

Family & Children's

SERVICE OF ITHACA

2020 Annual Report





OUR MISSION

Family & Children's Service of Ithaca supports, promotes, and strengthens the well-being of individuals and families by providing high-quality, accessible mental health care and related social services, with a particular sensitivity toward the needs of children.

OUR VISION

We envision a community in which families, children, individuals, and seniors have access to the social supports they need to lead fuller, more meaningful lives.

2020 BOARD OF DIRECTORS

Scott Heyman, Board Chair
Kevin Cartmill, *Former Chair**
David Brown, Vice Chair
Anna Rosenblatt, Secretary
Beverly Chin, *Former Secretary**
Paul Kirk, Treasurer
Bill Murphy, *Former Treasurer**

Karen Schachere, President & CEO, ex officio*
Claudia Brenner*
Tanya Brozost
Dave Burbank
Dr. Colleen Colbert*
Liz Gebhart

Catherine Hackett
Ken Harris
Rachel Hogancamp
Elsa Hyde*
Kevin Mahaney
Nadia Rubaii
Omar Stoute

Jason Trumble*
Bryan Warren*
Kelly White

**Former F&CS Board Member as of May 2021*

Message from the Executive Director and Board Chair

2020 was an extraordinary year – one that tested our resilience and provided many opportunities to further develop our flexibility, our tenacity, and our compassion, both for others and for ourselves.

While challenges abounded, Family & Children's Service was able to pivot quickly to providing tele-mental health services. This ensured that our clients continued to receive the care they needed despite the changed world around them. That pivot was an enormous feat, requiring new technology like cameras for clinicians who took their desktops home and a secure platform on which to conduct telehealth sessions. And that pivot could not have happened without the remarkable generosity of our community, and strong leadership at every level within our organization.

2020 was also extraordinary in that one of those strong leaders, our President & CEO Karen Schachere, announced her retirement after over thirty years with Family & Children's Service. Karen's commitment to F&CS and the people we serve was evident throughout the year. She stewarded the organization through a time of great change and challenge with clarity of vision and a laser focus on our mission. To say we are grateful for her contributions to F&CS and her steadfast service would be an understatement, indeed.

As we write this note, our corner of the world is taking baby steps to a new normal. Approximately 50% of our county is fully vaccinated, numbers of active cases are dropping, and vaccine trials are underway for the youngest members of our community.

But as the threat of COVID subsides, it is leaving in its wake a mental health epidemic. More people are experiencing symptoms of depression and anxiety, substance use has risen substantially during the pandemic, and suicidal ideation is on the rise as well.

Demand for our services has never been greater and we are working hard to ensure that those who turn to us for care receive it. Over the past year, we have added seven new clinicians so we can provide care to as many people as possible. In December of 2020 we saw more clients and provided more clinic hours than during any previous December in the history of this agency.

F&CS's predecessor agency opened its door in 1885. We have never faced more daunting challenges than we have this past year. We know that as an organization, and as a community, we have work to do to ensure that everyone in our county can access high quality, affordable mental health care. Together, with your support, we can continue to serve the changing needs of our community, and be a place to turn for anyone in need.

With gratitude and appreciation,



A handwritten signature in black ink, appearing to read 'AK'.

Alicia Kenaley, MSW, MBA
Executive Director



A handwritten signature in black ink that reads 'Scott Heyman'.

Scott Heyman
Board Chair

End of an Era of Service

In 2020, Family & Children's Service of Ithaca President & CEO Karen Schachere announced her intention to retire in early 2021, after over thirty years with the agency. In 1991 Karen was appointed the Director of the newly formed Child and Adolescent Mental Health Program as the agency's mission focused on expanding mental health treatment services to children and adolescents in our community. She went on to become Director of Clinical Services and in 2019 stepped into the role of President & CEO, overseeing a transition period, and shepherding the agency through the Covid-19 pandemic. Under Karen's leadership, counseling and psychiatric services to both children and adults significantly expanded as well as specialized services to very young children and older adults.

When I made the decision to retire in early 2021, never did I imagine that my final year at F&CS would be an historic time for our agency, our community, and for the world at large. Our commitment to provide mental health services in our community never felt so urgent as we strove to provide care in novel ways in the face of a pandemic.

Although it has been marked with unprecedented challenges, this has also been a time of deep reflection on and gratitude for the years I have spent at F&CS.

The events of this year have only served to further my appreciation for what has made being a part of F&CS so life enriching for me. It has been a privilege to work with such wonderful staff and community members who have dedicated endless time and energy to ensure that there was a psychologically safe and welcoming place to receive compassionate mental health care. This commitment to high quality services throughout the years has been what I am most proud of being a part of and what I will truly miss.

Many, many thanks to all of you. I am grateful for the opportunity I have had to be part of such an incredible organization.

Karen Schachere



In March 2021, Karen officially retired, but continued to aid with the transition and arrival of Alicia Kenaley as Executive Director. Current and former staff gathered over zoom to celebrate Karen's many years of service and the lasting impact she has had on Family & Children's Service. We are so grateful for Karen's extraordinary leadership, inspiration, and compassion. We wish her all the best and a happy retirement!

A Time of Change, and a Time of Growth

Like many organizations, Family & Children's Service experienced enormous upheaval and change in 2020. In the face of the Covid-19 pandemic, F&CS closed our doors to the public in order to protect the health and safety of both clients and staff. The governor's statewide stay-at-home order on March 15 meant that in order to continue serving our clients, F&CS had to fundamentally change nearly every aspect of our operations. Over the course of a weekend, the agency moved quickly to secure a tele-mental health platform, and to train staff on providing tele-mental health services. By the end of the week, clients were already meeting counselors and psychiatrists on the phone and over video calls for their regular appointments.

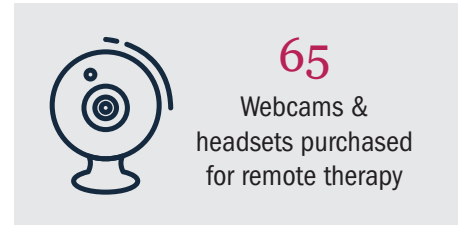
The shift to tele-mental health was not without a few stumbles. While staff were able to bring their computers home from their office, these computers did not have webcams. Initially, clinicians were using their own phones, laptops, and tablets to meet virtually with clients, until the Rotary Club of Ithaca provided urgently needed support for F&CS to purchase webcams for agency staff. Even adjusting to virtual therapy sessions took a little getting used to—for both clinicians and clients. As one counselor remarked in April:

“There's a remove [in virtual therapy] that is challenging to transcend. There's a challenge to be energetically present with a person when they're not in the room, because there's such a difference in the 'felt' sense of two beings in a defined space dedicated to the purpose of sharing and counseling.”

