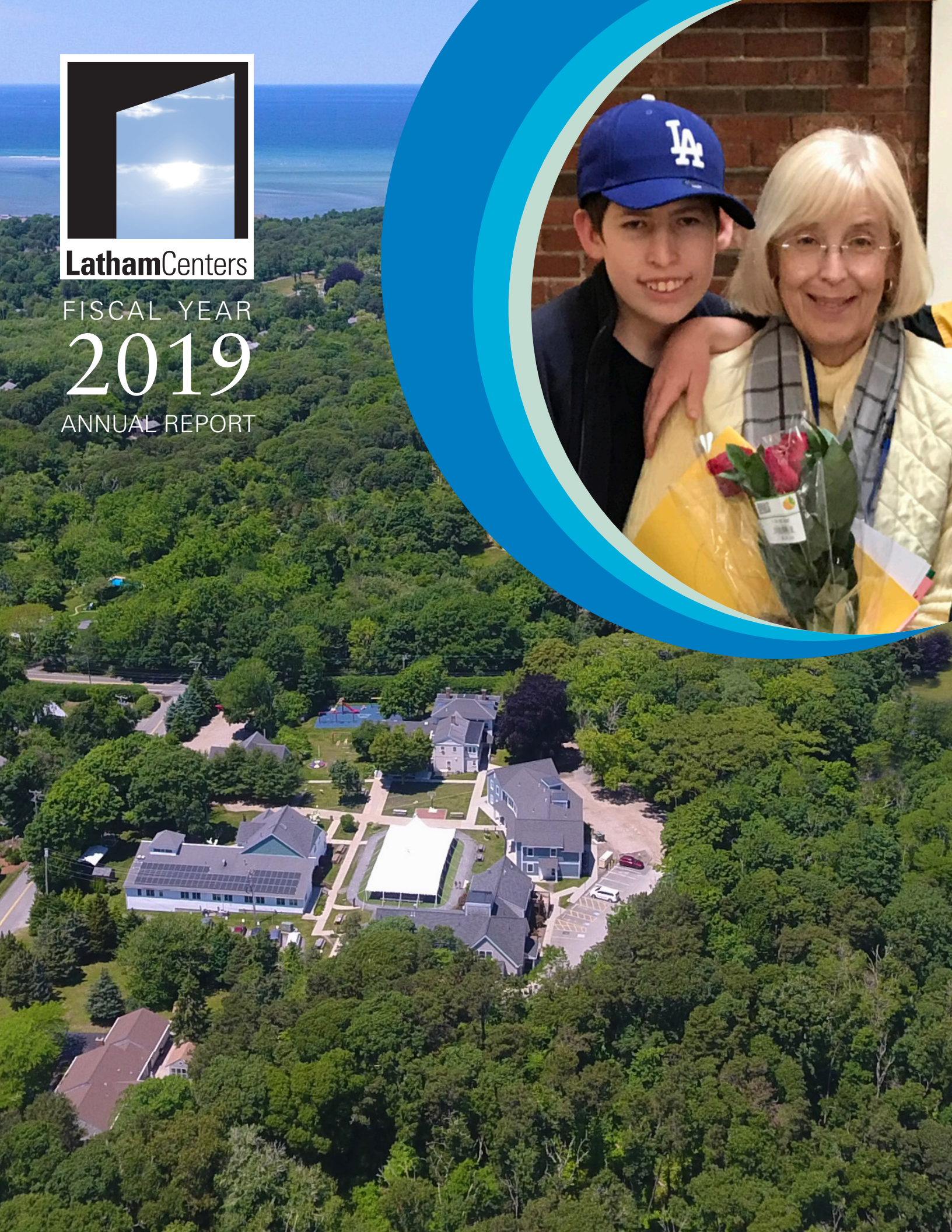




**LathamCenters**

FISCAL YEAR  
**2019**  
ANNUAL REPORT







*Latham Board Chair  
Christine Gillstrom-Burgess*

## From the Board Chair

In reflecting upon yet another remarkable year, I am so proud to congratulate Latham Centers for achieving progressive accomplishments in serving individuals with Prader-Willi syndrome and other complex special needs. Since joining the Board of Directors in 2015, I've witnessed such positive growth at Latham. Throughout my tenure, each of our core values – Belonging, Mastery, Generosity, and Independence – has remained a focal point in our programs. These four values intertwine in all that we do at Latham to create brighter futures and deliver mission-driven results.

