



LathamCenters

Annual Report

FISCAL YEAR
2022



FROM THE BOARD CHAIR

Dear Friends,

As the outgoing Chair of the Latham Centers Board of Directors, I cannot help but reflect upon a remarkable year, inspired by our students and adult residents and guided by our four core service delivery values: Belonging, Mastery, Generosity, and Independence.



Despite the economic downturn, Latham's growth and well-being are steadily progressing. I am pleased to share some highlights of the 2022 fiscal year.

- ~ Latham School's Vocational Services Program continues to expand our students' job opportunities and vocational training. Latham students are supported and prepared to make informed choices about paid and volunteer work that complements their personal interests and skills. Through this program, we foster our core values of independence and mastery by preparing our students to work in inclusive, supportive, diverse workplaces, and earn their own spending money.
- ~ Latham continues to be at the forefront of new care models incorporating assistive technology and remote support services to offer increased independence for the individuals we serve. This year, we were awarded a \$50,000 Technology Forward Innovation Grant to explore assistive technology and assessment tools to train our staff. Latham was among the first agencies in the state to receive a DDS Remote Support Services contract! Our team was invited to present on the future of enabling technology at the International Prader-Willi Syndrome Organization Conference (IPWSO) held in Ireland.
- ~ Athletics are a time of fun and fitness at Latham Centers. Teamwork, healthy competition, and consistent fitness enhance

and enrich the lives of our students! In November, our impressive Latham Hawks were invited to Gillette Stadium for the Special Olympics Flag Football Championships. Our athletes showed great skill and good sportsmanship. They were thrilled to take home the gold medal!

- ~ Referrals to our Children's Services Program are at an all-time high as we continue to expand our outreach and advocacy efforts.
- ~ We received \$800,000 in USDA Rural Development grant funding and successfully completed the *Expanding our Circle* capital campaign to fund our campus expansion project. Construction bids are in hand, and we are moving forward!
- ~ We launched a Children's Wellness Initiative incorporating nutrition, fitness, internet safety, relationships, and social groups to improve long-term health outcomes for our students.
- ~ Amidst a nationwide critical staffing shortage in human services agencies, our staff continues to go above and beyond, taking on extra shifts and additional responsibility to meet the needs of Latham students and adults. Thank you to our dedicated 240-plus employees who have navigated these challenges and continue to ensure the highest level of care in a community of compassion, safety, and respect.

In closing, I confidently pass the baton to our new Board Chairperson for FY 2023, Dr. Christine Thomas. I am confident that with the combined 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!

A handwritten signature in black ink, appearing to read 'Christine Gillstrom'. The signature is fluid and cursive, written over a light blue background.

Thank you,
Christine Gillstrom

BOARD OF DIRECTORS

Fiscal Year July 1, 2021 to June 30, 2022

OFFICERS

Christine Gillstrom, Chair
Dr. Christine Thomas, Vice Chair
Jack Kelly, Treasurer
Keith Bradley, Clerk

DIRECTORS

Frank Burgess
Daniel Chamberlain, Esq.
Vicki Dunnington
Kathryn Earle
Tyler Eldredge
Jo-Ellen Erickson
Matt McCleery
Bob Newman
Todd Squire
Leslie Watt

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

SENIOR ADMINISTRATION

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Vice President and Chief Financial Officer

Lee Chamberlain
Vice President and Chief Strategy Officer

Craig Anderson
Vice President of Organizational Development

Gerry Pouliot
Director of Children's Services

Gina Sheehan
Director of Adult Services



CHILDREN & ADULTS SERVED

Latham Centers is a leader in special education and therapeutic services for children and adults with disabilities. We are internationally renowned for our success in working with individuals with Prader-Willi syndrome. Our newly expanded outreach and educational programming allow us to reach the greater PWS 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. Our mission is to create opportunities for independence, self-worth, and happiness for children and adults 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 to colleagues and families throughout the world.

