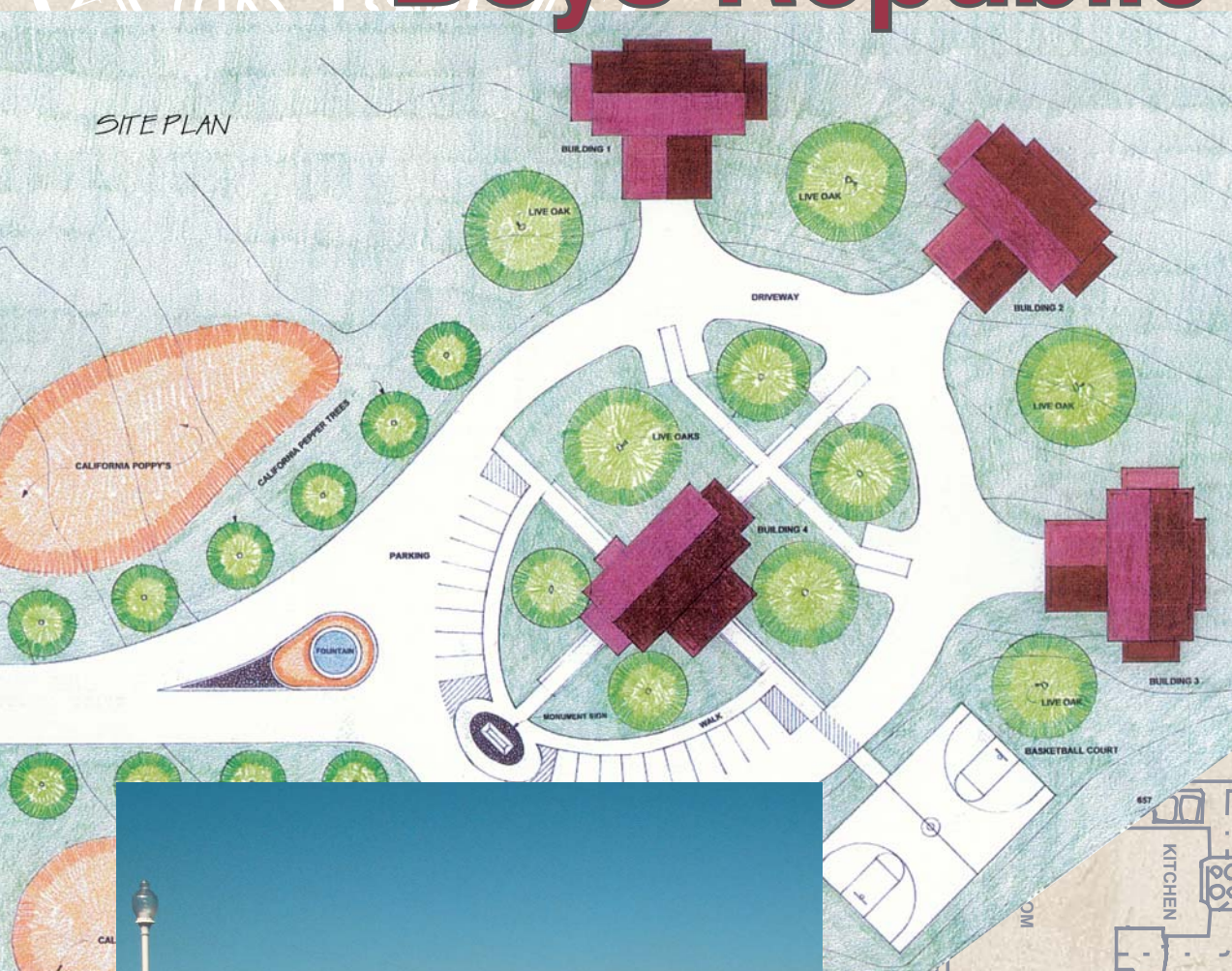
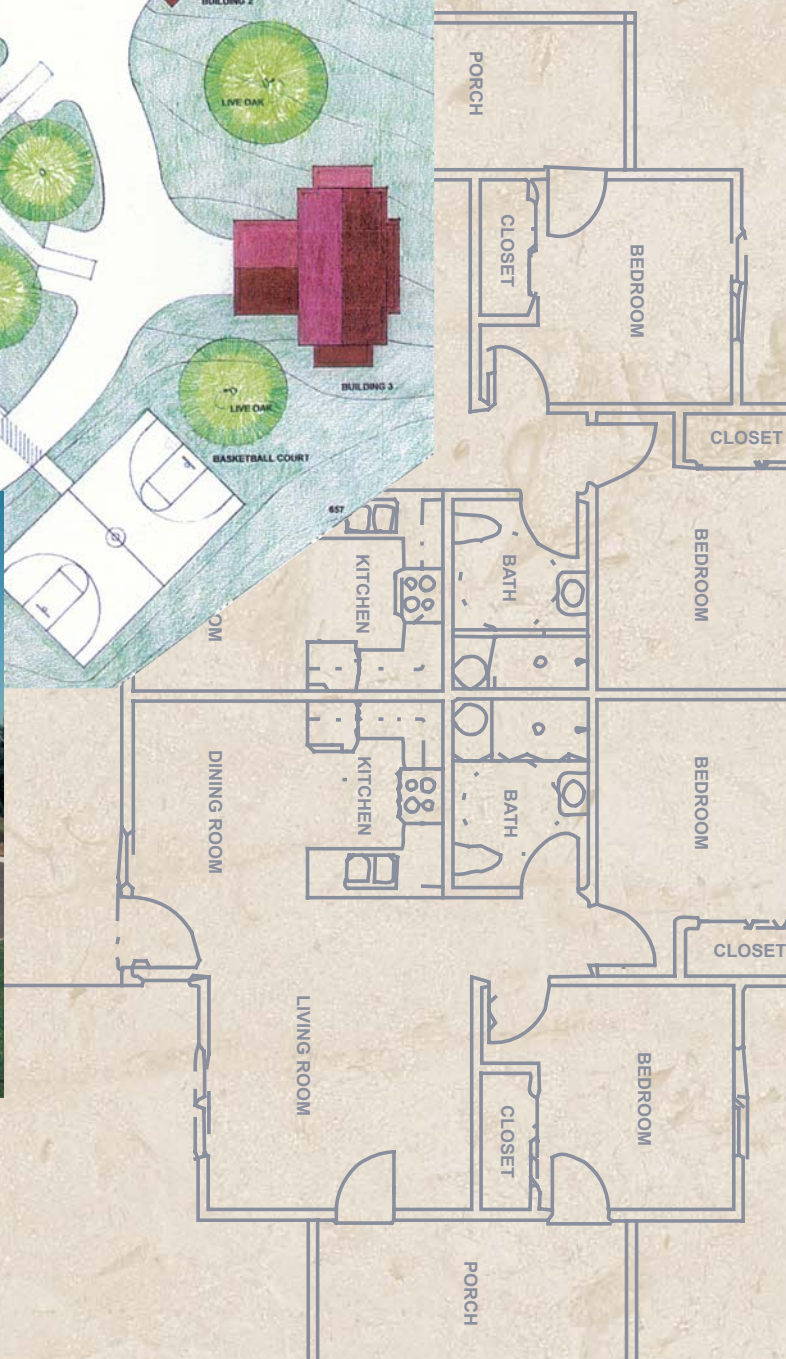




