

LathamCenters

Brighter futures since 1970

ANNUAL REPORT FISCAL YEAR 2024



FROM THE BOARD CHAIR

As we reflect on the 2024 fiscal year, we are proud to report another year of progress and achievement for Latham Centers. It has been a year marked by resilience, dedication, and a continued commitment to providing exceptional services for individuals with complex disabilities.

A particularly significant milestone for Latham this year has been the appointment of Gerry Pouliot as our President & CEO. In his first year in this role, Gerry has brought a wealth of experience, a deep understanding of our programs, and an unwavering commitment to our mission. As a program veteran, his compassion for the individuals we serve and his leadership have already made a remarkable impact. Under his guidance, Latham has strengthened its programs and services, ensuring that we remain at the forefront of care and education for individuals with complex needs. We are incredibly excited about the direction in which Gerry is leading our organization, and we look forward to the continued growth and success of Latham Centers under his leadership.

One of the most exciting developments of the year has been the groundbreaking of the Anne McManus Center in November 2023. This new facility offers a transformative opportunity for Latham Centers to expand its program offerings and increase the number of individuals we can support. The Anne McManus Center represents a vision for the future of our services—offering state-of-the-art spaces designed to foster growth, independence, and community connection. It is an exciting milestone that brings new hope for enhanced opportunities for our residents.

Throughout this year, Latham Centers has continued to solidify its reputation as the gold standard of care for individuals with Prader-Willi syndrome, both in the United States and around the world. We are proud to lead the way in developing best practices that are not only recognized globally but also continually evolving to meet the unique needs of each individual we serve. This recognition reflects the dedication of our exceptional staff, our specialized programs, and our unwavering commitment to providing the highest level of care and support to our residents.

Additionally, Latham Centers has been at the cutting edge of workforce development initiatives, setting the bar high for both nonprofit and for-profit organizations on Cape Cod & the Islands. We are proud of the workforce training and employment programs we've built to help our staff thrive in and beyond their jobs.

As we look to the future, we remain committed to innovation, ensuring that we continue to meet the evolving needs of the folks in our care and their families. We are particularly excited about the continued development of our programs, including enhanced vocational training, health and wellness activities, participation in local events, and community partnerships that allow us to further empower our residents to live independently and with dignity.

On behalf of the Board of Directors, I would like to express our deep gratitude to our incredible staff, dedicated families, and loyal donors. Your continued support and belief in our mission are what make everything possible. We are also deeply thankful for the support of our community partners, whose collaboration helps ensure that we are able to continue providing exceptional care and opportunities for those who need it most.

Thank you for your continued trust and partnership. Together, we will continue to make a lasting difference in the lives of the individuals in our Latham community.



Thank you,
Christine Thomas, MD



BOARD OF DIRECTORS

FISCAL YEAR JULY 1, 2023 to JUNE 30, 2024

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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, our 10 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 disabilities. 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

52

Students with a diagnosis
of Prader-Willi syndrome

44

Students with a dual diagnosis
of developmental disability
& mental illness

30



Age range
of students served:

8-22

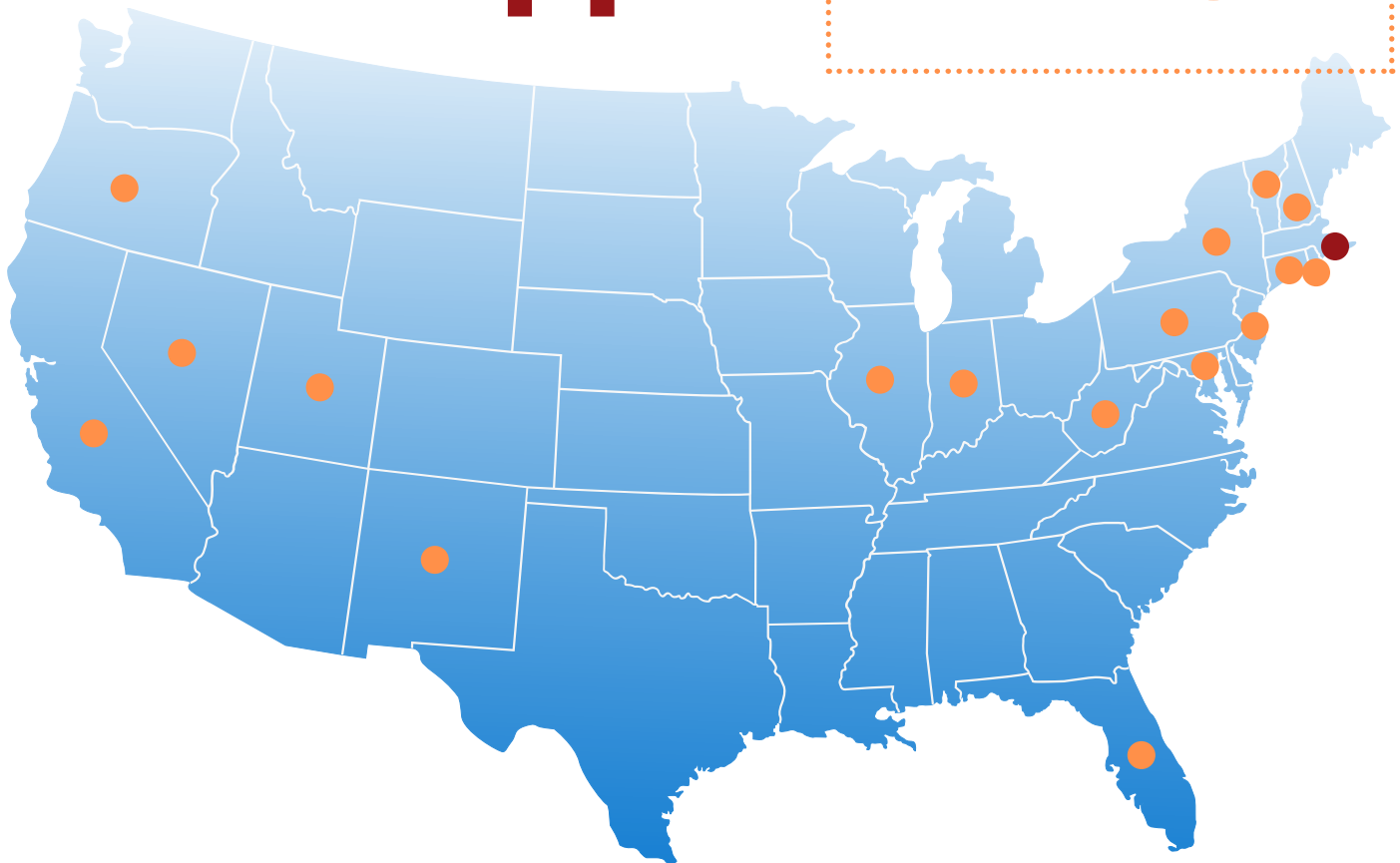
Male
students **31**

Female
students **21**

New students
during FY'24 **8**

Students from
Massachusetts

11



Students from California, Connecticut,
Florida, Illinois, Indiana, Maryland, Massachusetts,
Nevada, New Hampshire, New Jersey,
New Mexico, New York, Oregon, Pennsylvania,
Rhode Island, Utah, Vermont, West Virginia

ADULT SERVICES

47 Adults in 24/7 Community Residential Services

Adults with a diagnosis of Prader-Willi syndrome 43

Age range of adults served 22-69

Average age 39

Adults from Massachusetts 33

Adults from other states 14

Supported Community Living

Adults who lived in a shared living residence 13

Adults who utilized the Independent Living Program 5

Adults who utilized the Remote Services Program 24



BREAKING GROUND

at the Anne McManus Center

Latham Centers is excited to announce the groundbreaking of the Anne McManus Center at 1439 Main St. in Brewster, a significant milestone in our commitment to providing exceptional care and support for individuals with complex disabilities. This new facility will play a crucial role in expanding our programs and services.

The Anne McManus Center will feature state-of-the-art classrooms, vocational training areas, sensory stations, and physical fitness and wellness zones. These spaces will support Latham's holistic approach to care, fostering growth, independence, and community for our students and residents. Our vision includes creating a welcoming environment for Latham events that bring together families, staff, and the broader community, helping strengthen connections and build a sense of belonging.

In addition, the center will include spaces for creative expression through performing arts, as well as gardening

opportunities that encourage environmental stewardship and hands-on learning. We hope to see these programs come to life within the year, making the Anne McManus Center a vibrant hub for education, wellness, and community connection.

The groundbreaking of this facility marks an exciting new chapter for Latham Centers, one that will enhance our ability to serve individuals and families, creating new opportunities for growth and development.

“
I'm daydreaming about the day when we can host bingo nights, birthday parties, and commitment ceremonies for our adult residents at the AMC!
- Kendra King Blischke



WORKFORCE DEVELOPMENT

In fiscal year 2024, Latham Centers achieved significant recruitment and retention milestones that reflect the agency's commitment to fostering a supportive and growth-oriented workplace. A key highlight was the launch of our first Company Culture Trainings in October 2023.

Over 125 staff members participated in the "Rooted in our Values" training, organized by the Company Culture Ambassadors Group. This initiative brought together staff from various departments and tenures, aiming to create a cohesive, value-driven culture that reflects the agency's history, staff needs, and community challenges. The training emphasized the idea that the Latham team functions as a collective ecosystem, working together to uphold our shared values.

Additionally, in June 2024, Latham launched a Co-Mentorship Program with funding from the EOHHS. This pilot initiative promotes interdepartmental learning and offers a low-maintenance, high-reward opportunity for staff, with monthly stipends provided to participants.



In terms of professional development, Latham offered over 25 training sessions in collaboration with the Cape Cod Disability Network (CCDN), covering topics such as management skills, burnout prevention, and team building. These sessions also facilitated networking opportunities with other nonprofits on Cape Cod. Furthermore, quarterly meetings with day programs were held to enhance collaboration across agencies, while internal staff became ALICE certified instructors, marking a new milestone in safety training.

