

# Boys Republic



Annual Report  
2010



# Boys Republic

Annual Report For Fiscal Year 2010

## President's Message

*Tim Kay*  
*Board President*

What a year 2009-2010 proved to be for Boys Republic! As you will have learned, Max Scott announced his planned retirement from his position as Executive Director and our Board of Directors was faced with the task of finding someone brave enough and talented enough to attempt to follow in Max's footsteps. Due in part to Max's long service as the Executive Director, there was only one Board member, John Watkins, who had been in service at the time Max was selected to succeed the prior Executive Director, Frank Graves. Quite a challenge for the rest of us, who'd not been through this at Boys Republic before. Quite a challenge to think of Boys Republic being guided by someone other than Max Scott!

The Executive Committee of the Board set about the task, with help from Max and his staff. The search committee included Jeff Seymour, former Board President and the Superintendent of the El Monte School District, Gary Larson, former Mayor and City Councilman of Chino Hills, Dennis Slattery, another former Board President, to name a few. As a search committee, we first decided to restrict the search to individuals who worked at Boys Republic and

understood the Boys Republic treatment model. While many other organizations who work with delinquent youth emphasize a mental health approach to treatment, Boys Republic emphasizes individual responsibility within the peer group. This is the key to Boys Republic's success – each person holds himself or herself accountable for his or her actions, and the peer group holds each other accountable as well.

As part of the process, the search committee interviewed more than 20 of the senior staff at Boys Republic, seeking input on the candidates and asking for any thoughts about challenges facing Boys Republic at this critical time. Each of the members of the search committee was impressed with the thoughtful nature of the responses of senior staff and their openness with the committee. These are the same senior staff who supervise the daily group sessions held with juveniles in our care. They set the example of accountability for the youth in our care by being accountable themselves and leading other staff to the same.

The wonderful staff at Boys Republic is a direct product of the years of nurturing supervision offered

by Max Scott. His legacy will be not limited to the changes he made in the lives of thousands of juveniles entrusted to the care of Boys Republic and Girls Republic, but will include his impact as a leader to the staff at Boys and Girls Republics who exemplify BR values and live those values every day in the presence of the juveniles in their care.

Boys Republic and Girls Republic have been blessed to have Max Scott serve so well for so many years. BR and GR are blessed by their staff who help change the lives of the juveniles entrusted in their care. You will have read elsewhere that Chris Burns was selected as our new Executive Director. Chris has the advantage of taking over a terrific organization that creates terrific outcomes for juveniles that accept the principal of accountability. On behalf of the Board of Directors, we thank Max Scott for his many years of service, we acknowledge the BR and GR staff for their tremendous contributions and we look forward to continuing to change juveniles' lives for the better under the leadership of Chris Burns.

# Executive Directors' Messages



*Max Scott*  
*Executive Director (1975-2010)*

It has been said, "If you find something you enjoy doing, you will never have to work a day in your life". In the sunset of my 45-year career at Boys Republic, I am a living witness this statement is true. With complete sincerity and utmost gratitude, I am honored to have been associated with this great agency. To me, Boys Republic is the "Camelot" of adolescent programs in America and the "discovered home" for many youth. I would like to share a few thoughts via this report one last time.

I can not imagine a more rewarding career than participating in the growth of the "rising generation". Over 28,000 teenage boys and girls have been touched by Boys Republic. Life-altering experiences with these youth were often challenging and at times discouraging, but more times than not, the youth have prevailed, overcome the odds and left me and other staff amazed at their strength, growth, and success. My greatest satisfaction has been to see these teenage youth make dramatic, positive changes in the way they view themselves, how they treat others, and their adherence to society's values.

As I have reflected over the past 45 years of contact with Boys Republic's students, I've made a surprising discovery. My personal growth has paralleled what I have observed in them.

To the staff who talk with, not down to our students, and have so generously and tirelessly listened and guided them, I applaud your efforts and have enjoyed working alongside you. I express appreciation to the neighbors and communities where our facilities are located for their support. Boys Republic has had no complaints from our neighbors for more than twenty-five years. We have a powerful Board of Directors who are committed to preserve the history, traditions, and the time-tested proven treatment philosophy.

It has also been gratifying to see the regulatory agencies, city, county, and state public officials support our efforts over the years. The unselfish donation of both time and means by our auxiliaries, board members, and donors has been inspiring to watch. Some members of our auxiliaries and board have given large segments of their lives (thousands of hours of volunteer service). In addition, we are indebted to the past and current donors for their generosity and concern for the youth enrolled in our programs. We have no debt and owe our financial strength to these wonderful individuals, foundations, and corporations.

