



ANNUAL REPORT

FISCAL YEAR 2023



FROM THE BOARD CHAIR

As Chair of the Board of Directors, I am excited to reflect upon a remarkable year inspired by our students, adult residents, staff, families, and community. Latham is continuously advancing and thriving, and I am pleased to share some highlights of the 2023 fiscal year with you.

As I am sure many of you are aware, Anne McManus retired in June after serving as Latham Centers' President and CEO for the past 25 years. Following a rigorous search, the Board of Directors named Gerry Pouliot her successor. Anne will be deeply missed, but we are thrilled to have Gerry step into the role. Gerry has led our Children's Services Program through over a decade of growth and has helped position Latham as a leader in the PWS community and among residential schools for children with intellectual/developmental disabilities.



Responding to the nationwide staffing shortage among human service agencies and its impact on our service delivery remains a priority initiative. Our incredible staff continues to go above and beyond—taking on extra shifts and additional responsibilities to meet the needs of Latham students and adult residents. Still, it is incumbent upon us to find sustainable ways to address our staffing needs. In FY 23, we were awarded a transformative workforce development grant from the Massachusetts Executive Office of Health and Human Services. Grant funding will be used to implement new programs and strategies to fill staff vacancies and increase staff satisfaction and retention.

A key pillar of Latham Centers' strategic plan is providing a continuum of care across the lifespan of the individuals we serve. Our oldest adult residents are now in their sixties and seventies. Individuals with intellectual/developmental disabilities are at greater risk for mobility and medical issues as well as cognitive decline as they age. Our adult residential program actively responds to the present needs of our aging residents and plans for future needs to secure their health, safety, and quality of life.

I am delighted to share that at long last, construction is underway on our campus expansion site, the Anne McManus Campus Center, named in recognition of Anne McManus' service to Latham Centers. This project would not have been possible without the generosity of many and the combined dedication and hard work of our senior leadership team and Board of Directors. Our students, adult residents, and staff look forward to the project's completion and all the exciting opportunities the new campus center will offer.

Latham's extraordinary team of highly trained clinicians, special education teachers, direct support professionals, nurses, and support staff continue to provide comprehensive therapeutic services to help individuals in our programs learn, grow, and achieve their goals. I am confident that with the support of our families, staff, volunteers, and community stakeholders, we will continue to change lives for the better, one individual at a time. Together, we will build a brighter future!

Thank you,
Christine Thomas, MD

BOARD OF DIRECTORS

FISCAL YEAR JULY 1, 2022 to JUNE 30, 2023

OFFICERS

Christine Thomas, MD, Chair
Jo-Ellen Erickson, Vice Chair
Jack Kelly, Treasurer
Keith Bradley, Clerk

DIRECTORS

Barbara Amidon, PhD
Amanda Bebrin
Frank Burgess
Daniel Chamberlain, Esq.
Kathryn Earle
Tyler Eldredge
Christine Gillstrom
Matt McCleery
Bob Newman
Todd Squire
Leslie Watt

Emeritus Members

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

SENIOR ADMINISTRATION

Anne McManus
President and Chief Executive Officer

Gerry Pouliot
Executive Vice President

Lee Chamberlain
Vice President and Chief Strategy Officer

Rick Ludwig
Vice President and Chief Financial Officer

Craig Anderson
Vice President of Organizational Development

Heather Kelsey
Vice President of Advancement

Brittini Kliment
Vice President of Marketing, Admissions,
and Licensing

Gina Sheehan
Vice President of Adult Services

Monique Williams
Vice President of Children's Services



WHO WE ARE

Latham Centers is a leader in special education and therapeutic services for children and adults with disabilities. We are internationally renowned for our success working with individuals with Prader-Willi syndrome. Our newly expanded outreach and educational programming allow us to reach the greater Prader-Willi syndrome community beyond our main campus in Brewster, Massachusetts, and our 11 group residences and shared and independent living arrangements across Cape Cod and Southeastern Massachusetts. Latham Centers' mission is to create opportunities for independence, self-worth, and happiness for individuals with complex special needs. Our leadership team – experts in the field of PWS – serve on national and international boards, present at regional, national, and international conferences, and provide education and advocacy to colleagues and families throughout the world.

