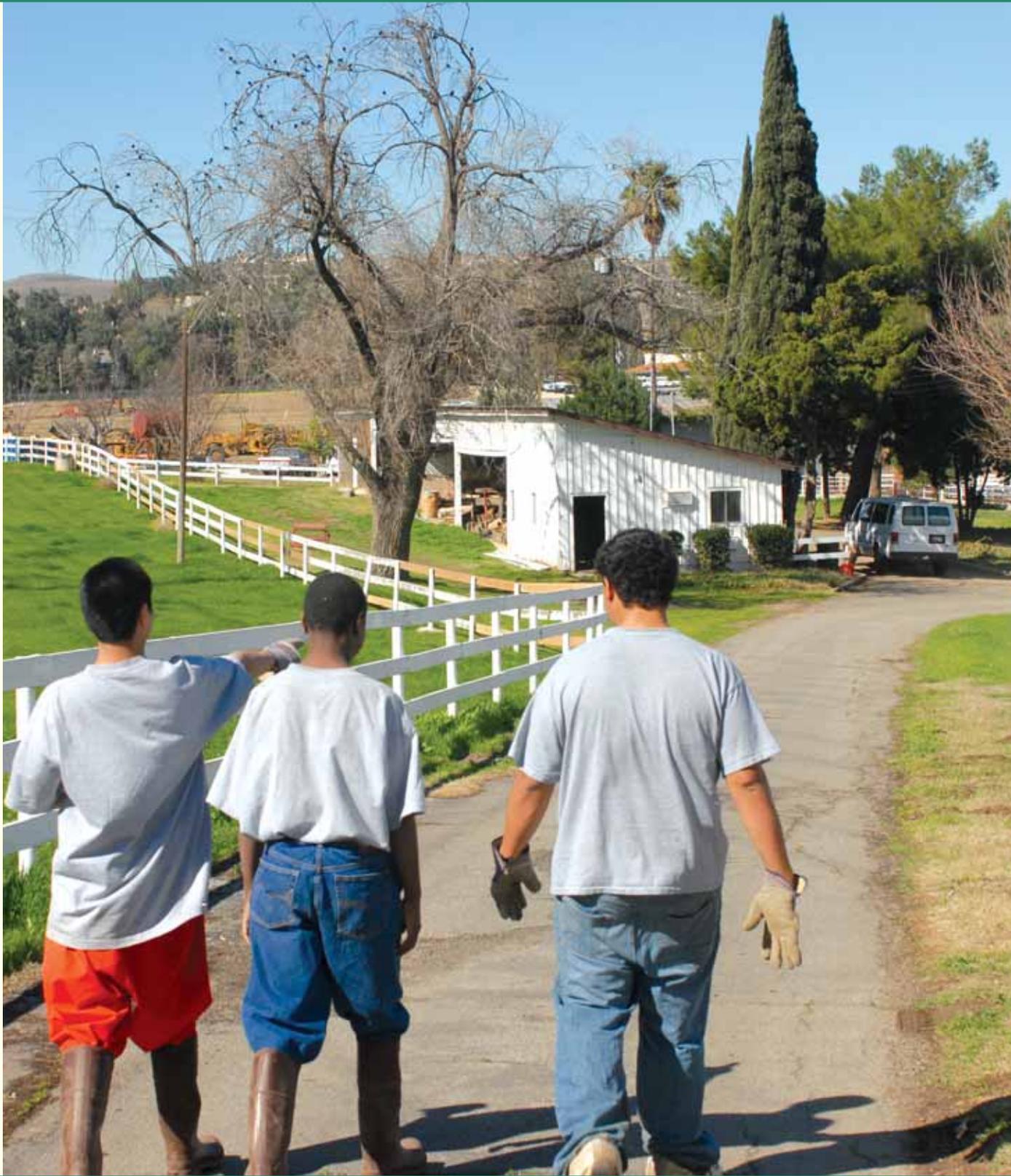


# Boys Republic



# Boys Republic

Annual Report For Fiscal Year 2008



## President's Message

Jeff Seymour  
Board President

Boys Republic was founded in 1907 with the idea of providing a wholesome small farm and school environment for teenage orphans at-risk of delinquency. It was thought that a farm environment coupled with vocationally-oriented classroom and work experience was the best way to

prepare such youth for responsible citizenship.