One of the most rewarding memories I will carry with me, is the knowledge that I was a part of continuing the implementation of the values Boys Republic has embraced for over 100 years. These core values are personal accountability, honesty, self-governance, leadership, willingness to help others, academic and vocational education, and "Nothing Without Labor". Whether these values are witnessed by the youth in our program or the adults working with them, it has been rewarding to watch us lose ourselves in the service of others. This is what I have come to love about working with all of you and will miss most about Boys Republic.

My replacement and the new Executive Director is Dr. Chris Burns, who has been employed at Boys Republic for 17 years. The Board of Directors, I, and staff are confident he will preserve our unique treatment model, retain our variety of program services, and our exceptionally well-qualified and experienced staff. It is our commitment to all associated with Boys Republic and the communities where we are located, to continue to merit your confidence and trust.



*Chris Burns*  
*Executive Director (2010 – )*



While being selected as the new Executive Director, and throughout the transition process over this past year, I have been asked repeatedly what brought me to Boys Republic. My response: because it works! I had come to Boys Republic with my Master's Degree while finishing my Doctoral studies in Psychology. Those first two years working in the cottages with the boys were pivotal in my professional development. I had previously envisioned some form of traditional office practice, but had begun to have an increasing awareness of how much I looked forward to my shifts with the boys, but struggled to find motivation for my other hospital or clinic assignments.

After a while, it dawned on me that my own, internal "results orientation" had discovered that change was occurring at Boys Republic, and at a much quicker pace than the other settings I was receiving my training. The year I spent completing a pre-doctoral internship with the Federal Bureau of Prisons cemented my growing awareness that I wouldn't be satisfied elsewhere. I gladly accepted an offer to consult to the Monrovia Day Treatment Program which grew into responsibilities as Training Coordinator and eventually assuming the role as Director in Monrovia. For seven years, I gained an even greater appreciation for the power of the Boys Republic treatment model in facilitating life-altering changes for students and families alike.

In 2002, Max Scott brought me back to the Main Campus in Chino Hills as his Associate Director. This administrative position opened my eyes to Boys Republic's place in the residential treatment community and some of the obstacles in our path. Our insistence on utilizing our time-proven, evidence-based treatment model has continued to make us a preferred referral destination for county placing agencies throughout the state. However, it placed us out of step with recent

funding trends that rewarded large mental health contracts to agencies willing to diagnose the majority of the youth that come into care with mental health diagnoses that will follow them into adulthood. Our willingness to put our model to the test was recognized by the State Department of Social Services and eight partner counties through the Waiver Pilot Project initiated in 2007 and extended in 2010. The outcomes being achieved by students through this research are providing reaffirmation of a treatment model that has been making a difference in the lives of youth for over 100 years.

Quite appropriately, our state and national budget crises have driven those within the world of youth services to require an ever-increasing focus on outcomes for the dollars that are channeled into the rehabilitation of these young men and women. Programs that have operated historically with a focus on services only have reached a crossroads in the current climate. An inability to demonstrate the effectiveness of the work they do places them at a competitive disadvantage in the ongoing challenge of obtaining funding and referrals. Boys Republic has been ahead of this trend for decades with its evidence-based treatment model and its insistence on the use of outcome data for all students. This data has provided valuable feedback regarding the effectiveness of the program and at times, signaled the need for enhancements like Aftercare and Transitional Housing.

For the last 17 years, it has been my distinct pleasure to work with Max Scott at an agency that legitimately changes the lives of young men and women every day. It is now my honor and responsibility to preserve and grow the 100+ year legacy of Boys Republic in developing young men and women into productive and contributing citizens.

# Who We Are ... And What We Do . . .

Boys Republic is a non-profit, privately-endowed agency providing both residential and non-residential youth services to disadvantaged, at-risk young people from throughout California. It operates a total of nine programs — currently, all in Southern California: a 200-acre residential campus, school, and farm in Chino Hills; three residential group homes for boys in Los Angeles, Pomona and Santa Ana; a Girls Republic group home in Monrovia and non-residential day treatment centers and schools in the cities of Monrovia and Chino Hills. Our Aftercare and Independent Living Program serves all of the agency's facilities.

