



2018-2019 ANNUAL REPORT



The roads we travel make us who we are!



Here a very a very taken a cross-country road trip? If so, it's likely you knew your destination at the outset. Long before you strapped on your seatbelt, you surely pulled out the atlas, sat down and explored the most efficient or entertaining route to get you there. You may have explored various points of interest that might merit a stop along the way. Every possible route offered you a unique set of experiences or places to explore.

In each of our lives, we'll take a number of journeys. Some, like the educational path we pursue, are voyages of choice. We chart these courses, often knowing full well our destination may change along the way. Other trips are thrust upon us by circumstance. A victim of cancer surely wouldn't willingly choose such a difficult route for his or her life, but I know many a survivor who would boldly share testimonies of the strength, endurance and determination they gained along the way.

The roads we travel in our lives shape us in ways both subtle and profound. And, this phenomenon is no less true for organizations like Cal Farley's Boys Ranch, too.

In our 80 years, Boys Ranch has changed as dramatically as the world around it. When our journey began, our state had less than 100 years of statehood under its belt, and was not far removed from the widespread hardships of The Great Depression. Boys Ranch began with no roadmap, only an idea for an incredible journey. As the years and miles ticked by, childcare organizations like ours developed a much-needed empathy for the youth we served. We came to know the transformative power of inspiring children, not simply warehousing them.

Our organization placed increasing emphasis on childhood development. The better our understanding of each child's

developing brain, the better we could understand the underlying causes of his or her behavior. Rather than trying to control behavior, our clinical experts learned to connect a child's actions to the underlying emotional needs from which it sprang — and to respond in a supportive, effective way.

In short, Boys Ranch today has traveled far beyond those early days. Whereas the proverbial rise and fall of the road shaped much of our early travels, today's Boys Ranch is a place of purpose, a loving community where each child enjoys the benefit of an entire team of professionals dedicated to his or her wellbeing and growth.

Today, our adventure has clear meaning, an undeniable destination:

- To inspire personal integrity that benefits everyone with whom our youth interact,
- To share faith in a loving Creator Who longs for relationship with and an abundant life for each of us, and
- To instill perseverance that empowers our youth to find success in the face of hardship

I'm proud to tell you the Boys Ranch adventure has only just started. And, it grows more exciting each day. In the beginning, our youth raised crops and animals. Today, they're building robots and launching rockets.

Who knows where we'll launch off to tomorrow! &

Dan Adams President and CEO Cal Farley's

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BOYS RANCH FOUNDED BY CAL FARLEY

RMATION

"IT'S WHERE YOU'RE GOING THAT COUNTS!"

Childcare is always evolving



n the last 80 years, thousands of people have found hope and healing at Cal Farley's Boys Ranch. To better understand the journey Boys Ranch is on today, you must first understand the path on which our journey began.

When our organization was founded in 1939, control and punishment were the staples of discipline across the United States. Our founder's choice to provide children a stable home life, rather than sending them to reformatory school, was revolutionary. There was little understanding as to why different children might have different needs, so our approach was uniform and inflexible regardless of the age, history or emotional needs of each child. In that context, our organization's approach to behavior modification was beneath today's ideal -- it was uniform for all children in our care, regardless of his or her history, age or emotional needs. This approach was common in the day.

Such advances have been made over the past several years in understanding brain development, especially the exponential impact of our early years of life, that the social services industry has grown in leaps and bounds. This has led to a new compassionate direction emphasizing improving the lives of children, rather than simply warehousing.

Like those we served then and now, Boys Ranch is growing and maturing.

In 1996, Boys Ranch took a noteworthy step forward, discontinuing the use of corporal punishment. In the early 2000s, our leadership implemented a more intentional strengths-based approach focusing more on a child's resilience than his or her vulnerabilities. By 2008, we developed what we call the Cal Farley's Model of Leadership & Service®. This model identifies the universal needs of safety, belonging, achievement, power, purpose and adventure. In every part of our program, from houseparents to caseworkers to activity program mentors, great effort is taken to ensure needs are being met for every child in a positive, encouraging, healthy way. At the same time, efforts were under way to reduce the ratio of children to staff to provide better supervision and heightened safety for every child Boys Ranch serves.

Yet another key milestone in the Boys Ranchjourneycamein 2010, when we began applying the Neurosequential Model[™], developed by Houston behavioral scientist Dr. Bruce Perry to our residential program at Boys Ranch. The Neurosequential Model[™] influenced who we hired and how we trained them. It shaped our educational, vocational and recreational programs. Our leadership clearly saw the need to develop a professional program that provided depth and the guidance needed by our clinical staff, but one that would be easily understandable and could be put into action by those responsible for direct care of our children.

As our experts' understanding of child brain development grew, so did their insight into how trauma effects a child's mind. Armed with this knowledge, Boys Ranch staff began working to discover underlying causes of behavior, rather than simply seeking to control negative behavior itself. The importance of this milestone can't be overstated. After all, a child's behavioral problems may be very evident, yet what lies underneath them seldom is. These causes are often as confusing and unsettling to the child as they are to parents, caregivers, and the outside world.

By training our staff in this traumainformed context, Boys Ranch's caregivers understand it is only by responding with compassion, knowledge and clear intent that we can replace a child's pain — and the hurtful behavior that accompanies that pain — with healthy relationships and a positive connection to society.

Today, Boys Ranch provides the highest standard of professional quality and care. Indeed, we meet or exceed all state licensing requirements for residential childcare facilities. Further, we regularly evaluate our policies and work with peer organizations to implement the latest industry best practices to maximize the beneficial impact of our work. Our longtime supporters also know Boys Ranch voluntarily initiated a partnership with the New York-based Council on Accreditation more than 20 years ago to guarantee the children and families we serve always receive highquality care.

Boys Ranch will *always* stand for the young men and women we serve, whether they participated in our programs a day ago or many decades. And, you can rest assured Boys Ranch and its leadership maintain an unwavering commitment to growth and learning, so we will always provide the best care possible — no matter where the road takes us! **8**7



Early alumni remembered for lives well-lived

ore than 12,500 individuals have had their lives impacted through programming offered here. In the last year, a number of residents have passed away, including two who shaped the organization's early years, Alvis Grant and Richard Strain.

Grant was one of the first nine boys to come to Boys Ranch. Strain, with his twin brother, Robert, were the 19th and 20th residents, respectively.

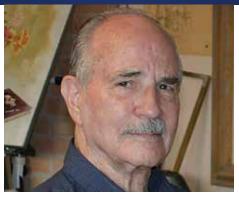
Both Grant and Strain were young when they came here, each impacted by The Great Depression. At Boys Ranch, they found peers and trusted adults who became like family as they transitioned into manhood.

Alvis and Richard went on to lead valiant, satisfying lives and, in doing so, were exceptional ambassadors for Boys Ranch.

