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ITHACA/CORTLAND/OWEGO - After 27 years of leadership, innovation and compassion, Dan Brown will retire from Racker on July 1st of 2022. An ardent and articulate advocate of Racker, Dan has served as a board member, Financial Director, Associate Executive Director and finally, as Executive Director.

Under Mr. Brown's leadership, Racker experienced significant program growth to a \$40 million annual budget and over 800 employees. His dedication to equality helped drive powerful advocacy efforts to underscore to state legislators and leaders the critical role of provider agencies like Racker. Dan's vision of inclusion led him to serve as a director on state and national boards to ensure that the disability service system works better for people not only in Racker's service area but also across the country.

As Executive Director, Dan immersed himself in the community. He never missed an opportunity to build bridges and create relationships with people and other organizations. His person-centered approach helped our community understand the importance of Racker's mission of creating "a world where all people know they belong." These relationships, and his innovative thinking, created opportunities for partnerships and community projects like "The Neighborhood Depot," a Tioga County facility in development that will allow nonprofits to share services and reduce overhead costs and will serve as an emergency response center for Owego.

With a focus on the future, Dan moved the agency forward with technology innovations. He helped develop a strategic plan that used technology to streamline programmatic reporting for staff and allowed more focus on the individual. Racker as an agency moved to Cloud-based file storage to ensure the IT safety of the agency.

Dan has always enjoyed getting to know people and never missed an opportunity to create a bond. All employees receive a personal phone call on their birthday. His hands-on approach has made him approachable by staff at all levels.

Max Della Pia, Racker's Board President, sums it up like this: "As Dan takes his leave, he should be particularly proud of the current state of the organization. Racker is very strong financially and programmatically. His style of servant-leadership and mentorship has allowed his senior management team to thrive, to grow in their roles, and to lead Racker into the future. That's what a great leader does. Dan will be sorely missed, but we are grateful for his service, leadership, and friendship. His positive impact on our organization and the families we serve will continue into the foreseeable future." Racker's Board of Directors will lead the search for a new Executive Director.

Dan Brown's retirement will take effect on July 1st, but he will continue to serve as Director of Statewide Initiatives. All of us at Racker wish him well on his next chapter. Dan looks forward to travelling to visit his three children and spending time with the love of his life, his wife Eve.

Racker has been supporting individuals with disabilities and their families for 74 years by offering opportunities to learn and be connected with others, and fostering an environment of inclusion, where all people know they belong. For more information on Racker, please visit www.racker.org