Total capacity for all Boys Republic facilities is 256 including 220 residential beds and the capacity to serve as many as 36 young people (and their families) in day treatment centers. Boys Republic provides diverse programs of educational, psychological, vocational and family reunification services. These programs include:

- Educational on-grounds public school (accredited by Western Association of Schools and Colleges)
- General testing and assessment
- Psychiatric and psychological assessment therapy
- Individual professional counseling
- Group, single and multi-family counseling
- Family preservation, family reunification counseling
- Medical, dental and nutritional care
- Nationally-recognized independent living program
- Athletics, recreation, physical fitness
- Educational and vocational counseling
- Vocational training (ROP)
- Work experience, employment training
- Substance abuse education, counseling
- Structured 24-hour residential services
- Intensive day program
- Aftercare services for all graduates
- Transitional housing program accommodations

## Fiscal Year 2010 Milestones

Since its founding in 1907, Boys Republic has helped more than 28,000 abused, abandoned and at-risk boys and, in recent years, growing numbers of young women as well. While they come from all social strata, all racial and ethnic backgrounds and from diverse family situations, many share pertinent case history characteristics. In FY 2010:

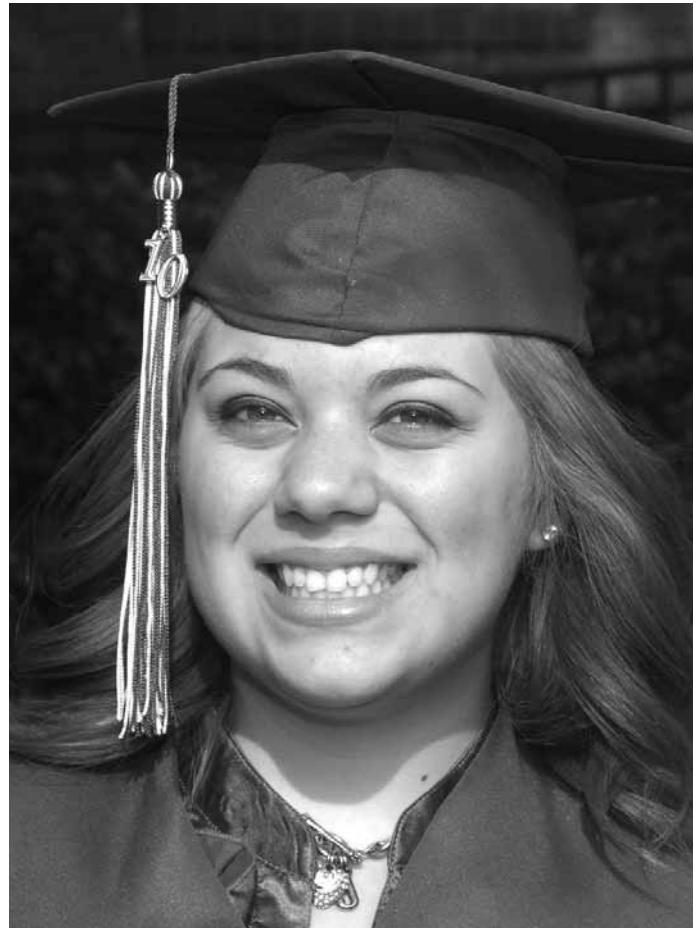
- Boys Republic/Girls Republic served 555 young people in residential and day treatment programs.
- Approximately 80% of incoming students have been in other placements.
- More than 60% of the boys we treated have histories of physical or sexual abuse.
- Nearly all students — about 95% — were referred with emotional and/or behavioral problems.
- Fully 80% of the boys and 50% of the girls entering residential programs are from one-parent homes.
- One student in nine is virtually homeless, having no parents or family to which he/she can return.
- The average length of stay for residential students was eight months.
- Nearly three out of four new students came to Boys Republic below academic grade level.
- Formal family counseling sessions numbered more than 1000; most included entire families.
- One hundred percent of the student body earned school credit including a significant number of students who advanced one full year or more academically.
- Upon graduation, more than 80% of residential students returned to the home of one or both parents. The rest either returned to the home of another relative or were emancipated through our Independent Living Program and utilized Boys Republic aftercare services to live on their own.
- Forty students were awarded scholarships following graduation, totaling \$35,978. An additional 77 graduates received a total of \$87,018 in financial assistance in the form of grants and aftercare administered by Boys Republic's Aftercare Program.

# Our Outcomes . . . Programs That Really Work

For more than a century, Boys Republic has provided programs in guidance and education for troubled teenagers. The youth agency's programs have steadily evolved, during that time, to meet the ever-changing demographics of California's youth. What is remarkable, however, is that the agency's treatment philosophy — a blending of traditional child-rearing principles with modern social science research — has remained in place.

