



LathamCenters
Fiscal Year 2014 Annual Report



Passage to a *Brighter* Future

www.lathamcenters.org



A Note of Gratitude from the Board Chair

I was first introduced to Latham Centers at the age of eight years old when my family admitted my sister Julie as a new resident student to Latham School. At the young age of 13, Julie's challenges of living with Prader-Willi Syndrome along with significant cognitive deficits became so complex that she presented harm to herself. Her needs became unmanageable at home.

We struggled with whether or not we were doing the right thing by placing the care of Julie in the hands of the staff at Latham Centers—a decision that is undoubtedly difficult for any family to make. Happily, not a day goes by when I do not reflect on our good fortune in finding Latham. Looking back, 29 years since the day we dropped off Julie in Brewster, we absolutely made the right decision by pushing beyond our apprehension and letting Julie become part of

a wonderful community where she is liked and respected.

Latham Centers is a unique place in that it treats *individuals* with challenges versus *challenged* individuals while respecting their unique needs. We have seen Julie transform into a happy, well-adjusted woman. It is an understatement to say that Latham Centers has impacted our family in ways we could never have imagined. While Julie will always be a central part of our family, Latham Centers is Julie's home away from home, and we could not imagine her in any other place.

I am honored to have served on Latham's Board of Directors for the past six years. As a professional in the field of educating those with special needs, and as a volunteer, and most importantly, as a family member/sibling, I hold a unique partnership with Latham Centers. The organization provides a community of compassion, safety, respect and devoted care like no other.

Toward that end, Latham Centers experienced a 15% increase in donor contributions in Fiscal Year 2014.

Thank you for your support and for the impact that you, too, have in changing lives for the better—one individual at a time. We are eternally grateful.

Sincerely,

A handwritten signature in blue ink that reads "Amy Carroll".

Amy Carroll
FY15 Board Chair and Latham Sibling

Our Mission: Latham Centers compassionately and creatively helps children and adults with complex special needs, including Prader-Willi Syndrome, to lead meaningful, abundant lives.

Fiscal Year 2014 Milestones

- Latham Centers' Adult Services program successfully completed its two-year licensing review, and received a new two-year license from the Massachusetts Department of Developmental Services.
- Thanks to the Latham Works Vocational Team, we had more than 50 on-campus jobs and 6 off-campus employment opportunities. Even more amazing, all 47 students are employed in some capacity.
- Latham Lifelong Petcare Program commenced its new vocational dog walking service in the community, staffed by Latham adult residents and vocational counselors.
- Latham School incorporated 21 iPads in seven classrooms which has led to more hands-on, assistive technology learning in the classroom.
- Our transitional classrooms participated in over 130 community outings during the school day, placing emphasis on social skills, transportation, and human rights.

Who We Served in Fiscal Year 2014

Students in Children's Services	47	Adults in Residential Services	51
• Students with primary diagnosis of Prader-Willi Syndrome	23	• Adults with primary diagnosis of Prader-Willi Syndrome	40
• Students with primary diagnosis of		• Adults with primary dual diagnosis including Developmental Disabilities and Mental Health Disorders	11
- Reactive Attachment Disorder	8	• Age range of adults served	23 -59
- Post Traumatic Stress Disorder	7	• Adults from Massachusetts	41
- Bi Polar Disorder	4	• Adults who lived in a Latham	
- Pervasive Development Disorder	2	24-hour support residence	44
- Cerebral Palsy	2	• Adults who lived in a	
• Age range of students served	11-21	Shared Living residence	4
• Students from Massachusetts	30	• Adults who lived in a	
• Day students from local		Supported Living arrangement	2
communities	2	• Male Residents	23
• New students	8	• Female Residents	28
• Male students	23		
• Female Students	22		

Fiscal Year 2014 Latham Centers Board of Directors July 1, 2013–June 30, 2014

Officers:

Kathryn B. Earle, Chair
Amy Carroll, Vice Chair
Keith W. Bradley, Treasurer & Assistant Clerk
Mary Cooper, Clerk

Anne McManus, President & CEO

Directors:

Rev. Nancy G. Bischoff
Sheila Burns
Jeff Cotto
Jeni A. Landers, Esq.
David J. Lofstrom
Bradford P. Malo
Octavia Ossola
Maegan Storey
Barbara P. Swaebe
Dr. Christine B. Thomas

Incoming FY15 Directors:

Debbie Cobb
Frank Burgess
Stephen Drowne
Todd H. Squire

Emeritus Members:

Dr. Russell S. Boles, Jr.
Harry MacDonald*
*Deceased

Cover Thumbnail Dove art by Latham School students and staff Alyssa, Amie, Brittini, Ben, Casey, Evie, Marco and Rachel.