# Boys Republic



**2004 ANNUAL REPORT**





# Boys Republic

Annual Report For Fiscal Year 2004



## President's Message

*Dennis Slattery*  
*Board President*

### Going the Extra Mile

Boys Republic is proud of its 98-year record of achievement, its treatment philosophy, and its record of success. Boys Republic's commitment to its students is ongoing, and sometimes is under the radar screen. Consider the following:

#### **Funding Deficits Through Donations and Capital Funds**

Boys Republic receives partial reimbursement for the services from counties. Despite a cost of living increase of 63% since 1991, in the intervening 13-year period, Boys Republic has not received an increase in the service fees since 1999. Since 1988 Boys Republic has received only a 4.78% increase in service fees. Shortfalls, which have averaged \$4.3 million during the past five years, are covered through donations and capital funds.

#### **Scholarships and Cash Awards for Graduates**

Attending a Boys Republic Awards ceremony, held annually in September, is an inspiring experi-

ence. A spirit and élan permeates the campus. Graduates are anxious to move on with the next steps in their lives. At each Awards Day, Boys Republic reaches into its capital funds to provide scholarships and cash awards to help students with the next challenges they face in their lives. Last year such awards totaled \$154,065.

#### **Automobiles for Honor Graduates**

Charitable institutions routinely solicit gifts of used cars. In exchange, donors receive tax deductions. Although Boys Republic does not actively solicit the gift of cars, in an average year it receives about 30 cars. It's the policy to have Boys Republic auto shop staff and students refurbish these cars and, when deemed road worthy, the cars are made available to Boys Republic graduates.