The concept of accountability is central to understanding Boys Republic's approach with troubled teenagers. Students are encouraged, under the supervision of adult professionals, to evaluate and to guide each other toward appropriate behavior. Norms for acceptable behavior are not derived from a static set of rules, but rather develop out of a continuously negotiated discussion among the students. The goal of this process, which takes place in student government and daily group sessions, is to help students question antisocial decision-making and to orient themselves toward positive, conventional lifestyles.

We developed a set of standards to evaluate, among other things, what degree of conventional, independent functioning our students maintained after graduation. Evaluation takes place at regularly scheduled intervals, over a one-year period following a student's graduation. The table (below, right) shows a five-year moving average of self-reported student outcomes in four key areas under which we are committed to helping our students achieve success.



## Fiscal 2010 Student Outcomes\* (5-year moving average)

- **Law Abiding Citizen:** Graduates will be arrest-free after 12 months.
- **Productive Member of Society:** Graduates will be attending school, working or in the military.
- **Acceptable Living Arrangement:** Former students will have an acceptable living arrangement 12 months after discharge.
- **Not on Welfare:** Graduates will be free of welfare or other institutional support.

	Law Abiding Citizen**	Productive Member of Society	Acceptable Living Arrangement	Not On Welfare
<b>All Graduates</b>	83%	88%	85%	90%
<b>Chino Hills Campus</b>	79%	86%	82%	88%
<b>Community Residences</b>	87%	93%	86%	88%
<b>Girls Republic</b>	92%	100%	92%	100%
<b>Monrovia Day Treatment</b>	91%	95%	98%	98%
<b>Independent Living Program</b>	84%	85%	98%	93%

\* Outcome data are based on student self-report  
 \*\* Excludes minor traffic violations.

# Direct Care Staff . . . A Profile of Experience

Every so often, out of the quagmire of failed initiatives and good intentions we call social services, there emerges a little gem. There is a meeting of minds, a confluence of vision, and a gathering of particular talents. A program is born whose worth is instantly apparent to anyone watching — not simply because it produces superior results, but rather because it embodies some timeless expression of wisdom that we know to be a small piece of the truth.

Such was the case when Boys Republic was founded

apparently destined to lead lives of social dependency or even incarceration, instead graduated back into society with the attitudes, education and skills to become happy, contributing citizens.

More than a century has now passed and Boys Republic's clearly-defined philosophy and methods are just as relevant today as they were then. We know from experience that successful student outcomes (please see "Our Outcomes", page 5) are largely dependent upon our ability to retain mature, knowledgeable staff at all levels.

Here's why: The Boys Republic treatment model has at its core an expectation that staff will strive to treat all others as they would like others to treat them. Sounds simple, but it takes practice — lots of it.

At Boys Republic, we ask students to be open to criticism — after all, troubled teens are here to learn better skills and attitudes, right? But, it works both ways; we also expect staff to be open to criticism from students. Why is this important? *Direct care staff must model appropriate behavior that we expect students to learn*, including truthfulness, following through with commitments, and how to respond appropriately to constructive criticism.

We're convinced that this kind of moral candor is essential to help troubled teenagers grow into responsible adulthood. And we realize that it often takes years of practice for staff to become fully effective in the myriad of relationship contexts their job requires. Their experience makes Boys Republic a stronger agency.

Agency-wide, the average tenure of service at Boys Republic is 12

years. Of 148 direct care staff, 73 have been with us for ten years or longer. Our staff attrition rate has been between 13-15% annually over the past nine years. In contrast, similar agencies in California have an attrition rate of 75-80%.

Executive Director Max Scott has written elsewhere, "I attribute our staff stability to our treatment model . . . where adults and students treat each other as individuals. The end product is a challenging work environment where students and staff have the opportunity to collectively experience profound personal growth and establish life-long friendships."

## Direct Care Staff Characteristics



### Staff Years at Boys Republic

■ 1 - 5 years	38%
■ 6 - 10 years	13%
■ 11 - 20 years	28%
■ 21 - 30 years	15%
■ 31 - 40 years	6%



### Staff Educational Attainment

■ High School Diploma	38%
■ Bachelor's Degree	46%
■ Graduate Degree	16%

in 1907 on the principles of "Nothing Without Labor" and student self-governance. Building their own community on those twin principles, troubled teenagers transformed failed lives into productive, responsible citizenship.

The daring experiment in youth guidance — and the truths it embodied — attracted a talented group of staff and volunteers. In those early years, the organization's leadership made every effort to retain knowledgeable individuals who could teach vocational skills while also providing guidance as teenagers struggled with the challenges of a self-governed community.