"Both Alvis and Richard made the most of their time at Boys Ranch," said Boys Ranch President and CEO Dan Adams. "We've been honored to have them among our alumni family and blessed by their longtime support for this organization. The impact of losing them is lessened only by the character they displayed in a life well-lived."

Grant was born in 1924 in Gary, Texas. He died June 23 at age 95.

During the depression, Alvis' father heard there was work in Amarillo, Texas. Relatives in Amarillo took the family in. His dad found work helping build a dam



ALVIS GRANT



RICHARD STRAIN

in New Mexico and began commuting back and forth to work.

One day, Alvis' dad left and never came back.

The house Alvis lived in was near a vacant lot, where boys from a local club ran every day for exercise. Alvis decided he wanted to play at the club, too. He got acquainted with some of the boys and started spending a lot of time with them.

Alvis was at Boys Ranch for less than a year, leaving before his 16th birthday to work and support his mother. He went to work for a sign shop in Amarillo. When he turned 18 in 1942, he enlisted in the Marine Corps.

During World War II, Alvis was an ambulance driver in the Pacific Theater. His actions in that conflict earned him the Bronze Star and the Presidential Unit Citation.

After the Marines, Alvis located to the Dallas area and started painting signs again. When he retired at age 72, he devoted his life to painting portraits. His paintings are in 210 museums across the nation, including the Smithsonian. Some 36 of his paintings hang at Boys Ranch today.

In the true spirit of Boys Ranch's purpose, as Alvis Grant was leaving Old Tascosa, a young Richard Strain was just arriving to fill his spot.

Born in Amarillo, Texas, in 1930, Strain and his fraternal twin lived with their mother, grandmother, stepsister and step-brother. In 1939, their mother died, soon followed by their grandmother. The step-brother struck out on his own, leaving their step-sister to care for them.

The three kids took up shelter in a shack on the north side of town. One day, the boys were picked up by a police officer, who, learning they had no home,



took them to local authorities.

At age nine, Richard and Robert joined three other wayward boys in the back of a pickup to start the long drive out to Old Tascosa on a January day.

With the advent of the Korean War, Strain was drafted by the Navy. He spent five years aboard ship. Before his 1954 discharge, he traveled through Japan by train to visit his brother, who'd enlisted in the Marines and was recovering from injuries incurred in combat.

Strain enrolled at Texas Tech University in Lubbock and spent two years studying economics, but decided he wanted to continue a military career. He joined the U. S. Air Force in 1957. During an assignment in England, he met and married his wife.

In typical military style, Strain's family stayed on the move for the next 20 years while he was stationed at numerous bases in the U.S., England, South Korea, Vietnam and, finally, Germany.

Strain retired from the Air Force in 1981. Never one to shirk work, he retired a second time in 1995 from U.S. civil service, where he managed telecommunications operations.

The Strains lived in Germany, traveling



frequently, enjoying good books and he often indulged in his favorite vintage country western music. Strain even returned with his family for the 75th annual Boys Ranch Rodeo last year.

Strain died Feb. 19 at Landstuhl Regional Medical Center after a long illness. His family brought him home to Boys Ranch, where his funeral and burial took place. He was 89.

Alvis Grant and Richard Strain, focused by their youths at Boys Ranch, lived for 'the brand' their entire lives. They grew up to live lives of service to their nation and demonstrate commitment to families. What a powerful legacy! **8**?

Honoring alumni and staff we lost in 2019

As with any organization with eight decades of history under its belt, Cal Farley's Boys Ranch says goodbye each year to a number of men and women who either once called our campus home or who worked there each day to provide hope and healing to young lives. This, doubtlessly, is far from a complete list, as many of our former residents leave us to travel far and wide. Here, then, are the men and women we know left us in 2019. Join us in remembering them, and all those not listed whom they represent.

Boys Ranch & Girlstown, U.S.A., Alumni

Terry Froeber ('84-'88) Valentine, Nebraska

Alvis Grant ('39) Carrollton, Texas

Jerry Hickerson ('68-'75) Plano, Texas

Merrell Johnson ('45-'47) Springtown, Texas James Miner ('51) Duncanville, Texas Jason Moore ('81-'87) Houston, Texas

Lawrence Nash ('60-'63) Springtown, Texas Sara Dawn Neie-Treat ('98-'00) Amarillo, Texas

Danny Wayne Sims ('60-'64) Lubbock, Texas

Robert Trower ('54-'57) Alamosa, Colorado

Former Cal Farley's Boys Ranch Staff

Benny Allison Amarillo, Texas Judy Odessa Busby Amarillo, Texas Jackie Jackson Waco, Texas Francis Boyd Latchaw, Jr. Oskaloosa, Iowa Julian Martin Castroville, Texas

Troy Taylor Boerne, Texas **Hayden Willhite** Vega, Texas

80 years of Boys Ranch



Cal Farley opens Boys Ranch with nine boys on 120 acres of Texas Panhandle ranch land.



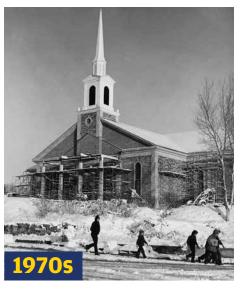
By 1941, about 25 boys called Cal Farley's first campus home. A few years later, Mr. Farley helped them stage the first Boys Ranch Rodeo, which drew more than 3,000 attendees in just its third year. Word of the organization's work began to spread, with stories appearing in the Saturday Evening Post, Reader's Digest and a 1947 Hollywood film. Mr. Farley begins to make plans to ensure the organization's long-term survival with an initial \$2,500 bank deposit in September 1947.

1950s

Mr. Farley sells his successful tire and auto business to focus full-time on his work with at-risk children. In 1952, he tells a national audience about Boys Ranch in a CBS radio appearance. The result is an explosion of residents from across the United States. The next year, he addresses the Texas legislature to explain the unique educational needs for campus residents. Administrative offices are built in Amarillo, Texas, to handle the day-today business needs of the fast-growing organization.

1960s

On Feb. 19, 1967, Mr. Farley greets residents as they enter the campus chapel. As Sunday services begin, Mr. Farley, seated at the rear of the sanctuary, suffers a fatal brain hemorrhage. He was 71. He, his wife, Mimi and their dog, Cricket, a gift from campus residents, are buried at the Cal and Mimi Farley Memorial Gardens in front of the former courthouse that was home to early campus residents.



A new, larger Boys Ranch Chapel enters service in 1973. That same year, the Cal & Mimi Farley Memorial Gardens are dedicated.



About 10 years after Boys Ranch opened, a social worker named Ameilia Anthony opened Girlstown, U.S.A., in rural Texas. Cal Farley's and Girlstown did good work separately, but in 1987 the organizations' leaders decide they could more effectively serve the needs of children together and Girlstown becomes part of the Cal Farley's family of service.