But like everyone, we adjusted. Soon clinicians and clients were discovering the benefits of tele-mental health sessions. Clients who in the past had canceled appointments because they didn't have reliable transportation or reliable childcare found they were now able to keep those appointments from the comfort of their homes. Clients who weren't feeling well were still able to have their sessions from the safety of their homes without endangering themselves or others. Because they weren't dependent on a building, some clinicians began to see clients outside of regular office hours, as the remote format brought a new flexibility to their schedule, and to that of their clients.

In some cases, as the weather warmed, clinicians met with clients outdoors, on walks in nature, and in back yards, when a struggling client needed the comfort of a human presence. Even as fall settled upon Tompkins County, they

continued to meet around fires, and in some cases space heaters to continue to support their clients to the best of their abilities.



As the pandemic continued to ravage the world, it became apparent that there would be no respite before the end of the year. The Community Foundation of Tompkins County provided a grant for F&CS to purchase new laptops, providing increased flexibility for staff who were still regularly splitting their time between working from home and in the office, and clinicians who were juggling home work-spaces with spouses and children, enabling them to find privacy for client meetings more easily.

As we faced the advance of winter, F&CS took the opportunity to make other much-needed technological upgrades to our operations. Throughout the pandemic, F&CS front desk staff had been dutifully relaying messages between clients and clinicians (who were no longer able to answer their office phones), and back again, but we knew this wasn't an ideal solution. In December of 2020, the Community Foundation of Tompkins County and a number of individual donors provided funding that allowed F&CS to transition to a VOIP phone system. This new system meant that not only could clients and staff connect directly, outside of regularly scheduled appointments, but also that during winter snow storms when the agency would otherwise have been forced to close, front desk and intake staff could still answer the phones from the safety of their homes. During the winter of 2020-2021, F&CS never had to close due to inclement weather, which also meant that clients could still receive the support they needed, even with snow piling up across the county.

More important than any of these technological upgrades F&CS undertook during the pandemic, we also used the time to expand. Usually constrained by the number of offices in our building, F&CS hired 4 more clinicians over the course of 2020, which meant that more clients than ever before were able to receive the support they needed. This was especially important, because during the pandemic, we saw clients staying in service for longer than normal as everyone faced new and unexpected challenges, and increasingly severe struggles from the effects of isolation and lockdown. In December of 2020, F&CS saw more clients than in any December in the history of the agency.

Equity, Diversity, and Inclusion

2020 was a year of tumult for reasons beyond the Covid-19 pandemic; it was also a year when racial tensions erupted across the nation.

The protests in the wake of the killing of Ahmaud Arbery in February, of Breonna Taylor in March, of George Floyd in May, and countless others before and since, and the Black Lives Matter movement combined to draw attention to our nation's racial inequality. Locally, similar protests and demonstrations forced Tompkins County to confront the pernicious effects of racism within our own community. Since the start of the Covid-19 pandemic, Asian American and Pacific Islander communities have suffered increased inflammatory and xenophobic rhetoric, harassment and violence, which exemplifies a longer historical pattern of stigmatization, legitimized in xenophobic laws and institutions, that inflicts lasting damage to our society and to the mental health of individuals.

F&CS recognizes that racism is a mental health issue, and one that has particularly impacted—and continues to impact—the lives of Black, Indigenous, and People Of Color everywhere. The mental health impacts of racism are well documented and recognized by the mental health professional community. Also recognized are the historical failings of mental health practices to treat and support BIPOC equitably, and the harm this inequity has caused.

Racial equity is built into the organizational principles of F&CS. Family & Children's Service is committed to fostering, cultivating, and preserving a culture of equity, diversity, and inclusion, and advancing anti-racist practices throughout our programs and activities. We embrace differences in race, age, ethnicity, family or marital status, gender identity or expression, sex, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and all the many characteristics that make our clients, our staff, and everyone in our broader community unique.

However, simply stating our policy of inclusion is not enough. Recognizing that we have more work to do to advance racial equity both within our organization and in our community, in 2020, F&CS began examining our own policies and procedures across the agency with a particular focus on racial equity. As a starting point, F&CS received copies of Ibram X. Kendi's *How to Be an Anti-Racist*, from Odyssey Books, for every member of staff to read, and partnered with the Multicultural Resource Center to lead an agency-wide workshop entitled 'The Practice of Racial Justice and Equity' as required training for all staff.

Over the past year, our staff and Board have engaged in equity, diversity, and inclusion training. F&CS has begun working with Dr. Belisa González, Associate Professor and

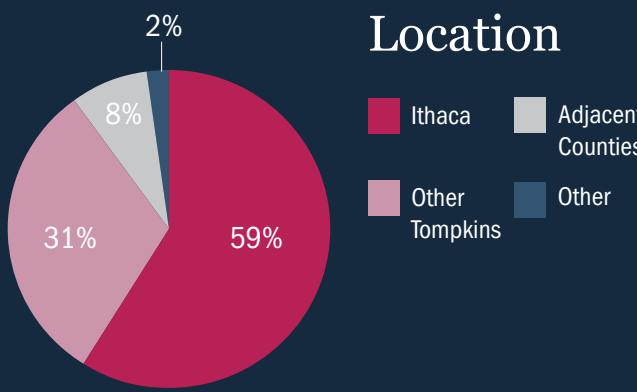
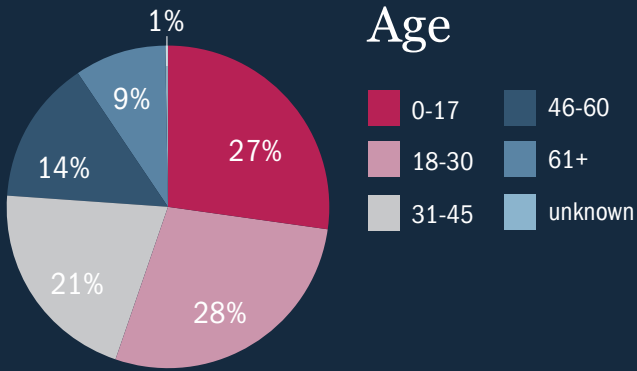


Who We Serve

PROGRAM	# OF CLIENTS SERVED IN 2020
Counseling	1,454
Psychiatry	393
Zero to Five Program	56
Geriatric Mental Health	65
Open Doors	20*
<i>*This program closed in 2020</i>	
Dispositional Alternatives Program	14
KinECT	80
Community Outreach Worker	242

Director, Center for the Study of Culture, Race, and Ethnicity at Ithaca College, to assist F&CS to develop, and more importantly, implement a strategic plan devoted to our equity work. A committee comprised of Board and staff has been formed and has launched this work, and we will be swelling the ranks as needed to include more staff and client voices to ensure as inclusive a process as possible. This plan will include rigorous review of our policies, our HR recruitment and retention efforts, as well as developing a better understanding of the demographics of those we are serving to identify gaps in service provision.

