



Cal Farley's Boys Ranch
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www.calfarley.org

2023-2024

ANNUAL IMPACT REPORT



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FROM THE CHAIR OF THE BOARD



Dear Friends,

I want to express my deepest gratitude for your support of Cal Farley’s Boys Ranch. Thanks to your generosity and commitment, we continue to provide a safe haven and nurturing environment for children who need it most.

This year has been filled with remarkable milestones and achievements. We proudly celebrated the 80th Annual Boys Ranch Rodeo, a testament to the enduring spirit of Boys Ranch and a cherished tradition that brings our community together. We also made significant strides in helping more children through our programs at Boys Ranch, our alumni outreach, and community-based services.

The dedication of our staff, combined with the resilience of the children we serve, continues to inspire us. Your support enables us to expand our programs, develop innovative educational and therapeutic approaches, and advocate for systemic changes that benefit children and families.

As an industry leader in childcare, Cal Farley’s Boys Ranch remains committed to continuous quality improvement. Together, we are shaping strong, productive futures for the children in our care. None of this would be possible without the generosity of our donors and the advocacy of those who champion our mission.

Thank you for being an integral part of our journey and for sharing in the successes of the 2023–2024 fiscal year. Your belief in our work fuels our progress and ensures we can continue to make a difference in the lives of so many.

With sincere gratitude,

Lance Purcell

Chair, Cal Farley's Board of Directors



FROM THE **PRESIDENT AND CEO**

Dear Friends,

As I sit down to reflect on the past year at Cal Farley’s Boys Ranch, I am struck by the incredible journey we have shared and the profound impact we have made together. The 2023–2024 fiscal year has been one of growth, resilience, and hope. At the heart of our work lies a steadfast commitment to empowering the youth we serve, and none of it would be possible without your unwavering belief in our mission.

This year, our focus has been on strengthening the foundation of our programs and expanding our reach to ensure every child entrusted to our care has the tools and support they need to thrive. I am excited to share some of the milestones we’ve achieved together:

- Launched targeted house parent recruitment efforts focused on faith-based communities, education professionals, ex-military individuals, and other mission-driven groups.
- Introduced new retention initiatives, including programs for tenured house parents and a sign-on bonus for new hires.
- Increased house parent applications to over 1,300—a significant rise from 460 in the prior year.
- Provided services in all our programs for 654 youth this year — a testament to our growing impact.
- Acquired the Catholic Charities Building in Amarillo, Texas, through a competitive bidding process. This acquisition will allow us to transition from leased properties to a dedicated space for independent living youth by the end of 2025.
- Secured funding and developed detailed plans for the Experiential Learning Program (ELP) Center, which promises to provide transformative opportunities for Boys Ranch youth to grow, learn, and succeed.

Each of these accomplishments is a reflection of the collective effort, vision, and generosity of a community that believes in the potential of every child. Your support fuels our ability to adapt, innovate, and rise to the challenges we face.

Thank you for your generosity, your faith in our mission, and your dedication to the youth of Cal Farley’s Boys Ranch. Together, we are not just shaping brighter futures—we are inspiring hope and creating a legacy of care and compassion that will endure for generations.

With heartfelt gratitude,

Richard Nedelkoff, MS, JD

President and CEO, Cal Farley’s Boy Ranch

WHO WE ARE

Cal Farley's Boys Ranch is a leader in residential childcare services. For 85 years, we have worked to meet the needs of children and families at no cost to those we serve, thanks to the continued generosity of our supporters, and without seeking state or federal funds to support our work.

Our organization focuses on specific areas of development to improve the lives of those we serve.

Those areas are relationships, education, physical health and mental health.

MISSION

Cal Farley’s provides professional programs and services in a Christ-centered atmosphere to strengthen families and support the overall development of children.

VISION

Cal Farley’s will be a leader in the residential childcare field while maintaining long term commitments to children and families through the delivery of an array of quality residential, educational, and community-based services in a fiscally responsible manner and in accordance with the Cal Farley’s Model of Leadership and Service.

PHILOSOPHIES



ACCREDITATIONS, ALLIANCES AND ENDORSEMENTS



ACCOMPLISHMENTS

FISCAL YEAR 2023-2024

HOUSE PARENT RECRUITING

Boys Ranch has made significant strides in house parent recruitment, reflecting a comprehensive overhaul of strategies. In 2023, Boys Ranch employed an average of 44 house parents. By August 2024, all 59 budgeted positions were filled. Youth care worker recruitment has also improved, with 12 of 20 budgeted positions filled as of August, up from last year's average of six. Each new house parent undergoes training to align with our mission, ensuring we're prepared to serve more youth effectively.