In 1992, Romersi Home, the first of eight girls' homes, opens at Boys Ranch. Eventually, all the residents of Girlstown, U.S.A., are integrated into the Cal Farley's campus at Boys Ranch.



A new century brings a new program to Cal Farley's as the organization opens five Family Resource Center offices by 2008. These offices work with families to facilitate stronger relationships and serve as a conduit between families and children at Boys Ranch. Two more FRCs will be added by Cal Farley's 75th year. In 2008, an Alumni Independent Living Center opens, providing transitional apartments for residents establishing their lives after leaving campus.



Cal Farley's takes a major step in 2010, when it is certified as a flagship site to implement the Neurosequential Model[™], which identifies residents' unique needs based on a detailed understanding of brain development. In 2012, the former Girlstown, U.S.A., campus becomes home to the Genie Farley Harriman Center for Women & Children, which helps singleadult mothers and their young children develop a path to independence. **8**





ow, what you're doing here at Boys Ranch is incredible! I had no idea such cuttingedge work was happening here!"

That's a pretty common reaction from visitors to our Oldham County, Texas, campus. Sometimes, our guests expect our campus to feel cold and clinical. At other times, the expectation is dusty streets, log cabins and horses everywhere. (Well, OK, we *do* have a few dozen horses enjoying life in our western pasture.)

Boys Ranch today is a curious mix of past and present. Here, in our rural community, a largely bygone lifestyle lives in harmony with the latest technology, the newest techniques and the truly cutting edge.

How can that be? How can the same community be a happy home to cowboys and counselors? How do rough stock and robotics coexist together so successfully?

The answer, of course, is that regardless of each person's background, interests or profession, everyone and everything at Boys Ranch is singularly focused on the welfare of children.

There's something else that unites Boys Ranch as well: We are constantly changing.

It's an undeniable fact of life that all

living things grow and change. When Boys Ranch was created in 1939, it was founded on a lot of hope, but precious little childcare expertise. Today, we've grown out of our infancy into a wellrespected industry leader. Our journey didn't stop when we became the model by which other organizations around the world benchmark their own services to children and families.

Good enough is never good enough!

Simply saying, "This is how we've always done it," doesn't provide the best care to the children who've come to us in their hour of greatest need. They and their families trust Boys Ranch to give them the answers they need, the care they deserve, and the hope for which they are so desperate.

And, so, the Boys Ranch of today, while a literal standard for premiere childcare and expertise in neurodevelopment, is a far cry from what Boys Ranch will look like 80 years from now. The Boys Ranch journey has just begun! Change is at the heart of our existence. Today, organizations across the United States and abroad look to Boys Ranch and see the very model of care for at-risk and hurting children. Yet, who knows what the standards of 80, 100 or 250 years from now will be? We can't judge ourselves today by the unknown standards of tomorrow anymore than we can judge our predecessors by today's standards, which they could never have dreamed of!

What *is* fair to judge is our commitment to maintaining the highest standards, to implement the best practices and to remain at the same time true to the timeless values that made us who we are while making whatever changes are necessary to provide children the means to cope with whatever difficult circumstances life has thrown at them.

So, you see, this remarkable journey is one that **never** ends. It would be wonderful if, one day, we could say there are no more hurting children. Yet, that's a destination we'll continue to strive toward, knowing all the while it's one we'll never reach.

As sad as that thought is, it's also one that steels our resolve at Boys Ranch to be better every day. Where we are today is a stop along the journey, but never a destination. Our children deserve the very best we can give them — today, tomorrow and always! **E**R

Therapeutic interventions pave road for personal successes

al Farley's Boys Ranch is a therapeutic milieu. Children and their families find the help they need to recover from past hurts. Through therapeutic intervention, we teach them how to manage life in more positive and productive ways.

Changing a child's environment is just the beginning of the healing process. Everything we do intervenes in the child's life while they are here.

Boys Ranch employs these interventions, which range from the simple to very complex, in keeping with our Cal Farley's Model of Leadership & Service*. This model recognizes all people have six universal needs which must be met in order for them to reach their God-given potential. These essentials are safety, belonging, achievement, power, purpose and adventure.

Safety in itself is therapeutic. A child

must first feel safe, before they can pursue any of the other essentials. Safety is always a first priority in all we do.

Some of our interventions, such as counseling or neurofeedback, are clinical in nature. Some are individualized.

Many of them are interactive. They all allow children to build meaningful relationships with peers and trusted adults, a crucial part of their success.

"As long as it incorporates what we know from Dr. Perry, that it is relational,





repetitive and regulational, we consider it therapeutic," said Tiffany Carpenter, Director of Clinical Services.

Carpenter is referring to the work of Houston behavioral scientist Dr. Bruce Perry. His groundbreaking Neurosequential Model[™] serves as a guide for therapeutic intervention at Boys Ranch.

The ultimate goal is to find ways to help each child regulate and calm his or her own brain's responses.

A child will be encouraged to engage in one-on-one counseling, neurofeedback, biofeedback or even eye-movement desensitization reprocessing. They may be invited to participate in meetings with a success coach, equine-assisted psychotherapy and equine learning.

One-on-one intervention may include something as basic as a one-on-one talk, a walk, hike, run, or anything pleasant for the child. Some children love to go to the community garden to pet the animals, for example. For others, it might be a game of checkers.

"The main thing is meeting the kid where they are at," Carpenter said, adding "They may not be ready for activities that involve face-to-face contact, so we change that to a side-by-side activity."

Many group activities, large and small, are offered to the children. Some of these involve an entire home or may mix children from different homes with similar needs. Nurture and healthy relationship groups, knitting and cooking groups, rock-climbing groups, prayer rides and field trips away from the campus are just a sampling of options offered to the children.

Athletic activities and extracurricular clubs, which are part of the Boys Ranch Independent School District and involve a larger group of children with a common goal, also serve as group intervention.

"Part of our challenge here is to find an intervention a child is interested in and is excited about trying," Carpenter said. "Our counselors and others who are with our children have to be flexible and intuitive and able to meet the child where they are at any time. With the children we care for, this may look different from time to time and even minute to minute."

The key to understanding what each child needs, explained Boys Ranch Chief Program Officer Michelle Maikoetter, is to look at the foundational experiences we all have after birth.

"The easiest way to explain the need for therapeutic interventions to help with regulation is to think about what we all need as infants," she said.

"When we are first born, we do not have a mature enough central nervous system to calm ourselves. As babies, when we have a need such as hunger, we express ourselves by crying, hopefully a caregiver responds and meets our need," Maikoetter said.

"Often, what the caregiver provides is through intuition rather than intention. An example of this would be parents who drive their babies around in the car to get them to fall asleep."