The origami cranes featured in this report were chosen for their international symbolism of happiness, good luck and peace.

Latham Programs and Residential Sites

At Latham, we focus on highly individualized treatment that supports both residents and families. Our energetic and dedicated staff work intensely with each Latham resident and his or her family members to develop the best approach and services for that person. We evaluate each individual's progress and continually adjust our programs and services to meet the changing needs of those we serve.

While some Latham children transition to Latham Centers' Adult Services, others return home to family or enroll in other programs closer to home. Some residents no longer have family to support them. As such, Latham offers a highly specialized array of educational, vocational and therapeutic programs crafted by expert, compassionate staff that nurture self-esteem and build on strengths toward attaining greater lifelong independence.

Latham Centers operates through two principal programs:

CHILDREN'S SERVICES

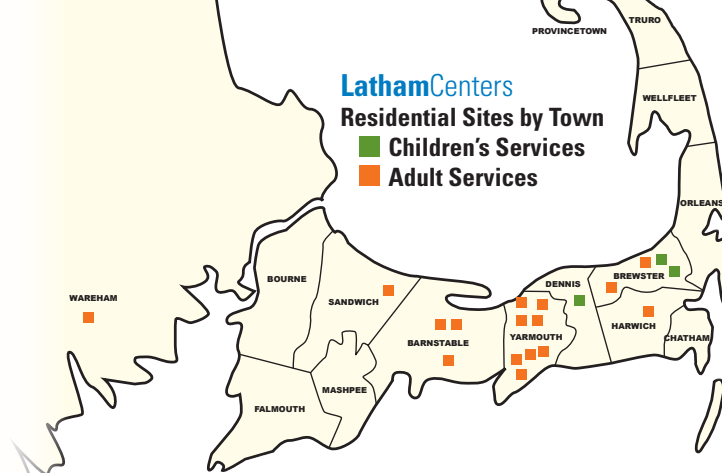
Latham School (Residential & Day School)

The co-ed Latham School is located at our beautiful campus in Brewster, Massachusetts for students eight to twenty-two years of age. It has seven homeroom classes under the supervision of a Director, Principal, Assistant Principal and a Day Supervisor. Class sizes are seven students or fewer, each taught by a special needs teacher and an aide supporting students' individualized academic and social-emotional growth and vocational progress. Latham also employs teachers in Reading, Math, Vocational Education, Drama, Art, Music, and Physical Education.

ADULT SERVICES

Residential Programs

Latham Centers provides internationally recognized residential programming to adults with Prader-Willi Syndrome (PWS), a life-threatening genetic disorder. PWS is a complex syndrome that manifests itself with severe, idiosyncratic symptoms, including insatiable appetite, mild to moderate developmental delays, emotional and behavioral challenges, obsessive compulsive behaviors and slow body metabolism. The syndrome occurs once in about every 12,000 – 15,000 births on average, and is found in all races and ethnic groups.



Latham Centers also provides residential programming for other developmentally disabled adults aged 21+ needing individualized supports in a community-based residential environment. Latham's residential programs provide staff supported, life enriching social, educational and vocational activities to residents, aimed at achieving greater independence.

Latham Centers maintains group homes in local residential neighborhoods throughout Cape Cod and Southeastern Massachusetts close to work sites and social, recreational and healthcare resources. Staff provide residents with the necessary supports to attend school, work, shared living and a diverse array of activities in the community.