CATHOLIC CHARITIES PROPERTY

Catholic Charities of the Texas Panhandle has transferred a property valued at \$600,000 to Cal Farley's Boys Ranch following a competitive bidding process. Boys Ranch is making minor updates to the building, which will consolidate leases from three independent living homes into one location. This acquisition improves operational efficiency and expands our ability to support young people transitioning to adulthood, providing a centralized, enhanced facility for independent living services.

REOPENING HOMES

With increased staffing, Boys Ranch has expanded capacity by reopening three homes, allowing us to serve more youth.

These openings reflect our commitment to providing a safe, supportive environment and meeting the growing needs of our community. The additional homes ensure residents have access to the resources and opportunities they need to thrive.

RESIDENT REFERRAL INITIATIVE

Boys Ranch has enhanced its referral and admissions processes to support growth goals. The new tracking system allows for accurate monitoring of referrals and resident placement, improving census projections. For the next fiscal year, we aim to maintain and exceed our current house parent census and admit more youth by October 1, 2025.

For the first time, we are actively seeking youth referrals, targeting schools, probation offices, and other organizations. Marketing materials and outreach via social media, radio, and TV will help us increase high-quality referrals and expand our impact.

80TH ANNUAL BOYS RANCH RODEO

The 80th Annual Boys Ranch Rodeo on October 12, 2024, was a success, boosted by a new fall date and exciting features. Highlights included free admission, an upscale President's Appreciation Luncheon with a silent auction, FFA barn tours, expanded Fall Fest activities, food trucks, revamped rodeo events, special performances, and updated media content.



HOUSE PARENT INCENTIVES

To strengthen house parent recruitment and retention, Boys Ranch has introduced key incentives, including signing and retention bonuses for house parents, as well as referral bonuses for individuals who recommend qualified candidates.

These initiatives are actively promoted through social media and advertising, reinforcing our commitment to building a stable, skilled team dedicated to supporting our youth.



TAYLOR SHOW BARN

The Taylor Show Barn is complete, providing FFA students a dedicated space for animal care and preparation. A prayer and blessing ceremony marked this milestone, followed by tours of the facility.

Students are now using the state-of-the-art facility, marking a new chapter for Boys Ranch agriculture and advancing hands-on learning opportunities.



Scan the QR code to see a video about the Taylor Show Barn.

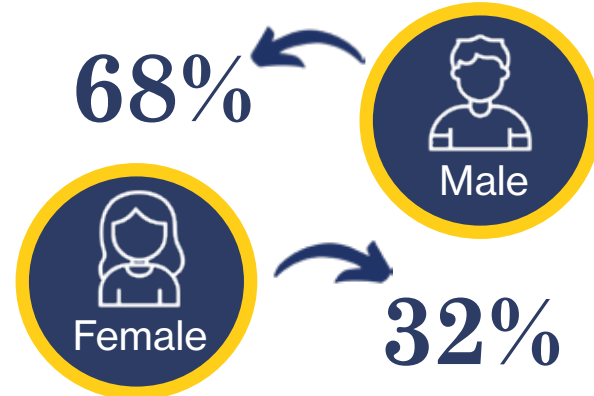
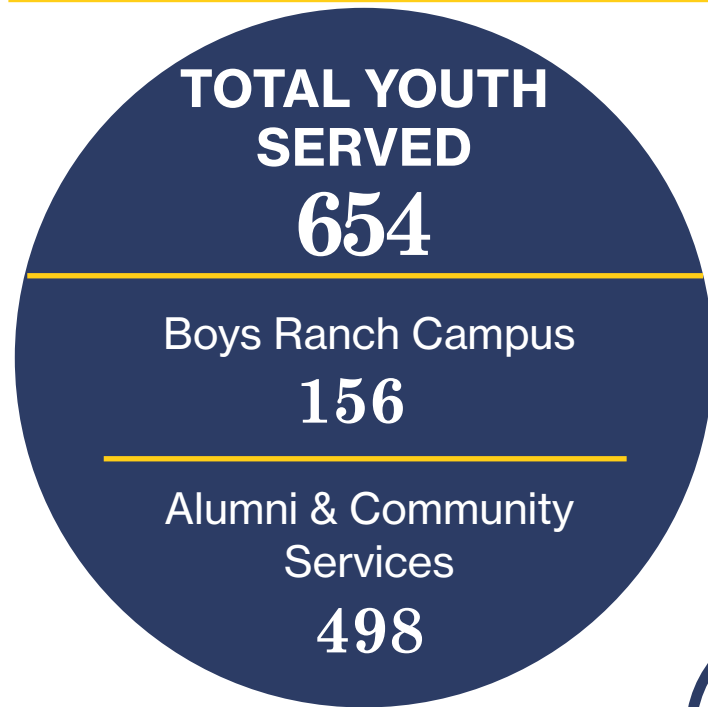
TASCOSA ENTERPRISES, LLC