To this end, the agency purchased a 240-acre ranch in Chino Hills. A daring experiment in child-centered learning, teenage citizens raised their own crops, constructed classrooms and shops, and administered their own courtrooms with teenage judges, prosecutors and police. They had guidance, to be sure. But, in the final analysis, it was their community, built by and for themselves

Most of all, it was wonderfully effective. Children arrived apparently destined for long-term social dependence. Instead, they graduated with the skills and attitudes to contribute to the common good.

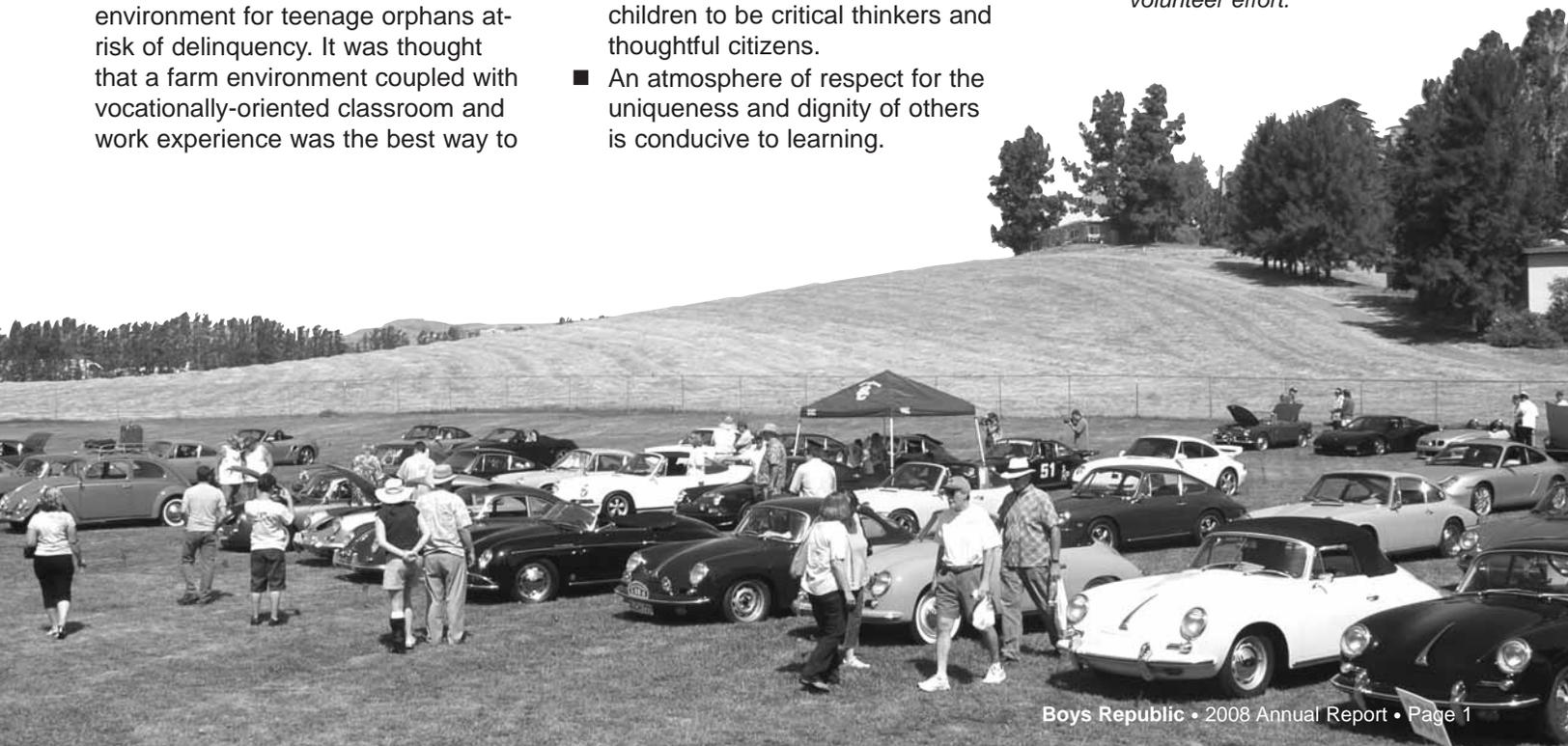
Their early experience helped the agency establish some guiding principles:

- Children learn best through active engagement with their environment.
- Education should prepare children to be critical thinkers and thoughtful citizens.
- An atmosphere of respect for the uniqueness and dignity of others is conducive to learning.