#### **Maintaining the Monrovia Day Treatment Center**

Boys Republic has pioneered day programs. It currently operates such

satellites in Monrovia and at the Chino Hills main campus. Outcome statistics demonstrate that the results of these programs are dramatic, and the cost per student represents a bargain. In 2003 the County of Los Angeles Probation Department terminated funding for the Monrovia Day care program. Boys Republic believes strongly in the value of this program and the Board decided to fund it on its own, with a very small reimbursement coming from Family Preservation funds.

#### **Transitional Housing**

In November Boys Republic dedicated its long planned transitional housing apartments. The state of the art facility will provide a bridge from Boys Republic to the real world of work and responsibility. This program is entirely funded by Boys Republic through funds donated to aftercare.

Boys Republic is keeping faith with the vision of Margaret Fowler.

## Executive Director's Message

Max Scott  
Executive Director



Boys Republic is approaching the century mark and it is almost inconceivable to realize that one-hundred years ago, society did not differentiate between adults and children when it came to law violations. In the early 1900's there were no rights for children, one-third of the workers in factories, mills, and mines were immigrant children from Europe, and more than half of them were between the ages of ten and thirteen. One out of every six children in the United States was working and not in school. Even at that time, articles were being written regarding "child slavery." When child labor laws were passed in the early 1900's, they only applied to industry, not to agriculture, and even then it was only for youth under sixteen years of age. There were no limitations on the number of hours children could work in agriculture. These social conditions inspired Margaret Fowler, Virginia Pease Hunt, Judge Curtis Wilbur, and others to establish a program to treat juvenile delinquents which did not send youth to adult jails and prisons. Boys Republic is the result of those visionary, dedicated, and powerful community leaders.

Today, some of the most critical youth problems are not in the area of children's rights, but rather in finding

ways to help youth live independently without emotional or financial support from a family. As recently as one decade ago, almost all of Boys Republic graduates had a family member with whom they could live following graduation. Today somewhere between twelve and fifteen percent of our youth have absolutely no one. Not only have fathers abandoned the families or are in prison, but an increasing number of mothers are in rehab or in prison themselves. For this group of boys and girls

we have exhausted all possibilities of locating a family member who will accept them. Even the military is not an option for many of these youth because of previous substance-abuse history. Thus, they are left entirely on their own, without emotional or financial assistance. A major challenge today is to provide opportunities for these youth to acquire academic and vocational skills sufficient to qualify for employment beyond entry level minimum wages jobs.

Faced with the above-mentioned realities, Boys Republic has developed

transitional apartments and aftercare services to assist youth in bridging the gap between childhood and adulthood. Our objective is to provide youth with the practical experience required to live on their own.



*TRANSITIONAL HOUSING: The newly constructed "Eagles Landing" is a launching pad for homeless graduates. Students will have the opportunity to learn the skills and earn the resources to make it on their own.*



Adequate structure and adult oversight are essential to ensure the experience is realistic and growth producing. Students in the program must learn good work habits, how to balance a budget, pay bills, and experience the natural consequences when they fail to live within their means. It is our philosophy that any type of assistance whether financial or emotional is doomed to fail if it doesn't help the individual become independent of that help. To be successful, our independent living program and especially our transitional apartment living must guard against youth becoming dependent on Boys Republic.

We have been operating transitional housing on and off our main campus for the last six years. This program for eighteen to twenty year-olds is entirely self-funded thanks to our auxiliaries, individual donors, foundations, and corporations. The opening of our newly completed transitional living units will reduce our costs, while greatly enhancing our ability to effectively monitor these youth. This arrangement will permit our staff to intervene early and in a timely fashion, so as to prevent critical mistakes by youth beyond which they cannot recover. Exorbitant debt, poor work or study habits, inappropriate dress, and unrealistic transportation choices will inevitably result in homelessness or criminal activities.

Thanks to those who have gone before us, we have a juvenile justice system which permits children, who make bad decisions in their early years, to have a second chance.

We consider every young girl or boy who graduates from our program to be members of the Boys Republic family for life. We believe in our youth, we believe in their goodness and decency, and we believe they deserve our trust, praise, time, economic and emotional support.





# Who We Are ..., and what we do ...

**B**oys 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 2004 Milestones

**S**ince its founding in 1907, Boys Republic has helped more than 25,000 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 2004:

- Boys Republic/Girls Republic served 587 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.
- Approximately 80% of the girls in our residential program were physically or sexually abused.
- Nearly all — 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 nine 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.
- Eighty-five students were awarded scholarships following graduation, totaling \$140,725. An additional 32 graduates received a total of \$13,340 in financial assistance in the form of grants and loans administered by Boys Republic's Aftercare Program.