CHILDREN'S SERVICES

Students in
Children's Services

63

Students with a diagnosis
of Prader-Willi syndrome

41

Students with a dual diagnosis
of developmental disability
& mental illness

22



Age range
of students served:

8-22

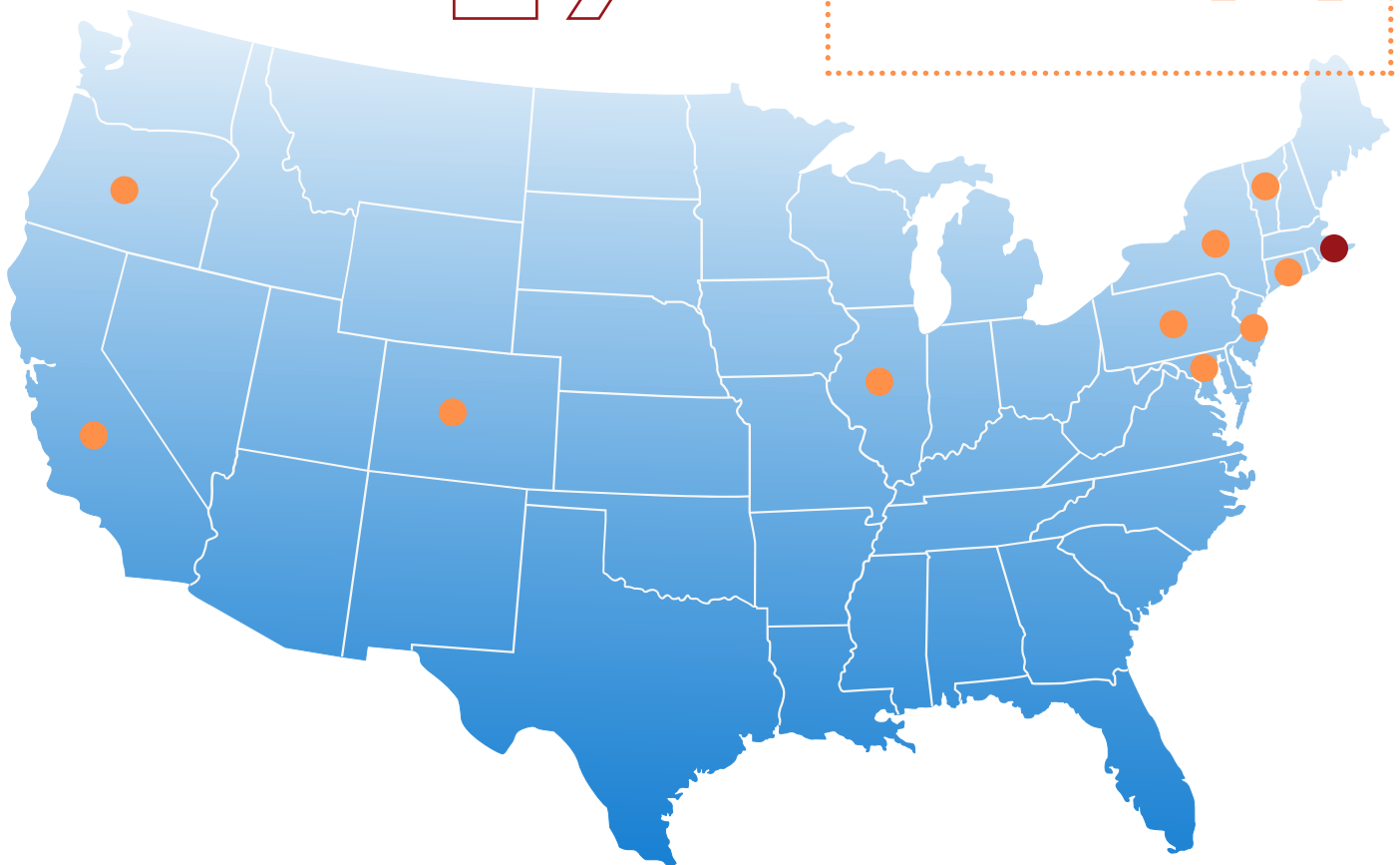
Male
students 32

Female
students 31

New students
during FY'23 14

Students from
Massachusetts

29



Students from Connecticut, New York,
Puerto Rico, Illinois, California,
Pennsylvania, Colorado, Maryland,
New Jersey, Oregon, Vermont

34

ADULT SERVICES

49

Adults in 24/7 Community Residential Services

Adults with a diagnosis of Prader-Willi syndrome 44

Adults with a dual diagnosis of developmental disability and mental illness 5

Age range of adults served 23-70

Average age 40

Adults from Massachusetts 37

Adults from other states 12

Supported Community Living

Adults who lived in a shared living residence 11

Adults who lived in an Independent Living Program 3

Adults who utilize Remote Services Program 25





NEW BEGINNINGS

The announcement of Anne McManus' retirement after 25 years of dedicated service as president and CEO of Latham Centers presented the agency with a remarkable legacy to uphold. The Executive Transition Committee chose Gerald Pouliot, III as the organization's next president and CEO. Gerry has risen through the ranks of the Latham Community, beginning as a special education teacher in 2010. He has earned several promotions, completed a master's degree in education, and most recently been appointed to the Board of Directors at the Massachusetts Association of Approved Special Education Schools (MAAPS, Latham School's trade association).