The world isn't static and neither is Boys Republic. Carefully researched programs like our Guided Group Interaction model and our Aftercare services have helped us evolve to meet the needs of a changing society. Yet, despite such change, we've retained our commitment to a child-centered approach. And our students continue to enjoy highly positive outcomes (please see, "Our Outcomes, High Standards You Can Measure," p. 5).

We're deeply indebted to others for this outstanding success. For more than a century, thousands of special people — volunteers, employees, donors, teachers, and the students themselves — have made it so. This annual report is published in tribute to them all.

*"Friends of Steve McQueen Car Show" benefiting Boys Republic was organized entirely through volunteer effort.*



## Executive Director's Message

Max Scott  
Executive Director



*GROUP MODEL: Modern social science research suggests that delinquency is largely a group phenomenon. The group method, which is facilitated by professionally trained adults, encourages students to evaluate and guide each other toward appropriate behavior.*

Since our 100-year anniversary celebration in October 2007, I have been repeatedly asked how Boys Republic is different today from one century ago. It may surprise many to learn that our basic treatment philosophy has remained unchanged over the years. Furthermore, it is nearly as revolutionary today as it was in 1907. Our core treatment values are based on self-governance, personal accountability, self-reliance, work ethic, academic and vocational education, service to others, and involvement of students in all decisions that may affect them.

Boys Republic's evidence-based model is also unique in that our treatment philosophy is supported by independent research using randomly-assigned experimental and control groups.\* The self-governance model focusing on peer-group decision-making can only be effectively implemented by knowledgeable, mature staff. Staff stability (average tenure for Boys Republic staff is 11 years) is of critical importance in the effective implementation of our model. It is absolutely essential that staff embrace society's values and exhibit the qualities required to build positive relationships with youth. Staff conduct, language, attitude, honesty, dress, and punctuality must model what we expect from students. Thus, adults are subject to questions and challenge from any student at Boys Republic. If a student is having trouble with any staff member, the student may ask that staff to attend one of the daily living unit group meetings to air his concerns. Staff, including the Executive Director, do not have the option of ignoring such an invitation. Staff and students are

viewed as equals in the small group counseling sessions where comments and behavior are evaluated and given the same consideration by the adults and youth participating in the meeting. One's title, position, or age are neutralized in these discussions, where staff must earn and merit the respect and trust from the students. This does not mean that staff abdicate their responsibility or authority to set boundaries and direct the discussion in a positive, constructive manner. Staff should not be too concerned with being liked, but must always be honest, direct, and hold themselves to the same standards being asked of the students.

Our 100 years of experience has taught us that decisions made independently by either staff or students will be based on inadequate information. However, when students and staff collaborate and share perceptions and information, the decisions will be more appropriate, constructive, and widely supported.

Additional factors that have preserved our unique treatment model include the elimination of status symbols at Boys Republic, i.e., no reserved parking and no separate dining areas or meals for staff. Staff know that in order to facilitate the treatment model they must a) never break a commitment to a student;

b) demonstrate and validate their concern for each student; c) let students feel they are trusted; d) let students know they are understood (not that we necessarily agree); and, e) staff must let students know their effort is recognized and appreciated.

Boys Republic's staff attrition rate has been between 13% - 15% annually over the last six years. In contrast, similar agencies in California have an attrition rate of 75% - 80%. I attribute our staff stability to our treatment model where intolerance based on ignorance and stereotypes is rejected and emphasis is placed on mutual respect, shared commitment and the expectation that 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.

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*\*Research conducted by Dr. LaMar T. Empey, University of Southern California (Boys Republic/Silverlake) and a five-year longitudinal study sponsored by the Ford Foundation (The Provo Experiment in Delinquency Rehabilitation).*



# 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 2008 Milestones

Since its founding in 1907, Boys Republic has helped more than 27,000 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 2008:

- Boys Republic/Girls Republic served 641 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.
- Thirty-four students were awarded scholarships following graduation, totaling \$30,089. An additional 77 graduates received a total of \$74,845 in financial assistance in the form of grants and aftercare administered by Boys Republic's Aftercare Program.

# Our Outcomes . . . High Standards You Can Measure

Over the past century, Boys Republic has assisted more than 27,000 disadvantaged and troubled youth as they make an important transition -- their maturation into adulthood. We teach our students that responsible people finish jobs they begin. We expect them to do well and we know that the strength of their commitment to personal goals can mean the difference between success and failure.

