

LathamCenters
FISCAL YEAR
2016
ANNUAL REPORT



FROM THE BOARD CHAIR (2016-2017)

I first became aware of Latham Centers in 2004, when my husband had the privilege of being hired to work in one of Latham’s adult residential homes. Along with my husband, I learned about Prader-Willi Syndrome (PWS) and what it means to be an adult living with PWS. I was lucky enough, over the course of the next two years to get to know the residents of that house and see first-hand how the resources provided by Latham allowed them to lead active, fulfilling lives and to be more independent and productive than many people would have ever thought possible. Even after my husband stopped working there, we were always greeted so warmly when we saw the residents out in the community. I remained so inspired by the residents and all the people at Latham supporting them.

Eight years later, I was invited to a meeting with Latham CEO, Anne McManus, and then Chair of the Board, Kathryn Earle. When they asked me to join the Board of Directors I accepted without hesitation and I am so glad that I did. After four years as a member of the Board, I am now serving as its Chair and could not be prouder of the work we do. Not only do we provide world class care for individuals with PWS, we are a caring home for children and adults with a variety of complex special needs. This agency continues to grow strategically in all areas, from program development, to facilities, to staff leadership and training. Latham Centers is now one of the largest year-round employers on Cape Cod.

Some of you reading this annual report have already supported Latham and I thank you, on behalf of our students, adult residents, families, Board, and staff for your contributions which allow us to do this valuable work. Some of you though, are perhaps learning about Latham for the first time. I hope that through the testimonials, highlights, and the statistics in these pages you will see the heart of this organization: our clients and the educators, care providers, medical staff, volunteers, and administration working together, 24/7, to provide for them a safe and supportive place.

It is with great pride that I watch the Latham students and adults perform and speak at the Year-End Celebration every June. The transformations that occur at Latham are truly incredible and we are so grateful for the support we receive from family members, friends, and the community. Here’s looking forward to another amazing year at Latham!

Jeni A. Sanders

FISCAL YEAR 2016 LATHAM CENTERS JULY 1, 2015-JUNE 30, 2016

BOARD OF DIRECTORS

Officers:

Amy Carroll, Chair
Jeni Landers, Esq., Vice-Chair
Debbie Cobb, Treasurer
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Directors:

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Incoming FY17 Directors:

Bonnie Ellis
Jack Kelly
Mary Pat Messmer
Robert Newman

Emeritus Members:

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

SENIOR ADMINISTRATION

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VP of Quality Enhancement

Lee Chamberlain
VP of Operations

Maureen Condon
VP of Marketing and Development

Barbara Culver
VP of Organizational Development

Pat Hallahan
CFO

Anne McManus
President and CEO



CHILDREN SERVED

Students in Children's Services	54
- Students with diagnosis of Prader-Willi Syndrome:	31
- Students with dual diagnosis of Developmental Disability and Mental Health Disorders – including:	23
• Reactive Attachment Disorder:	7
• Post Traumatic Stress Disorder:	9
• BiPolar Disorder:	1
• Unspecified Mood Disorder:	1
• Schizophrenia:	1
• Cerebral Palsy:	1
• Hyperphagia:	1
• Autism:	2
-Age range of Students served:	10-21
-Students from Massachusetts:	34
-Students from Alaska, Connecticut, New York, New Jersey, Puerto Rico, Rhode Island, California, Virginia, Pennsylvania and Colorado:	20
-Day students from local communities:	2
-New students during FY 16:	13
-Male students:	25
-Female Students:	29

ADULTS SERVED

Adults in Residential Services	57
-Adults with diagnosis of Prader-Willi Syndrome:	45
-Adults with dual diagnosis including Developmental Disabilities and Mental Health Disorders:	12
-Age range of Adults served:	23 -61
-Adults who lived in a Latham Centers' 24-hour supported residence:	49
-Adults who lived in a Shared Living Arrangement:	5
-Adults who lived in a Supported Community Living Arrangement:	3
-Male Residents:	26
-Female Residents:	31
-Adults from Massachusetts:	43
-Adults from other states:	14
• Connecticut:	8
• Maryland:	1
• Rhode Island:	2
• Alaska:	1
• Vermont:	2



FISCAL YEAR HIGHLIGHTS

2015-2016

SUMMER

- ▶ Tim Whelan, Massachusetts State Representative of the First Barnstable District, meets the residents at Latham Centers. After learning about the great programs for our students and the future Latham Community Center,



Rep. Whelan worked with Massachusetts state officials to get a crosswalk installed in front of the site for the future Latham Community Center – enabling safer

passage across Route 6A. Rep. Whelan continues to be a strong supporter of Latham Centers' mission and attends events on a regular basis.