F&CS recognizes that this essential work is a process, and one that is crucial to ensuring that our agency is welcoming and able to serve the needs of all members of our community. We firmly believe that the diversity of our staff, of our clients, and of our broader community contribute to our strength as an organization, and to the resiliency and vibrancy of those living, working, and learning in Tompkins County. In 2021, we will continue to work to identify, develop, and implement anti-racist policies across the agency.





Program Overviews

Counseling

Family & Children’s Service is most well-known for our largest program: the Counseling program in our Mental Health Clinic. The clinic is licensed by the New York State Office of Mental Health and employs more than 40 highly trained mental health professionals. Our clinical team spans a range of mental health disciplines, each with unique experience and areas of expertise. Our clinicians engage in professional development and continue to learn in order to ensure the care that we provide reflects the latest research and developments in the mental health care field. While our methods have evolved over the decades, our commitment to providing the highest quality of care has always been a guiding principle.

As ensuring that quality mental health services are accessible to all in our community is a tenant of our mission, we accept all insurances and provide a sliding fee scale for all services provided by our clinic.



GERIATRIC MENTAL HEALTH PROGRAM

The Geriatric Mental Health Program provides mental health services to aging community members and their families. This program is centered on providing care related to the social and psychological struggles brought on by aging, and is catered to each client’s individual needs.

When needed, our geriatric mental health team works closely with our psychiatry team and a client’s primary care physician to coordinate medical evaluations and medication management for older adult clients.



ZERO TO FIVE

The Zero to Five Project offers comprehensive mental health services to families with young children. F&CS is one of few agencies in our community that provides counseling services to children younger than five and their families. This program works collaboratively with families, schools, and other service providers to address concerns such as a-typical child development, adverse childhood experiences, attachment difficulties, and other emotional and behavioral challenges.



Psychiatry

Family & Children's psychiatric services is an important part of a comprehensive mental health care plan for some. Our psychiatric providers assess the client's needs, evaluating the client's physical health as well as emotional and psychological well-being. Psychiatric services are available to existing clients, in a collaborative model in which the clinical therapist, client, and psychiatric provider all work together to create a treatment plan to address the client's unique needs. Our psychiatric care team often also collaborates with other medical and care providers at the direction of the client. Treatment plans are comprehensive, including wellness strategies around sleep, nutrition and managing our environments as well as psychiatric medication and medication management.



Community and Continuing Education

Our Community and Continuing Education program (CCE) offers both community education programs and also professional development programs for human service professionals and mental health care providers in our community. The CCE programs seeks to educate the public about mental health and mental illness, combat stigma surrounding mental health, and provide opportunities to learn and practice healthy coping skills, as well as other resources to support mental wellness. In alignment with our commitment to providing the highest quality mental health care, the CCE program also ensures that all mental health care professionals in our community can continually improve and develop their practices.

Employee Assistance Program

The Employee Assistance Program (EAP) is an employer sponsored program to provide access to free and confidential counseling services to eligible employees and their family members at times when they may be experiencing personal, family or work-related concerns. At F&CS an EAP therapist will conduct an assessment; provide short term counseling and/or a referral to appropriate resources. Our EAP program also offers access to personalized workplace trainings and workshops, resources, managerial and HR consultation, and critical incident response.

Youth and Outreach Services

Youth and Outreach Services programs support vulnerable populations in Tompkins County through family stabilization, youth mentoring, and community outreach. The services found in Youth and Outreach provide remarkable and needed support for those in our area, free of cost to participants. Youth and Outreach Services works alongside the clinic to ensure those seen in its programs are being offered high-quality mental health care should they find they would like to access it.

KINECT

KINECT provides support and services for kinship caregivers in Tompkins County. Kinship caregivers are family members, or close family friends, who have stepped up to become foster parents to children in need. This program provides trauma informed counseling and training, and engages kinship families in supportive and educational services to promote the safety, well-being, and permanency for children in kinship care.

DISPOSITIONAL ALTERNATIVES PROGRAM

The Dispositional Alternatives Program (DAP) is a community-based, family-centered program that offers therapeutic mentoring and recreational skill building for youth who are at risk of placement outside of the home, and are referred by Tompkins County Department of Social Services. DAP offers case management, informal counseling and coaching, advocacy, and group mentoring to build social and emotional skills, gain and retain appropriate resources, and enhance family communication skills.

COMMUNITY OUTREACH WORKER PROGRAM

The Community Outreach Worker program is a proactive street outreach program in which our outreach workers support community members in the downtown corridor, providing supplies to meet basic needs, informal counseling, crisis de-escalation, and assistance in getting connected to local resources. This program is provided in partnership with the City of Ithaca, Tompkins County, and the Downtown Ithaca Alliance to bridge the gaps between residents, business owners, and people in immediate distress.

Program Highlights

Youth Service Watch-Parties

In 2020, Programs like DAP (Dispositional Alternative Program) and KINECT had to adapt to the major changes in the way they operated and stayed connected with clients during lockdown.

Social isolation was particularly difficult for kids, so in order to stay connected with one another and provide evenings of respite, F&CS DAP and KINECT workers hosted virtual family nights. Families joined DAP Supervisors, like Holly Fodge (pictured here), for watch parties, enjoying family movies together over Zoom. F&CS had pizza, and sometimes even all the makings for sundaes delivered to each family who joined the call so that everyone could share in the fun together. It was a great way to see families and kids connecting and getting to have some fun despite the lockdown measures!



15

Families joined the virtual movie nights

New Faces at F&CS

In 2020 demand for mental health services soared during the pandemic, and after several long-serving clinicians retired at the end of 2019, we had room to grow. With counselors working from home, Family & Children's Service took the opportunity to expand by adding 7 new clinicians to our Mental Health Clinic, greatly increasing the number of clients we were able to serve. We continue to grow in 2021, recruiting new staff in order to better serve the needs of our community.

With so many staff working from home, we also made the decision to close our satellite location at the Barr Building, and integrate our Youth Services and Community Outreach programs into our main building on State Street. F&CS is excited to begin all our programs housed under one roof, and we have already begun to explore how all of our many programs can better contribute to one another by taking advantage of closer proximity.

Community Outreach Workers

Tammy and Natalya, Family & Children Service of Ithaca's two Community Outreach Workers (COW) have spent the last year on the front lines of the pandemic. While the rest of F&CS was reconfiguring and upgrading technology to meet clients online, Tammy and Natalya did what they do best: they took to the streets and met clients on their own turf.

Throughout the pandemic Tammy and Natalya have coordinated with the Salvation Army, Loaves & Fishes, St John's Community Center, and the REACH project, among others, to hand out masks and PPE supplies on the street and in the homeless encampment known as the Jungle. Special thanks to REACH Medical, which provided PPE to the outreach workers, and to the United Way of Tompkins County, which donated PPE packages, ensuring COW had a ready supply of kits including masks, socks, soap, and hand sanitizer that they could distribute to anyone who could not afford to buy them.