As an organization, we hold ourselves accountable to the same standard: Our job is finished, not when our students graduate, but when they are successful re-establishing themselves either with their families or on their own.

We have remained an important part of Southern California's child-care network because we have grown and changed to meet contemporary needs. In the past four decades, Boys Republic has responded to emerging social crises with the development of more than eleven major programs. Such innovation requires careful study and vigilant outcomes research.

We developed a set of standards to measure how well we are accomplishing our aims. Shown in the chart below as a five-year moving average, 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 2008

- **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 |
|----------------------------|----------------------|------------------------------|-------------------------------|----------------|
| All Graduates              | 83%                  | 84%                          | 84%                           | 96%            |
| Chino Hills Campus         | 82%                  | 80%                          | 81%                           | 96%            |
| Community Residences       | 86%                  | 93%                          | 83%                           | 91%            |
| Girls Republic             | 96%                  | 100%                         | 92%                           | 100%           |
| Monrovia Day Treatment     | 88%                  | 95%                          | 95%                           | 95%            |
| Independent Living Program | 88%                  | 82%                          | 84%                           | 96%            |

\* Excludes minor traffic violations.

# Vocational Programs Update

## A Philosophy of Meaningful Work

Since its very beginning, Boys Republic has emphasized the role of meaningful work to cultivate in troubled youth the qualities of diligence, civic-mindedness and self reliance. Our founding motto, "Nothing Without Labor," provides the philosophical underpinnings for an evolving vocational program.

The vocational classes are an outgrowth of the agency's early efforts to provide disadvantaged youth broad experience in community participation. Students gained a sense of responsibility to others through choosing meaningful work projects of vital interest to the Boys Republic community. The agency's farming

activities, carpenters shop, machine shop, and print shop were all geared toward promoting the youth community's self sufficiency.

As much as possible, Boys Republic's vocational classes emulate real life experience. While learning good work habits, students follow a structured program that also teaches specific vocational skills. Each personal accomplishment is an important step toward responsible adulthood and self-reliance.



## Print Shop

Invitations to Boys Republic's 100-year Anniversary Celebration had a familiar inscription on the back page: "Printed as a work experience project by Boys Republic press."

The student-operated print shop is one of the oldest of the agency's vocational centers. It was first equipped in 1911 and has been in continuous operation ever since.

Today's "Boys Republic Press" consists of a large, well-lit shop area within a slump-block building. Students meet there daily in each of three printing classes and one silk-screen class.

They produce a wide assortment of printed media, useful to campus operations. Invitations and programs for school events, administrative forms for the school office and order forms mailed to Della Robbia wreath customers keep students busy. In addition, students may undertake personal projects.

The courses, taught by instructor Dan Pacheco, offer enough printing fundamentals that a student might obtain an entry-level job. Their curriculum includes experience with plate making, printing press and paper cutting.



## Metal Shop

Boys Republic's metal shop class concentrates on teaching basic welding skills. This is because welding jobs are readily available in the building trades.

The class, taught by Chino Unified School District's Randy Lentz, teaches arc and metal inert gas (MIG) welding. Students learn to use fabrication tools for measuring, cutting, squaring, and sanding, as well as basic shop safety procedures. After an introduction to the fundamentals, students may select practical individual projects from a range of options. The class meets five days per week and accommodates 10-12 students.

Alumnus Frank Bushere combined an innate aesthetic sensitivity with welding skills he learned at Boys Republic. Today, he is owner and operator of the highly successful business Bushere and Son Iron Studio.



## Masonry Class

Our masonry class students recently won 1st place overall in "Top Trowel" competition held May 17 at Boys Republic. Six students from each of three high school masonry programs competed in the masonry skills tournament sponsored by the Masonry Industry Training Association (MITA).

Now in its tenth year, the class is a collaboration between Boys Republic and Baldy View Regional Occupational Program. It serves 25-30 students who meet 2 hours per day, five days per week. Students learn specific masonry skills: how to dig trenches, install rebar, pour concrete, mix mortar in proper ratios, and lay concrete block. The class is taught by Steve Perez, a licensed general contractor.

Masonry students are currently building an enclosed classroom space and a separate restroom facility that will adjoin their work-skills area.