- ▶ Seventeen donors, family, staff and friends of Latham Centers, complete the Falmouth Road Race and raise just



under \$20,000 for residential athletic programs, two of which include our Special Olympics Training Program, and our Gym Memberships Program to help residents maintain a healthy life-style during Cape Cod winters.

- ▶ Latham Centers' Adult Residential Program, through grant funding, begins to work with Fitness Revolution Owner and Personal Trainer Jamie Hoffman. In the first of numerous visits, Hoffman traveled to Latham's Great Hill home where he taught our adult residents exercises to increase strength and balance. Equipment for this program was funded through local granting associations. Adult residents also continue to participate in a weekly Zumba class with Latham Nurse Lindsay Howard.



- ▶ Latham Lifelong Pet Care successfully places Junior and Duke, two Pugs from Harwich, with Shared Living Resident, Maria. Learning life skills and accountability, Maria took her new responsibilities very seriously and demonstrated to the Pug's owners that they can rely on our residents to be conscientious pet care providers.

FISCAL YEAR HIGHLIGHTS

2015-2016

AUTUMN



Students are given the opportunity to work with volunteers, teachers and residential staff in our in-house pottery program. Using a grant-purchased kiln, and with the help of a local potter, students learned the processes of score and slip, coil and wheel.

- ▶ Latham Centers raised another \$80,000 for our programs in the 6th Annual Charity Golf Classic at Ocean Edge Resort & Golf Club. On a rainy, chilly day in October, 2015, 120 golfers played 18 holes. The event continued with a banquet, and live and silent auctions. Funds generated at this event also support the Latham Centers' Capital Campaign to build the Latham Community Center.



- ▶ Meghan Pouliot received the National Association of Therapeutic Schools and Programs (NATSAP) Excellence in Service Award. Hundreds of schools enter this elite contest, but Meghan pulled ahead with her innovative "Lights, Camera, Action" class in which students use digital media to create Morning Announcements that are shown to all their peers. Meghan's talent for serving the needs of each of our students has been life-changing for many. During her "Nauset Circle" block of time, students learn how to communicate with one another on a variety of topics, such as, personal thoughts and feelings, or daily activities. Meghan has created a tool that facilitates positive, effective communication among both staff and students.

- ▶ Chef Paul Donohue is hired to manage the Latham Centers kitchen. Bringing with him a wealth of experience, Chef Paul implemented a new menu with healthy, yet tastier foods that boost energy. Our students with Prader-Willi Syndrome, who are on low calorie diets, look forward to dining in Chef Paul's dining room. And, students are asking to take meals prepared in the Latham kitchen with them, when they go home for a visit! At Latham's Year-End Celebration, in June 2016, Chef Paul received a standing ovation from students and staff, and everyone could see how beloved Chef Paul is on campus.



FISCAL YEAR HIGHLIGHTS

2015-2016

WINTER

- ▶ Latham Centers participated in its first Cape Cod Charitable FunRaiser event, "Roll the Rock!" With six bowling teams comprised of staff, adult residents, and Latham friends



and business partners, the agency raised over \$10,000 to support the Latham Centers' Capital Campaign. Latham Centers is proud to be recognized as one of the eight non-profit beneficiaries of Cape Cod Charitable FunRaisers.

- ▶ Latham Students donate one-hundred bars of hand-made, all-natural, glycerin, herbal and goat's milk soap to the



NOAH Shelter in Hyannis. In keeping with the guiding principal of generosity in our programs, staff and students alike took pride in donating these items to NOAH, which provides much needed emergency housing to homeless men and women on Cape Cod.

- ▶ Twenty-one students participated in their first ever Latham Talent Show on campus. Many of the students sang songs ranging from classics like, "Fly like an Eagle," and "That's Amore," to today's favorites like Frozen's, "Let it Go." Other students played musical instruments, or performed in skits they wrote and directed themselves. Four winners were selected to move on to the next level in the competition – a talent show with CapeCodCAN!



FISCAL YEAR HIGHLIGHTS

2015-2016

SPRING

- ▶ Latham Centers participates in Brewster's Annual "Brewster in Bloom" Festival. This year, our students and adult residents created crafts to sell at Drummer Boy Park's "Kid's Fest" where they were able to learn vocational skills, as well as participate in fun activities. Students and staffers participated in the Parade, riding on Latham Centers' float, walking behind the float, or standing along Route 6A in the cheering section.