Children

-Students in Children’s Services	61
-Students with a diagnosis of Prader-Willi syndrome	40
-Students with a dual diagnosis of Developmental Disability & Mental Health Disorders Including:	
• Reactive Attachment Disorder	5
• Post-Traumatic Stress Disorder	12
• Bipolar Disorder	4
• Binge Eating	1
• Unspecified Mood Disorder	7
• Autism	19
-Age Range of students served	8-22
-Students from Massachusetts	28
-Students from Connecticut, New York, Puerto Rico, Illinois, California, Pennsylvania, Colorado, Maryland, New Jersey, Oregon, Vermont	33
-New Students during FY’22	13
-Male students	33
-Female Students	28

Adults

-Adults in Residential Services	63
-Adults with a diagnosis of Prader-Willi syndrome	49
-Adults with a dual diagnosis of Developmental Disabilities and Mental Health Disorders	14
-Age range of adults served	25-67
-Average age	38
-Adults who lived in a Latham 24-hour support residence	49
-Adults who lived in a Shared Living residence	11
-Adults who lived in a Supported/ Independent Living arrangement	3
-Male Residents	27
-Female Residents	36
-Adults from Massachusetts	51
-Adults from other states	12

CORE VALUES

At Latham Centers, four core values are a priority for creating a positive, cohesive, rewarding culture for staff, residents, and Latham families. We focus on these values because we believe that all people share these universal needs to be happy, successful, and fulfilled.

BELONGING

Belonging and teamwork are the foundation for success.

MASTERY

Every waking moment is an opportunity to master new skills.

INDEPENDENCE

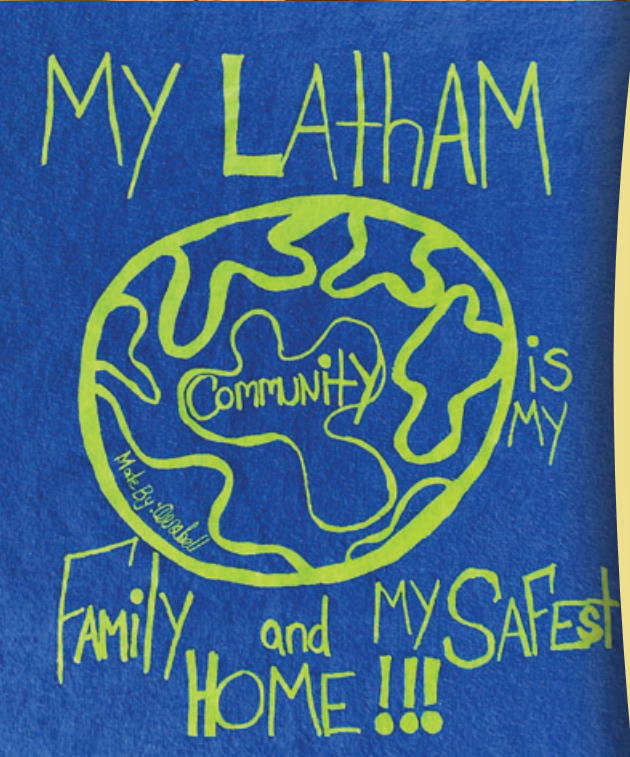
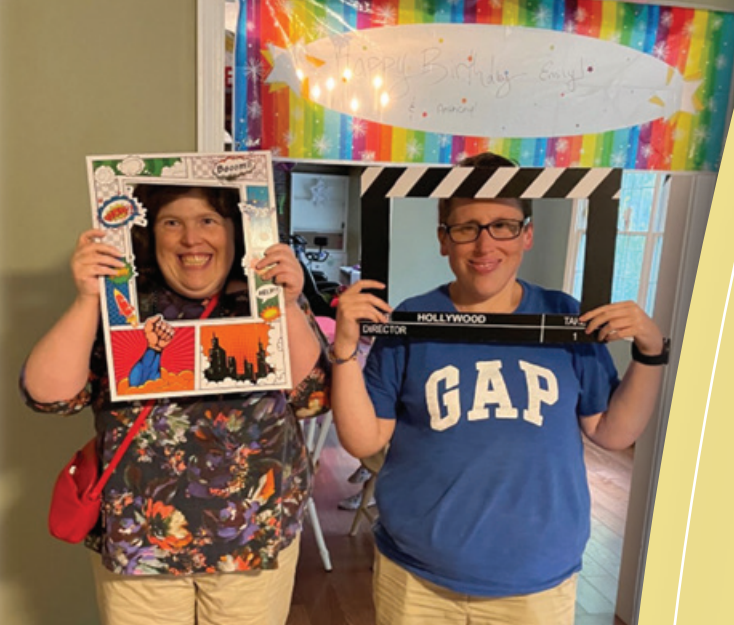
Everyone is entitled to strive for greater independence.