In healthy situations, a baby is almost always calmed through rhythmic, repetitive, patterned, relational activities such as rocking, singing, holding, and swaddling. Through thousands of repetitions, a child's system begins to mature and when they are older, they are able to meet their needs themselves.

"Some of our children did not have consistent, attuned caregivers to give them this type of experience and they have not yet developed mature skills to soothe themselves so they easily become overwhelmed by stress," Maikoetter said. "We have to help them with this."

Stress usually comes in the form of anxiety, depression, sadness, loneliness and tiredness.

Boys Ranch also uses a variety of tools to help with intervention. Weighted blankets, nightly routines, music, inhome devotionals and daily musters help children get what they need to feel safe, empowered and regulated.

"Now we understand what reparative experiences are needed to calm the brain and how to do that intentionally," Maikoetter said, adding, "this is what drives our therapeutic interventions." **B**





Boys Ranch celebrates 80 years in big style!

o honor years of tradition, innovation and success, Boys Ranch held a series of events in 2019 designed to recognize the men, women and children who have been a vital part of Boys Ranch for eight decades.

"This was an exciting year for Cal Farley's Boys Ranch; 80 years was a legacy worth celebrating," said Dan Adams, Boys Ranch President and CEO.

MOVIE DEBUT

The anniversary celebration started in March with a red-carpet premiere of *Edge* of the World. A crowd of more than 1,100 gathered to view the first feature-length film about Boys Ranch since the 1946 release of the same name. It was filmed at Boys Ranch during the summer of 2015.

Before being shown to Boys Ranch's home community, *Edge of the World* earned numerous awards, including Best Film at the Frame4Frame Film Festival, the Higher Love Award at Fort Worth Indie Showcase and Best Family Film at the Queen Palm Film Festival.

BOOTS & BLING GALA



In May, about 350 supporters attended an anniversary gala, Boots 'n Bling. A crowd of supporters, donors and alumni of Boys Ranch from as far away as Pennsylvania enjoyed a delicious steak dinner, a live auction and danced to the sounds of local band Comanche Moon.

NEW BRAND



The gala was special, as it also included a roll out of the new Boys

Ranch brand, a striking blue 'BR' brand, accented by a bright yellow shooting star. The Boys Ranch rebrand came after nearly two years of preparation, research and stakeholder interviews.

"Our new brand image reflects what this organization is today," Adams said. "It honors our past and looks to a very exciting future for Boys Ranch. I think everyone who has seen it so far is pleased with the course we're on for the next 80 years, and beyond."

BOYS RANCH FAMILY NIGHT WITH THE AMARILLO SOD POODLES



A warm June day provided the perfect setting for baseball! A beautiful, new stadium in downtown Amarillo was packed with more than 6,500, including hundreds of Boys Ranch residents, staff and supporters, all there to cheer on the AA-level Amarillo Sod Poodles in their inaugural season.

Boys Ranch's own Amaya, 15, performed the national anthem as if she'd been doing it for years. Repeatedly throughout the evening, the Sod Poodles shone a positive spotlight on Boys Ranch and our inspiring young people.

HOME RUNS FOR HEALTHY KIDS

Our anniversary year also saw a pair of organizations come together to support our youths' healthcare needs in a campaign appropriately titled Home Runs for Healthy Kids.

The Fairly Group, a local insurance and risk-management firm joined with the Sod Poodles to kick-off this ongoing campaign to benefit the children we serve. The Fairly Group pledged \$800 toward Boys Ranch medical care for every homerun the Sod Poodles hit. By season's end, some \$160,000 was raised to help cover the more than \$1 million Boys Ranch spends each year on medical expenses not covered by our residents' insurance.

BLOCK PARTY



In August, Boys Ranch staged a block party in downtown Amarillo. Children, many with parents and grandparents in tow, plus alumni and friends enjoyed the free event, where they built and raced miniature cardboard boats, had their faces painted, launched air rockets, learned to make rope and even got up close and personal with a few furry friends from Boys Ranch!

75[™] ANNUAL BOYS RANCH RODEO +ADVENTUREFEST



September brought the 75th annual Boys Ranch Rodeo. Boys Ranch hosted a huge crowd on a beautiful day. Our youth provided their usual excellent hospitality for the audience, including games, food and souvenirs for guests prior to the rodeo.

The young people who competed in the rodeo gave their all as they roped fast and rode hard.

"We owe the last 80 years, in no small part," Adams said, "to you – the men and women who prayerfully and financially support our work changing the trajectory of young lives." **8**

Brain mapping helps set best course for children

The children who come to Cal Farley's Boys Ranch bring with them a variety of needs. The help they find in our therapeutic community - a place of safety and peace, routine and consistency - *they begin to heal.*

Some of our children have endured long-term stressors such as abuse, poverty or neglect.

To help these young people, Boys Ranch employs the Neurosequential Model[™], based on the work of Houston behavioral scientist Dr. Bruce Perry.

NM[™] allows our professional care specialists to look at the developmental experiences, good and bad, which are part of a child's relationships throughout his life. NM[™] looks at the *entire* brain. These areas of the brain work together like an orcehestra, each area having its own function and developmental period.

Using information gained from a series of questions-and responses from each child, a representational chart, or map, of the child's brain's organization and functioning is made with the aid of special software. It is not a question-and-answer test. It takes into account current behavior and functioning as well as historical information regarding experiences and relationships.

The child's brain map is then compared to that of a typical child of the same age. By doing this, the staff at Boys Ranch can identify a child's specific needs and create a personalized plan to meet those needs.

"About 25 percent of our children are evaluated through brain mapping," said Michelle Maikoetter, chief program officer for Boys Ranch. "We are then able to develop a strategy plan for the child's day-to-day activities to help them get what they need to be a happier, more content human."

Plans may include forming healthy, restorative relationships with others. Once Boys Ranch counselors, caseworkers and houseparents learn what a child needs, they provide it through



intentional, fundamental interactions and activities.

Our children participate in their own healing, so we make them aware of what their brain map indicates they need. If a child needs to learn how to deal with anger issues and how to self-regulate, we help them learn ways to do this. These learned skills can then be used when relating to others.

Parents are also given this information about their child to help them have a healthier relationship with them. An example of this would be parents knowing what works best for the child if conflict arises.

If the child needs to be able to walk away and have an opportunity to self-calm, the parents will know to allow and encourage this in order to keep the situation from escalating.

Brain mapping provides the children we serve with great insight to help them improve their own journey through life. **8**

Neurosequential Model personalizes understanding, care

al Farley's Boys Ranch has been a certified Neurosequential Model[™] site since 2010. Over the last decade, we have applied the concepts from this model, created by Houston behavioral scientist Dr. Bruce Perry.