- ▶ Resident Kevin L. and Staffer George M. were honored at the Cape Cod and Islands Citizen Advisory Board for the Department of Developmental Services (DDS) Awards Breakfast for their meaningful contributions to the Cape Cod Community. Kevin L. holds two part-time jobs, one at the YMCA and one at the Cape Wildlife Center in Barnstable. George M. is always supportive of Kevin achieving his goals.



- ▶ Latham Centers and Emerald Hollow Farms are highlighted in local publications for their collaborative work on a Therapeutic Horse Riding Program. This program is designed to help riders build strength and self-confidence. All the students who participated have reaped benefits in terms of dexterity, balance, socialization, and communication skills.



- ▶ The Federated Church of Orleans granted Latham Centers \$5,000 to renovate four sensory spaces with new equipment. These spaces are designed to help our students reduce anxiety and encourage an overall calm sense of being. Senses addressed specifically include: Proprioception (body movement), Vestibular (balance), auditory and visual.

LATHAM CENTERS ACHIEVES TWO MILESTONES IN FISCAL YEAR 2016

More Adult Residents Placed in Paying Jobs in the Community, and More Students Enjoying Vocational Activities

During Fiscal Year 2016, Latham Centers achieved a 100% increase in our adult resident work placements in the community; plus 100% of our students were engaged in age-appropriate on-or off-campus vocational activities.

The staff at Latham Centers works, on an ongoing basis, with local business owners and managers to create paid jobs and volunteer positions matching the unique talents, capabilities and interests of Latham's job seekers, while at the same time meeting the real needs of these businesses.

And, Latham's adult residents filling these paid jobs and students filling these volunteer positions have lived up to and in many cases exceeded the expectations of these businesses for reliable, productive performance on the job.

The pathway to these achievements has been well thought out and executed with meticulous care by the Latham staff.

Students at Latham Centers are able to participate in a variety of age-appropriate pre-vocational and vocational activities, such as making soap or pottery, or growing herbs in our greenhouse, to name a few, under the guidance of Brittini Taylor, Director of Education, Melissa Bertrand, Vocational Instructor, and Fred Walters and Liz Taylor, Vocational Aides.

Then each student and adult resident at Latham Centers participates in developing his or her own Individual Career Plan (ICP) under the guidance of Latham Director of Vocational Services, Maura Smith. This strategic plan

takes into account the resident's interests and personal goals, while meeting their needs for support and safety on a job.

During this planning process, Maura takes the Latham residents on visits to local businesses to help them get ideas about the types of jobs that might be available in the community.

She also educates potential employers about Latham Centers and the variety of disorders or conditions that residents here may have, such as: Prader-Willi Syndrome (PWS), or developmental delays in combination with Reactive Attachment Disorder (RAD), Post Traumatic Stress Disorder (PTSD), Mood and Anxiety Disorders, or Autism Spectrum Disorder as a secondary diagnosis.

Once our Latham job seekers are offered and accept a position, Latham staff oversees the placement whether it be short-or long-term. Our staff members act as job coaches – teaching job accountability and responsibility, and facilitating skill building in the particular field.



Student volunteering at a local nursing home.

The stories of just three of Latham's residents, Gina*, Ben and Kevin, illustrate the success of this program.

**Names have been changed to protect privacy.*

GINA

Gina* is a young woman with many talents and interests who successfully works year-round in both paid and volunteer jobs.

In the summer, Gina enjoys working for Agway of Cape Cod, in Dennis, where she tends to plants in the greenhouse and helps customers. After the high-season ends, Gina volunteers at Wingate Retirement Center in Brewster, and soon she will also be volunteering at Maplewood Senior Living in Brewster.

In addition to all this, Gina has her own business – creating and selling jewelry at local craft shows, such as the Yarmouth Seaside Festival.

Gina, age 28, has been in Latham Centers' Adult Residential Program for six years, and before that she was in Latham's Children's Program for 15 years.



BEN

Ben, who has a passion for gardening, worked as a volunteer at the Cape Cod Lavender Farm in Harwich this past summer supported by his Job Coach Maura Smith. There he learned about many different varieties of plants and he developed horticultural trade skills that may make him eligible for future paid positions at Cape Cod's many greenhouses and landscaping businesses.

Since part of Ben's job at the Lavender Farm, involved filling lavender sachets, Ben also improved his fine motor skills. And, in greeting customers at the Lavender Farm, Ben learned to be comfortable dealing with the public in a retail setting. Ben received the "Student's Vocational Achievement Award" at Latham Centers' 2016 Year-End Celebration in July.