With many businesses and services closed due to the pandemic, access to basic sanitation and public bathrooms became a major concern for unhoused individuals. To combat increasingly unsanitary conditions, COW worked with the Enhanced Outreach team to get handwashing stations constructed by Second Wind Cottages and porta potties installed in the Jungle encampment, and Mini-grants from the Human Service Coalitions Continuum of Care



800

PPE supplies given out through COW

provided COW with pre-paid disposable phones and laundry cards to distribute to clients.

As a program practiced in connecting clients to numerous other essential support programs, COW was well situated to help coordinate service during the pandemic, like the distribution of to-go meals that Loaves & Fishes and the Salvation Army delivered to the Jungle. They joined REACH staff in visiting the camp, helping build trust and connect clients with tele-healthcare, for primary care, medically-assisted therapy, and to renew prescriptions like Suboxone for those combating opioid addiction. The trust COW has built with clients over the years meant Tammy and Natalya could help schedule appointments for those who lacked access to phones or internet, and to work alongside REACH Medical to collect Covid-19 test samples. Every week, COW would head out to the homeless encampment with SNAP and DSS applications, water, and granola bars, and share information about services, like the Tompkins County Public Library's warming station, where shelter, coffee, food, and internet access was made available during the frigid winter months.



110

Number of **organizations** COW works with/has connections with for clients

Enhanced outreach to vulnerable communities took many forms during the pandemic, and for COW that meant bringing services to clients, rather than the other way around. F&CS purchased tablets for Tammy and Natalya to carry with them, which meant that their clients could fill out online paperwork for critical support in the field. In 2020, DSS relaxed restrictions in order to get more people sheltered, and COW assisted clients navigate housing applications, and then worked to keep them housed. When stimulus payments were announced, Tammy and Natalya helped clients who had never filed with the IRS to complete paperwork that would enable them to receive payments, encouraged many to open bank accounts, and to create plans for how to budget and spend their stimulus checks.

2020 has been a year of building cohesive partnerships, collaborating between teams, and weaving together networks of services to help programs coordinate care for individuals who were left stranded with the closure of in-person support. The relationships Community Outreach Workers build every day help clients schedule and keep appointments, access vital services, and allow providers to call Tammy and Natalya

to be on the lookout for at-risk individuals who may be struggling.

During a year

when every other service became remote, COW helped those services meet clients where they were, whether it be on the street, in a tent, or shivering in a bus shelter in the depth of winter. As Tompkins County begins the slow process of reopening, we know the many partnerships the Community Outreach Workers expanded over the past year will enable the most vulnerable members of our community to find the support they need to thrive as we work to recover together.



2,986

COW **encounters**



Our Financials

Family & Children's Service of Ithaca is a 501(c)3 nonprofit organization. Our operating revenue for 2020 was \$5,127,835. Our expenses were \$4,599,648. Full audited financials will be available upon request.

ASSETS

	2020	2019
Cash	2,172,813	1,304,534
Investments	643,338	577,893
Accounts Receivable, Net	384,871	480,441
Prepaid Expenses	26,717	33,631
Fixed Assets, Net	3,401,341	3,500,616
Unconditional Promises to Give	20,000	-
Cash Value - Charitable Life	64,331	62,095
Deposits	3,000	3,000
Total Assets	6,716,411	5,962,210

LIABILITIES

Accounts Payable	25,317	26,195
Accrued Expenses & Withholdings	165,415	226,884
Contract Advances	46,249	22,096
Long-Term Debt, Current Portion	208,421	99,769
Notes & Leases Payable	1,810,091	1,694,535
Fund Balance	4,460,918	3,892,731
Total Liabilities and Net Assets	6,716,411	5,962,210

REVENUES

	2020	2019
Government Agencies	1,374,954	839,141
Program Fees	3,093,048	3,362,325
United Way of Tompkins County	80,000	85,000
Contributions	373,598	261,318
Interest & Investments	66,997	82,671
Miscellaneous	139,238	216,543
Total Revenue	5,127,835	4,846,998

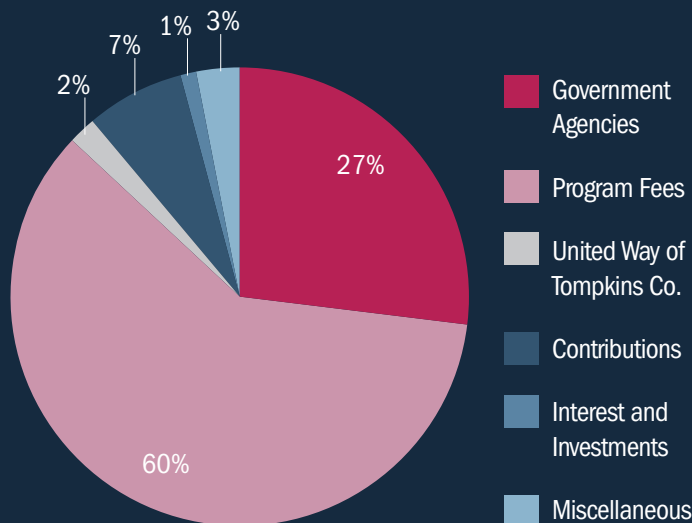
EXPENSES

Program Services	3,822,706	3,782,267
Supporting Services	736,942	814,822
Increase/Decrease in Net Assets	568,187	249,909

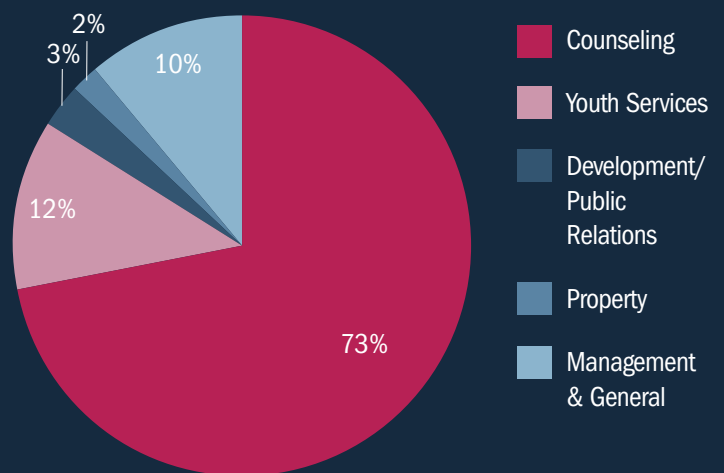
EXPENSES BY PROGRAM

Counseling	3,300,427	3,177,689
Youth Services	522,279	604,578
Training and Consulting	4,154	23,429
Development/ Public Relations	152,323	164,435
Property	108,337	136,671
Management & General	472,128	495,464
Total	4,599,648	4,602,266

Revenue



Expenses by Program



Our Supporters

The breadth of services provided by F&CS is made possible by those who believe that we are stronger as a community when everyone has access to affordable, high quality mental health services. We are so grateful for the commitment of our generous donors and mental health advocates for providing our community with access to compassionate care through our clinic and outreach services.