## Landscaping Class

The newly reorganized Landscaping Class introduces students to the theoretical and applied knowledge they would need to either go to work for a large landscaping firm or start their own business. It's taught by Derek Scott, a professional landscaper. The course operates under the umbrella of the Baldy View Regional Occupational Program.

Students learn that they can put seeds in the ground, apply appropriate irrigation and watch beautiful things grow. Of course, it takes more than a green thumb to do this professionally, so the class is all about the large body of knowledge and the working habits that will help a young worker obtain and keep a job.

Over the past year, students have undertaken a number of projects to beautify their campus. A major effort planted a row of trees and installed irrigation along the new ring-road bordering Boys Republic's property.



# 2008 Alumni-of-the-Year



## Lisa Donovan's Literary Adventure

Girls Republic alumna Lisa Donovan recently earned the prestigious Literary Arts Fellowship at Brown University. The much sought-after Fellowship is a two year masters degree program; all expenses are paid by the University.

Her journey to Brown University has not been without the kind of epic struggle worthy of Odysseus. She endured distressing circumstances as a child, resulting in foster care placement. While at Girls Republic, Lisa graduated from high school and attended a community college, maintaining a highly disciplined work and school schedule. Undergraduate studies brought her to the University of New Orleans. She escaped Hurricane Katrina's flood water's with a 40-mile, 8-day hike inland. By necessity, Lisa transferred her work to Iowa University and completed the requirements for a degree in English.

Interestingly, Ms. Donovan's acceptance into the Brown University Literary Arts Fellowship was not based on her stellar undergraduate grades (4.07 on a 4.0 GPA scale at Iowa U.), but rather solely upon her equally luminous portfolio of writings. She plans to go on for a doctoral degree and hopes to teach literature in an arts college.

For her life and career accomplishments, Ms. Donovan was recently inducted into our own pantheon of heroes, earning the 2008 Alumna-of-the-Year Award.

## It's All Business with the Brothers Hill

Businessmen and Brothers Mike and Chris Hill share the 2008 Alumnus-of-the-Year Award. The award came as a surprise to both — but then again, they might not have predicted, back in 1990, that they would become owners of a multi-million dollar corporation, either.

The Brothers Hill grew up in a fatherless household, learning early to depend on each other for support. Youthful exuberance and teenage logic combined to produce some unfortunate decisions regarding others' automobiles. So, they were placed at Boys Republic. There, according to Boys Republic Supervisor Garry Hodge, "They learned the power of allowing others to assist them in making life's decisions." They flourished in the Boys Republic program. Mike graduated in 1992, Chris in 1993.

Mike and Chris embarked upon a career search that eventually led to the financial services sector. They founded Advantage Tax Resolution, Inc. The firm employs a small army of financial services professionals to negotiate with the IRS over tax resolution on behalf of the taxpayer. They plan to expand their services to tax sheltering for corporations utilizing insurance.



# Volunteers In the News



PHOTO: Jessica Ruiz

## Pasadena Auxiliary Extends Holiday Assistance to Disadvantaged Students

It was a one-time event. Boys Republic Thrift Store in Altadena decided to give away its merchandise. Shortly before Christmas, members of the Pasadena Auxiliary opened their doors for a select group of lucky customers — students from Girls Republic and Monrovia Day Treatment.

The majority of students admitted into Boys Republic and Girls Republic programs come from economically-challenged backgrounds. They are often without the means to participate in Christmas giving. So, Auxiliary members decided to help them enrich others' lives. Students, many of whom volunteer at the Thrift Store, were provided an opportunity to select a few items as gifts for immediate family members.

Founded in 1911, the all-volunteer Pasadena Auxiliary has developed a tradition of caring and service for Boys Republic's students. Over the years, their charitable activities generated much-needed funding and considerable publicity for Boys Republic. Their longest-running endeavor was dubbed "The World's Largest

*Mrs. Virginia Howard, a cherished member of the Pasadena Auxiliary and dedicated volunteer at the thrift store, assists a student with items at the Holiday event.*

Rummage Sale" by local media. From 1914-1986, the twice-yearly sales attracted as many as 10,000 customers to a single event.

Today, the Auxiliary brings the same care and dedication to their charge. They hold an annual Christmas party with gifts for every student. They provide scholarship awards at annual award ceremonies. And they continue to provide financial support for a wide range of projects at Boys Republic and Girls Republic.