Shared Living and Supported Community Living Programs

Latham Centers' Shared Living and Supported Community Living program options offer concentrated supports in two models of care. In our Shared Living Program, our adults are fostered in nurturing environments by individuals or families who open up their homes and hearts to them. In our Independent Living Program, our residents reside in their own apartments while receiving supports in life management areas uniquely challenging to them. The overarching goal of both programs is for our adult participants to live successfully as independent, engaged members of the community while staff supports meet their changing life needs.

Latham in the Community



Latham Works *avails students of vocational opportunities both on and off campus.*



Our Adult Resident Derek truly enjoys his work at Home Depot as a customer service representative.

The past fiscal year was full of new and continued community partnerships that advance our mission – helping students and adults with complex special needs to lead more meaningful and abundant lives. Whether through donating to or volunteering at Latham Centers, or through providing our students and adults with vocational opportunities, we thank all the community-minded businesses active at Latham Centers. Below are samplings of these community partners.

Residents' Volunteer Opportunities: Volunteer opportunities allow residents to learn social skills such as teamwork and professional etiquette, as well as life skills such as animal care and clerical work. Volunteer opportunities with community-minded partners include but are not limited to: **Animal Rescue League of Brewster, Brewster Ladies' Library, CapeCodCAN!, Cape Wildlife Center, Chatham Unitarian Universalist Church, Cotuit Center for the Arts, East Harwich Methodist Church, Emerald Hollow Farms, EPOCH (Brewster & Harwich), First Church Sandwich, First Parish Brewster, Mayflower Place, MSPCA Animal Shelter, Centerville New England Society for Abandoned Animals, Rogers and Gray Insurance and West Dennis Community Church.**

Paid Vocational Opportunities: Adults with complex special needs are highly underemployed. Latham Centers staff and our community partners work together to recognize valuable skills and provide paid vocational opportunities for our residents. Local businesses providing paid employment to our adult residents include: **Brewster Chamber of Commerce, Coy Brook Farm, Home Depot, Latham Lifelong Pet Care, and Mid-Cape Racquet & Health Club.**

Community Partners and Activities on and off Campus: Many community-minded groups and businesses come to the Brewster Campus and work on activities with the students, or even invite our students to their establishments for fun adventures! They include: **AmeriCorps, Cape Cod Volunteers, The Moose Lodge of Yarmouth, Nauset Garden Club, Neiman Marcus Natick, The New England Patriots, Puritan Clothing, and Special Olympics of MA.**



Adult Resident Marianne values her volunteer time at Cape Wildlife Center.



Latham students volunteer at a variety of nonprofits and businesses on Cape Cod including the First Parish of Brewster (above) and Rogers and Gray Insurance (below).



Fiscal Year Highlights

The fiscal year started with a bang in July, sending Latham across the country to the **Foundation for Prader-Willi Research** "Breaking Boundaries" conference in San Antonio, Texas and across the pond to the **International Prader-Willi Syndrome Organisation** Conference in Cambridge, England. According to **Patrice Carroll, Latham Centers Manager of PWS Services**, who attended and presented in England: "The international caregivers' conference day was filled with passionate and creative people from 22 countries talking and learning about best practices for people with PWS." Carroll represented Latham in presenting on sensory integration in relation to behavior modification and on successful strategies for vocational opportunities.

Latham officially acquired the **New England Fire and History Museum** property for \$1, located at 1439 Main Street, Route 6A in Brewster—just .41 miles from the Children's School campus. Latham **President & CEO Anne McManus** shared that "the transfer had been more than a year in the making." Following a phased capital campaign, the property will be transformed for use by both Latham Children's and

July
2013

Adult programs and shared with the community. The first building makeover will be the **Latham Community Center**—a two-story complex in the rear of the property with a \$3.1 million fundraising goal to retrofit the building for educational and vocational needs, including space dedicated to recreation, technology, and performing and creative arts.



Latham Centers co-presented its third collaborative Prader-Willi Conference entitled "Best Practices: Our Shared Journey" with **Advocates Inc.**, and the **PWS Association of New England** and venue sponsor **Ocean Edge Resort**. More than 100 registrants attended the two-day forum representing a vibrant and diverse group of experts including PWS family members, program staff, doctors, attorneys and other professional PWS advocates. Seminar topics focused

Sept.
2013

around best practices, including research and proven methods, for successful treatment and care of children and adults with PWS.