The program worked! Children who arrived

“What, at Boys Republic, has helped you to be successful with students?”



### Experience Talks

Here, a handful of our direct care staff were asked to identify what resources at Boys Republic were most helpful in working successfully with students. As senior staff, these are individuals who have worked in a wide variety of roles in the agency. From the vantage point of extensive experience, their responses to this informal survey bear remarkable consistency.

*“The kids always come first. As a new counselor at BR, a senior staff member helped me understand that, as well as the idea of accountability.”*

*“The environment, the opportunities and the process of talking honestly all help the kids change. As staff, we’re part of the process and the problem. . . kids always confront us, first, before other staff.”*

-- Jerry Jeter, Treatment Director  
40 years at BR

*“The kids — they really have been my education.”*

*“The students are always running the program, even if only covertly. One of our strengths, here at Boys Republic, is that we recognize that fact and bring it out into the open through discussion.”*

*“The students allow us to be successful with them.”*

-- Susan Kornbacher,  
Treatment Director  
29 years at BR



*“When I first started at BR, the thing that helped me most was the experience of senior staff. It’s a perfect place to make mistakes and learn from them.”*

*“The Boys Republic philosophy of students being accountable to their own peers for their everyday behavior works. Students are more concerned about approval from their peers than from adult staff.”*

-- Steve Perez, Masonry Instructor  
20 years at BR

*“One of our strengths is the camaraderie among staff. Everybody’s focused on the same thing — we all have the same goal.”*

*“Top administrators all came up through the ranks. They fully understand the system and can empathize with the ups and downs of working with troubled kids.”*

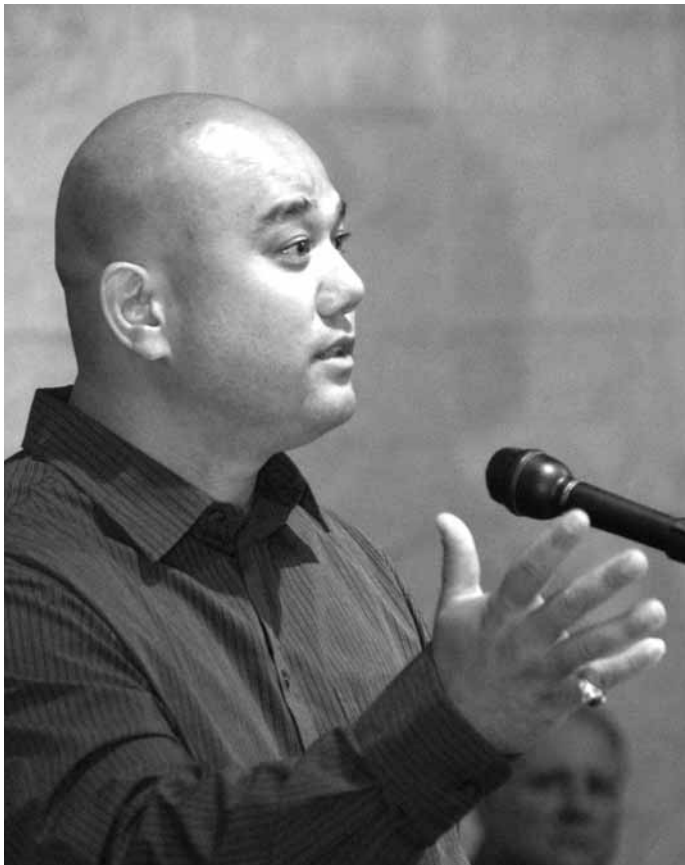
*“The kids are amazing.”*

-- Dan Kennan, Treatment Director  
38 years at BR

*“We have a philosophy at Boys Republic that distinguishes us from other agencies: We invite the kids into the process — through student government, work experience, and daily group — and invest them in it. The successful students buy in to the process.”*

*“We don’t talk at them.”*

-- Rob Cole, Cottage Supervisor  
23 years at BR



## David Pangle's Life of Service

While taking care of your own business is certainly a part of every student's program at Boys Republic, it doesn't stop there. Successful students learn that it's equally important to replenish the larger community by helping others. Alumnus David Pangle has taken that lesson to heart.

He's an engaging speaker. Pangle recently addressed a rapt audience of Boys Republic students and staff, "I was a little hard-headed and had to be here three years — but I finally got it . . . I learned leadership skills, conflict resolution and hard work. I learned how I can serve my family, my friends and my community. Boys Republic gave me the tools to do that."