I am pleased to share this year's Annual Report. Its pages are full of the FY19 highlights and accomplishments of our staff, volunteers, students, and adult residents. Together we set and achieved goals, learned from our challenges and allowed them to strengthen us, and made memories to cherish.

Last spring, our students performed in the Latham *Stars on Stage Spring Talent Show*; 30 acts entertained us while showcasing their uniqueness and independence. As part of our *End-of-Year Celebration* in June, we acknowledged two deserving staff with a new award, the Russell S. Boles, Jr. Rookie of the Year Award, created in honor of the late Dr. Boles, a former board member, longtime supporter, and cherished friend of Latham. Over the years, his devotion to our students and staff helped to create an atmosphere which fostered a true sense of belonging on our campus. And this past year, it was no surprise to me that Latham once again earned national accreditation from the New York-based Council on Accreditation (COA), validating that our dedicated and skilled staff have demonstrated mastery in internationally recognized standards of best practices.

Our Latham community has expanded this year, thanks to our Board, staff, families, community partners, and friends. No one can forget the wedding of the century! In May, Esther and Esau – two of our miniature therapy donkeys – got “hitched” at an outdoor ceremony, just one of the Latham fundraisers that supported our programs and expanded awareness. Our community of donors and volunteers continue to show their support and generosity each year through our annual appeal and fundraising events such as *Roll the Rock*, *The Last Gasp*, *Falmouth Road Race*, and the annual *Latham Charity Golf Classic*.

As we enter another decade, we are actively engaged in strategic planning. It's a time to reflect on where we've been and plan for our growth and development. We are excited about identifying new priorities for Latham as we look to a strong and bright future. Plans are underway for Latham's 50th anniversary. The entire Latham community will celebrate with a gala dinner dance to be held at Ocean Edge Resort in Brewster in December of 2020. We hope you'll join us!

Finally, I want to thank Anne McManus for her leadership and guidance. In November of 2018, Anne celebrated 20 years as President and CEO of Latham Centers. Anne's vision and dedication will long be ingrained in the culture of kindness, excellence, and service of this organization.

I am genuinely moved by you, our supporters, for your care and devotion to Latham's mission and core values. On behalf of the Board of Directors, I thank you for helping each student and resident of Latham Centers to reach their potential and to live a full and vibrant life. Your gifts of financial support, talent, and time have an immediate impact on the work that we do and the people we serve.

Gratefully,

Christine Gillstrom-Burgess



## **Board of Directors**

**Fiscal Year July 1, 2018 – June 30, 2019**

### *Officers*

Christine Gillstrom-Burgess, Chair  
Christine Thomas, M.D., Vice-Chair  
Jack Kelly, Treasurer  
Keith Bradley, Clerk

### *Directors*

Frank Burgess  
Daniel Chamberlain, Esq.  
Jeff Cotto  
Stephen Drowne  
Kathryn Earle  
Tyler Eldredge  
Bonnie Ellis  
Matthew McCleery  
Mary Pat Messmer  
Robert Newman  
Todd Squire  
Leslie Watt

### *Incoming FY20 Director*

Vicki Dunnington

### *Emeritus Members*

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

\*Deceased

### *Senior Administration*

Anne McManus, President and CEO  
Patricia Hallahan, Interim CFO  
Craig Anderson, Vice President, Organizational Development  
Lee Chamberlain, Vice President, Operations

### *Program Directors*

Gerald Pouliot III, Director of Children's Services  
Gina Sheehan, Director of Adult Services