Ben, age 20, has been in Latham Centers' Children's Program for 4 years. And, during that time, besides volunteering at the Cape Cod Lavender Farm, Ben has

also volunteered at the Brewster Ladies' Library, where he helped sort and organize books and helped prepare for the Lego Club activities for children ages 4 and older at the library. Ben is currently volunteering four hours a week at the Wingate Retirement Center.



KEVIN

Kevin applied for a job at the YMCA in Hyannis, last January, and has been very happy working 20 hours a week there since February. He does light office work and helps with keeping the common spaces tidy.

He's delighted to be receiving a steady paycheck. Working in a team-environment with support from both the YMCA staff and Latham Centers' staff, Kevin is thriving. As a bonus, Kevin also enjoys being able to swim in the YMCA pool.

Kevin, age 46, has been in Latham Centers' Adult Residential Program for 27 years.



LATHAM CENTERS CONTINUUM OF CARE FOR ADULT RESIDENTS

Latham Centers is committed to provide a Continuum of Care for our adult residents from the moment they join the Latham Community.

That means, first of all, we explore and evaluate each adult resident's unique needs, interests, capabilities, and potential, so we can help map out an overall strategy and detailed plan of action and then follow these to ensure that our adult residents have opportunities for fulfillment in all the important aspects of life, work and love.

Each of these individuals' plans are updated, on an ongoing basis, taking into account their changing life needs and interests — with the overall goal of helping them to be engaged and contributing members of their local community, while living as independently as possible, with the level of support that they need and find comfortable.



Knitting is a favorite activity of some of the adult residents.

Latham Centers currently has 57 individuals in our Adult Residential Program. We offer three models of supported living, and the demand for each is growing:

- The 24-Hour Residential Program
- The Shared Living Program
- The Independent Living Program

Currently, 49 adults are in Latham's 24-Hour Residential Program. Five are in Latham's Shared Living Program and three are in our Independent Living Program.

24-HOUR RESIDENTIAL PROGRAM

Latham maintains eleven 24-Hour residences in Barnstable, Brewster, Dennis, Harwich, Sandwich, Yarmouth, Plymouth and Wareham, MA.

These attractive homes are close to recreational facilities, churches, and other community resources. Residents live with 3 to 4 housemates and 24/7 Latham Centers staff who provide assistance with cooking, cleaning, and other household maintenance chores. Latham staff also provides scheduling and transportation: For medical appointments; for paid work or volunteer opportunities in the community; and for entertainment, such as: Movies, plays, concerts, sporting events, nature walks, library visits, etc.

Latham Centers' clinical consultants provide the therapeutic support these adult residents need, on an ongoing basis, so they can thrive. And our vocational staff provides support and outreach to generate work and volunteer opportunities that are tailored to each resident's capabilities and interests.

For the future, Latham Centers is looking to develop and expand this program with new "Smart Residences" — homes that are equipped with the latest technology to support more independent living, greater engagement with the community, and enhanced communication with family and loved ones who may live at a distance.

SHARED LIVING PROGRAM

In our Shared Living Program, our special needs adults are welcomed into the homes of individuals, couples or families who have been vetted by Latham Centers to become shared living providers. The goal for both the supported individual and the home provider is to develop a long lasting, safe and happy relationship that allows the person with special needs to build their daily living skills, have a sense of family, and participate more fully in community activities.

Latham Centers is currently expanding its capabilities to provide Shared Living opportunities for a growing number of individuals who need and are seeking this type of program.

INDEPENDENT LIVING PROGRAM

In our Independent Living Program, individuals reside in their own homes or apartments — all while receiving support from Latham Centers staff in life management areas uniquely challenging to them.

Levels of support are based on each person's individual needs and goals. All receive well-rounded exposure to a range of life experiences: Caring for themselves and their homes; finding employment and doing well in a job; doing their own banking, grocery shopping and cooking; engaging in the community and meeting people with whom they can safely form healthy, long-term relationships.

Latham Centers Staff works with all of our adult residents in these three models to help them become as self-sufficient as possible, all while maintaining a safety net of appropriate support services.

For the future, Latham Centers is committed to providing the widest possible range of supported living environments to meet the evolving needs of all our adult residents in a world where technology is turning a new corner every day and opening up new possibilities for fulfillment for special needs individuals.



Surrounded by local politicians, Kevin and George M. receive the Department of Developmental Services Award for their meaningful contributions to Cape Cod.