For the past eleven years, Pangle has worked as a maintenance supervisor for the City of Anaheim, doing street and sidewalk concrete repair. He also serves as Vice President of the Anaheim Employees Union and he's active in the negotiation of salary and benefits for his co-workers.

In recognition of David Pangle's life of service to others, he was recently given Boys Republic's Alumnus-of-the-Year Award. He attended the 2010 Award Ceremony with his wife Deedee, and three children, Ally, David, and Moses.



## First 5 San Bernardino Renews Support for Teen Fathers Program

As a pilot project, the Teen Fathers Parenting and Visiting Program was a hit with teen fathers when it was first launched at Boys Republic, in 2009. It was successful enough that First 5 San Bernardino has renewed its support for the program with a three-year grant in the amount of \$370,000.

Growing to responsible adulthood is hard enough for any child; without a dad, the hurdles are much higher. Social science research shows us that the presence of an involved, appropriate father plays a significant role in a child's school achievement, self-regulation and social competency.

Most students placed at Boys Republic come from absent-father homes. They're part of a downward spiralling multi-generational fatherless cycle: from early childhood abuse and neglect, into the child welfare system, to juvenile delinquency and out-of-home placement, and eventually to the adult criminal system.

The Teen Fathers Program seeks to intervene into that cycle. With classroom learning and hands-on experience, the 10-week voluntary program brings teen fathers together with their infants in what is hoped to be the beginning of a long-term parent-child relationship.



## Lowe's Grant Makes Possible Extensive Campus Renovation

Boys Republic was the recipient of more than \$100,000 in Lowe's Heroes community project grants to be used at its 200-acre campus, in Chino Hills. Lowe's volunteers joined Boys Republic students and staff for a "Lowe's Heroes Day" to add a hands-on dimension to the home improvement company's support.

The grant monies will be applied toward campus renovation projects, including re-paving of asphalt roadways, painting dormitories and a gymnasium, complete renovation of seven bathrooms in Graves Cottage, building a roof for a new restroom at the masonry training site, and reinforcing a cinder block truck ramp to the refuse dump.



*LOWE'S HEROES DAY: As part of a community involvement program, Lowe's employees volunteer time and expertise at non-profit agencies local to their stores. Lowe's volunteers (above, left) painted boards to be utilized in building a new restroom roof. Students (above, right) from Girls Republic and the Monrovia Day Treatment program painted the campus gymnasium.*

### Same Location, New Address

#### 1907 Boys Republic Drive, Chino Hills, CA 91709

In our earliest days, a traveler arrived at the pastoral acres of Boys Republic over winding dirt roads that cut through hills or vast agricultural land. It was rural and we were easy to find. Today, Boys Republic exists as a green bubble amidst a growing suburban tangle of asphalt highways, shopping malls and residential tracts. The journey here is now more complicated.

In 2006, Boys Republic sold 3.5 acres on the perimeter of its acreage to the City of Chino Hills to accommodate the building of a new shopping center. The development re-routed Boys Republic's entrance onto the newly-created "Boys Republic Drive". But, what would be the street number?

The year of our founding – 1907 – was a natural, but didn't fit within the City's street-numbering grid. A variance was needed. Boys Republic Board of Directors members Gary Larson and Doug LaBelle, both former Chino Hills city officials, were instrumental in obtaining the variance. Today, a traveler will find us at 1907 Boys Republic Drive. Same location, new address!



# Board of Directors

The primary governing body of Boys Republic is a Board of Directors which, by tradition, is made up entirely of volunteer citizens from communities served by the agency. The Board is self-perpetuating, electing its members from the ranks of Southern California's leaders in business, professional and civic life. Many directors remain associated with the agency for decades. (The dates in parentheses following each name indicate the beginning year of service.)



**Barry Baszile**  
(2005) President,  
Baszile Metals Service



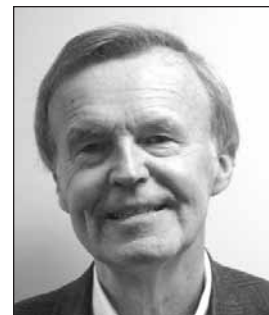
**Mrs. Lynn Bosen**  
(1997) President, Orange  
County Auxiliary



