding, incontinence care. They also provide service coordination as well as daily activities that are overseen by an Occupational Therapist.



# AHS Board Chairs

2024 –	Linda Sternfelt
2022 - 2024	Jeffrey Marques
2020 - 2022	Lucille Provazza
2018 - 2020	Kelly Hoye, MD
2016 - 2018	Martin Kenney
2014 - 2016	Carol Sullivan
2012 - 2014	William Cuthbertson
2011 – 2012	Kelly Hoye, MD
2010 – 2011	Scott Clark
2008 – 2010	Michael Suneson
2004 – 2008	Len Sullivan
2000 – 2004	William Cuthbertson
1998 – 2000	William Tennerman
1995 - 1998	Vincent Bucci
1993 - 1995	Richard Enright
1988 - 1993	Catherina Kelly
1986 - 1988	Fernand Medeiros
1984 - 1986	Susan Paris
1977 - 1984	Alton Kramer
1975 - 1977	Rev. Raymond Robillard

# Senior Management Team

**Zulmira Allcock**

*Chief Executive Officer / President*

**Judy Thomas**

*Chief Financial Officer*

**Amy Conley**

*Human Resources Director*

**Debbie Howland**

*Development & Communications Director*

**Georgianna Ouellette**

*Early Head Start Program Director*

**Colleen Wellman**

*Early Intervention Program Director*

**Zulmira Allcock**

*Taunton Area School to Career Program Interim Director*

**Thomas Smith**

*Wise Adult Day Health Program Director*

## Executive Directors/CEO

**2018 - Present**

Zulmira Allcock

**1997 - 2018**

Kathleen M. Tunney

**1989 - 1997**

Joseph P. Churchill

**1980 - 1989**

Colin J. Couture

**1978 - 1978**

Tom Paulhus



Kathleen M. Tunney  
Building  
Associates for  
Human Services  
68 Allison Avenue

# Get in Touch



508-880-0202



68 Allison Avenue, Taunton, MA 02780



[www.ahsinc.org](http://www.ahsinc.org)



[info@ahsinc.org](mailto:info@ahsinc.org)