Business and Organization Donors

\$10,000 AND UP

BorgWarner Morse TEC
 Care Compass Network*
 Community Foundation of Tompkins County*
 Cornell University
 Park Foundation, Inc.*
 United Way of Tompkins County*

\$4,000 - \$9,999

Brooks Family Foundation
 CFCU Community Credit Union
 GE Foundation+
 Insero & Company, CPAs
 Legacy Foundation*
 Lewis Schaeneman, Jr. Foundation, Inc.*
 Myrtle Dee Nash Fund, Community Foundation of Tompkins County
 Tompkins Charitable Gift Fund*
 Triad Foundation, Inc.*

\$1,000 - \$3,999

Benefit Design Services Corp.
 Cayuga Medical Center
 CSP Management
 Kinney Drug Foundation Inc.
 Miller Mayer, LLP
 MORF Foundation
 Network for Good
 Norathco Foundation
 Northwestern Mutual Life
 Precision Filters, Inc.
 Rasa Spa
 Rotary Club of Ithaca*
 Sciarabba Walker & Co., LLP
 The Sandy Fund, Fidelity Charitable Gift Fund
 Tompkins Financial
 Tompkins Trust Company
 True Insurance
 Vector Magnetics
 Visions Federal Credit Union

\$500 - \$999

Blackbird Studio
 Emmy's Organics LLC
 Family Medicine Associates
 HOLT Architects
 Natural Investments LLC
 Robert G. & Jane V. Engel Foundation, Inc.
 Trumble Physical Therapy

UP TO \$499

Arnold Printing Corp.
 City Club of Ithaca
 GiveGab
 GoodWorks Foundation
 Illume Projects
 Ithaca Teachers Association
 Pledgeling Foundation
 Singlebrook
 TCAT**
 The Frame Shop
 Wegmans Ithaca

* Grant

+ Matching Gift

**Gift In Kind

Individual Donors

\$10,000 AND UP

Pamela & Robert Swieringa
Sandy & Jay True

\$2,500 - \$9,999

John & Elaine Alexander
Caren Baldini
Greg Galvin
Karen Schachere & Philip
McMichael
Debbie Whitehead
Anonymous

\$1,000 - \$2,499

Keith Barton
Ron & Brenda Bricker
Liese Brofenbrenner
Dave & Illa Burbank
Nora & Derek Burrows
John Rudd & Beverly Chin
Robert Colbert
Nicky & Rick Falck
Lisa & Richard Farr
David Fernandez &
Elizabeth Lawson
Jeffrey Ford
Kathleen Garner-Darnieder
Bradley R. & Mary M.
Grainger
Carl & Susan Haynes
David Iles
Carol Kammen
Andrew & Anne Karolyi
Laura Larson
Ryan Lombardi
Kevin & Sheri Mahaney
Carl Ginet & Sally
McConnell-Ginet
Meloney & David McMurry
Jack & Linda Muckstadt
Anonymous
Anna Rosenblatt
Caitlin & Tom Schryver
Mr. & Mrs. Robert Sprole, III
John & Linda Waldman
Lindy Williams & Lynn Wiles
Eugene & Jeanne Yarussi

Joel & Cathy Zumoff
Anonymous

\$500 - \$999

Edward & Amy Abelson
Barry Adams
Robert Ainslie & Judy
Singer
Tanya Brozost
Shelley & Ron Cooper
Walton & Jean Cottrell
Nancy & Larry Dalton
Sylvia Dickinson
Jennifer Engel & Lawrence
Young
Jane V. Engel
Matt & Madeline Estill
Matt & Madeline Estill
Craig Evans
Katie Forker
Dick & Janice Geddes
Steven Gelber
Cate & Rick Hackett
June & Harold Hall, III
Scott & Linda Heyman
Jayne Howard
Reilly Coch & Flannery
Hysjulien
Nita Irby & Thomas Divers
Vicki & Rich John
Paul & Elizabeth Kirk
Diana Levy & Bruce Fabens
Rosanne Mayer & John
Siliciano
Jean McCaffrey
Joseph & Denise
McEnerney
Philip & MaryLu McPheron
Philip & MaryLu McPheron
Mary Miller
Andrea J. Mooney, JD
Timothy & Elizabeth Mount
Susan Murphy
Nicole Pagano
Anthony Pane
Greg Pitts
Elliot & Patricia Rubinstein
Arthur & Charlotte Shull

Sally Sievers & Anil Nerode
Steve Snyder
Chuck Tauck & Fran Littin
Marney & Joe Thomas
John & Carol Vineyard
Richard Warkentin
Bryan & Tam-Marion
Warren
Tam-Marion & Bryan
Warren
Bill & Beatty Watts
Kelly White

\$100 - \$499

Richard Allen
Leigh Alo
Katherine Anderson & Max
Pensky
Bob & Laura Andolina
Chris & Sonia Apker
Beverly Baker
David & Lenore Bandler
Maryanne & Rick Banks
Laura Barnhill
David & Joy Barr
Nina Bassuk & Peter
Trowbridge
Larry & Trudy Baum
Joan Bechhofer
Christine Beebe
Bernard & Linda Beins
William & Nancy Bellamy
Mary Berens & Paul Feeny
Elizabeth Bixler & Betsy
East
Virginia Bizzell
Frank Bonamie
Peter & Elizabeth Brennan
Joel & Susan Brock
Laura Bronstein & Charles
Schwerin
Susan & Kenneth Brown
David Brown & Nina
Glasgow
W. Keith & Martha Bryant
Alan Midura & Spring Buck
Susan Buck-Morss & Eric
Siggia
Jill Burlington
Milagros Cartegena

Lee Cartmill
Kevin & Kelli Cartmill
Michael Charnoky
Katherine Chiang
Alison Christiansen
Matt Clark & Virginia
Augusta
Patricia Cluett
Ron & Charlotte Coffman
John Corgel & Connie
Colbert
Alice Colby-Hall
Haines B. Cole
Thomas E. Cole Jr.
Gould Colman
Jared Conklin
Edward & Caroline Cope
Kenneth Roberts & Angela
Cornell
Phil & Pat Cornell
David & Carolyn Corson
Roger & Harriet Cramton
Marilyn Crooker
Mary Ellen Cummings
Jennifer Cura
Bill & Dianne Currie
Bruce Cutter
Mr. & Mrs. Paul Dawson
Victor Nee & Brett De Bary
Christine & Dan Decker
Sue DeCotiis
Libby Demarest & Nicholas
Tier
Barbara & David Demarest
Jodi Lee Denman & Lincoln
Morse
Gauri Deshpande
Davina Desnoes
Emily Detrick
Roy & Frances Dexheimer
June Dissin
Eric Dorfman
Dan & Debra Dwyer
Luciana Echazu
Angela Ehmke
Ron & Randy Ehrenberg
Steve & Natalia Emlen
David Evelyn
Lisa Everts & Jon Carlton
Ken Finkelstein & Lois