**David Brahms**  
(2009) Attorney,  
Brig. Gen USMC Ret.



**Ms. Mella Brienza**  
(2009) President,  
Pasadena Auxiliary



**Larry Edgar**  
(2007) President,  
Los Solteros



**Bruce Eisenhower**  
(1999) Managing  
Director, Eisenhower &  
Company



**Bud Green**  
(2006) Alumnus,  
Bud Green Insurance



**Timothy J. Kay**  
(2000) Partner,  
Snell & Wilmer LLP



**Robert M. Key**  
(1978) Retired



**Doug LaBelle**  
(2009) Retired



**Gary Larson**  
(2006) Retired



**Timothy McGrath**  
(2005) Alumnus  
Retired Attorney



**Michael Miramontes**  
(2005) President / CEO,  
Quickclass, Inc.



**Jeff Seymour**  
(1989) Board President;  
Superintendent,  
El Monte School District



**Dennis Slattery**  
(1997) Investment  
Counsel



**William Tilley**  
(2008) *Entrepreneur*



**Larry Walker**  
(2006) *Auditor/Controller,  
Treasurer/Tax Collector,  
San Bernardino County*



**John F. Watkins**  
(1970) *John F. Watkins  
Associates*

## Directors Emeritus



**Mrs. George N. Boone**  
(1984) *Civic and  
Cultural Affairs*



**Mrs. Ernest Bryant III**  
(1973) *Rancher*



**Mrs. Neil S. Fine**  
(1972) *Retired*



**Gene Gravely**  
(1994) *Licensed Real  
Estate Loan Consultant*



**Frederick W. Griffin**  
(1975)  
*Retired*



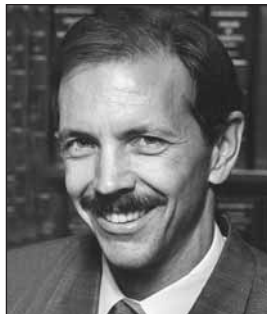
**Frank L. Mallory**  
(1958) *Advisory Counsel  
Gibson, Dunn & Crutcher*



**The Hon. Irwin J. Nebron**  
(1990) *Judge of the  
Superior Court, Retired*



**Ms. Vilma K. Palette**  
(1982) *Training  
Consultant / Volunteer  
Coordinator / Motivational  
Speaker*



**Gordon A. Schaller**  
(1988) *National  
Managing Dir. and Chief  
Estate Planning Officer,  
My CFO, Inc.*



**Mrs. Neile Adams Toffel**  
(2004)  
*Performing Artist*



**Terre Wellington**  
(1999) *Regional Vice  
President, Kohl's*

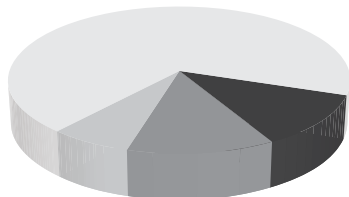


**Mrs. Francis M. Wheat**  
(1979) *Civic and  
Environmental Affairs*

# Boys Republic 2010 Financial Highlights

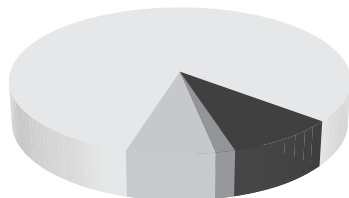
Revenue	2010	2009
Board and Care	\$11,657,537	\$10,461,143
Della Robbia Sales	1,734,648	1,819,434
Agriculture	34,049	25,619
<b>Total Revenue</b>	<b>\$13,426,234</b>	<b>\$12,306,196</b>
<b>Expense of Operations</b>		
Program Services	\$15,217,906	\$15,068,845
Management & General	1,296,855	1,305,323
Fund Raising	272,191	261,134
<b>Total Operating Expense</b>	<b>\$16,786,952</b>	<b>\$16,635,302</b>
<b>Gain (Loss) from Operations</b>	<b>(\$3,360,718)*</b>	<b>(\$4,329,106)*</b>

*\*Operating deficit offset by income from Boys Republic Endowment Fund*



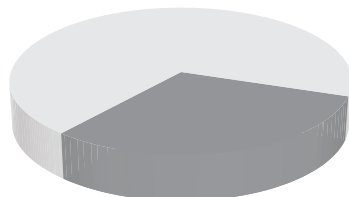
## 2010 Total Revenues

Service Fees	68.9%
Contributions	7.1
Investment Income	12.4
Wreath and Miscellaneous	11.6



## 2010 Operational Expenditures

Direct Child Care	81.4%
Administration	7.4
Development	1.6
Physical Plant	9.6



## 2010 Service Fees

Service Fees	69.4%
Boys Republic Subsidy	30.6

# Fiscal Year 2010 Special Friends

July 1, 2009 - June 30, 2010

## Benefactor

(\$25,000 or more)