## CHILDREN SERVED

Students in Children's Services	54
Students with a 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	11
Bipolar Disorder	6
Unspecified Mood Disorder	7
Schizophrenia	3
Autism	9
Age range of students served	9-22
Students from Massachusetts	27
Students from Connecticut, New York, Puerto Rico, Virginia, Illinois, California, Pennsylvania, Colorado, Maryland, New Jersey, Washington, D.C.	27
Day students from local communities	2
New students during FY 19	10
Male students	31
Female Students	23

## ADULTS SERVED

Adults in Residential Services	63
Adults with diagnosis of Prader-Willi syndrome	47
Adults with dual diagnosis of Developmental Disability and mental health disorders	15
Age range of adults served	23-64
Average age	36
Adults who lived in a Latham 24-hour support residence	52
Adults who lived in a Shared Living residence	9
Adults who lived in a Independent Living Arrangement	2
Male Residents	26
Female Residents	37
Adults from Massachusetts	49
Adults from other states:	14
Connecticut – 8	
Rhode Island – 2	
Vermont – 2	
Maryland – 1	
Alaska – 1	







*At Latham Centers, four core values help guide us in our interactions and communication among staff, residents, and Latham families. We focus on these values because we believe that all people share these universal needs in order to be happy, successful, and fulfilled.*

*They are:*

- **BELONGING** – *Everyone 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** – *Everyone 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.*



### **The Russell S. Boles, Jr. Rookie of the Year Award**

Latham lost a dear friend and champion this year; Dr. Russell S. Boles, Jr., who passed away in February at the age of 96. Dr. Boles was a great man and a true friend to everyone at Latham Centers. He served on the Board of Directors from 1999-2010. After retiring from the Board, Dr. Boles continued to be a dedicated volunteer mentor and leader. He had a sincere interest in securing the future of Latham Centers and he worked hard to foster relationships with a network of donors, foundations, and other funders, many of whom continue to support the work of our agency. His warmth and charm radiated to all who had the pleasure of knowing him — always upbeat, ready to tackle any issue impacting the school or our programs, and always going



above and beyond to ensure Latham's success.

Dr. Boles' legacy of service and kindness is carried forward by his family; his wife Margie, and his children Liz, Laird, and Margaret, all of whom have embraced Latham and helped us to advance our mission.

This year in memory of Dr. Boles, we created a new staff recognition award which will be presented annually at our *End-of-Year Celebration*, The Russell S. Boles, Jr. Rookie of the Year Award. The award is presented to the new staff person (one from our Children's Services staff, and one from Adult Services) who epitomizes Dr. Boles' professionalism and grace. The recipient is chosen by their peers as possessing the character, motivation, energy, and compassion to be outstanding in their roles. Congratulations to this year's inaugural recipients of the Russell S. Boles, Jr. Rookie of the Year Award: Craig Thatcher, an exceptional One-to-One counselor in our Children's Program, and Shanna Cipro, our Adult Program Nursing Services Manager.





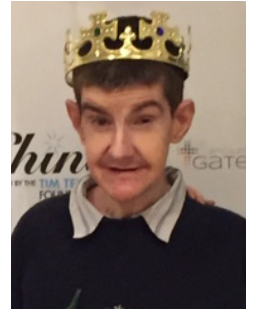


## Our Talented Latham Players Perform Across Cape Cod

What an exceptional year it was for our Latham Players! This talented group of 14 performers traveled to several venues throughout Cape Cod – sharing their love of singing at church services, nursing homes, and Latham special events. In addition, they performed on local cable TV, and in CapeCodCAN's musical productions and talent shows.

Under the guidance of Dinah Lane, the Latham Players have grown in both confidence and musicality. Dinah plans, directs, and choreographs each of the Players' performances. This year, Dinah incorporated the use of hand bells in some of the Players' performances. She shared, "The learning of bell pieces has been a great way for many of the Players to explore and express themselves musically through a new medium. I have been impressed and pleased with how well they have taken to the bells."