Pollack
 Steve & Elena Flash
 Katie Foley
 Erin Frahm
 David & Susan Frahm
 Sean Gannon
 Charles & Linda Garbo
 Vicki Gayle
 Liz Gebhart
 Albert George
 Thomas & Karen Gilovich
 Nick Goldsmith
 Erin Grainger
 Lynn Green
 Donald & Iris Greenberg
 David & Tove Hammer
 Kenneth Harris
 Don & Marian Hartill
 Gregory & Beverly Hartz
 Neil & Louise Hertz
 Robert & Elizabeth Hillman
 Karin Hoal
 Talya Hoffmann & Matthew McCloat
 Eva & Roald Hoffmann
 Dave Hogancamp
 Rachel Hogancamp
 Hope Holiona
 Adrienne & Stephen Hopkins
 Greg & Myra Hubbell
 Robert & Mary Hutchens
 Chris & Elsa Hyde
 Joan & David Brumberg
 Mary Jacobus & Reeve Parker
 Josiah Jacobus-Parker
 Jean Jagendorf
 Anonymous
 Jim Johnston & Linda Mack
 Margaret John-Testa
 Teresa Jordan & Richard Allmendinger
 Pat Karr-Segal
 Rosalind Kenworthy
 William & Carol Klepack
 Steven Kline
 Jim Karpinski & Jane Koestler
 Kumi Korf

Nicole Kowalczyk
 Sigrid Kulkowitz
 Valerie Kuramoto
 Walter & Sandra La Feber
 Kathleen Lacson
 John Y. Lambert & Robin Rogers
 Nick & Sharon Lambrou
 Donald & Janet Lein
 Brent & Alison Lemberg
 Claudia Voss Lewenstein & Bruce Lewenstein
 Barbara Logan & Raymond Gozzi Jr.
 Gwyneth Lymberis
 Barbara Lynch & Paul L. Houston
 Mr. & Mrs. Randall Marcus
 Robert & Robin Masson
 Alan & Mary Mathios
 Mr. & Mrs. Alan Mathios
 Joyce McAllister
 Josaphine McAllister MD
 Ruth Ann McCaa
 Scobie & Peter McClelland
 Saoirse McClory & Lawrence Hirschberger
 Mr. & Mrs. Edward McLaughlin
 Dan & Jean McPheeters
 Joan McQueeney
 Joseph Meeks
 Susan Merkel & Joseph Yavitt
 Nina Miller
 Jim Miller
 Mark Milstein & Monica Touesnard
 Alex & JoAnne Miner
 Putnam Monroe
 Casey Moore
 Louise Mudrak
 Margaret Munchmeyer
 Lezlie Namaste & Gary Bercow
 Ken Birman & Anne Neiryneck
 Maureen Newman & Wade Bollinger
 Jerry & Barbara Nosanchuk



Kristen Nygren & Jeffrey Gilmore
 Jan & Jeri Nyrop
 Bertrand and Peggy Odom-Reed
 Brad & Lila Olson
 Neil & Lisa Olver
 Barbara Page Cooke
 Jane Paige
 Robert Panzera
 Hannah Parker
 Peri Pastor
 Elizabeth Peck
 Kishan Perera
 Max Pfeffer
 Francis & Susan Piliero
 L. Paul Pitkin & Andrea Rankin
 Lois Pollack & Ken Finkelstein
 Elisabeth Prentice & Thys Van Cort
 Leslie & Jim Quest
 Mopane Radcliff
 Lou & Mo Reycroft
 David Lee & Marjory Rinaldo-Lee
 Margaret & Eric Robinson
 Judith Rothenberg
 Nadia Rubai
 Roberta Rubin
 Brenda Rudan

Betsy Rudolph
 David & Susan Ruppert
 Peter & Paulette Salmon
 John & Sue Sammis
 Carolyn Sampson
 Steven Sauer & Melanie Sauer
 Andrew Sciarabba
 Joanne Taormina & Joel Seasonwein
 Richard & Diane Shafer
 Bill and Gail Shaw
 Karen & Michael Shuler
 Lawrence & Lena Siany
 Roger & Carole Sibley
 Kim Singh
 John & Lorie Skurka
 Richard & Linda Slade
 Marjorie Smart & Robert Camp
 Scott & Lisa Smith
 Jeffrey & Suzanne Snedeker
 Thomas & Donna Sokol
 Martha Spatz
 Robert Sprole, II
 Sheila Stone
 Neil & Paula Tarallo
 Sidney & Susan Tarrow
 Neil & Marie Taylor
 Rita Taylor
 Mr. & Mrs. Mark A.



Mecenas
 Bruce & Kathryn Thompson
 Susan Tillema & Herbert
 Tillema
 William G. Tomek
 Charles & Nancy Trautmann
 Jeffrey True & Sue
 Schattschneider
 B. Ann Tucker
 Jeff Turney
 Myra Turoff
 Curtis & Amanda Ufford
 Hedy Villanueva
 Mark Waldman
 Michael Walsh
 Jason Warshof
 Jennifer Weinraub & David
 Evelyn
 Jacqueline Wichman
 Wendy Wilcox
 Linda Willis
 Paula Winner & J. Edward
 Russo
 Frank Wise
 Mariana Wolfner & James
 Rothenberg
 Kenneth Wolga
 Linda Woodard
 Patricia Woodworth
 Eileen Yagoda & Ross
 Brann
 Lori Yelensky

Leah Yonker
 G. P. Zurenda, Jr.
 Anonymous
 Anonymous
UP TO \$99
 Ellen Abrams
 Joel Abrams
 Ms. Alicandri-Parzial
 Theresa Alt
 Jessica Ames
 Robert & Alyce Anderson
 Joseph Arcuri
 Patricia Armstrong
 Terry Ashcraft
 Joyce Barney & E. Kimball
 Milling
 Jonathan Baxter
 Katie Bayne
 Megan Begert
 Francis Benedict
 Paul & Suzy Blanchard
 David Bloom
 Kim Boothroyd
 Jillian Borron
 Aaron Bouchie
 Kathleen Boyd
 Bridgette Brady
 Anne Brand
 Shelby Brink
 Jessica Brown
 Cali Brown & Destyn