GENEROSITY

Generosity brings out the best in us and in those around us.

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





BELONGING

Community and Acceptance

The number one wish that we hear from Latham parents is that they would like their child to feel like they are a part of a community. Social interactions with peers are an important aspect of childhood development that is closely linked to emotional well-being and success in school. It is so important to have a peer group who understands you. One of the most incredible things to witness is when a new student comes to us and quickly starts to make connections with their peers and has the experience of friendship for the first time. Our Latham community inspires belonging and acceptance.

"I feel like I belong here at Latham. Latham has shown me that I belong, that I do matter. Even through the struggles that I face, Latham has still shown me that I belong. I feel heard and understood by others. Belonging is what Latham does best. Latham has shown that each student belongs here and has the guidance to overcome their toughest obstacles and they have heroes by their side guiding them along the way. This is why I feel like I belong here."

– Student (age 20)

"Look me in my eyes and tell me that "I am worth it", look me in my eyes and tell me that you understand, look me in my eyes and tell me that I belong, look me in my eyes and tell me that I can get through this because we are all fighters, and we can get through any obstacles that we may be faced with. We are blessed to have loving and supportive heroes by our side. We will not give up, we will not, we will not, we will not give up. We will not fail, we will not, we will not because we are constant fighters and will always be fighting."

– Student (age 20)

“

When you enter this loving school, consider yourself one of the special members of an extraordinary family.

”

MASTERY

Special Olympics

Participation in Special Olympics is a favorite activity for many of the individuals at Latham Centers. Each season, Latham students, adult residents, staff, and families dedicate time and resources to training for Special Olympics events. Our Latham athletes compete in basketball, bowling, track and field, and soccer. Competing in the flag football Special Olympics State Tournament at Gillette Stadium was a highlight for our athletes this year.

On November 20, 2021, the Latham Hawks flag football team traveled to Foxboro's Gillette Stadium to participate in the Special Olympics State Tournament. It was such a thrill and honor to play on the Patriots' home field! All our students played like champions. The Latham Hawks placed first in their division, bringing home the gold medal!

Earlier in the fall, the Latham Hawks soccer team also won gold at a Special Olympics event at Monomoy Regional High School in Harwich.

Special Olympics is empowering athletes with intellectual disabilities to be leaders in society by providing them opportunities to learn skills that transcend the playing field.

We are so very proud of our Latham athletes! These victories are not only due to the hard work and dedication of our athletes, but the combined effort, support, and encouragement of our coaches, nurses, kitchen staff, residential staff, and community partners who support the Special Olympics program at Latham Centers.

“

Winning isn't everything,
but the will to win is everything.

- Vince Lombardi

”





INDEPENDENCE

Fulfilling Dreams with Meaningful Work –
Latham Vocational Services

Meaningful work is among the key elements that lead to a fulfilling quality of life. People with intellectual disabilities have many talents and skills that would be beneficial to employers but often they may need guidance or supervision to carry out those skills in the workplace. Latham Centers' Vocational Services Program provides encouragement, job coaching, employer training, and environmental accommodations/modifications to facilitate opportunities for Latham students and adults. We strive to achieve employment or volunteer engagement for the individuals in our program. Recognizing the importance of employment in the lives of people with disabilities and the PWS community is a crucial step toward supporting greater independence and self-confidence. It is said that the 3 pillars of quality of life are meaningful relationships, leisure of one's choosing, and meaningful work.

“

People with PWS have strengths and skills that often go unnoticed because the opportunities for success can be sparse. Creating opportunities for people with PWS to work in the area of their interest allows for a greater quality of life, increased self-esteem, and the acquisition of lifelong skills. Working adds a sense of value and pride and it is the caregiver's goal to create opportunities for skill-building, independence, and success that only a meaningful job can provide.