Anne's creative and visionary leadership helped establish Latham Centers as an international model for residential treatment and education in the PWS community, and a leader in the Massachusetts Department of Developmental Services Technology Forward initiative. Looking ahead, Gerry's professionalism and fierce commitment to the Latham community will propel the agency forward and secure its future.



“
Our daughter Julie has been in the Latham system for 37 years and Anne is the best thing that has ever happened both for Julie and every other client at Latham. Anne's influence and leadership have made Latham what it is today. We have been blessed with her dedication and genius and we will be indebted to her forever.

- Paul Carroll, a Former Board Member
and parent of Latham Resident

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WORKFORCE DEVELOPMENT

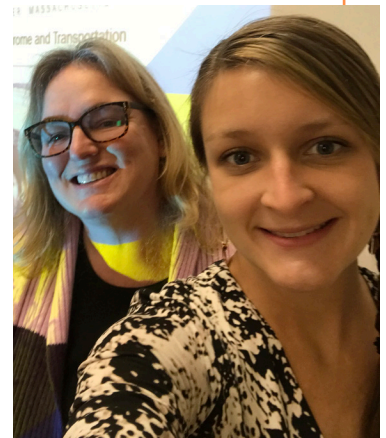
One of Latham Centers' agency-wide priorities is Workforce Development. A workforce development team was convened in FY'23 to create new programs in an effort to fill vacancies, increase staff retention, and enhance team member satisfaction levels.

A robust employee-first training model was developed focusing on specific staff needs. The model was created in alignment with staff interests, abilities, and job-related opportunities for skill building and credentialing. Grant funding through the Executive Office of Health and Human Services (EOHHS) enabled Latham to appoint a workforce development project manager for the first time.

Latham is in the process of implementing initiatives that have come to the forefront for our employees such as the need for affordable housing and a childcare reimbursement benefit.

The EOHHS workforce development grant has provided over 200 staff with new learning and skill building opportunities.

In addition, the grant has funded recruitment marketing initiatives that have helped attract over 35 new hires.