The NM[™] takes a historical view of a child's relationships, experiences and behavior to create a representative map of his or her unique brain development, better informing our work and helping caregivers to make decisions to benefit the behavior and development of our children. In this way, understanding each child's developing



brain helps our caring professionals build a highly personalized plan of service to meet each individual need.

As our youth come to understand what their brains are craving – safety, belonging, achievement, purpose and more – they are better able to find healthy ways to fill these needs. The many resources and programs at Boys Ranch help our children learn how to meet their own needs as they grow. In doing so, Boys Ranch empowers youth to apply what they learn throughout their adult lives.



For more than 60 years, the highly recognized dark blue corduroy jackets with the National FFA emblem embroidered across the back have hung in the closets of group homes at Boys Ranch. It was 1955 when Boys Ranch Independent School District first chartered a chapter of Future Farmers of America, which later shortened its name to National FFA.

"As a member of the Boys Ranch FFA, we were competitive and although we all had circumstances and stories, in those blue jackets, we were just as good and worthy as anyone else," said Tom Maynard, who lived at Boys Ranch from1975 to 1983.

Maynard served as the state FFA vice president in 1983 and '84. After teaching vocational agriculture for a number of years, he was selected to serve as the executive director of the Texas FFA Association. He now is a member of the Texas State Board of Education.

Maynard said Boys Ranch FFA regularly sent delegates to all meetings district, area and state and took regular trips to the National FFA Convention. It was there that the members could see what was possible — the experience helped them envision greater things.

"All of these things were foundational to my career as an educator, statewide administrator and later an elected education policymaker," Maynard said.

Maynard said many Boys Ranch FFA members have been catapulted to positions of leadership.

"Boys Ranch FFA was not just a great program; it was a great agricultural education program in the larger context of ag ed programs in general." Maynard said. "The teachers of the Texas Panhandle and all of Texas knew this. That's why long time Boys Ranch FFA Advisor Guy Finstad was elected to serve as president of the agricultural educators' professional organization in the mid-1970s."

Vocational agriculture, in its earliest stages, was designed to provide young



people with knowledge on what is considered the best practices in the industry, be it crop or livestock production.

This is particularly true as it relates to development of and documentation of supervised agricultural experiences. All students are required to keep meticulous records in the state-adopted record book. As a result, many Boys Ranch FFA members receive the state FFA degree and are recognized as state winners.

To date, six past state officers, including two presidents, have been from Boys Ranch. These young men drove thousands of miles during their year of service, representing FFA and Boys Ranch well all over Texas and beyond.

Just as the national organization has evolved to stay relevant, Boys Ranch's chapter changed as well. In 1992, when young ladies began living at Boys Ranch, many immediately began participating in FFA. Today, an almost equal number of young men and ladies at Boys Ranch are in the program.

Today, Boys Ranch has 62 FFA members, all doing various projects under the direction of one adviser.

"FFA continues to be enormous at Boys Ranch," said Robert Marshall, Vice President of Operations.

It may look a little different than it did years ago, he said, but it still exists in a big way. A young person who wants to be engaged in agriculture while they are at Boys Ranch certainly still has some great opportunities.

Boys Ranch FFA has a number of partnerships that benefit the students.

"Each year a group of our FFA students are able to become feedlot-certified, which is an employable skill, through the Texas Cattle Feeders Association," said Mike Pacino, Vice President for Operations Support.

We have a portion of our children, that because they've lived in the ranchland, they now aspire to work in agriculture for a living. Training they receive through FFA gives them a great head start to do this.

"Livestock projects are very popular, and our students do very well with them," said FFA Advisor and Vocational Agriculture Teacher Scotty Wright. "But we've been equally as successful in ag mechanics, speaking, judging as well as having the most industry-based certifications within the high schools. Young people benefit immensely from



being part of FFA."

Unfortunately, with our small, older barn, we have a limitation on how many animals we can have per year. We have to turn nearly half of the kids who want to do animal projects away."

Wright said the new FFA barn which is part of a current capital campaign can't be completed soon enough.



"A new barn, with more animal capacity and features like a wash bay and show arena will really serve our FFA members well," Wright said, adding, "FFA is a good program and the outcomes have been excellent over the years. We can talk about member after member who have gone on to do significant things with their lives," Wright said. **&**

Makenna loves having FFA in her 'lane'

Akenna gasped when she realized there was a time when girls could not be in FFA.

Last year marked the 50th anniversary of girls being national members of what was formerly Future Farmers of America, now shortened to FFA. The vocational agriculture training that once was reserved for farm and ranch kids, now has programs for every student, rural or urban, who wants to participate.

"That's crazy!" Makenna said. "Fifty years seems like a long time, but it really wasn't that long ago."

McKenna, 16, has been very involved

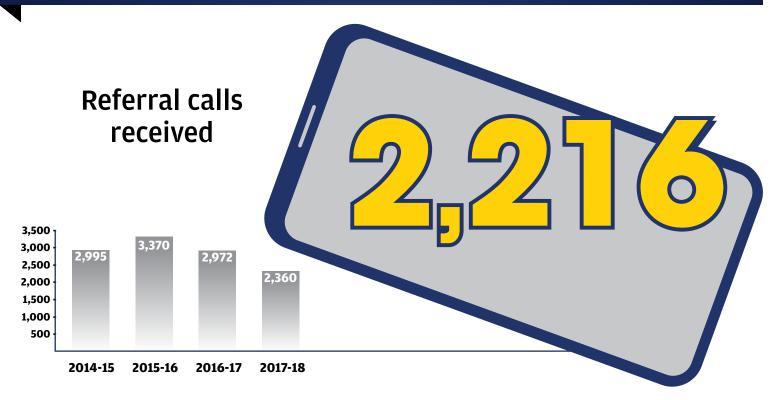


in the Boys Ranch chapter. She's shown a pig both her freshman and sophomore years. She loves spending time in the FFA barn when it is full of animals. For her, it's in her 'lane' and she loves it.

McKenna has always loved animals and, prior to coming to Boys Ranch, she participated in some horse shows. She hopes one day to have a career in the agriculture field.

"I'm going to get my feedlot certification through FFA which will be a good thing to take with me when its time to find a job," Makenna said.