- Patrice Carroll, LICSW
Director of PWS Services

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GENEROSITY

“Pearls of Wisdom”

A person who is generous and selfless is a person who is happy to give their time, money, or kindness to someone in need. Our Latham students regularly participate in individual one-on-one and group clinical sessions that focus on social development. In a group session led by Latham’s Lead Clinician Carlyn Setchell, the topic was ‘The Golden Rules of Life.’ Carlyn was proud to share highlights from the group sessions:

The Golden Rules of Life are helpful, positive words to live by. I found seven examples online, such as “No one is in charge of your happiness but you” and “Don’t judge or compare yourself to others; you don’t know what their journey is all about.” I read each rule aloud and invited the students to explain their understanding of what each rule meant and why it was necessary. The students did well conceptualizing and relating the rules to their own lives and to the goals they have for themselves. I then invited the students to work together to come up with a list of their own rules for life, and they produced the following pearls of wisdom:

- Be nice to everyone; it’s kind and fair
- Look on the bright side
- You’re going to be ok because you have people around you who care
- It’s ok if you’re having a bad day, maybe you will have a better one later
- Only be yourself, don’t be like someone else

This turned into a conversation about what actions to take when someone is upset; our students can have an amazing capacity for empathy and want to help each other (and staff!) out whenever they can. When asked, “What might be the best, most helpful thing to do if you see someone who looks like they’re struggling?”, the students came up with:

(With a big smile) “Hey! Are you upset? Do you need support? Can I help you? Do you need some water? Or a hand squeeze? Or to go outside? I’m here for you even if you don’t want to talk.”

I was so proud of them for their ability to genuinely consider what someone might need during a challenging time, not only because it showed their empathy but also because it allowed them to consider what they might find helpful when they are struggling and be more empowered to ask for it in the future.

– Carlyn Setchell, Lead Clinician



CAMPUS EXPANSION PROJECT

Groundbreaking is planned for Summer 2023!

Dear Friends,

With great excitement, joy, and a healthy dose of humility, I write to update you on our campus expansion project.

At long last, and through the generosity and perseverance of many, we have exceeded our capital campaign fundraising goal, secured a USDA Rural Development Construction Loan, and plans are in place to break ground on our campus expansion project in 2023.

Patience, perseverance, and gratitude are constants at Latham Centers. Each day we challenge one another to have the patience to endure challenges, perseverance to learn from and overcome obstacles, and the practice of gratitude to recognize the kindness, support, and generosity of those around us. Sustaining momentum and enthusiasm for this project while overcoming obstacles has highlighted the importance of these values. As always, the children and adults we serve, and their dedicated families have inspired us along the way. Each day we witness them rise and face seemingly insurmountable challenges with joy, determination, and love.

This project has been the most exciting and challenging I have encountered in more than four decades in the human services field and over two decades as President and CEO of Latham Centers. While the journey has been longer than anticipated, the most worthwhile endeavors often take time. This campus expansion and the creation of the Latham Community and Arts Center will dramatically enhance the lives of our students, adult residents, and staff for years to come.

Thank you to the Latham families, staff, Board members, volunteers, and community stakeholders who invested in this project to make this dream a reality. As the saying goes, "slow and steady wins the race," and crossing the finish line will be sweeter with all of you by our side. We will continue to share project updates, including news about our upcoming groundbreaking event and ribbon-cutting celebrations. I hope to share the incredible pride and excitement with you when we tour the new Latham campus!

With gratitude,



Anne McManus
President and CEO

Project Milestones

- 2015 - Latham Centers launches the silent phase of the Expanding our Circle Capital Campaign for the new Latham Community and Arts Center.
- 2017 - \$250,000 Challenge Match pledged by an anonymous donor. Latham Centers announces the Public Phase of the Campaign.
- 2018 – Successfully Completed \$250,000 Challenge Match.
- 2019 – The community continues to support this priority initiative. Latham Board and administration decide to scale back fundraising solicitation and project plans to address the Covid-19 pandemic.
- 2021 – Latham Centers engages Equity Schools, Inc. to re-imagine the planned expansion to address critical program needs for additional classroom space, implement cutting-edge school design to meet the needs of our population, and leverage funding opportunities.

USDA Rural Development awards Latham Centers an \$800,000 grant to fund non-construction costs and furniture, fixtures, and equipment related to the project.
- 2022 – Latham receives an additional \$1,075,000 in USDA Rural Development Emergency Healthcare grant funding for project construction costs.