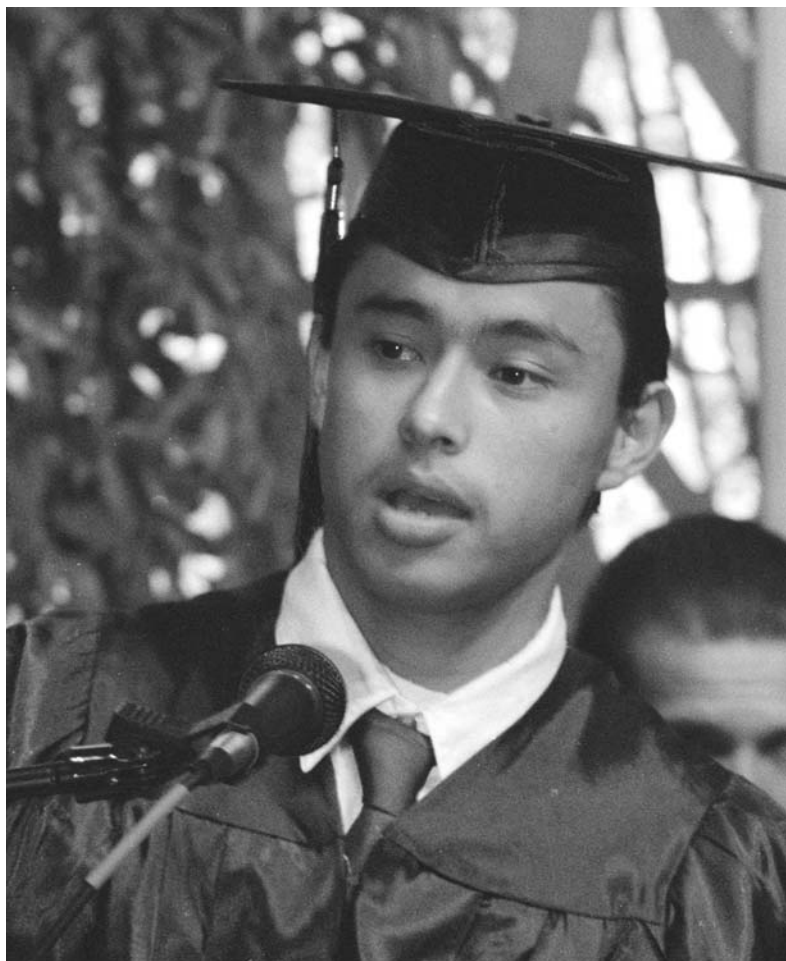
# Our Outcomes ... Accountability You Can Measure

Since our founding in 1907, Boys Republic has provided programs in guidance, education and vocational training for more than 25,000 at-risk teenagers. The youth agency's blending of traditional child-rearing principles with modern day social science research has yielded a dynamic group-centered approach, unique among youth serving agencies.

The concept of accountability is a cornerstone to the Boys Republic philosophy. 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 daily group sessions, is to help students question antisocial decision-making and to orient themselves toward positive, conventional lifestyles.

We reason that, if accountability is good for troubled teenagers, it must also be good for Boys Republic as an organization. So, we developed a set of standards to measure how well we are accomplishing our aims. Shown in the chart below, these are depicted as four key areas under which we are committed to helping our graduates achieve success. Evaluation takes place at regularly scheduled intervals, over a one-year period following our students' graduation.

The results provide valuable feedback to our staff and become an important topic in the ongoing discussion about improving our model and our follow-through.



## Student Outcomes: Fiscal Year 2004

- **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.

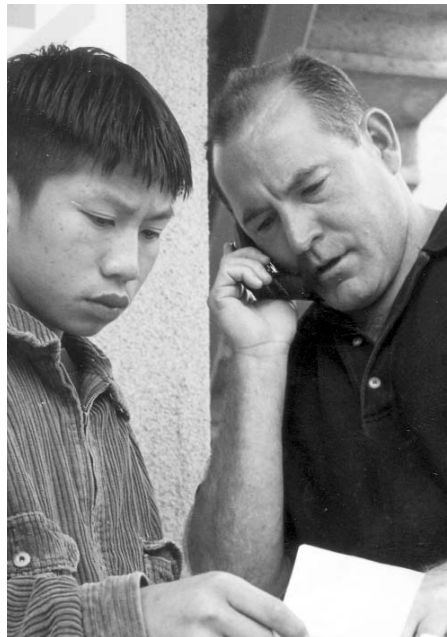
	Law Abiding Citizen*	Productive Member of Society	Acceptable Living Arrangement	Not On Welfare
<b>All Graduates</b>	83%	81%	83%	98%
<b>Chino Hills Campus</b>	77%	69%	74%	97%
<b>Community Residences</b>	80%	93%	77%	100%
<b>Girls Republic</b>	100%	100%	100%	100%
<b>Monrovia Day Treatment</b>	90%	95%	95%	95%
<b>Independent Living Program</b>	91%	82%	91%	95%

\* Excludes minor traffic violations.

