



LathamCenters

FISCAL YEAR
2017
ANNUAL REPORT

BELONGING



MASTERY



INDEPENDENCE



GENEROSITY





From the Board Chair

Another year at Latham has flown by! Because of the level of care, education, and support that we provide our students and clients, things often move at a very rapid pace at Latham. It's always a pleasure to stop for a moment and reflect on everything we have accomplished in the past year. So much of what we do centers around the four tenets of our core service delivery values: Belonging, Mastery, Independence, and Generosity. These four guiding principles help everyone at Latham, from the youngest student to the most experienced board member, stay focused on our goals and how we conduct ourselves while striving to achieve those goals.

In this report you will read about our achievements in all four areas, including helping our students feel an even stronger sense of belonging in our beautiful new dormitory, seeing our staff members recognized for their mastery, developing new paths to independence for our adult residents, and celebrating the generosity of our donors and supporters.

I am truly impressed every day by how earnestly and sincerely our staff, students, adults, and volunteers have embraced the four core values and the way in which they impact life at Latham; courage and kindness abound. As you reflect on the past year and consider your personal goals, please let the Latham community and the success of our mission-driven work serve as inspiration to you, as it has done for me these past six years.

On behalf of the Board of Directors, I thank you for supporting Latham and for all the ways in which you contributed to another successful year.

Jeni A. Landers

Fiscal Year 2017

Latham Centers, Inc.
July 1, 2016 – June 30, 2017

Board of Directors

Officers

Jeni Landers, Esq., Chair
Jack Kelly, Vice Chair
Keith Bradley, Treasurer
Christine Gillstrom Burgess, Clerk

Directors

Frank Burgess
Daniel Chamberlain, Esq.
Jeff Cotto
Stephen Drown
Bonnie Ellis
Mary Pat Messmer
Robert Newman
Todd Squire
Christine B. Thomas, M.D.



Incoming FY18 Directors

Amy Carroll
Kathryn Earle

Emeritus Members

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

Senior Administration

Anne McManus, *President and CEO*
Craig Anderson, *VP of Quality Enhancement*
Lee Chamberlain, *VP of Operations*
Pat Hallahan, *VP of Finance and CFO*



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:	21
Reactive Attachment Disorder	8
Post-Traumatic Stress Disorder	12
Bipolar Disorder	5
Unspecified Mood Disorder	2
Schizophrenia	3
Autism	2
Age range of students served	9-22
Students from Massachusetts	36
Students from Connecticut, New York, Virginia, Puerto Rico, Rhode Island, California, Ohio, Pennsylvania, Colorado	19
Day students from local communities	2
New students during FY17	10
Male students	24
Female students	30

ADULTS SERVED

Adults in Residential Services:	60
Adults with diagnosis of Prader-Willi syndrome	47
Adults with dual diagnosis including developmental disabilities and mental health disorders	13
Age range of adults served	22-62
Adults who lived in a Latham 24-hour support residence	52
Adults who lived in a Shared Living residence	5
Adults who lived in a Supported Living arrangement	2
Male residents	27
Female residents	33
Adults from Massachusetts	46
Adults from other states	14
Connecticut	8
Rhode Island	2
Vermont	2
Maryland	1
Alaska	1

At Latham Centers, we employ an overarching philosophy that helps to guide us in interactions and communication among staff, residents, and families. This philosophy focuses on four core values that all people need to live joyful, connected, fulfilling lives.

They are:

- **BELONGING** – Every person needs to feel part of a group or community
- **MASTERY** – Everyone should feel that they are capable and skilled in at least one area
- **INDEPENDENCE** – Every person needs to have a voice and a sense of control over themselves
- **GENEROSITY** – The most powerful thing a person can do is to provide service to someone else

LATHAM'S NEW DORMITORY – THE COTTAGE

On Friday, October 7, 2016, Latham families, staff, Board of Directors, community stakeholders and state and local politicians celebrated the opening and dedication of a beautiful new dormitory, The Cottage, located on the Brewster campus. Perhaps no one was more excited than the Latham students who had recently moved into their new bedrooms. Built by Cape Associates, The Cottage features 22 student rooms, nine bathrooms, four living rooms, a study, dining room, student learning kitchen, two staff stations, and a three-stop elevator. This exciting addition to our campus was funded in part through a loan from the United States Department of Agriculture, Rural Development.



SPECIAL OLYMPICS

The mission of Special Olympics is to provide year-round training and competition in a variety of sports for all children and adults with intellectual disabilities. Latham Centers' Special Olympics program is partially underwritten by funds raised through our participation in the Falmouth Road Race. It is a unique opportunity to demonstrate persistence and courage, to experience joy and to participate in the sharing of gifts, skills and friendships with other Special Olympics athletes.