Latham School students donated proceeds from their Annual Craft Fair to two Cape charities: The **Angel House Shelter of The Housing Assistance Corporation (HAC)** in Hyannis and **The Masonic Angel Fund** of Orleans. "The fair gives our students a creative license to do for others at a time of year when so many on Cape Cod are in need," explains **Latham School Director of Education, Gerry Pouliot**. "The event also gives our staff an opportunity to teach empathy and compassion for individuals perhaps not so dissimilar from themselves." This one-day event is the culmination of Latham's intensive and highly customized work with students throughout the year as they practice the four tenets of the Latham-adopted **Circle of Courage™** cultural empowerment model.

"The Circle of Courage approach requires staff and students to examine four basic human needs to find workable solutions within our tightly-knit campus," says

Dec.
2013



Pouliot. "The four needs—Belonging, Independence, Mastery, and Generosity—are all played out in this one simple but important craft fair. The work not only strengthens the Latham community, but also the greater community-at-large."



Latham students and adult residents joined forces to wage a "United" art show at **Wellfleet Public Library**.

The colorful exhibit featured some 40 works by students of Latham School in Brewster and adult residents of Latham who live throughout Cape Cod. The exhibiting student artists attend school year-round at Latham's residential campus while Latham adults reside in Cape homes close to work sites, day habilitation programs and other activities.



Feb. 2014

Neiman Marcus Natick

hosted a pampering party with partial proceeds benefiting Latham programs. Attendees were showered with gracious hospitality by **Neiman Marcus** and the **Guerlain** cosmetics staff. The French-themed Beauty Party and related Guerlain Raffle whisked participants from longer than normal winter doldrums and into a bright spring.

March 2014

The Cape Cod and Islands DDS Citizen Advisory Board

recognized individuals from the Cape and Islands area who have had a fulfilling year with the assistance of their staff. Latham adult resident **Justin C.** and his dedicated staff person, **Linda Baird**, were both lauded for their successful teamwork. After graduating from Latham's children's program and transferring into our adult program, Justin had numerous life interfering

April 2014



Linda Baird (second from left) and Justin C. (third from left) are flanked by regional legislators.

behaviors. In 2012 Linda began working with Justin, and in just a short time, the two identified and mastered numerous coping skills to help Justin with his stressors and behaviors. With patience, creativity, and compassion from Linda, Justin is now able to engage in and enjoy relationships and activities previously impossible. Seeing the incredible changes Justin has made with the support of Linda is a credit to them both.

Under the new Latham Lifelong Petcare Program

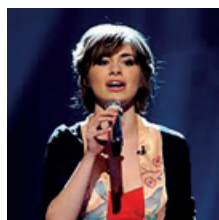
umbrella, Latham Adult Services commenced its first dog walking engagements in the community with residents and vocational staff. Learn more about the program and donor investment options to help the program grow at lathamlifelongpetcare.org.



Fiscal Year Highlights

Spectacular spring weather punctuated Brewster in **Bloom Weekend** and Latham School's Open House and evening benefit concert by **Cape Cod American Idol Siobhan Magnus** (right).

May 2014



Latham staff and board volunteers hosted two widely attended interactive Open House tours on campus. The day was capped off by a sold-out concert (hosted by **Guapo's Tortilla Shack of Orleans**) featuring Magnus in celebration of "Cinco de Mayo."

The sun came out when the Latham Players took to the stage for their ten minutes of fame performing numbers from the smash Broadway musical **Annie** at the **Cotuit Center for the Arts**. The Players was one of nine Cape



Cod special needs organizations hamming it up in **Waiting for Oscar**, featuring selections from some of the most famous and beloved Hollywood productions. The Latham Players is comprised of residents in our Adult program under the direction of **Penelope Chatterton**, spreading musical and theatrical joy at select venues throughout the year.

Latham School students attended the 2014 Best Buddies Prom hosted at the **Harwich Community Center**.