2018-2019 STATISTICS

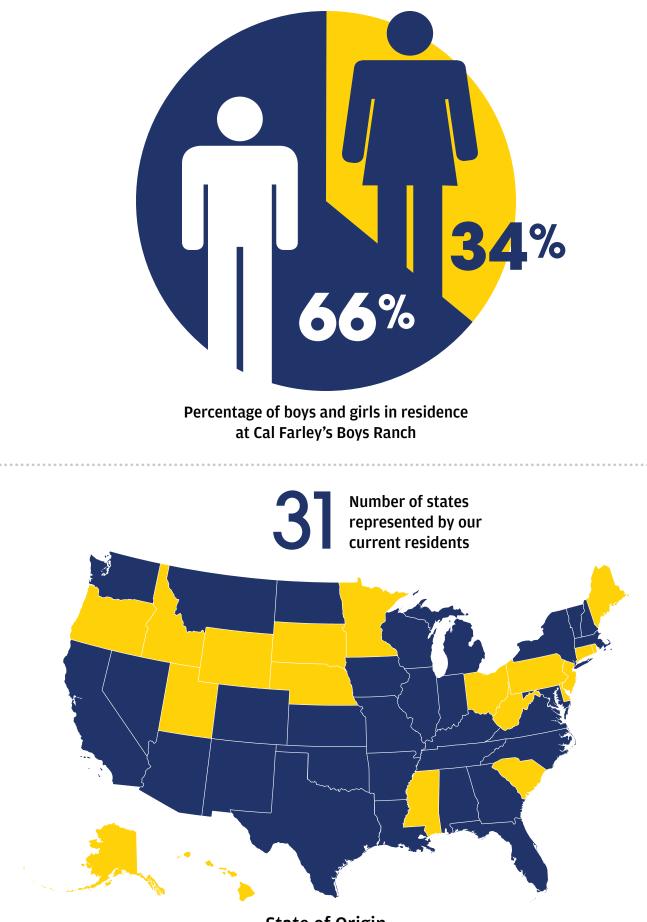


Boys Ranch Residents Age

7 years old & younger	0%	
8-9 years	2%	
10-11 years	6%	
12-13 years	10%	
14-15 years	26%	
16-17 years	37%	
18 years	19%	
Race/Ethnicity		
Caucasian	58%	
Hispanic	22%	
African-American	17%	
Asian-American	3%	
Native American	0%	
* Percentages rounded to the nearest whole number. May not total 100 percent.		



Children served by Cal Farley's residential campus at Boys Ranch, Texas



State of Origin The darkened states represent the home states of our many Boys Ranch residents.





Alumni served by Cal Farley's Alumni Support Services



Alumni Support Services scholarship recipients pursuing associates, bachelors, masters, Ph.D., or vocational/technical certificate programs



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EXPERIENTIAL LEARNING PROGRAM Learning In & Outside the Classroom





The role of education is to equip a learner with the intelligence, skills and knowledge necessary to bring positive changes to their existence.

At Cal Farley's Boys Ranch, we help our young people obtain the kind of education that not only helps them make a living, but also make a good life by providing excellent learning opportunities for these children both in *and* out of the classroom.

The Boys Ranch Independent School District, legally a separate organization from Cal Farley's Boys Ranch, is a special-purpose district created by the state legislature in 1944 to provide a public education to the children served by Boys Ranch. The two share a mutual philosophy: A teacher and child must have a healthy relationship before learning can happen. The two also find as many ways as possible to collaborate to best benefit the learners, giving extra consideration for their post-high school goals. The recovery of credit or bringing a child back to grade level is a top priority.

BRISD is home to award-winning teachers and curriculum programs, often



receiving recognition at regional and state levels. Teachers work diligently to find project-based ways to deliver instruction. Those who teach technical and career subject areas are committed to help get residents job-ready in areas such as vocational agriculture, industrial trades, computer technology and culinary arts.

A new culinary-arts lab is well-used for classes and competition. A BRHS Culinary Team is very active.

"Providing residents at Boys Ranch with opportunities to gain experience and training on industry quality equipment, compete in professional quality competitions, and participate in catered events allows them to gain valuable work experience," said Linda Horton, the who directs the culinary studies for BRISD. "These types of experiences can help residents gain employment which supports them financially as they attend college, and it can also lead to a solid foundation for building a professional career in the culinary/food-service industry."

The district heavily participates in



the University Interscholastic League, a Texas-based organization that creates rules for and administers almost all athletic, musical, and academic contests for public schools in the state.

Boys Ranch programming gives huge opportunities to motivated residents to learn beyond the classroom. To begin with, children over age 14 are given the option to participate in our Experiential Learning Program while living at Boys Ranch. A child may pick a certain program and, if their youth care team decides they are ready to handle the responsibility involved, they are given the opportunity to interview to participate. To the child, the process looks very similar to a job interview, an excellent learning experience they'll need as productive adults.

The list of E.L.P. program areas features dozens of options, including such interesting subjects as food preparation, firefighting robotics, rocketry, woodworking and equine management.

E.L.P. has a Science, Technology, Engineering, Art and Math Lab next

Experiential Learning Program education areas

3D Design Adventure Agriculture Automotive Building Maintenance Child Development Practicum Commercial Photography Communication Arts and Technology Concepts of Engineering and Technology Construction Cosmetology Culinary Arts Equine Care and Colt Training Facilities Management-Recreation Furniture Construction and Woodworking Technology Greens Keeping and Turf Grass Management Hospitality and Tourism Irrigation Systems Meat Processing/Food Processing Natural Systems Office Administration Retail Businesses



Small Business Management-Pottery Small-Engine Repair



door to an emerging-technologies lab, where the young people may spend hours creating and building a wide range of gadgets. They are encouraged to tinker and play. A meat-cutting lab, woodworking lab and welding shop offer



facilities for training in more traditional fields that may offer lucrative post-high school careers.

All residents, regardless of age, participate in Community-as-Lab learning. This program allows youth



to spend time anywhere on campus learning, effectively turning the entire campus into a learning laboratory. Some C.A.L. activities lead to credit for high school students in areas such as wildlife management or horticulture.

"Each Boys Ranch resident has unique needs and aspirations, and our goal is to meet those needs so they can leave Boys Ranch prepared to pursue their interests and have productive careers," said Keely Miller, Director of Experiential Learning.

Miller said many of our young people have found their career choice through the E.L.P. or C.A.L. activities at Boys Ranch. **8**

Boys Ranch is home to some great teachers

oys Ranch Independent School District is home to teachers who are dedicated to keeping content both interesting and in keeping with Boys Ranch's focus on brain development. This district has received recognition for teaching excellence.

In 2019, Tasha Yarbrough, an eighthgrade English Language Arts teacher, was recognized at the regional level in Texas for using community collaboration to enhance how she teaches middle school students.

"I nominated Tasha for this recognition because she teaches students ELA outside of the box," said Blakemore Middle School Principal Brandon Sanders.

At BRISD, a very high percentage of students have special academic needs, in part because of the nature of the children Boys Ranch serves. The most common issue is a grade-level gap — many Boys Ranch residents arrive here academically behind their peers.

"Mrs. Yarbrough integrates technology, giving consideration for the changing times we live in, to help her students stay engaged and successful," Sanders continued, "Her way works."