In May, a highlight of Latham's Donkey Wedding fundraiser was the Players' performance of "Till There Was You" which serenaded our donkey bride and groom down the aisle.



## Tim Tebow Foundation Night to Shine Prom

In February, Latham adult residents, along with students from Latham School attended the *Night to Shine* Prom event presented by the Tim Tebow Foundation at the Gateway Church in Mashpee. An impressive cadre of church volunteers managed to make everyone at the prom feel like a king or queen. There was a royal limo service provided from dinner to the front door of the prom, and each attendee was capped with a tiara or crown. Students and adult residents enjoyed walking down the red carpet flanked by "paparazzi and fans" cheering and waving. Guests were treated to a semi-formal dinner, followed by dancing in the ballroom which featured elaborate lighting and video screens. The evening was beautifully executed and a unique and wonderful opportunity for the entire Cape Cod special needs community.



## Anne McManus Celebrates 20 Years as Latham President and CEO

Latham President and CEO Anne McManus celebrated her 20<sup>th</sup> anniversary leading the agency this year. She was honored by students at the Latham School Community Meeting in November. Students presented Anne with flowers, handmade cards of appreciation, and hugs. Anne began at Latham in October of 1998, and we are all grateful for her vision and exceptional leadership. Our students' words are the perfect expression of our thanks and congratulations:





*"Happy 20th Anniversary! Great job!!!  
We appreciate you!!!"*

*"Happy 20 years, Anne! You are... helpful, caring, amazing,  
supportive, a hard worker, appreciated..."*

*"Congrats to you! Thank you for making  
Latham a safe place to be. Thanks for having great staff  
to support me. You're the best!"*

## National Accreditation

In 2019, Latham was thrilled to announce that we achieved national accreditation through the New York-based Council on Accreditation (COA)! Organizations pursue accreditation to demonstrate the implementation of best practice standards in the field of human services. COA evaluated all aspects of Latham Centers' programs, services, management, and administration in a rigorous accreditation review process.

COA accreditation is an objective, independent, and reliable validation of an agency's performance. The COA accreditation process involves a detailed review and analysis of an organization's administration, management, and service delivery functions against international standards of best practice. The standards driving accreditation ensure that the services are well coordinated,

culturally competent, evidence-based, outcomes-oriented, and provided by a skilled and supported workforce. To achieve COA accreditation, Latham Centers first provided written evidence of compliance with the COA standards. Thereafter, a group of specially trained volunteer Peer Reviewers confirmed adherence to these standards during a series of on-site interviews with Board of Directors, management, staff, and program participants. Based on their findings, COA's volunteer-based Accreditation Commission voted that Latham Centers had successfully met the criteria for accreditation. In fact, Latham Centers was expedited through the Pre-Commission Review Report (PCR) process as a result of not receiving any out-of-compliance ratings in any of the fundamental practice standards — an amazing achievement!

Anne McManus, our President and CEO, said she is privileged to work with such a dedicated, talented staff whom she credits with the agency's successful reaccreditation by COA.





## A Bright Future Conference

A recipe for a successful conference is one that has world-class speakers, enthusiastic attendees, and a collective feeling of hope and positivity. Latham was proud to partner with The MAC Pact (an organization dedicated to supporting families and funding cutting-edge research) to present the *Prader-Willi Syndrome: A Bright Future* conference in Glastonbury, CT.

The conference connected leading PWS researchers and clinicians with over 100 families. Latham Centers' renowned PWS expert Patrice Carroll and Latham Food Service Director and Chef Paul Donahue were among the featured speakers at the conference.

Topics included: Successful Strategies for Health, Behavior, and Nutrition; Managing Behavioral Issues; Significant Medical Issues and Solutions; and Medication Trials; as well as information for parents with newly diagnosed infants and parents navigating the teen years.