Individuals from both Latham School and Latham's Adult Residential Program have the opportunity to participate as athletes in the Massachusetts Special Olympics Program. In March, three young men from the Peter Cooper house in Wareham; Matt, Dalton and Eric, traveled with their basketball team, the New Bedford Hawks, to the Winter Games state finals in Worcester. Although they lost a tough championship game, they took great pride in the hard work and dedication they invested over the season. Their Latham family was beyond proud of their achievements.

CIRCLE OF CRAFTERS

Led by Director of Vocational Services Maura Smith, adult residents Sylvia, Michelle, Angel, and Janice created a business plan to display and sell their crafts in the community. These women are all exceptionally talented and specialize in knit-wear and jewelry design. Sylvia specializes in up-cycling, or the repurposing of items to make new, utilizable items. Each artisan benefits in many ways, including consistent personal income and fiscal responsibility, socialization, and fine-motor-skill development (photo on page 10).



"Every day that I am here I am one step closer to becoming the kid I want to be." – Chris



Adult resident Warren's pop-up farm stand

MASTERY

MONIQUE WILLIAMS AND MEGHAN POULIOT HONORED FOR EXCELLENCE IN TEACHING

Monique Williams, Physical Education and Health teacher, was named 2017 Teacher of the Year by the National Association of Therapeutic Schools and Programs (NATSAP). Meghan Pouliot, Special Education teacher, received the same recognition in 2016 and also received the 2017 Massachusetts Association of 766 Approved Private Schools (maaps) Teacher of the Year award.

Monique's curriculum highlights the role that physical activity and healthy eating play in the health of our students, especially those with Prader-Willi syndrome (PWS). Monique creates IEP goals which focus on maintaining a healthy diet and reaching desired fitness goals. Monique's enthusiasm and creativity enhance her teaching. She finds unique ways to keep our students engaged and interested in physical activity, good nutrition and personal growth.



Monique Williams

Meghan Pouliot is the Special Education teacher in our Nauset classroom. Since 2013, Meghan has led Latham's transitional students, ages 20-22. Meghan integrates the creative use of technology, using her classroom's Promethean Board and iPads as teaching tools.

Meghan has designed a communication and listening curriculum for her students entitled "Nauset Circle." During a designated block of time, students practice

mindful communication, engaging in a variety of topics for discussion. Students actively participate in the class, raising hands and speaking clearly and softly. Meghan stresses the importance of listening, ensuring that each student's opinion is heard and valued, and that all thoughts and feelings are shared.



Anne McManus, Kara McDowell, Lee Chamberlain, Meghan Pouliot, Brittni Taylor, and Gerry Pouliot.

Monique and Meghan are inspiring educators and colleagues who are beloved by their students. We are so proud of them and the exceptional work they do.

INTERNATIONAL PWS CONFERENCE

Latham Centers proudly sponsored the 2017 Professional Caregivers Conference at the International Prader-Willi Syndrome Organization Conference (IPWSO). Held every three years, parents, doctors and caregivers come from around the world to discuss the needs of individuals with PWS and to raise awareness about the syndrome. Latham Centers' model of care is internationally recognized and respected, and our experienced program directors and clinicians were among the presenters at the conference.

Latham's own Patrice Carroll, a world-renowned expert on PWS, chaired the event and led sessions on topics ranging from skin picking to executive function disorder. Latham's Lee Chamberlain and Kathy vanEsselstyn spoke about positive behavioral supports and individualized care models based upon residents' interests and skill sets. Lee and Patrice also spoke to parents about different options for adult living and successful residential placements.

INDEPENDENCE

VOCATIONAL PATHS TO INDEPENDENCE

With the generous assistance of Agway of Cape Cod and Great Cape Herbs in Brewster, Latham adult resident Warren sold vegetables and herbs from the garden he planted at his home in Yarmouth Port. Warren's farm stand was conceived and developed through his Individualized Career Plan or ICP, created by Latham's Director of Vocational Services, Maura Smith. Individualized Career Planning allows individuals to find their passions and engage in the community through vocational placement. Warren persevered through planting and nurturing his garden, and developed skills such as pricing, salesmanship, display, and food storage. Warren was happy to earn some money for his effort, and he donated surplus produce to local food pantries.