June 2014

The morning started with the arrival



of **Neiman Marcus Natick** make-up artists and a group of volunteer hair stylists. The girls were styled, pampered and looking beautiful! **Puritan of Cape Cod** also lent a hand with fitting the boys with tuxes with the **Cooperative Bank of Cape Cod** underwriting the costs of the tux rentals for the second

consecutive year. The students danced, sang, and enjoyed lunch with other students from across the Cape. When asked what they enjoyed most, some of the students stated that they could not pick just one thing because it was all so much fun. One student, Frankie, did have a specific answer for us: "You know what I really liked, all the girls!"

Latham School commenced Donkey Training for Latham School students at our Setucket residential property in South Dennis. New donkeys in residence Esther and Esau donated by **Rev. Nancy Bischoff** and **Roy Bischoff**, have provided a closer training site option to our Brewster campus than our East Sandwich facility.



Latham Centers held its 2014 **Annual Meeting and Year-End Celebration** on the campus of Latham School Friday, June 20th. The Independence-

themed celebration featured special presentations by staff, board of directors and students under sunny skies. Highlights included the announcement of an Outstanding Vocational Student Achievement



Award, the Roy T. Morgan Community and Staff Awards and the McClennan Awards for Staff Excellence and Community Service to Latham. The President's Award for Outstanding Vocational Achievement

was awarded to Latham School student **Geanina R.** Geanina earned the Vocational Award for her hard work, positive attitude, and passion for her two campus vocational positions. Roy T. Morgan Community Awards acknowledged special individuals who made a



AmeriCorps Cape Cod Volunteers

significant contribution to the work of Latham Centers. Community recipients of the 2014 Morgan Awards were: **Retiring State Representative Cleon H. Turner; The Masonic Angel Foundation of Orleans (accepted by Dr. Robert Fellows); and The MSPCA Cape Cod** accepted by **Brittany Pickul**. The Morgan Staff Award for exceptional service in Latham Children's program went to clinician **Melissa Hyer** while the Adult program recipient was long-time residential counselor **Jayne Billings**. The 2014 McClennan Award, bestowed upon a support and administrative staff member, was presented to **Dawn Dinnan**, Coordinator of Latham Information Technology and Assistant to our CFO.

In a new category of William McClennan Community Service Awards, **Latham President and CEO Anne McManus** recognized **AmeriCorps Cape Cod** members for their volunteer service, while Latham Development staff honored community partners **Guapo's Tortilla Shack, Sunderland Printing, and Neiman**

Marcus Natick. Outgoing Board of Directors Chair **Kathryn B. Earle** and Treasurer/Assistant Clerk **Keith W. Bradley** were both thanked and praised by incoming Board Chair **Amy Carroll** for their respective distinguished years of volunteer Board service to the agency. As usual, Latham students stole part two of the celebration with their heart-warming musical and dance performances of "Forever" and the Children's Broadway hit "Let it Go." A festive summertime lunch, hosted by our friends at **Ocean Edge Resort and Golf Club**, capped off the celebration.



Outgoing Board Chair Kathryn B. Earle is recognized by incoming Chair Amy Carroll.

Ways to Give



Join the Latham Legacy Circle

The Latham Legacy Circle was founded in 2010 to communicate with individuals considering Latham Centers in their planned giving and/or bequest documents. If you have already planned a bequest to Latham Centers, you will become a Latham Legacy Circle member simply by informing us of your plans. Members can opt to remain anonymous or be recognized in Latham publications and encourage others to join this special group of caring philanthropists. The Latham development staff is happy to work with donors and their financial advisors to explore the most advantageous options and personal benefits that best suit individual circumstances. **For more information, contact Gerry Desautels, VP of Development & Community Outreach, at gdes@lathamcenters.org or 774-353-9296.**

There are many creative strategies that allow you to generate a charitable gift deduction depending on your needs and goals. Consulting a trust expert often provides the best options. Tax-deductible gifts can be pledged over multiple years in a variety of ways, including:

- A Gift of Cash
 - A Gift of Securities
 - A Charitable Gift Annuity
 - A Gift of a Life Insurance Policy
 - A Gift of Real Estate
 - A Gift in Trust
- Annual Fund gifts provide support for current operations, program grants, and other special initiatives.
 - Restricted gifts are designed by the donor for current use by a department or specific program.
 - Memorial and Honorary gifts may be directed to a program or project or used for current annual support; they are welcomed and accepted in the same manner as all other gifts.
 - Major and Capital gifts are used for specific, predetermined Latham priorities and provide the donor with an opportunity to link a family member, loved one or company name permanently with the altruistic work of Latham Centers.