## Adult Residents Participate in Primary Elections

In anticipation of the mid-term elections held in November, Latham staff members created educational opportunities for residents interested in learning about the voting process, the issues, and the candidates. Adult Services Case Manager Alan Milsted supported some of our adult residents in learning about the important role of elections and exercising our right to vote.

Alan was careful to create opportunities for learning and participating—without inserting one's own bias. Below, he shares his experience bringing three Latham residents to their Plymouth North polling station to participate in the Primary elections:



*"Although the Primary elections are a little different (with three ballot papers instead of one), the reception I received from the "Warden" (polling supervisor), and the support she gave individually to my three voters was, I think, a model of good practice. I had shared the model ballots at the house in the days leading up to the election, so they were familiar with their layout.*

*At the polling station, there were samples of the actual ballots- differently colored for each party. I explained to the staff that I was accompanying people who needed assistance with completing their ballots, and that I prefer that such assistance come from somebody independent. The Warden went through the process, explaining the various positions up for election; the candidates for*





*each position; and voters' choices to vote for a named candidate, write in an alternative, or to make no vote. She then read each section, asking the individuals what they wished to do. She checked in with me at various points for clarification on the level of support needed. After their ballot papers had been "posted", she gave everyone an "I Voted" sticker."*

Other staff members have shared similar positive stories of local voting boards and volunteers who are trained and willing to help. This can be an exciting time to involve our adult residents in the civic process. We are grateful to Alan for the thoughtful way he engaged our adult residents in this important process.

### **Stars on Stage Talent Show**

The Latham Performing Arts Club, *Stars on Stage*, presented an incredible Spring Talent Show on our outdoor stage in June. The show at our Brewster campus featured more than 30 acts including singing, dancing, sports, arts, piano, and drumming. Everyone was on their feet – students, staff, and family members – during intermittent dance parties. It was an outstanding array of talent and a memorable celebration of independence, belonging, and mastery on a sunny spring afternoon.

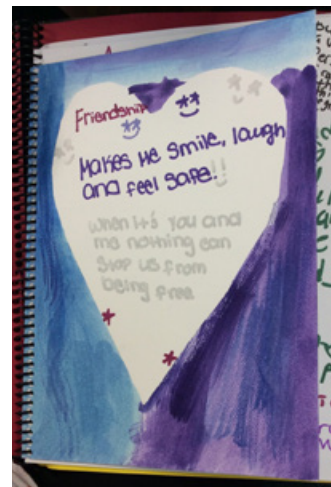


A favorite quote of the day came from a student who performed a rousing rendition of "Sweet Caroline." Before he took his seat, he pointed to a friend in the audience and said, "I sang that one for you because I know you like it!"

### **"My Voice, My Values"**

Students at Latham School participated in "My Voice, My Values," a unique visual and theater arts program offered through Cape Cod Theatre Company's Education and Outreach program. Funded by a generous grant from the Roy T. Morgan Foundation, "My Voice, My Values" focuses on opportunities for kinesthetic learning and is taught through a hands-on, project-based curriculum featuring role playing. The program offers students an opportunity to explore the dynamics of relationships and social situations through theater games, skits, art-therapy techniques, and art journaling. Through the program, they learned to build an emotional vocabulary and acquire appropriate ways to navigate relationships and express personal needs, while respecting appropriate boundaries. These are tools that will benefit them as they move through Latham's Children's Program and into adulthood.

The "My Voice, My Values" program incorporates both compassion and creativity, both of which are integral components of life at Latham. We were especially excited to have the opportunity to collaborate with teaching artists Tamara Harper and Lenore Lyons of the Cape Cod Theatre Company. Tamara and Lenore both have over 25 years of experience in arts education and community outreach.







### **Donkey Wedding Fundraiser for Latham's Asinotherapy Program**

Esther and Esau, two of Latham Centers' therapeutic miniature donkeys, "got hitched" in a Donkey Wedding fundraiser held in May at Taylor-Bray Farm in Yarmouth Port. The sunshine and mild temperatures were uplifting, but it was our Latham program participants who made this momentous event a day to cherish.