ASSISTIVE TECHNOLOGY

Like other human service agencies supporting individuals with intellectual and developmental disabilities, Latham Centers faces a growing workforce challenge. The number of individuals in need of services is on the rise, while the number of personnel needed to serve these individuals is on the decline. In response to this issue, Latham has been exploring alternatives to traditional care models. In 2016, we launched a strategic partnership with a leader in home technology, Savant. Together, we have developed a concept for an apartment featuring the latest assistive technology to provide support, safety, and guidance to intellectually disabled individuals; the Smart Care/Smart Home. This model for technology-assisted independent living will foster greater independence and freedom, while allowing us to use staff more efficiently.

The Smart Care/Smart Home concept offers a comprehensive, integrative solution to the current workforce predicament by maximizing human capital, without sacrificing quality of care. It is designed to serve one individual in a two-bedroom apartment, but certain components of this technology would benefit every child

and adult we serve. When successfully implemented, we foresee the ability to increase our adult services capacity, as staff needs would decrease and the ability to serve a greater number of higher-functioning adults would increase. While this model will not be suitable for everyone, it will present an exciting option for individuals who desire more privacy, control, and independence, but who require support and supervision to assist them in activities of daily living (ADL).

There is potential for a broad national and international reach beyond our agency. This is an innovative solution to an industry-wide problem that simultaneously expands the model of care for those with intellectual disabilities.

LEARNING ADULTHOOD

Students in therapeutic schools and programs such as Latham Centers often have very different futures from their same-age peers.

As individuals in our program transition to adulthood at age 22, identifying and relating to their changing needs is essential to their success, and an important responsibility of staff at Latham. They may grow up with a sibling who has conquered high school, graduated college, moved out of the house, and pursued a career. They may watch that all unfold and realize that their future will not have the same trajectory.

Our students require a therapeutic environment to learn and develop. They need safe and consistent relationships to encourage growth. A safe and therapeutic environment can be provided in many ways, and our evidence-based approaches are refined through continuing staff training and education. Latham Centers has grown in size as well as in knowledge of theories and philosophies, which helps students successfully transition into the adult world. Utilizing revamped curriculums, community partnerships, and our vocational program, we have developed a transitional curriculum that allows for functional academics, along with on-the-job vocational opportunities to ensure all students have been equipped with the tools and skills to succeed.



GENEROSITY

REMEMBERING BOB BERNSTEIN

In January 2017, Latham Centers unexpectedly said goodbye to Latham friend and parent Bob Bernstein. Bob was instrumental in the creation and success of Latham Centers' Charity Golf Classic tournaments. Beginning with the inaugural Golf Classic in 2010, he helped to raise over \$100,000 through his network of friends, family, and colleagues. His son Brandon has been a resident at Latham Centers for the past seven years. Bob had a deep understanding of Latham's mission and the role that the agency plays in the success of individuals with complex special needs. Brandon and Bob were the 2016 Golf Classic honorees. He will be deeply missed.



Bob, second from left.

2016 LATHAM CENTERS CHARITY GOLF CLASSIC

Latham's largest annual fundraiser, the Latham Charity Golf Classic, took place on a brisk and beautiful day at Ocean Edge Resort and Golf Club. More than 100 golfers turned out to support Latham Centers. The tournament raised over \$80,000 to support vital programs and services. Adult resident Drew Kelly (pictured with his father, Latham Board member Jack Kelly and cousin Jo-Ellen Erickson), won the closest-to-pin award for men. This award, an exciting accomplishment for Drew, was celebrated by his many friends and family in attendance.



GRATEFUL TO BE A 2016 BENEFICIARY CHARITY OF CAPE COD CHARITABLE FUNRAISERS

FY 2017 marked Latham Centers' inaugural year as a beneficiary charity for Cape Cod Charitable FunRaisers. CCCF raises awareness and funds for local nonprofit organizations through three annual events. The events are organized by CCCF, but rely on the commitment of each beneficiary organization's volunteers. 100 percent of donations go to a donor's selected charity. Events include the Last Gasp, a 55-mile bike ride from Sandwich to Provincetown; the Spectacle of Trees, an iconic display of spectacularly decorated Christmas trees adorned with prizes ranging from cash to luxury vacations; and Roll the Rock, a bowling tournament where teams dress in costume and compete on behalf of their designated charity.

Latham Board member Christine Gillstrom Burgess spearheads Latham's participation in the CCCF annual events. In 2016, over \$30,000 was raised through CCCF events to support Latham's capital campaign for the new Latham Community Center.



Latham Centers Board member Stephen Drowne congratulates Mariel Chance following her 3rd place finish in the Last Gasp bike ride.