Since 1986, the Auxiliary has operated the profitable Boys Republic Thrift Store in Altadena. The store is a service to the students of Boys Republic as well as to the local community. Local customers derive significant benefit from the bargains they find. Net proceeds of approximately \$70,000 each year provide vital support for the programs of Boys Republic and Girls Republic.

The Auxiliary recently initiated a campaign to enlist new members. Please call (909) 628-1217 and ask for Max or Jan for inquiries regarding this important volunteer opportunity.

# 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



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



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



**Robert Gonzalez**  
(2002) Business Owner



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



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



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



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



**Gary Larson**  
(2006) CIO, Gardner  
Trucking



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



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



**Michael Miramontes**  
(2005) Alumnus,  
Business Owner



**Thomas Owenson**  
(2004)  
Management Consultant



**Mrs. Frederick Rees**  
(2007) President,  
Pasadena Auxiliary



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



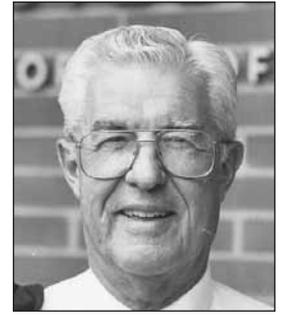
**Dennis Slattery**  
*(1997) Board President,  
Investment Counsel*



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



**Larry Walker**  
*(2006) Auditor/Controller-  
Recorder,  
San Bernardino County*



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



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

## Directors Emeritus



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



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



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



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



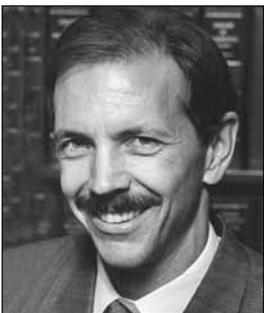
**Frank L. Mallory**  
*(1958) Advisory Counsel  
Gibson, Dunn & Crutcher*



**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.*

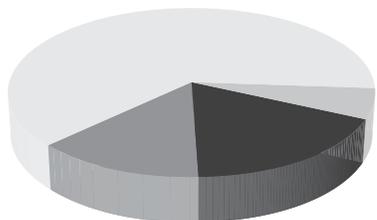


**Mrs. Francis M. Wheat**  
*(1979) Civic and  
Environmental Affairs*

# Boys Republic 2008 Financial Highlights

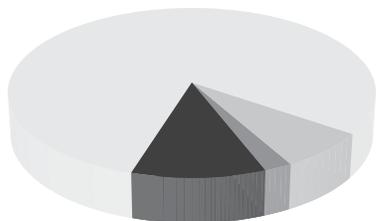
| Revenue                            | 2008                  | 2007                  |
|------------------------------------|-----------------------|-----------------------|
| Board and Care                     | \$10,434,992          | \$8,071,722           |
| Della Robbia Sales                 | 1,991,308             | 2,029,775             |
| Agriculture                        | 112,957               | 127,266               |
| <b>Total Revenue</b>               | <b>\$12,539,257</b>   | <b>\$10,228,763</b>   |
| <b>Expense of Operations</b>       |                       |                       |
| Program Services                   | \$14,593,499          | \$14,090,343          |
| Management & General               | 1,238,054             | 1,242,234             |
| Fund Raising                       | 346,787               | 218,422               |
| <b>Total Operating Expense</b>     | <b>\$16,178,340</b>   | <b>\$15,550,999</b>   |
| <b>Gain (Loss) from Operations</b> | <b>(\$3,639,083)*</b> | <b>(\$5,322,236)*</b> |

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



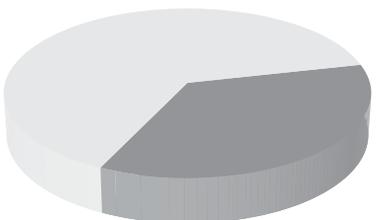
## 2008 Total Revenues

|                           |       |
|---------------------------|-------|
| Service Fees              | 63.5% |
| Contributions             | 5.7   |
| Wreaths and Miscellaneous | 13.3  |
| Investment Income         | 17.5  |



## 2008 Operational Expenditures

|                   |       |
|-------------------|-------|
| Direct Child Care | 79.9% |
| Administration    | 7.2   |
| Development       | 2.1   |
| Physical Plant    | 10.8  |



## 2008 Service Fees

|                       |       |
|-----------------------|-------|
| Service Fees          | 64.5% |
| Boys Republic Subsidy | 35.5  |



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