An example of how Yarbrough implements community collaboration would be when she used Greek mythology, which young people have an interest in, to help them understand and identify various figurative languages used in the characters and plots. The students read stories and poems about the various characters, while learning about hyperboles, metaphors, similes, personification, onomatopoeias and alliteration.

"I gave them a template and I let them choose to make up their own character, or use an established Greek character," Yarbrough said. "The children love this autonomy and being able to shift locations to do their work, which becomes somewhat self-directed."

Once they'd chosen a character, Yarbrough had them assign a figurative language to it. For example, if they chose alliteration, everything about the Greek god had to have a similar letter sound,

Yarbrough said once each student had their character designed and defined, they moved to the technology lab to use design software to develop, design and print a 3-D figurine of their god.

"It's brain-based instruction where the students must think about, process and do hands-on work to complete a task," noted Sanders. "When they are taught in this way, they remember what they learn."

2018-2019 FINANCIAL STATEMENT

Revenue

Fundraising Revenue		
Annual Giving	9,022,693	
Planned Giving	12,798,688	
Major Giffs	1,937,363	
Corporate & Foundation Gifts	972,726	
Total Fundraising Revenue	24,731,470	
-		
Support From Cal Farley's Boys Ranch Foundation	18,400,574	
•••	18,400,574	• Total fu
Boys Ranch Foundation	18,400,574 3,388,418	 Total fu Cal Farl Foundation Total or
Boys Ranch Foundation Other Revenue:		e Cal Farl Founda



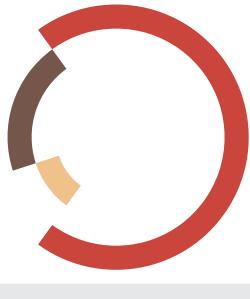
Total fundraising	53%
Cal Farley's Boys Ranch	
Foundation support	39%
Total other income	8%

*Investment Revenue-(includes interest, dividends, realized gain/loss on investments, oil & gas income, and rental income, net of investment fees)

*Other Revenue-(includes program & event income, gain/loss on the sale of assets & inventory, miscellaneous income, and Social Security income)

Program Expenses

Boys Ranch	30,043,885
Alumni and Program Support	1,993,514
Other	60,704
Total Program Expenses	32,098,103
Development	9,190,227
Administration, Marketing Communications and General Expenses	4,632,866
Total Expenses	45,921,196



Program services	
& education	70%
Fundraising	20%
Administrative & general	10%

• Percentages rounded to the nearest whole number. May not total 100 percent.



What's over the horizon?



S o, what's next? As Boys Ranch begins its 81st year, and with such a history of commitment, knowledge and innovation, what lies around the next bend for us?

As an industry, the trends point toward a future filled with ever-increasing personalization. In an extension of where Boys Ranch is today, we're likely to see the childcare field provide even greater focus and attention to each child's individual needs and, not surprisingly, a corresponding increase in the number of individualized interventions available to meet those needs. In the children's homes themselves, we're likely to see that same evolution towards individualization result in fewer children sharing a room. In many cases, a single child per room will become the norm. And, as state governments begin to reexamine their own effectiveness in caring for hurt, neglected or abandoned children in group environments, might we see that model begin to give way to increasing reliance on specialized organizations like Boys Ranch?

It's an intriguing notion. To be certain, kinship, foster and other forms of family-based or family-like care are the norms of childcare today, but is society also awakening to the realization there's a valuable niche for the increased community residential childcare like Boys Ranch provides? The need for care is unlikely to ever disappear; around the globe today, some 2.7 million children between birth and 17 years of age find themselves living in some form of residential childcare outside his or her home. The stressors that can lead to a need for out-of-home placement — lack of family involvement and bonding, single-parent homes, drug and/or alcohol abuse, legal entanglements, neglect or abuse — are certainly not going away.

In contrast to decades past, however, fewer and fewer children spend many years in care outside their homes. (That's usually a good thing!) Today's trend toward shorter placements may or may not continue, but it's highly unlikely we'll ever again see long-term placements as the norm. Given that, caring environments like Boys Ranch and the focused, expert care we provide — allow a child to receive the maximum therapeutic benefit from the time he or she spends away from his family.

As the field of childcare evolves, Boys Ranch will continue to maintain its leadership among our peers. Our caring professionals will continue to exhaustively train and immerse themselves in the leading research of our day. We'll no doubt expand our nationwide impact as well. At any given point, Boys Ranch is home to young people from about 30 states. (In our 80-year-history, we've been home to children from 49 different states!)

Beyond the life-changing work that takes place every day at Boys Ranch, an increasing part of our world will be education. An increased emphasis on regional events will help educate our communities on the impact of poverty, crime and culture on our nation's children, while also providing stronger connections between Boys Ranch leadership and the men and women who make our work possible.

After all, those who supported our work know Boys Ranch regularly shares stories of our youth's successes, and there's no better way to measure our efforts than changed lives. Bringing Boys Ranch staff, and in some cases, youth into the communities that support us also puts a very real face on those successes.

As our world changes, the supportive sense of community and commitment to faith, integrity and perseverance Boys Ranch represents will continue to be more needed than ever. It's a challenge we're up to facing, and one Boys Ranch is uniquely qualified to meet! **&**

Employee training ensures great care, better outcomes for youth



Providing loving care to children who need help turning tragedy into triumph is the primary focus at Cal Farley's Boys Ranch.

Helping a child's heart cope with wounds caused by the absence or abuse of others — or from self-inflicted behavior, is what we work on daily. It takes an army of committed, very healthy and qualified adults, appropriately screened and trained to make the differences we're able to make in these young lives.

"We provide training to employees to improve their knowledge, skills and behavior so our young residents receive care consistent with Cal Farley's Model of Leadership & Service"," explained Suzanne Wright, director of training at Boys Ranch.

Wright is referring to the six universal needs Boys Ranch nurtures in our leaders, team members and, of course, the children in our care. Only when these needs — safety, belonging, achievement, power, purpose and adventure — are met are individuals freed to reach their Godgiven potential.

"The focus of our training is to prepare all staff to meet the needs of our residents," Wright said, noting that Boys

5 PRIORITIES FOR THE BOYS RANCH TRAINING DEPARTMENT:

- 1. Strive to ensure Boys Ranch's Christ-centered atmosphere is communicated through the information we share.
- 2. Stay current on best practices for childcare keeping ourselves relevant and educated in order to prepare and educate the employees of Boys Ranch.
- 3. Maintain a focus on helping children and families by equipping staff to do the work which is asked of them.
- 4. Ensure information presented is in alignment with Boys Ranch policies/procedures, licensing standards, and Cal Farley's Model of Leadership and Service[®].

Ranch is licensed by the State of Texas and voluntarily accredited by the New York-based Council on Accreditation. Both the state and COA mandate ongoing training.