Tascosa Films, LLC is now Tascosa Enterprises, LLC, supporting for-profit ventures to benefit Cal Farley's Boys Ranch. Initiatives include retail, food, art sales, agriculture, and renewable energy, while offering youth vocational experience.

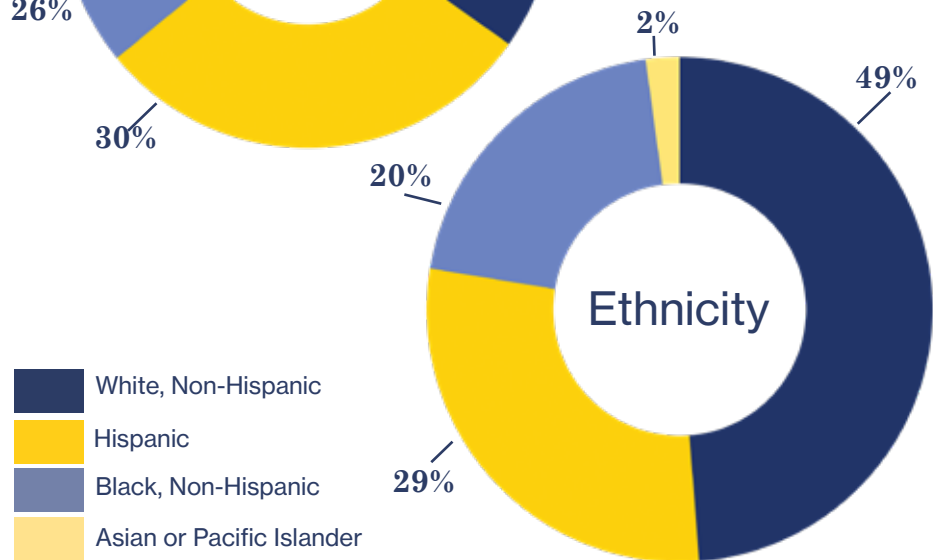
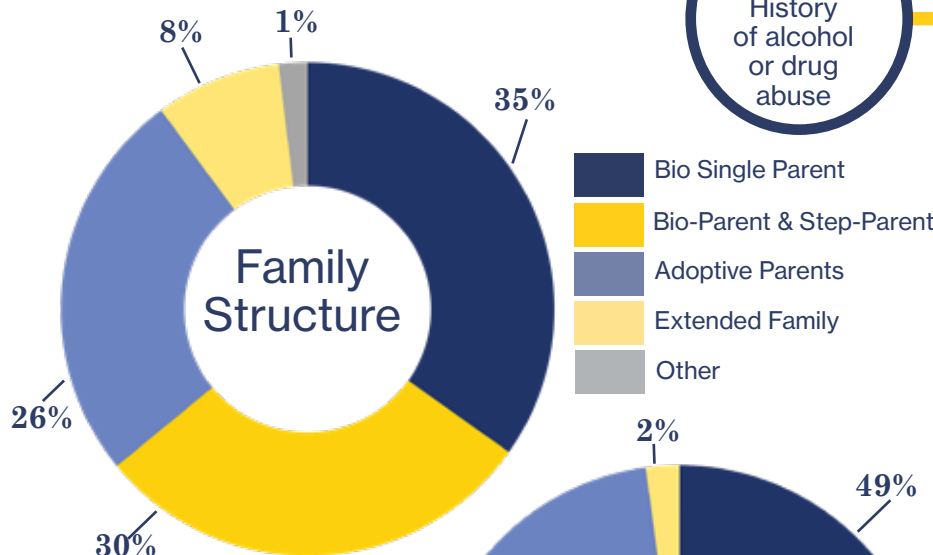
The first project, a food truck, is underway, with a fully equipped vehicle purchased to provide skills for youth transitioning into adulthood.