The donkeys were attended by Asinotherapy Program graduates Christina C. and Brittany M., along with donkey trainer Kris Thompson, assisted by Robert Thompson. Dressed in their wedding finery, the donkeys patiently waited to be declared "donkey and jennie" by officiant Anne McManus, Latham President. "In my tenure as CEO of Latham Centers, I have been asked to wear many hats, but I never imagined I would be asked to officiate the marriage of two donkeys," she said.



Wedding guests and volunteers expressed a range of emotions as everything came together beautifully in what felt like a dream Cape Cod bayside wedding. The words of our donkey caregivers and the performance of the Latham Players to the song "'Till There Was You" illustrated the impact of Latham's programs. Brittany and Christina offered testimonials and best wishes for the happy couple. Brittany said, "I am so happy to be here, and I wish them a very happy life together." Christina said, "I have been working with the donkeys for nine years. It is a lot of responsibility, and I am proud of myself for handling it."

Throughout the ceremony and reception, all 200+ attendees marveled at these gentle, beloved creatures who gave us a reason to celebrate independence, generosity, belonging, and mastery at Latham Centers. Our caring community came together in this stunning setting to support Latham's life-changing mission.

### **Latham Friends, Families, and Staff Bowl, Run, and Bike to Support our Life-Changing Programs**

Teams composed of Latham Board members, family members, adult residents, staff, and friends raised nearly \$30,000 through their participation in the *New Balance Falmouth Road Race*, *Roll the Rock* (a team bowling tournament sponsored by the Barnstable Charitable Foundation) and *The Last Gasp*, a 55-mile bike ride also sponsored by Barnstable Charitable Foundation.

When participants register for these events, they designate Latham as their beneficiary charity and are assigned a minimum fundraising goal which they must meet in order to participate.

In August, we had ten runners raise at least \$1,000 each and brave the steamy hot and humid August weather to run the seven-mile scenic *Falmouth Road Race*. In March, seven teams of four bowlers raised over \$4,000 participating in *Roll the Rock*, and in September, seven cyclists (including





our Board Chair Christine Gillstrom-Burgess, Director of Communications Dawn Dinnan, and Director of Development Heather Kelsey) raised over \$17,000 riding from Sandwich to Provincetown in *The Last Gasp*.

These annual events are a wonderful way to support Latham Centers while working toward personal fitness goals and benefitting from the camaraderie and support of our Latham teams. We are so grateful to everyone who trains, fundraises, runs, bowls, or rides for Latham.



## 9<sup>th</sup> Annual Latham Charity Golf Classic

The 9<sup>th</sup> Annual Charity Golf Classic held at Ocean Edge Resort and Golf Club raised over \$90,000 to support vital Latham programs and the future Latham Community and Arts Center. The October 15<sup>th</sup> tournament, in honor of the Bebrin Family, included 18 holes of golf, a dinner reception, live and silent auction, and raffle prizes. The evening included the presentation of a tribute gift to event honorees Steve and Jeralyn Bebrin and their daughters Amanda and Meg Bebrin (the family of Michael, a Latham School graduate and current resident in our Adult Program). The Bebrins were honored for their years of support and service to Latham Centers. This event has grown to be one of the most popular and well-attended golf tournaments on Cape Cod. We are deeply grateful for the generosity and support of our tournament sponsors, golfers, and dinner banquet attendees, and the many businesses and individuals who donated items for our raffle and our live and silent auctions.















# Capital Campaign

## The Campaign for the new Latham Community and Arts Center

We are pleased to announce that one year after an anonymous donor pledged \$250,000 as a challenge match gift to encourage community participation in the capital campaign for the Latham Community and Arts Center, donors met the goal!

"The response from the community, Latham families, our staff, Board, and volunteers has been overwhelming," Director of Development Heather Kelsey said. "In December of 2018, we were still \$70,000 away from completing the match which we hoped to raise by July. We had a robust response to our holiday capital campaign appeal along with new, significant gifts from individual donors that helped us complete the match by early February."