WAYS TO GIVE

Tax deductible gifts are appreciated and make a real difference in the lives of those we support. For larger gifts, including trusts, Latham Centers suggests you contact a legal expert. Different giving options include:

- A Gift of Cash, Securities, or Real Estate
- A Gift of a Life Insurance Policy
- A Charitable Gift Annuity or Trust
- A Gift in Honor or Memory of a Loved one
- Major or Capital Campaign Gifts

Gifts can provide support in a variety of ways and can be restricted to a need of your interest, or unrestricted for Latham's greatest need at the time.

Latham Centers' regular needs include:

- Animal Therapy Programs, including our Donkey Therapy Program
- Vocational and Pre-Vocational Training Programs
- Music and Art Therapy Programs
- Staff Trainings for Cutting Edge Treatment Techniques
- New and Consistently used Technology on Campus by the students, such as iPads

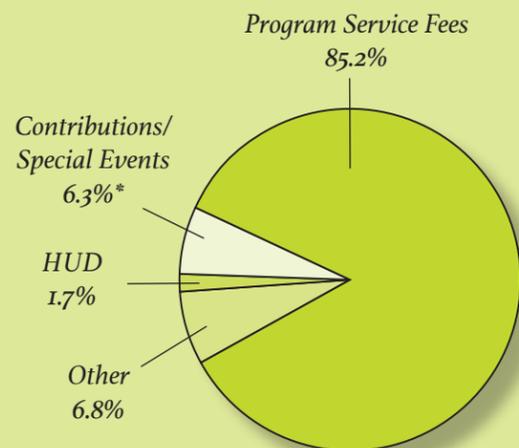
Thank you in advance for your consideration! For more information, contact Katrina Fryklund, Director of Development, at kfryklund@lathamcenters.org or 774.353.9126.

FINANCIALS

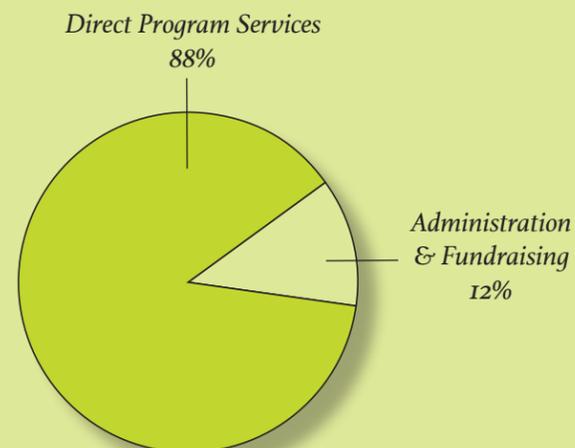
	FY2015	FY2016
Total Revenue	\$18,231,755	\$19,373,202
Contributions	\$625,930	\$592,156
Expenditures	\$17,896,619	\$18,242,858
Total Liabilities	\$7,115,640	\$10,447,162
Total Net Assets	\$6,279,884	\$7,410,501

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

FY16 REVENUE



FY16 EXPENDITURES



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

Latham Centers has embarked on a \$3.1 Million Capital Campaign to transform the former New England Fire and History Museum building into a vibrant new Latham Centers Community Center. Located at 1439 Main Street, Brewster MA, just one quarter mile from Latham Centers' campus, this Community Center will change the lives of the students and adults who call Latham home. The community at large will also have ample opportunity to utilize this space.

Three point one million dollars will afford Latham Centers residents and the Brewster Community spaces which include:

- Indoor gymnasium and fitness center to meet the needs of people with special needs and the aging Cape Cod population;
- Auditorium and stage for the Latham Players, Latham Centers' Adult Residential Program Theater Troupe;
- Art Room;
- Technology Lab;
- Vocational Center and Wood Shop;
- Two transitional classrooms for students moving from children-focused to adult-focused programs;
- Combined meeting spaces for both the children and adults in the Latham Program;
- A Special Needs Hub for organizations within the Cape Cod Disability Network.

We welcome and appreciate gifts of all sizes. Donors giving at a level of \$1,000 or more 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.

To make a "forever" change in the lives of our residents and to learn about Naming Opportunities for the new space, please contact Heather Kelsey, Major Gifts Consultant, at hkelsey@lathamcenters.org or call 508.364.2002.



Craig Huntley, Board Member Bonnie Ellis, President and CEO Anne McManus at the 2016 Capital Campaign Donor Appreciation Event hosted by Ocean Edge.



Long time donors and friends mingle at the Ocean Edge Donor Appreciation Event, including Dr. Russell S. Boles, Jr., Emeritus Board Member and his wife Margaret.



Rendering of the Future Latham Centers Community Center.



Summer on Cape Cod is full of fun activities and learning experiences for Latham Centers' residents.



LathamCenters

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