# Aftercare Program Update



**APARTMENT HUNTING:** Aftercare counselors walk grads through the steps of locating an apartment from understanding classified ads to interviewing with a prospective landlord.



**SCHOOL ENROLLMENT:** Students often need assistance as they seek to re-enroll in an appropriate high school. The process may require extensive paperwork and transportation arrangements.



**FIRST JOB:** Some graduates are "aging out" of placement and are literally homeless. Aftercare counselors help former students find jobs so that they can live independently.

There are many challenges to recovery facing the troubled young people of Boys Republic and Girls Republic. One of the most difficult is the transition to home - either to parents and family or to life on one's own. The task of finding a job and apartment, enrolling in school, or family problems can place a graduating student at risk of failure.

Over the past decade, preparing students for the transition home has become an important part of Boys Republic's program. Our Independent Living Program, a Family Reunification Endowment and now the Transitional Apartments Program all play a vital role in increasing the likelihood that our students' return to the community will be as free of difficulty as possible.

During our students' first twelve months after graduation, Boys Republic provides its students Aftercare Program services. Here are the elements of a program proven to increase our students' success:

- **Community resource counseling:** Professional counselors walk the graduate through the process of enrolling in school, locating an apartment, or obtaining employment.
- **Family reunification counseling:** Professional family counselors meet with the graduates and their families to resolve a conflict or obstacles to the students' remaining at home.

- **Aftercare assistance awards:** Small stipends help students attempting establish themselves on their own with funds for bus transportation, food, rent deposits, clothing for a job interview or tools necessary for employment.
- **Exceptional medical and dental care:** We treat a number of students whose exceptional or disfiguring medical or dental conditions are not covered by conventional forms of reimbursement but which, if left unresolved, would act as an obstacle to employment.
- **Educational and vocational scholarships**

Each year, the Aftercare Program serves approximately 300 of our graduates. At an annual cost of \$340,000, we spend on average \$1,133 per student for aftercare services. The program is funded entirely through private support.

We believe that the Aftercare Program has helped significantly to improve our graduates' prospects for long-term happiness and success. Fiscal year 2004 outcomes research (see "Our Outcomes: Accountability You Can Measure", page 5) shows that, after a one-year follow-up period, 83% of our graduates had remained arrest-free and 98% were living independent of institutional support.



# Transitional Housing Program

**A**n enthusiastic crowd gathered, November 16, for a dedication of the agency's newly-constructed transitional housing complex. Speakers noted that the three-year project, named "Eagles Landing" resulted from the coordinated efforts of civic leaders, Boys Republic staff members, generous donors and hard-working students.

The transitional housing program will serve homeless graduates of Boys Republic. Approximately ten percent of graduates from the agency's residential programs have no family or other support as they leave placement. Without employment or financial resources, these youth are at high risk of failure as they transition to adulthood.

The transitional housing program will offer homeless graduates a temporary, 6-12 month, real-world opportunity to practice the vocational skills and acquire the financial resources they will need to establish themselves independently.

An expansion of a pilot program that established graduating students in apartments locally, Eagles' Landing is comprised of five buildings on 4½ acres of land in a quiet corner of Boys Republic's 200-acre campus in Chino Hills. The cluster of four craftsman-style duplex apartments, with larger, central services building at its center, has the capacity to accommodate as many as fourteen students at one time.

The transitional housing project was Boys Republic's largest single capital project, to date. Plant Superintendent, Kim Knecht, took the role of general contractor for the housing development and kept the project substantially under-budget. By providing older students work experience in the construction trade, the thrifty Mr. Knecht was able to lower construction costs from the architect's initial estimates of \$2 million to a final total cost approximately \$1.8 million.

More than 50 fine young men worked on buildings, the infrastructure, and the grounds, over the 1½ years the complex was under construction. Their efforts, along with the financial sacrifice of many dedicated donors, have made Eagles Landing an important resource for homeless graduates transitioning out of Boys Republic's care.