Mrs. Marylou Boone  
Mrs. Audrey Steele  
Burnand  
Mrs. Marie Eckstrom  
Pasadena Auxiliary of  
Boys Republic  
Mrs. Fowler Merle-  
Smith

## Patron

(\$10,000 to \$24,999)

Mr. & Mrs. Donald  
Bremer  
Mr. & Mrs. Bruce Himes

## Sustaining

(\$5,000 to \$9,999)

Mr. & Mrs. Joe S.  
Burkle  
Mr. Claude A. Gammel  
Mrs. Henrietta Gregory  
Mr. Mark Hanna  
Mr. & Mrs. Victor J.  
Kriss  
Mrs. Louise M. Laub  
Mr. & Mrs. Kevin  
McMenamy  
Mr. Stan A. Scott  
Mr. & Mrs. Allen O.  
Smith  
Mr. & Mrs. Donald C.  
Smith  
Mr. & Mrs. Mark Warner  
Mr. Norman B.  
Williamson

## Regular

(\$1,000 to \$4,999)

Mrs. Beverly J.  
Batterson  
Mrs. Ilene Bonilla

Mr. & Mrs. Fausto R.  
Bucheli  
Mr. Frank Bushere  
Ms. Irma Caballero  
Mr. & Mrs. David Chase  
Ms. Sharon L. Clark  
Mrs. Deborah Copeland  
Mr. & Mrs. Lue D.  
Cramblit

Mr. & Mrs. Bruce Crary  
Ms. Beverly Daugherty  
Mr. & Mrs. Kirk Douglas  
Mr. & Mrs. Joseph R.  
Everett  
Mr. & Mrs. Edward  
Ferguson  
Mr. & Mrs. Neil S. Fine

Mrs. Kay French  
Mr. & Mrs. Lawrence T.  
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**Foundations**

Ann Peppers Foundation  
 Willard E. Bartel Foundation  
 Bergen Foundation  
 Berry Family Foundation  
 Boone Family Foundation  
 California Community Foundation  
 Clark-Gruber Family Trust  
 Crary Foundation  
 Douglas Foundation  
 Emelco Foundation  
 Morris A. Hazan Foundation  
 Ralph M. Parsons Foundation  
 Rincon Foundation  
 Spring Street Foundation  
 Tappan Foundation  
 Carl E. Wynn Foundation

**Corporations and Organizations**

A2Z Racer LLC  
 A Day in the Dirt  
 Anheuser-Busch  
 Armstrong Garden Centers

Beckett Media L.P.  
Bushere & Son Iron  
Studio  
Citrus Motors Ontario,  
Inc.  
Crush Master Grinding  
Corp.  
Cushman Realty Corp.  
Fuel Pros, Inc.  
Fuller Consulting  
Greer Dailey, Inc.  
Harbor Distributing LLC  
Hunter Industries, Inc  
International  
Brotherhood  
Local Independent  
Charities  
MBI Publishing  
Company  
McKenna Porsche  
Microsoft Matching Gifts  
MidAmerica National  
Bank  
Moms Club Chino Hills  
West  
Portrait Homes, Inc.

Queensland Group, Inc.  
Roscoes Famous Deli  
Sierra Nevada Brewing  
Co.  
Scott Bros. Dairy  
So-Cal Boys Restaurant  
Group, Inc.  
Soroptimist Intl. Of  
Chino  
Southern Star Shipping  
Co.  
Target Stores  
Thomas J. Taylor  
Construction  
Toomey & Associates,  
L.L.C.  
Troy Lee Designs  
United Way of Los  
Angeles  
WDH Trucking  
Wittler-Young Service  
Co., Inc.

**Support Groups**

Boys Republic of Chino  
Valley Auxiliary  
Los Solteros  
Orange County Auxiliary  
Pasadena Auxiliary of  
Boys Republic

Doila M. Snell Estate  
Geb F. & Mona Von  
Mueffling Est  
George & Mary Patton  
Estate

**Estate Gifts**

Walter & Marion Merrill  
Bateman  
Dan E. Cobb Estate  
Bette Winkler Estate  
Evelyn Egtvedt Estate  
Patricia Keith Estate  
Katherine Moir Estate  
Florence Neilan Estate

*We extend very special thanks to the thousands of friends who last year purchased Della Robbia Christmas wreaths. These purchases provided after-school jobs to more than 600 troubled young men and women during the year and helped them gain the sense of self-responsibility so important to their long-term recovery.*





Boys  
Republic

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