“

As a native Cape Coder and Latham staff member for ten years, I have seen how our agency has been impacted by the challenges that face all human service agencies. The Cape has been especially hard hit. Workforce development programs, training initiatives and benefits funded through this grant promise to have a lasting impact on Latham Centers across all agency disciplines.

- Katrina Kozak, Workforce Development Project Manager

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CONTINUUM OF CARE

Aging in Place

As part of Latham Centers' overarching goal of providing a continuum of care across the lifespan, our commitment to our individuals acknowledges that those with developmental disabilities have evolving needs at different life stages. We prioritize adapting and being flexible in delivering care that addresses the aging and medical requirements of our older individuals as they age in place in their homes. As individuals age, their needs undergo a transformation, necessitating a shift in the care model.

The Latham Centers adult residential program is actively responding to present situations and anticipating future needs to enable our individuals to age in place. We've added nursing and medically certified staff, recognizing that aging residents often require higher staffing ratios to adequately address their evolving medical needs. For individuals with PWS, we've learned that the aging process begins around age 35, with advanced aging manifesting shortly thereafter in some cases. Recognizing potential health issues such as changes in ambulation, sundowning, loss of muscle tone, swallowing difficulties, cognitive changes, and multisystem complications is crucial for proactive and comprehensive care. **In building a brighter future, we actively support longer lives by continuously adapting our care models to ensure the well-being of those aging in our care.**

Average age of
adult population

39.75

Age of
oldest resident

70

ENHANCED CAPABILITIES FOR OUR AGING POPULATION

- Secured vital medical equipment
- Updated facilities with:
 - barrier-free lifts
 - specialized wheelchairs and walkers
 - adaptive equipment
 - AEDs
 - ramps
 - widened hallways
 - bathroom remodels

The demand for medical supplies, cleaning materials, modified diets, diverse foods, and kitchen equipment further intensifies the challenges we face.

Here at Great Hill, the adults have fun! We take turns taking care of the donkeys daily. We enjoy attending day programs during the week and then having fun bowling, going to the movies, reading books, and knitting on the weekends.

— Kelly Sherman, Director of Residential Operations, Adult Services



CAMPUS EXPANSION

Construction is underway on the Anne McManus Campus Center. Located just half a mile from our main campus in Brewster, this dream was launched nearly a decade ago when Latham Centers quired the former New England Fire and History Museum property for one dollar. We are grateful to the museum trustees for this incredible gift; however, acquiring the property was the easy part.

This project required the persistence and commitment of many. Together we charted a course – navigating ebbs and flows and even the occasional rogue wave to get this project fully funded and underway. Even worthwhile endeavors are never simple or easy, and while we encountered several challenges on the path to begin construction, it only makes the reward sweeter.

Latham is grateful to the countless donors who supported this project, including many Latham families, our Board members, private foundations, local businesses, government agencies, and our Latham staff. Thank you for investing in this project and the future of Latham Centers.

Anne McManus, Latham's recently retired President and CEO, for whom this building is named, said "yes" to this project when it would have been much easier to say no. We extend our immense gratitude to Anne for setting us on this trajectory.

As an organization, Latham Centers is fully invested in positive outcomes. The Anne McManus Campus Center will transform our agency and directly impact the quality of services we provide to our students and adult residents.

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Two things that you should know about me are that I love to perform in the plays and shows here at Latham, and I really love scary movies. When the new Anne McManus Campus Center is finished, we will finally have a stage of our own for school plays and concerts, and we will have a place to watch movies together.

- Annika, Latham student

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Thank you to:

USDA Rural Development
Clinton Savings Bank
Bruce Hamilton Architects
Fielding & Associates
Delphi Construction
Gagnier Hicks & Associates

WAYS TO GIVE

Latham Centers relies upon the generosity of individual donors and community partners to help fund the specialized care and diverse programming that allows us to fulfill our mission.

Tax-deductible gifts of any size are meaningful and appreciated.