*DEDICATED: Major donors Mrs. Louise Laub (at right), President of the Pasadena Auxiliary and Ms. Marie Eckstrom cut a ceremonial ribbon in front of the Community Building.*



*WORK EXPERIENCE: The transitional housing project helped many older students acquire a taste for honest labor.*

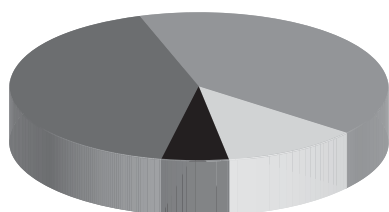




# Boys Republic 2004 Financial Highlights

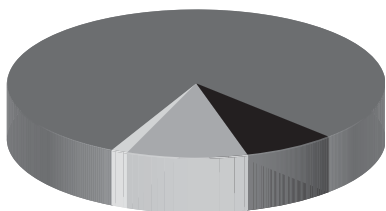
<b>Revenue</b>	<b>2004</b>	<b>2003</b>
Board and Care	\$7,330,325	\$7,799,548
Della Robbia Sales	1,906,082	1,869,671
Agriculture	29,974	21,180
<b>Total Revenue</b>	<b>\$9,266,381</b>	<b>\$9,690,399</b>
<b>Expense of Operations</b>		
Program Services	\$13,314,164	\$13,436,016
Management & General	1,247,426	1,409,986
Fund Raising	208,086	249,822
<b>Total Operating Expense</b>	<b>\$14,769,676</b>	<b>\$15,095,824</b>
<b>Gain (Loss) from Operations</b>	<b>(\$5,503,295)*</b>	<b>(\$5,405,425)*</b>

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



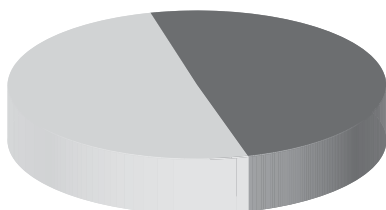
## 2004 Total Revenues

Service Fees	41.8%
Contributions	5.7
Wreaths and Miscellaneous	11.7
Investment Income	40.8



## 2004 Operational Expenditures

Direct Child Care	80.4%
Administration	7.9
Development	1.4
Physical Plant	10.3



## 2004 Service Fees

Service Fees	49.6%
Boys Republic Subsidy	50.4

## Extraordinary Commitment: Self-Help Programs Fuel Extended Level of Care

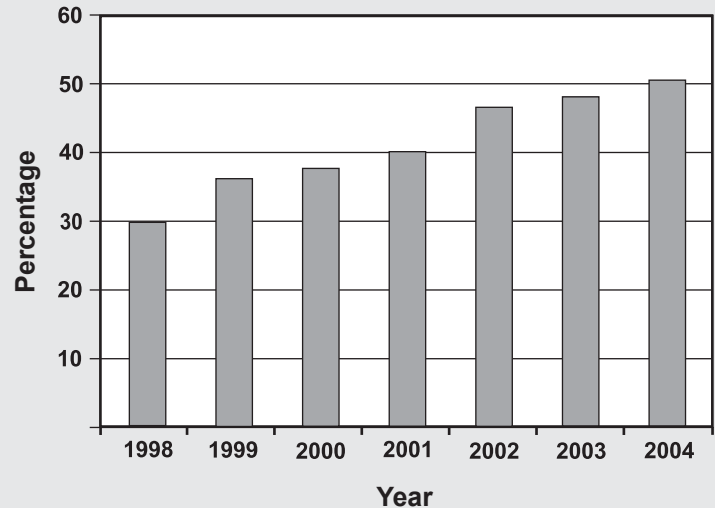
Boys Republic continues to fund an increasing portion of its budget through self-help endeavors like the Della Robbia® program, development and investments. As shown in the graph at right, the portion of agency budget funded through self-help endeavors increased in each year from 30% in 1998 to just over 50% in 2004.

Over the same period, the agency's total operating budget grew from \$11.8 million to \$14.7 million, while state and county service fees remained relatively flat.

Boys Republic's ability to fund this portion of expense allows the agency to undertake programs that "go the extra mile" for disadvantaged teenagers in its care.

The chart below shows Boys Republic's subsidy amounts broken out by program.

Percentage of Program Operating Cost  
Supported by Self-Help Income  
1998-2004



Agency Subsidy by Program  
Fiscal Year 2004

Program Name	Cost: Child/Month	State Payment Rate	Monthly Subsidy per Child	Annual Subsidy per Child	Annual Subsidy per Program
Chino Campus Pomona Residence	\$5,310	\$3,112	\$2,198	\$26,376	\$3,754,096
Silverlake Residence Santa Ana Residence Independent Living Program	\$4,472	\$2,589	\$1,883	\$22,596	\$956,262
Girls Republic	\$7,064	\$4,858	\$2,206	\$26,472	\$203,569
Monrovia Day Treatment	\$1,295	\$406	\$889	\$10,668	\$202,612
<b>Total Subsidy:</b>					<b>\$5,116,539</b>