USDA Rural Development Construction Loan is approved.



HEROES WORK HERE

Celebrating our Direct Support Professionals

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May you be proud of the work you do, the person you are, and the DIFFERENCE you make!

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Direct Support Professionals (DSPs) work directly with the children and adults we serve to help them reach their full potential. They are more than caregivers. The support they provide and the relationships they nurture with our students and adults help them to achieve greater independence and become integrated and engaged in their community. DSPs are at the very heart of the work we do at Latham Centers.

Each September, we celebrate Direct Support Professional Recognition Week. During this time, the Latham Community takes the time to recognize and thank our DSPs for the valuable work they provide and their unique contributions to our agency and the lives of our students and adult residents. This year, the Latham parent community was invited to share messages of thanks and support with our staff.

“During our son’s recent home visit – out of the blue – he said, “Mom, I love being at Latham.” This was the first time he expressed his feelings about Latham unprompted...Thank you, Latham, for making [him] happy. Our family is forever grateful.”

“It’s true when they say, ‘it takes a village to raise a child,’ but this quote is especially true when it comes to those born with PWS or likewise. I often tell those in [my son’s] support network that for the families of those with PWS, it’s a long road to get to Latham! Thank you isn’t enough...We appreciate all you do...Nothing is taken for granted...We’re so proud of the progress [he] has achieved while at Latham...Latham STRONG!”

“We parents could not feel ok living away from our kids if it wasn’t for the Latham team.”

– Latham Parents



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

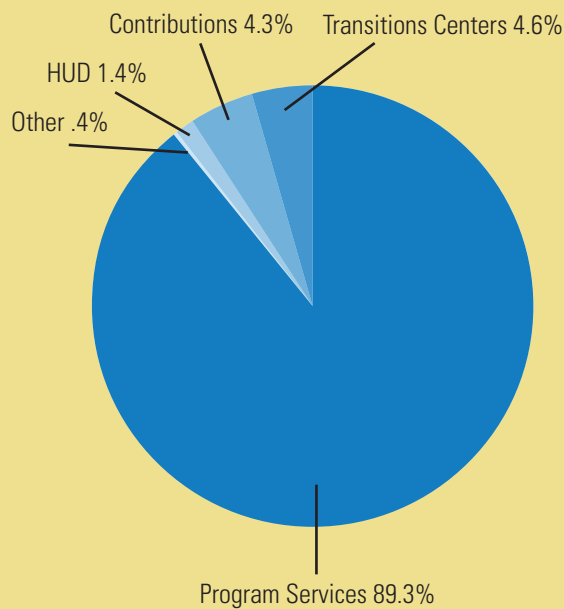


FINANCIALS

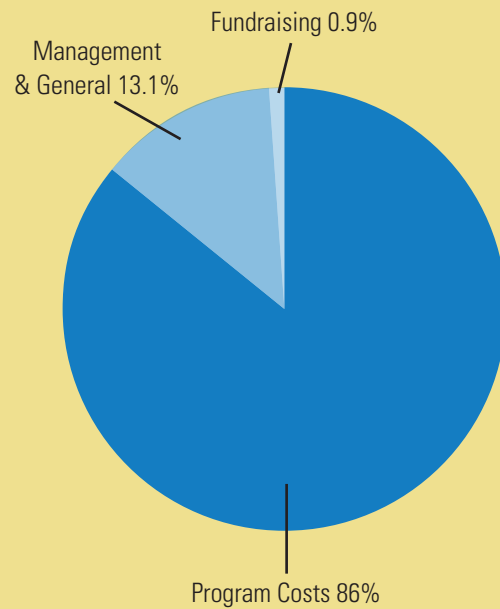
Fiscal Year 2022:	
Total Revenue	\$26,406,848
Contributions	\$1,129,915
Expenditures	\$25,028,518
Total Assets	\$25,103,740
Total Liabilities	\$13,504,212
Total Net Assets	\$11,599,528

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

FY22 REVENUE



FY22 EXPENDITURES









LathamCenters

Brighter futures since 1970

Latham Centers, Inc.
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Yarmouth Port, MA 02675

LathamCenters.org