THE LATHAM COMMUNITY CENTER: A \$3.1 MILLION CAPITAL CAMPAIGN

Latham Centers is embarking on a \$3.1 million capital campaign to transform the former New England Fire and History Museum building into a vibrant new Latham Community Center. Latham Centers will invest in site planning and extensive grounds improvements to landscape, parking, and outdoor features, but must raise an additional \$3.1 million from individuals, families and foundations for the significant building renovations.

The focal point of our campaign is a large two-story building in the rear of the property, which will become the Latham Community Center. Once complete, the two-story building will feature a

gymnasium, fitness center, art room, recreation space, auditorium and stage, technology room, wood shop, and two classrooms. Latham Centers welcomes and appreciates gifts of all sizes. Donors giving at or

above the \$1,000 level over a maximum five-year pledge period will be recognized in a special area of the new community center. The generosity of our friends is an investment in our future.



Our Core Circle of Courage™ Values



Founded in 1970, Latham Centers provides life-transforming educational, vocational and residential treatment programs for children and adults with complex special needs, including Prader-Willi Syndrome (PWS). The agency is a national leader in the residential treatment for PWS—a genetic disorder with no known cure.

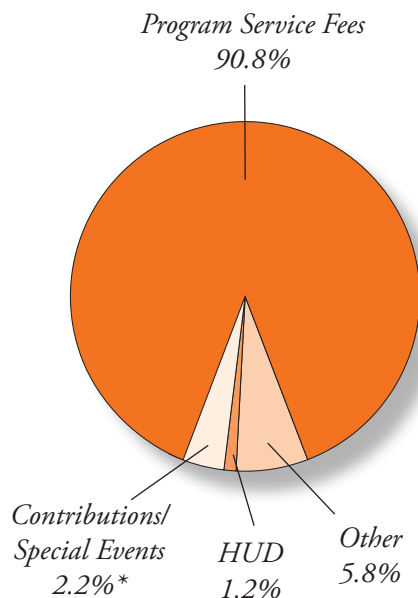


Latham Student Painting

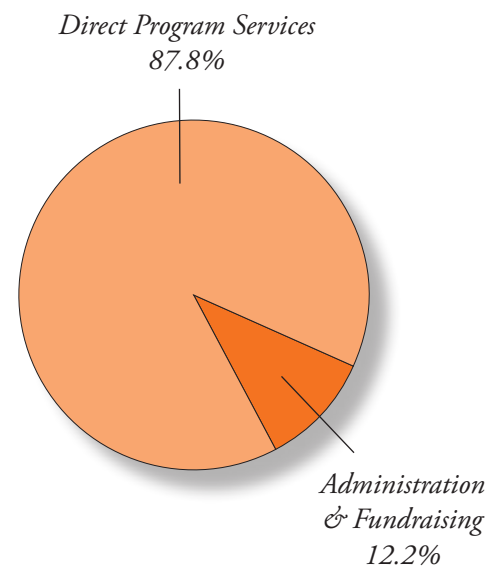
Financials

	FY2013	FY2014
Total Revenue	\$15,430,788	\$17,884,568
Contributions	\$330,863	\$389,828
Expenditures	\$15,194,173	\$16,412,441
Total Liabilities	\$6,549,920	\$6,616,629
Total Net Assets	\$4,472,621	\$5,944,748

2014 REVENUE



2014 EXPENDITURES



For a copy of the audited Financial Statements of Latham Centers, Inc. prepared by Leonard, Mulherin & Greene, P.C, please contact Latham Centers.



LathamCenters

14 Lots Hollow Road

Orleans, MA 02653

508-896-5776

info@lathamcenters.org

www.lathamcenters.org



Roy T. Morgan Hall on the Latham School Brewster Campus



“*Thank you so much for all your help. Without your help, I wouldn't be able to go and stay at home with my wonderful, loving and very caring family when I graduate. Latham is the best school to go to ever.... You have rocked my world and life.*”

— Mike R., Latham School 2014 Graduate