Giving options include but are not limited to:

- A gift of cash, securities, or real estate
- A gift of a life insurance policy
- A charitable gift annuity or trust
- A gift in memory or in honor of a loved one

Gifts can provide support in a variety of ways and can be restricted to your area of interest, or unrestricted to fund where the need is greatest.

Programming areas of interest:

- Animal therapy including donkey and equine therapy
- Vocational and pre-vocational training programs
- Art and music therapy programs
- Physical fitness and wellness programs
- Experiential learning and field trips
- Staff appreciation

Thank you in advance for your support.
For additional information please contact:
Erica Robinson, Advancement Officer
erobinson@lathamcenters.org
or (774) 353-9302



FINANCIALS

Fiscal Year 2023

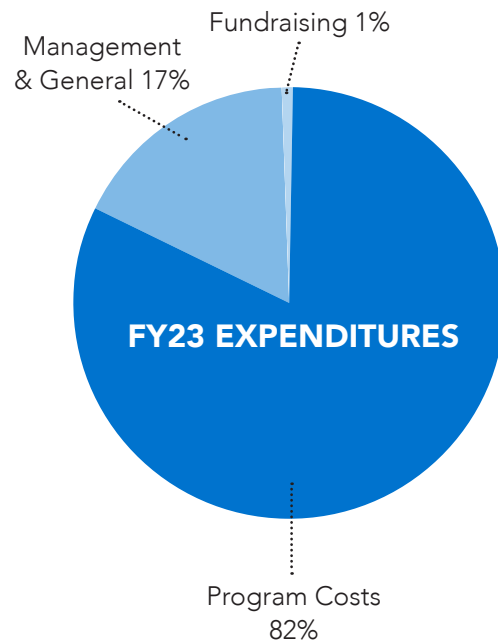
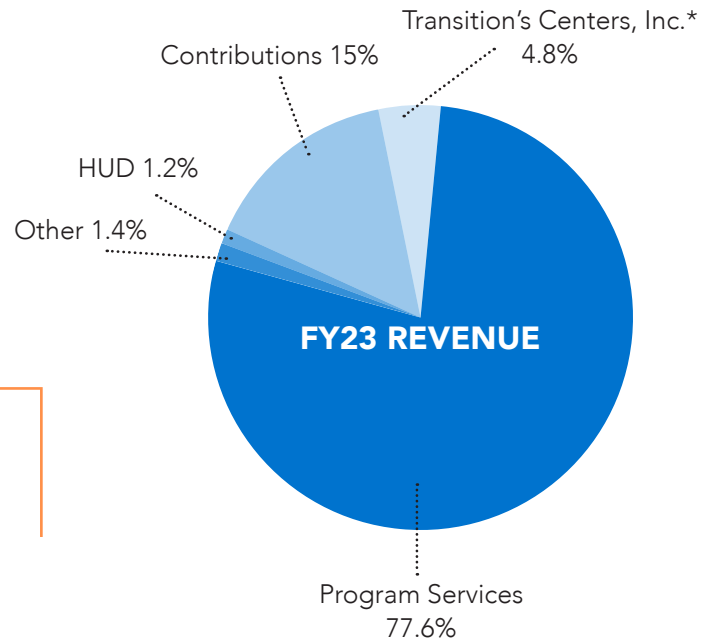
Total Revenue

\$30,184,144

Expenditures

\$27,402,346

Contributions	\$4,538,469
Total Assets	\$29,233,993
Total Liabilities	\$14,852,667
Total Net Assets	\$14,381,326



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

**Transitions Centers, Inc., located in Yarmouth, MA is a subsidiary agency of Latham Centers providing day habilitation programs, employment services, and individualized supports to neuro-diverse adults.*







LathamCenters
Brighter futures since 1970

Latham Centers, Inc.
259 Willow Street
Yarmouth Port, MA 02675

LathamCenters.org

OUR MISSION

Our mission is to create opportunities for independence, self-worth, and happiness for children and adults with complex special needs.