The new Community and Arts Center will have a dramatic and lasting impact on our students, adult residents, and staff; provide a remarkable community resource for the community; and beautify and revitalize the area. Latham School student Daniel shared his enthusiasm about the Center: "All of the kids are so excited to play in the gym, especially in the winter when it is too cold to go outside. We can have parties and dances, and school meetings there with all of us together. It's going to be so awesome!" Latham President Anne McManus said, "We are so grateful to everyone who has partnered with us on this campaign. The combined generosity of over 700 Latham family members, staff, friends, community partners, local businesses, and foundations has helped us raise over \$1.5 million. With each campaign milestone, we grow closer to realizing the dream of creating the new Latham Community and Arts Center. This campus expansion project is an investment in our future. It means so much to know that the work we do resonates with so many. Thank you!"



*Architectural illustration*

### The Need

- Our Children's and Adult programs are at capacity. Our campus cannot sustain continued growth.
- The new Latham Community and Arts Center will provide space for expanded health, fitness, vocational, visual and performing arts, 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 and Arts 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 and Arts Center will serve as a hub for the entire special needs community on the Cape, fostering collaborations and social connection.

### The Project

The new Latham Community and Arts 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 and Arts 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, vehicle drop-off area near the main entrance, pedestrian crossings, improved lighting and 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.

### *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

**Thank you in advance for your support.**

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

**[hkelsey@lathamcenters.org](mailto:hkelsey@lathamcenters.org) or (774) 353-9215**



*Latham Centers creates opportunities for independence, self-worth, and happiness for children and adults with complex special needs.*



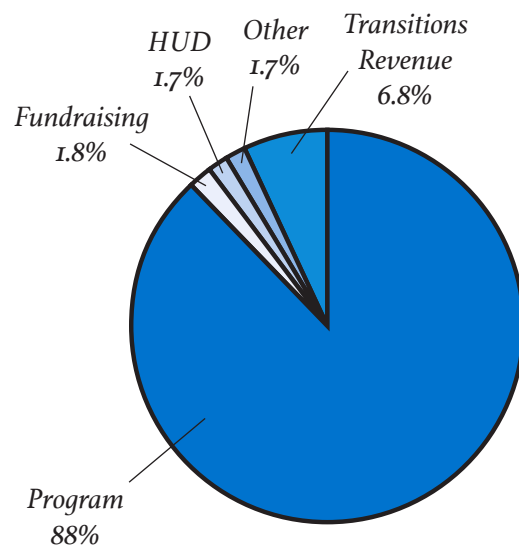


# Financials

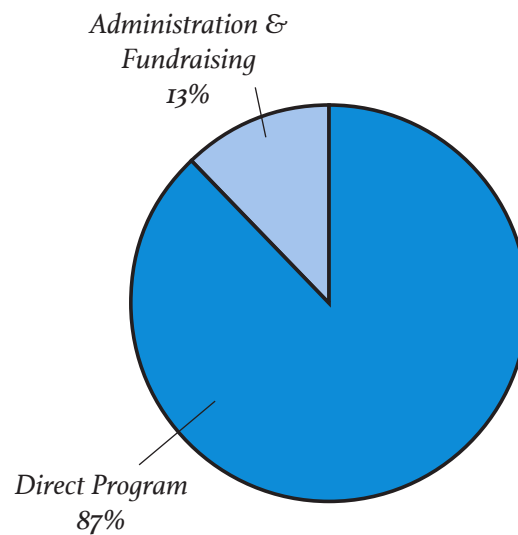
Fiscal Year 2019: (July 1, 2018 – June 30, 2019)	
Total Revenue	\$21,759,083
Contributions	\$444,489
Expenditures	\$21,523,282
Total Liabilities	\$10,663,099
Total Net Assets	\$8,341,363

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

**FY19 REVENUE**



**FY19 EXPENDITURES**







## LathamCenters

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