Finally, staff training efforts were complemented by our MassDOT grant, which funded accessible van training for staff, reinforcing Latham's dedication to staff growth and community impact.

EXPANDING ADULT SERVICES

As part of Latham Centers commitment to its community of adult individuals, a key goal is to provide an integrated system of care that provides a range of services that support various stages of their needs as they age in place. The Shared Community Living program (SCL) – part of Latham’s Adult Services – achieved significant milestones throughout FY 2024.

The SCL program continued its growth in 2024, serving more adults across Cape Cod and into Southeastern Massachusetts. This upward trend broadened opportunities for adults to live more independently. New residential homes were opened in Wareham and Plymouth freeing capacity for SCL placements.

Additional key milestones include:

- the launch of the Remote Supports and Monitoring Services (RSMS),
- a two-year licensure with a 96% score from DDS for quality,
- major strides in behavioral and clinical support advancements,
- enhanced staff training and workforce stability that helped maintain continuity of care and high staff morale,
- integrating Latham’s adult individuals into meaningful employment and day activities, providing integration into community inclusion and partnerships.



“

Greg Powers, Director of Supported Community Living
“FY2024 was a year of meaningful success for Latham Centers’ Supported Community Living program. The program not only expanded to serve more individuals in more diverse ways, but it also improved the caliber of support – through technology integration, staff training, and person-centered innovations – all while strengthening community connections.

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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.

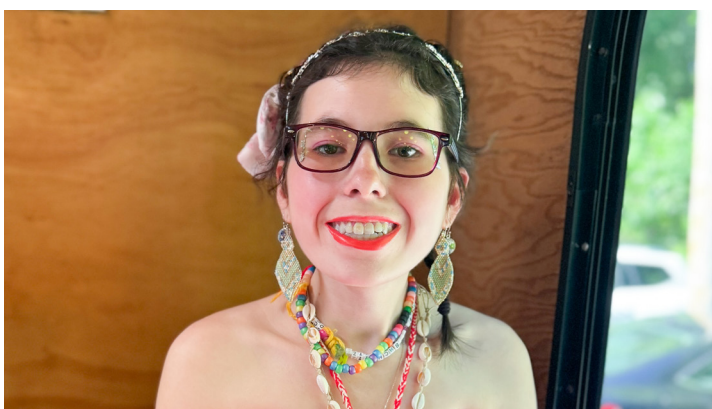
Giving options include but are not limited to:

- 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 2024

Total Revenue

\$29,050,520

Expenditures

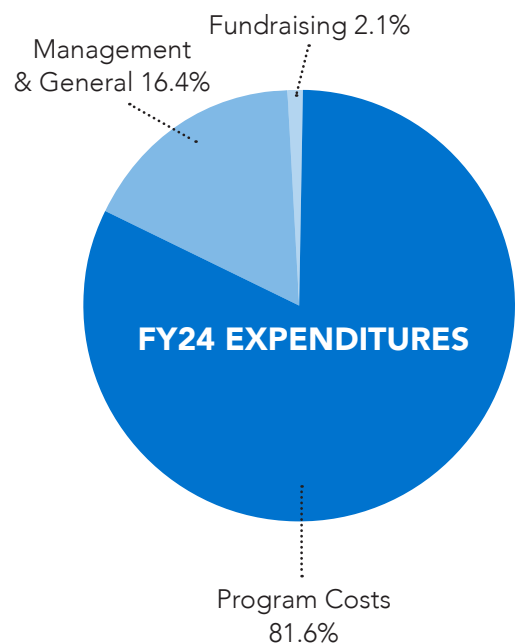
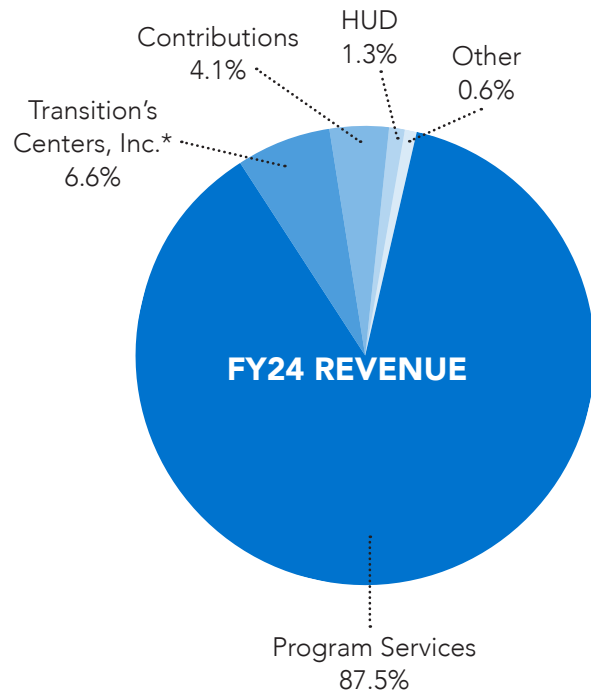
\$28,597,875

Contributions \$1,178,496

Total Assets \$33,323,860

Total Liabilities \$18,511,237

Total Net Assets \$14,812,623



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

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 disabilities.