YOUTH & FAMILIES SERVED

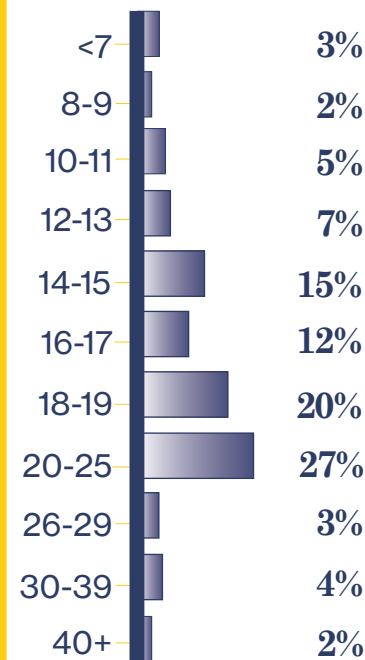
85
YEARS



4,056 INTAKE CALLS



CLIENTS SERVED BY AGE



A Place to Transform Lives

In 1939, Cal Farley, a visionary and former semiprofessional baseball player, founded Cal Farley's Boys Ranch with a mission to help children from broken homes. This dream became a reality when Texas Panhandle rancher Julian Bivins donated 120 acres of land.

Now, 85 years later, Boys Ranch continues to grow and evolve, honoring its legacy while meeting the needs of today's children and families. What began as a modest effort quickly flourished. In 1944, Mr. Farley introduced the iconic Boys Ranch Rodeo to enhance the boys' social education. Over the decades, programs have expanded, adapting to the ever-changing challenges young people face.

Today, Cal Farley's Boys Ranch is a thriving residential community that serves boys and girls ages 5 to 18 from across the country. Nestled on a campus resembling a small town, Boys Ranch features a chapel, medical facilities, sports fields, parks, schools and group homes. Children live in supportive environments with dedicated house parents, attend on-campus schools and participate in academic, vocational, spiritual, and extracurricular activities designed to nurture their growth into confident, resilient, and responsible adults.

Beyond the campus, Cal Farley's Boys Ranch extends its reach through Community-Based Services, offering support at no cost to families who are navigating challenging circumstances. These services equip families with the skills and resources needed to improve their situation.

Cal Farley's commitment doesn't end when children leave the campus. Through Alumni Services, we provide lifelong support to every alumnus, offering case management, transitional living assistance, scholarships, and more. Whether a child stayed for a few months or many years, they are always part of the Boys Ranch family.

At the heart of every program is our unwavering mission: to provide a safe environment where meaningful, trusting relationships help children unlock their full potential. By fostering strong role models and instilling core values, we guide our youth to become principled, contributing members of society.

As we celebrate 85 years of service, we honor our history and look to the future with renewed dedication to transforming lives and strengthening families.



BOYS RANCH CAMPUS

- Residential Program
- Memorable Moments

Cal Farley's Boys Ranch Residential Services provides boys and girls a safe, supportive campus life, education through Boys Ranch ISD, life skills training, and work experience, preparing them for independence and success after high school.



Youth Served
156

Average Length of Stay
25 Months

Number of States Represented
27

RESIDENTIAL PROGRAM

Nestled in the rolling hills northwest of Amarillo, Texas, Cal Farley's Boys Ranch is a unique residential community serving at-risk boys and girls ages 5 to 18. Though it may resemble a typical Texas Panhandle town at first glance, it is so much more.

Our campus is built on a foundation of care, where every resident and staff member understands the transformative power of healthy relationships.

We provide a nurturing environment that fosters personal growth, resilience, and community, ensuring that each child has the opportunity to thrive emotionally, socially and academically.



JONAH

When Jonah arrived at Cal Farley's Boys Ranch three years ago, he was searching for a fresh start. Struggling in school, clashing with his family, and surrounded by negativity, he knew he needed a change. Boys Ranch offered him a supportive residential community where he could escape that cycle and begin to rebuild his life.

The environment provided Jonah with a sense of belonging. He found understanding peers and compassionate staff who made him feel at home. Through their guidance, he learned to let go of judgment and embrace positivity, transforming his outlook on life.

Boys Ranch also introduced Jonah to new opportunities, like participating in rodeo. This experience gave him a renewed sense of purpose, allowed him to form meaningful friendships, and connected him with mentors who inspired him to aim higher.

Jonah credits the generosity of donors for making these life-changing experiences possible. Without Boys Ranch, he believes he would still be searching for direction. Now, he has a clear path forward and goals to strive toward.

MEMORABLE MOMENTS

FIREFIGHTING COMPETITION

Boys Ranch residents participated in the Firefighter Games at the Panhandle Firemen's and Fire Marshal's Association convention in Canyon, Texas. In the three-person pump race, in which a water hose is assembled and must hold together with water pressure, the girls' team won first place, and the boys' team placed third.