Trapani
 Dan & Eve Brown
 Molly Brown
 Joan & David Brumberg
 Ashley Cake
 Jessica Caporizzo
 Patricia Casler
 Kathryn Cerna
 Erica Chong
 Danielle Chontey
 Duncan Hilchey & Amy
 Christian
 Charles & Penny Ciccone
 Rhesa Cochran
 Murray Cohen
 Chris Compeau
 Denise Conklin
 Ryan Conklin
 Christia Conklin
 George & Diane Conneman
 Kim Conrad
 Ayeshia Conway
 Bradley & Nancy Corbitt
 Jonathan Culler & Cynthia
 Chase
 Amelia Cura
 Isabella Cura
 Brian Dalena
 Ann Dalgleish
 Laura Day
 David Dechamps
 Hannah & Amanda
 DeRespino
 Archangela DeSilva
 Barbara DeWall & Deborah
 Jones
 Beth Cohen & George
 Dillmann
 Sharon Dittman
 Patricia Dodge
 Mary Pat Dolan & David
 Kerness
 Patty Dunn
 Raymond Durkin
 John Eallonardo
 Ashley Earll
 John Eckert
 Jennifer Emmerson
 Samantha Engel
 Carol Engels

Andrea Flesken-Nikitin &
 Alexander Nikitin
 J. E. Fortune
 Pearl Frisch
 Martha Frommelt & David
 Feldshuh
 Richard Gallagher
 Jodi Gee
 Sara Gibbons
 Rebecca Glenister
 Aaron Godert
 Susan & Michael Goldberg
 Edith Gonzalez
 Jessica & Travis Gosa
 Dan & Karen Governanti
 Janis Graham
 Margaret C. Hampson
 Sarah Harrington
 Laryssa Hebert
 Martin Heintzelman
 Diane Herbert
 Cheryl Hines
 Dan Hoffman
 Kathryn Hopkins
 Wendy Hovey
 Thomas Hirasuna & Jean
 Hunter
 Caroline Hynema
 Ryan Irvani
 Robert Jacobson
 Frances Jacobus-Parker
 Ralph & Rhoda Janis
 Lovisa Johanson
 Julia John
 Mary John
 Julee Johnson
 Laura Jones
 Paul Kalb
 Mary Kane
 Jane Kaplan
 Sharon Kaplan
 Freida Kay
 Rachel Kenion-Hanrath
 George & Gayle Kennedy
 Anne Kenny-Urban
 David Kerness
 Maureen Kerr
 Irene E. Kiely
 Jud & Sue Kilgore
 JoAnn Kingsley

Heinz & Judith Koch
Krista Koskinen
Kari Koskinen
Vaclav & Winnie Kostroun
Elaine Kuo & David Lin
Peter Lamarque
David Squires & Rachel
Lampert
Moria Lang
Rianna Larkin
Sidney & Gail Leibovich
Sarah & Adam Leighton
G.P. Lepage
Eric Lepore
Amy LeViere
Donald & Nanette Lisk
Peter & Enid Littman
James & Caitlin Loehr
Valerie Loucks
John Luginsland & Leigh
Ann Vaughn
Joan Mangione & I.
Michael Mangione
Dianna Marsh
Stacie Maybee
Kym McAreavy
Carolyn McCarter
Laurel McIntyre
J. Kevin & Elizabeth
McMahon
Carolyn McPherson
Cathy Merwin
Alexy Mikhailichenko
Jeanette Miller
Jenna Milner
Lorraine Moran
Martha Ann Moses
Stephanie Mulinos
Laura Myer
Diana Nathanielsz
Douglas Dylla & Marcia
Nedland
Ducson Nguyen
Marie Nicholson
Diego Nocetti
Catherine Parker
Rosemarie Parker & Sol
Gruner
Rene Carver & Emily
Parker-Carver

Patrice Pastore
William Patchen & Karen
Kaufmann
Kimberly Patrizi
John & Ann Pavia
Johanne Pelletier
Lisa Peter
Cindy Postma
David & Jane Powers
Kelsey Pudney
Joanne Quiggle
Susan Raymond
Marilyn Reitenbach
Jim Marshall & Elizabeth
Remson
Sidney & Minna Resnick
Susan Riley
Steven & Martha Robertson
Jennifer Roda
Ward Romer
Katrina Rudman
Jessica & Joe Ryan
Sasha Salayda
Tari Salotti-Black
Mary Salton
Enrico Santi
Melanie Sauer
Thomas Sauer
Carrie Sawyer
Caitlin Schickel
Caleb Schonfeld
Leslie Schultz
Arnold Schwartz
Sharon Scurlock
Amy Seldin
Christine Servando
Barbara Sherman
Debbie Shipp
Michelle Shippos
Nicholas & Marcia Siany
Empar Sicroff
Umit Sirt
Marcia Skalnik
Mia Slotnick & Kenneth
Simpson
Cheryl Smith
Jaya Spier
Raphael Spies
Hope Spithaler
Julie Stilwell

Fran-Struve-Entelis
Elizabeth Stuelke
Joanne Sturgeon
Angela Sullivan
John & Natasha Suter
Jennifer Tavares
Vinessa Tavelli
Holly Taylor
Judy & Don Tennant
Elizabeth Tennant
Connie & Garry Thomas
Dr. Herb and Barbara
Thomas
Bill Troy & Laura Barnhill
Deborah Trumbull
Joanne Trutko & Christopher
Carey
Bruce & Marty Turnbull
Joyce Valenti

Jordie Van Ham
Francis Vanek
Leigh Ann Vaughn
Gary A. Bucci & Teresa M.
Vossen
Rachel Wallace
Maggie Walsh
Judy Ward
Jim & Ofelia Wasvary
Rebecca Weger
Chere Weiss
John Whitman
Mr. & Mrs. Jay Williamson
Kathleen Wilson-Sischo
Jessica Wszalek
Carol Zimmerman
Anonymous
Anonymous



We make every effort possible to ensure donor attribution is correct. Should you have any corrections, please contact us at development@fcsith.org

Gifts in Honor

Andrea J. Mooney, JD, *In Honor of Lois Butterfield*
Gary A. Bucci & Teresa M. Vossen, *In Honor of Lois Butterfield*

