As I write a review of the year 2020, I can’t help but think of the expression “a port in a storm”—finding help from a person, place or organization during a difficult situation. For a year like this one, it would be easy to talk about the difficulties Racker faced while operating our programs. I could focus on the limited amount of PPE in the first months of the spring, the fear of spreading the virus in our residential homes, uncertainty of funding to stay financially solvent, or managing the changing guidance to keep our Racker family safe. Instead, what I will remember is those people and organizations that stepped up and helped us during a very difficult situation.

Racker found a community full of ports during this storm. Personal Protective Equipment was scarce, and even unavailable to Racker and other organizations who serve people with disabilities— a population that is much more susceptible to the virus. While our staff searched every corner of the internet for medical grade equipment, our neighbors reached out and supplied us with thousands of homemade masks to keep us safe. We found friends in the business community that used their global network to find KN-95 masks from overseas, and supply our programs with proper PPE so we could safely deliver essential services.

Staff in our residential houses put aside their personal lives, packed bags and readied themselves to quarantine in the house. To reduce the spread in the house, they prepared to spend two weeks in quarantine to care for anyone in the house exposed to the virus. They proved that their job is more than a paycheck, but a labor of love. They deserve our thanks, respect and a whole lot more.

We found that our Racker Community stepped up with gifts large and small to make sure we had the resources we needed to keep our programs running. It is humbling to look over the incredible list of donors in this annual report. These generous people understand the importance of Racker’s programs and what our services mean to our community. On this list, you will find outstanding board members both past and present, families of people in our programs, or friends of families, neighbors and local foundations who gave generously during this tumultuous year. Our annual hockey game, Racker Rivals Big Red, didn’t play on the ice in 2020 but still set a record in the amount raised with over $170,000 in donations!

Looking back, it seems like there was someone willing to help every day. Friends in our community who were dealing with the same uncertainty as us, but found a way to lend their help. I could easily fill this report and more with stories of selflessness and philanthropy. For all of you, please accept my thanks and the gratitude of our entire Racker community.

We were in unchartered waters, and you were our port in this storm.
### PROGRAM SPOTLIGHTS

#### EARLY CHILDHOOD & CLINICAL

Our Early Childhood programs support children from birth through five years of age. Whether in their homes, in early childhood programs throughout the region, or in Racker’s inclusive preschool programs, we help children thrive. Our Clinical programs support ages 3 through adult including an Audiology clinic that’s open to the general public.

#### COUNSELING FOR SCHOOL SUCCESS

Racker provides school based mental health services for students attending the Turning Point programs at Tompkins-Seneca-Tioga & Onondaga-Cortland-Madison BOCES. In addition, we work with children, families, and schools to support students’ overall success in their home and school communities.

#### COMMUNITY SUPPORT

The Community Support program offers a range of services in the community including Care Management, Family Resource, Self-Direction, Community Habilitation, Home Service, Respite & more!

#### RESIDENTIAL

Residential provides people with developmental disabilities of all ages a place where they can live and thrive. Our goal is to enhance the lives of participants by affording opportunities for lifelong community involvement in a nurturing environment.

### RACKER FELLOW

Gifts of $1,000-$2,499 from individuals & families

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<th>Name</th>
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### RACKER VISIONARY

Gifts of $2,500 & above from individuals & families

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### BUSINESS VISIONARY

Gifts of $2,500 & above from corporations, foundations & businesses

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COVID and 2020 have required an unprecedented amount of flexibility for our clinical staff. Language and phrases like ‘that has never been done’ and ‘we can’t do that’ are no longer commonplace. They have been replaced with ‘Let’s try’ or ‘We can work through this’. Our staff have done a fantastic job in teaming with each other to work through challenges. Newer staff have shared their knowledge and skill with technology to our more hesitant tech embracers. Our highly skilled evaluators are educating our younger staff to ensure that the Racker skill set is passed on and that children and families continue to receive high quality services. This level of flexibility and teamwork has allowed us to weather this storm and it makes me excited for our ability to solve future challenges.

- Anne Schneider,
  Early Childhood Clinical Services

The crisis has created richer and more collaborative relationships for staff with other leaders, programs and employees. We’re all in it together! The need for COVID-19 safety measures has created new structures and in-classroom supports for students that seem to be helpful in managing behaviors. Some of the lessons learned will be continued post-COVID.

- Sarah Tarrow,
  Counseling for School Success

One of the things that I am most hopeful about that came from 2020 is our strengthened relationships with residential families. The families in the residential department have partnered with us in amazing ways to strengthen and encourage our teams. They have come alongside us and it is very clear that we are all on the same side of the fight against COVID-19. We have a renewed relationship and channels of communication through regular zoom meetings that were not possible before.

- Katie Boardman,
  Director of Residential Services
Anonymous
Nick Accamando
John Ackley
Linda Alken
Rob Ainslie & Judy Singer
Aloja Airewele
Eric Alani & Esther Racoosin
Randy Allen
Christopher Allin
Daniel Almy
Kiko Alvarez & Susana Mendez
Katherine Anderson & Max Pensky
Ugo & Julie Antenucci
Melissa Archambeau
Jason Arnold
Katie Boardman
Sarah Blodgett
Suzy Blanchard
Richard & Luann Biviano
Mort Bishop
Jeanne Bishop
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Robert & Luann Biviano
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Ben & Sara McGuire
Robert & Isabelle McGuire
John & Martha McKenna
Andrea McKiven
Julia McLean
John & Susan McMurry
Alainne McNair & Josie Zanfiddino
David & Christine McNeil
Jean & Daniel McPheters
Constance Meghoo
Jim Medeiros
Pete Mehling
Christine Meilens
Marianne Meilinger
Lori Merkel
Jennifer Merkle
Lisa Merritt
Joe & Emily Metz
Edward Meyer
Ron Molbeck
Frank Milewski
Charles & Alleine Miller
Gary Miller
Linda & Kevin Miller
Catherine & Brian Millsap
Mark Milstein
Gerald & Janet Miner
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Brian & Neva Organ
Cal & Joan Organ
Rich Orlando
Michael O’Rourke
Alice Moore & Robert Smith
David & Mary Moore
Jason Moore
Kyla Moore
Lise Moore
Robert Moore & Lauris McKee
Christopher Morales
Richard & Pat Moran
Andrew Morpurgo
Jerry Morrissey
M. A. Moses
Kathleen & John Moynes
Adam & Maureen Mozelski
Jack & Linda Muckstadt
Dale & Patricia Mueller
Barbara Muench
Charlie Mulligan
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Elizabeth Murray-Rust
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Cal & Joan Organ
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Dennis & Louise Osika
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Patrick Ouskama
Katie Pabody
Gayle Pado
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Deborah Page
Dave & Shirley Palmer
Ronald & Janet Panettta
Herbert Parker
Jeffrey P. Parker
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Drew Pascarella
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Arthur & Katy Pearse
David Pepin
The Perine Family
Kendra Perry
Sonia Personius
Nick Petraglia
Renie & Marty Petrovich
Giuseppe Pezzotti
Bea Phillips
Janice & Arthur Phillips III
Martha & Dan Piet</p>
Thank you for believing in a world where all people know they belong.