Capital Campaign

EXPANDING OUR CIRCLE – THE CAMPAIGN FOR THE NEW LATHAM COMMUNITY CENTER

The response to Latham Centers' capital campaign for the new Latham Community Center has been extraordinary. We are pleased to report that 100% of our Board of Directors and senior staff have contributed to the campaign. Many of our Latham families have pledged their support as well. The campaign is poised to move into the public phase in early 2018.

Plans are underway to transform the former New England Fire and History Museum building located at 1439 Main Street in Brewster into a vibrant new Latham Community Center.

The Need

- Our children and adult programs are at capacity. Our campus cannot sustain continued growth.
- The new Latham Community Center will provide space for expanded health, fitness, vocational and enrichment activities.
- Adult residents will have a dedicated place to establish and maintain important social connections beyond their individual residences.
- It will be the new home of the Latham Players and training camp for our Special Olympians.

In the Community

- The Latham Community Center will be open to the public for meetings, programs, and the performing arts.
- Revitalization of the property will enhance the landscape on Route 6A (the historic Old Kings Highway) and will complement the architecture of the Brewster community.
- The Latham Community Center will serve as a hub for the entire special needs community on the Cape, fostering collaborations and social connection.



Present Day



After Renovation

The Project

The new Latham Community Center will be a dynamic multi-use facility where Latham students, adult residents, staff – and community members – can be physically active, learn and connect.

- Renovations will include structural work, upgrades and repairs to the building systems.
- Further work will be done to bring the building up to code for accessibility and safety.
- The Community Center will feature a gymnasium, fitness center, art room, recreation space, auditorium and stage, technology room, wood shop, and vocational center.
- The facility will be appointed inside and out to reflect the character of the community and to enhance the natural beauty of the area.
- The grounds will feature ample parking, a safe, close vehicle drop-off area near the main entrance, pedestrian crossings, improved lighting, safe walkways, and areas to sit and gather.

Ways to Give

Latham Centers relies upon the generosity of individual donors and community partners to fund the specialized care and diverse programming which 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.



Janice, Adult Services Circle of Crafters participant.

Programming areas of interest:

- Animal therapy including donkey and equine therapy
- Vocational and pre-vocational training programs
- Art and music therapy programs
- Technology
- Physical fitness and wellness programs

Thank you in advance for your support.

Please contact Heather Kelsey, Director of Development, for additional information:

hkelsey@lathamcenters.org or (774) 353-9215



Children's Services Field Day, 2017

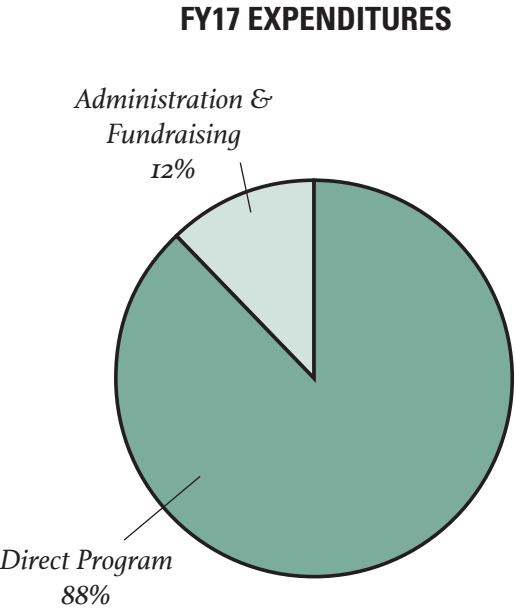
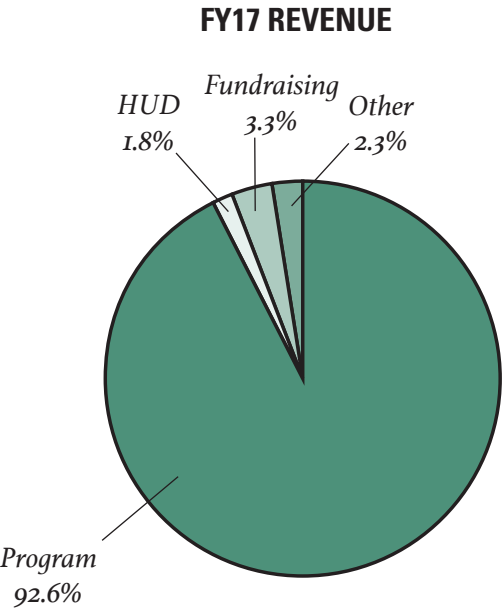
Mission:

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

Financials

	FY2017
Total Revenue	\$20,799,844
Contributions	\$678,768
Expenditures	\$19,941,337
Total Liabilities	\$10,770,812
Total Net Assets	\$8,170,581

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





LathamCenters

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