Barbara & David Demarest, *In Honor of Libby Demarest-Tier*

Cheryl Smith, *In Honor of Libby Demarest-Tier*

Dick & Janice Geddes, *In Honor of Erin Durkin*

Sharon Dittman, *In Honor of Greg Eells*

Lois Pollack & Ken Finkelstein, *In Honor of Emilee & Alan*

Anne Kenny-Urban, *In Honor of Madeline Estill*

Bruce & Kathryn Thompson, *In Honor of Liz Gebhart*

George & Diane Conneman, *In Honor of Sally & Carl Ginet*

Joan Jacobs Brumberg & David Brumberg, *In Honor of Sally & Carl Ginet*

Peter Lamarque, *In Honor of Sally & Carl Ginet*

Joanne Sturgeon, *In Honor of Sally & Carl Ginet*

Hope Holiona, *In Honor of Beth Gordon*

Rene Carver & Emily Parker-Carver, *In Honor of Josiah Jacobus-Parker*

Margaret John-Testa, *In Honor of Vicki John*

Shelley & Ron Cooper, *In Honor of Jim Johnston*

Steve & Natalia Emlen, *In Honor of Jim Johnston*

Nina Miller, *In Honor of Jim Johnston*

Roger & Carole Sibley, *In Honor of Jim Johnston*

Katherine Chiang, *In Honor of Mia Pancaldo*

Richard Allen, *In Honor of Linus Pauling*

Scott & Linda Heyman, *In Honor of Karen Schachere*

Karin Hoal, *In Honor of Karen Schachere*

Dan & Jean McPheeters, *In Honor of Karen Schachere*

Mia Slotnick & Kenneth Simpson, *In Honor of Mia Slotnick*

Kevin & Sheri Mahaney, *In Honor of F&CS Staff*

Saoirse McClory & Lawrence Hirschberger, *In Honor of F&CS Staff*

Karen Schachere & Philip McMichael, *In Honor of F&CS Staff*

Sidney & Susan Tarrow, *In Honor of Sarah Tarrow*

Rene Carver & Emily Parker-Carver, *In Honor of Kelly White*

Greg Pitts, *In Honor of Kelly White*

Barbara Page Cooke, *In Honor of Lynn Wiles*

Charles & Nancy Trautmann, *In Honor of Gene Yarussi*

Memorial Gifts

Barry Adams, *In Memory of Molly Adams*

Nancy & Larry Dalton, *In Memory of Frances Ramin*

Sue DeCotiis, *In Memory of Miles DeCotiis*

Emily Detrick, *In Memory of Greg Haynes*

Sharon Dittman, *In Memory of Greg Eells*

Ron & Randy Ehrenberg, *In Memory of Eric L. Ehrenberg*

Tessa Sage Flores & Ira Goldstein, *In Memory of Sage*

Fuller Cowles

Albert George, *In Memory of Carol George*

Walter & Sandra La Feber, *In Memory of Jerry True*

Jane Paige, *In Memory of Albsert F. Sill Jr.*

John & Sue Sammis, *In Memory of Greg Eells*

Sandy & Jay True, *In Memory of Gregg Eells*

John & Linda Waldman, *In Memory of Marjorie Waldman-Wolga*

Mark Waldman, *In Memory of Marjorie Waldman-Wolga*



LEGACY GIVING

Making a bequest to F&CS contributes to the health and well-being of our community, not only for today, but for many years to come. A bequest costs nothing today, but gives you the knowledge that F&CS will be able to continue offering outstanding services to our community long into the future. All individuals who have made, or plan to make, legacy gifts to F&CS are recognized as members of the Ruth R. Pettengill Society. For more information, please contact Josiah Jacobus-Parker at jparker@fcsith.org or visit the Planned Giving page on our website.

Our Staff

Our staff members are dedicated, compassionate professionals who are devoted to caring for those who turn to us... at any age, at any stage of life! Thanks to each and every one of them who helped F&CS continue to serve our clients and community during 2020.

MANAGEMENT TEAM

Alicia Kenaley, MSW, MBA+
Executive Director

Karen Schachere, LCSW, PhD*
President & CEO

Libby Demarest Tier
EAP and Continuing Education Coordinator

Ray Durkin
Manager of Compliance and Human Resources

Mike Ellis, LCSW
Director of Youth and Outreach Services

Josiah Jacobus-Parker
Director of Development

Marisa Matsudaira, LCSW
Director of Clinical Services

James A. Miller
Facilities Director

Jeff Turney, MBA
Director of Finance

Tammy Wheeler
Manager of Administrative Operations

CLINICAL SERVICES

Marisa Matsudaira, LCSW
Director of Clinical Services

Diana Levy, LMSW*
Associate Director of Clinical Services

Rachel Ash, LMSW*
Antoinette Besemer, LMHC
Leslie Bode, LCSW
Vanessa Borotz, LMSW
Erika Busch, PsyD
Judy Clay, LCSW-R
Patricia Cluett, LCSW-R
Brian Cobb, LCSW
Jane Davis, MHC
Elizabeth Dissin, LMHC
Ann Dolan, LCSW
Erin Durkin, LCSW-R
Ashley Earll, LMSW
Chet Gates-Lupton, LCSW
Anna Golding, LMSW*
Beth Gordon, PsyD*
Ania Grodzinski, LMFT
Steven Guevara, LMSW
Carolina Harris, LMSW
Shannon Haskins, LCSW
Chad Hinman, LMSW+
Amy Jacobs, LCSW
Erin Jerome, PsyD
Danielle Klingensmith, LCAT

Elaine Liu, LCSW
Kristen Meehan, LCSW
Kimberly Munson-Burke,
LMSW
Katy Nicholson, LMFT
Joseph Norton, LMFT
Nghii Phan, LMSW
Kelsey Pudney, LMSW
Robert Riechel, LMHC
Alexis Santi, LCSW
Melanie Sauer, LMSW
Vincent Sears, MHC+
Susan Shrog, LCSW-R
Yvonne Starner, LCSW
Dalya Tamir, LCSW*
Michael Troy, LMSW*
Claudia Voss Lewenstein,
LCSW-R*
Lorie White, LCAT+
Samantha Zeitz, LMHC

MEDICAL SERVICES

Kristen Nygren, MD
Medical director

Shannon Aether, RN
August Duplan, MD*
Timothy Lowry, MD
Barb Wood, PNP

INTAKE SERVICES

Carver Jordan, LMSW+
Genesis Grey
Sherri Ellis, MA
Susan Shrog, LCSW-R

YOUTH AND OUTREACH SERVICES

Mike Ellis, LCSW
Director of Youth & Outreach Services

Sarah Alabi,
Mustafaa Ali*
Tammy Baker
Marissa Bearss*
Natalya Cowilich
Holly Fodge
Wendy Hammond*
Martesha Lewis
Adam Mozeleski*

DEVELOPMENT AND COMMUNICATIONS

Josiah Jacobus-Parker
Director of Development

Libby Demarest Tier
EAP and Continuing Education Coordinator

Victoria John

ADMINISTRATIVE SUPPORT

Tammy Wheeler
Manager of Administrative Operations

Carol Clarke
Kelly DiSanto
Ashley Ellis
Jessica French*
Caroline Fresh
Jacqueline Fuller*
Valerie Grinston
Lovisa Johanson
Donna Lodge*
Lucina Martak*
Carolyn McCarter

INTERNS

Adriana Carruthers+
Kate Cardona
Jane Davis
Shane Scarofile+

FACILITIES

James A. Miller
Facilities Director

William Simmons*

* Former staff as of May 2021
+ New staff since 2020

Family & Children's

SERVICE OF ITHACA

127 West State/MLK Jr. Street
Ithaca, New York 14850
(607) 273-7494
www.fcsith.org

NONPROFIT ORG.
US POSTAGE
PAID
ITHACA, NY
PERMIT No. 98

Member Agency



SAVE THE DATE: THE 3RD ANNUAL CARDBOARD BOAT RACE SEPTEMBER 12, 2021

Visit www.fcsith.org for details & registration