"We teach staff to be curious about what need a child has that motivates their behavior, and to utilize our model of leadership and service to meet those needs. We incorporate information about how trauma impacts a child's developing brain and how that translates into behavior. We provide staff with insights, tools and support to meet each individual resident's needs."

"Here, we're all taught to understand why our children have some of the challenges they do." Wright explained. Boys Ranch employees consistently have relational support available to them if, and when, they are overwhelmed or unsure.

"There's no limit to what we can achieve when this understanding is at the forefront of the work we're all here to do," Wright said. **8**

A barn raising FOR A GREAT CAUSE



T t was a brisk January morning and Morgan, 15, needed to bathe his lamb for the first stock show of the season. The sun was shining down as he propped his 85-pound sheep up on the grooming stanchion, which was sitting directly outside the FFA barn. After putting the halter on the lamb's head, Morgan pulled out a garden hose and began to soak his FFA project.

Morgan moved about, spraying it and rubbing soap deep into the wool. It wasn't clear who was more wet, Morgan or the lamb. He took the lamb off the rack and together, they hustled inside the barn. It's not a heated barn, but it was warmer than being outdoors.

"It would be so much better if we could do this inside," Morgan said. "Better for me, and for the animal. But we do what we can with what we have, and we don't let it stop us."

As Jordan,16, maneuvered his market pig to the back of the small, dimly lit barn, attempting to start training it for the show ring, he knows he needs a bigger area. His only option is to go outside. He and his hog headed toward the back door of the barn. All it took was the sight of an open gate and the porker bolted and ran. Jordan followed the pig as it joyfully romped and twisted its way across a halfacre space.

Pig and boy both exhausted from the chase, Jordan managed to coax his hog back on a fence line and back into the barn.

"Well, that was a workout I wasn't planning on doing today," Jordan joked, sweat running from his cheeks.

Morgan, Jordan and most of their peers who are in Boys Ranch FFA, know how inadequate the current FFA barn is in terms of size and features. And, they aren't the only ones to notice. Alumni who participated in FFA have known of this need for years.

When the leadership at Boys Ranch looked seriously at the most pressing needs for the organization in the next few years, a new FFA barn was at the top of the list. "FFA has been hugely popular at Boys Ranch for decades," said Rodney Ruthart, Chairman of the Cal Farley Boys Ranch Foundation Board of Directors. A Boys Ranch alumnus himself, Ruthart also was an FFA member.

"It is a growing and highly influential program known for successfully helping turn young people into responsible citizens and future leaders and we want to continue to offer it to the children we serve through a high-quality program," Ruthart said.

Ruthart is certain donors will support this capital project because it represents something so needed and has an impact beyond our youths' time at Boys Ranch.

"I'd love to visit with anyone who has an interest in knowing more about or helping to fund this project," Ruthart said.

Scotty Wright, vocational agriculture teacher for Boys Ranch Independent School District and FFA adviser, is excited about a new building, and has been actively involved in the planning for its construction.



The Boys Ranch FFA Chapter averages 55 members per year, far more than can efficiently be served in the current facility.

"We have space for 18 to 20 animals in the current barn, and we easily have 30 or more members wanting to have an animal project," Wright said, adding, "It is disheartening each year to have to tell half the kids 'maybe next year."

Wright said the FFA projects are effective in teaching a young person responsibility, time and money management, dedication and confidence.

"And, then, there is the therapeutic aspect of interacting with an animal, of having something else rely upon you for their care, cleaning and nurturing, of being needed daily," Wright said, adding, "expanding our facilities will make our program more effective and accessible to the young people we serve."

Wright foresees the new barn as 60 x 160 feet in size. He hopes to have 32 pig and eight sheep and goat pens — a total of



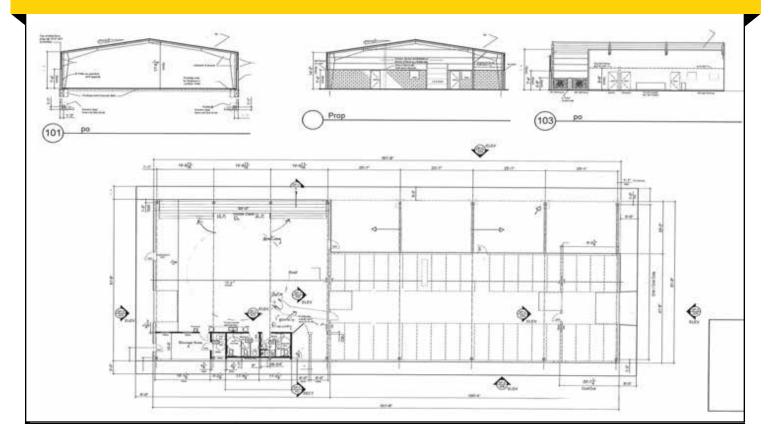
40 pens, measuring 5 x 14 feet each.

"The barn will have vertical bar pens, which are safer for the animals and the kids," Wright said. "It will have two wash bays and fold-out bleachers, where we will be able to host our Boys Ranch show. We will more than double our capacity for kids who may have animal projects. The entire barn will have a concert floor with ventilation fans, ample storage and a 32 x 32 feet walking arena indoors."

Having an indoor walking arena will be extra helpful, as show training may be done daily. Currently, the animals are loaded and transported across campus each January to an indoor facility large enough for the annual Boys Ranch Stock Show. This new FFA barn will allow all activities to occur in one location.

To speak with a gift officer about this or the many other exciting projects for our youth, call 800-687-3722 or email info@calfarley.org. **8**

Plans for the proposed Boys Ranch FFA Barn





Our generous donors

B oys Ranch has transformed thousands of children's lives since 1939! Thanks to your generous gifts, we offer our services at no cost, meaning a family's ability to pay will never stand between a child and the

Cumulative donations for 2018 - 2019 **\$10,000 - \$14,999**

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help he or she needs. While a complete list of the friends who make our work possible could fill volumes, this small list is a simple thank you to the generous men and women who support our youth!

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† Deceased

Cumulative Lifetime **\$100,000 +**

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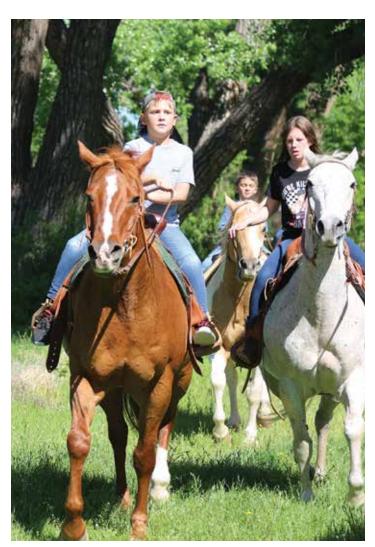


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