**100% Subsidy:** Operating costs for the new Transitional Housing Program are borne entirely by Boys Republic.



# 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.)*



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



**Robert L. Carter**  
(1986) California Parole  
Official



**H. Stephen Cranston**  
(1990) Attorney at Law



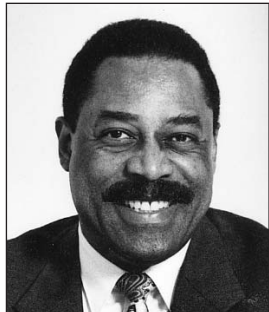
**Bruce Eisenhauer**  
(1999) Managing  
Director, Eisenhauer &  
Company



**Richard Fuller**  
(2004) Principal,  
Fuller Consulting  
Company



**Robert Gonzalez**  
(2002) Business Owner



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



**Roger H. Gray**  
(1998)  
Mediator/Teacher



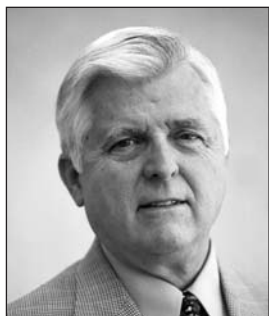
**Timothy J. Kay**  
(2000) Attorney,  
Snell & Wilmer LLP



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



**Arden R. Miller**  
(2000) Alumnus,  
Insurance Broker



**Thomas Owenson**  
(2004)  
Management Consultant



**Mrs. Frederick Rees**  
(2000) President,  
Pasadena Auxiliary



**Mrs. Linda Roebuck**  
(2002) Store Manager,  
Target



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



**Dennis Slattery**  
(1997) Board President,  
Investment Counsel



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



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



**Terre Wellington**  
(1999) District Manager,  
Kohl's



**Lincoln Wood**  
(1997) President  
Los Solteros

## Directors Emeritus



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



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



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



**Freeman Gates**  
(1976) Retired Banker



**Frederick W. Griffin**  
(1975)  
Management Consultant



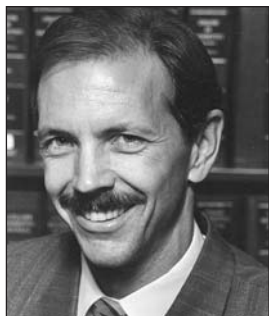
**Frank L. Mallory**  
(1958) Advisory Counsel  
Gibson, Dunn & Crutcher



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



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



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



**Albert Sparlis**  
(1971) CB Commercial  
Real Estate - Retired



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



# Alumni Updates



## Lim Leang

Alumnus of the Year Lim Leang, age 31, serves as a mentor for many of Boys Republic's Northern California students, as they return to the Oakland area. He is himself a solid example of successful community reintegration.

A native of Cambodia, Lim, his mother and siblings emigrated to the United States when Lim was eleven. Trouble with Oakland street gangs eventually landed him at Boys Republic's Chino Hills campus.

Lim is a natural leader. With a calm, thoughtful manner, a propensity to help others and tireless work ethic, he flourished in the Boys Republic environment that encourages students to be resourceful, diligent and accountable to the greater community.

Lim graduated in 1993 and returned to Oakland. Since then, he has worked translating English curriculum into Cambodian for elementary school children, owned his own restaurant and convenience store and worked as a team supervisor for FedEx. He currently works for Public Health Services as a community outreach worker for San Joaquin County. Lim aspires to become a policeman.

## Elizabeth Anderson

At 21, Alumna of the Year Elizabeth Anderson is leading a life that few would have foreseen for her only a few years ago. Family difficulties and an acute case of teenage adjustment problems resulted in Elizabeth's placement at Boys Republic in 1997.

Over a three-year period, she found support and guidance through the youth agency's highly structured Girls Republic and Monrovia Day Treatment programs and eventual placement in a nurturing foster family.

She earned a dental assistant certificate through the Bryman School in Rosemead, but now works as the office manager of Healthy Solutions, a company marketing vitamin supplements. Now in her second year of marriage, Elizabeth looks forward to raising children. She and her husband Jason, a real estate agent, live in Upland, California.

Elizabeth credits the enduring relationship with her foster family with her dramatic turnaround. "I kept moving forward instead of falling back. It helped to have my [foster]parents be strict. It kept me focussed."



# Fiscal Year 2004 Special Friends

July 1, 2003 - June 30, 2004

## Benefactor

(\$25,000 or more)

Dr. & Mrs. George Boone  
Mrs. Marie Eckstrom  
Mrs. Fowler Merle-Smith  
Rev. & Mrs. Van S.  
Merle-Smith, Jr.

## Patron

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

Mrs. Joey B. Murphy

## Sustaining

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

Mr. & Mrs. Joe S. Burkle  
Mr. Claude A. Gammel  
Mrs. Henrietta Gregory  
Mr. and Mrs. Victor J.  
Kriss  
Mrs. Louise M. Laub  
Mr. Norman B.  
Williamson

## Regular

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

Mr. Adrian Bean  
Dr. & Mrs. Kenneth  
Bonilla  
Mr. & Mrs. Donald  
Bremer  
Mrs. Audrey Steele  
Burnand  
Mr Phil Capice  
Mr. Grant Couch  
Mr. & Mrs. Lue D.  
Cramblit  
Mr. & Mrs. Edward  
Ferguson  
Mr. & Mrs. Neil S. Fine  
Mr. Roger Fletcher  
Mrs. Kay French  
Mr. Herbert Hezlep  
Mrs. Marylou D. Jessup  
Mr. & Mrs. Leland F.  
Johnson  
Mr. & Mrs. Albert W.  
Kelley  
Mr. Patrick J. Kelly  
Mr. & Mrs. Frank L.  
Mallory  
Capt. & Mrs. Eugene I.  
Malone

Mr. and Mrs. Timothy B.  
McGrath

Mr. Kevin McMenamy  
Mr. Jon Melby  
Mr. & Mrs. Edward  
Olliges  
Mr. Dan Pacheco  
Mr. & Mrs. Richard R.  
Quinones  
Mr. Royce Renfroe  
Mr. and Mrs. David Ritter  
Mr. and Mrs. Saiben  
Mr. and Mrs. Max L. Scott  
Mr. Dennis D. Slattery  
Mrs. Elizabeth Campbell  
Smith  
Mr. Eldon N. Woods

## Associate

(\$250 to \$999)

Mr. Irving H. Anderson  
Mr. & Mrs. Ronald Base  
Ms. Peggy Beattie  
Mr. & Mrs. B. C. Bennett  
Ms. Julian Burke  
Mr. & Mrs Donald Byrne  
Mr. & Mrs. James  
Campbell  
Mrs. Dorothy Christopher  
Mr. & Mrs. Dan E. Cobb  
Mr. & Mrs. Ross E.  
Cooper  
Mr. & Mrs. Gary P.  
Courtland  
Mr. Jay Davis  
Mr. & Mrs. Richard Deihl  
Mr. & Mrs. Wyman  
Emery  
Dr. & Mrs. John E.  
Fleming  
Mrs. Marlene Frey  
Mrs. John P. Gallagher  
Mrs. Frances H. Gamper  
Mr. William Garlin  
Mr. Hill Goedhart  
Mrs. Jean A. Goehlen  
Mr. James R. Green  
Mr. & Mrs. Carl Thomas  
Grether  
Mrs. Louise H. Hall  
Mr. & Mrs. Robert  
Hendrix

Dr. Christian Herrmann  
Ms. Karri Higgins  
Mr. & Mrs. C. H.  
Holladay  
Mr. & Mrs. Charles C. Ivie  
Mr. & Mrs. David L Johns  
Mr. Craig Johnson  
Mrs. Barbara Kellogg  
Mr. & Mrs. Peter Maxwell  
Ms. Linda Mc Mahon  
Mrs. Milbank McFie  
Mr. & Mrs. Robert Miller  
Mr. Robert London  
Moore  
Mrs. Katherine H. Morey  
Mr. & Mrs. Neely  
Mr. & Mrs. Lance Parks  
Mr. & Mrs. John R.  
Patchett  
Mrs Barbara Porter  
Mr. & Mrs. Stephen  
Proffitt  
Mr & Mrs. Bud Quist  
Mr. & Mrs. William L.  
Rawn, Jr.  
Mr. & Mrs. James  
Rutherford  
Mr. Robert Scholle  
Mrs. Edith Schreiner  
Mr. Robert L. Shipp  
Ms. Idy Siegel Spezzano  
Mr. & Mrs. Richard  
Steele  
Mr. Bob Tanklage  
Mr. & Mrs. Trude Taylor  
Mr. & Mrs. Peter  
Ueberroth  
Mr. & Mrs. Ray Urrutia  
Mrs. Beatrice Webb  
Mrs. Nancy W. Wheat  
Mrs. Mary E. Williams  
Mr. Robert Woods

## Private

(\$100 to \$249)  
Mr. & Mrs. Tom Ackland  
Mr. John Alexander  
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