STATE TRACK MEET

Two Boys Ranch High School students competed at the State Track Meet. Saige ran in the 800-meter race for girls, and Watera finished fifth place in the 800-meter race for boys, and placed third in the 1600-meter race, pushing himself the last 400 meters to go from eighth place to winning the bronze.

IONA PROJECT REFLECTS ON 10 YEARS

The Chapel staff hosted a 10-Year Reunion for the Iona Project, which is a one-year internship that allows young adults to work together at Boys Ranch as youth workers, but also gain spiritual guidance and support the work of the Chapel. The Iona participants of the past continue to serve through various avenues, such as church ministries, school teaching, social work, care giving, hospice chaplaincy, graduate school and military service.

COLLEGE ATHLETES

Four Boys Ranch seniors from the Class of 2024 signed commitment letters to play college athletics. They were Ethan, baseball at Amarillo College; Gracia, soccer at Cowley College; Aletha, basketball at Clarendon Community College; and Dylan, football at Oklahoma Panhandle State University.

COURAGE IN FOOTBALL

The University Interscholastic League (UIL) has classified Boys Ranch ISD as 1A, which means Boys Ranch High School played six-man football for the first time. This caught the attention of a production company that featured the Boys Ranch Roughriders on the national CBS program, *Courage in Sports*.

17TH ANNUAL CARDBOARD BOAT RACE

Boys, girls, and staff members collaborated to build 19 boats for the 17th Annual Cardboard Boat Race. The event was a lively spectacle, drawing enthusiasm from participants and spectators while showcasing the vibrant community spirit and the unique, hands-on learning experiences that Boys Ranch fosters.

80TH ANNUAL BOYS RANCH RODEO

This year's Boys Ranch Rodeo was one for the books! The event brought together families, supporters, and most importantly, the amazing boys and girls from Boys Ranch who made it all possible. Our young residents showcased their incredible talents in every corner of the rodeo:

- Riding and competing in thrilling rodeo events.
- Keeping the crowd entertained as funny men.
- Helping sell concessions with smiles and hard work.



LADY RIDERS GO TO PLAYOFFS

The Lady Rough Riders, the Boys Ranch High School girls' basketball team, ended their season on Monday, February 12, 2024, in a bi-district play-off game against the Floydada High School Lady Winds. The Lady Rough Riders had a district record of 4-6 and an overall record of 11-15.

NIGHT WITH THE SOD POODLES

On July 19, 2024, the Amarillo Sod Poodles celebrated Cal Farley's Boys Ranch. Ethan Rex, a 2024 Boys Ranch graduate, threw out the first pitch. Our youth and staff enjoyed free tickets to the game, and Boys Ranch staff volunteered their time to work the concession stands, embodying our community's spirit of service and support.



CANTATA

The youth and staff of Boys Ranch worked hard to present a beautiful presentation of the annual Boys Ranch Cantata at the Chapel. The annual event was followed with the community enjoying fellowship with a feast prepared by Dining Hall staff.





ALUMNI SERVICES

- Independent Living
- Transitional Living
- Scholarships

Cal Farley's Boys Ranch Alumni Services offers lifelong assistance, including independent living, transitional living, scholarships, and resources, empowering alumni to achieve success and navigate life's journey with ongoing guidance and care.



CONNER

Conner embraced the chance to learn how to take care of himself and gain independence through the Independent Living Program. He vividly remembers the excitement of moving into his own apartment, marking the beginning of a new chapter filled with growth and opportunity.

The Independent Living Program has been instrumental in helping Conner balance his busy schedule and manage responsibilities. Thanks to the support of his mentors, Conner has learned valuable skills like budgeting his hard-earned money and staying on top of his commitments. Living in the Alumni Support Center apartments allows Conner to spend time with his brother. He also enjoys attending community events at the center, giving him a sense of belonging and camaraderie.

Conner is known for his strong work ethic and dedication at his job at a local convenience store, where he hopes to one day have a managerial role. He is currently saving money for a car and wants to live with his brother in the future. Conner's journey is a testament to his resilience and determination, and he's grateful to Boys Ranch for the opportunities and support that are helping him achieve his dreams.



Alumni Served
131

Clients Reporting No Substance Abuse
89%

Alumni Reporting Program Effectiveness
89%

INDEPENDENT LIVING

Cal Farley's Boys Ranch is committed to supporting our former residents well into adulthood, fostering a bond much like that of a traditional family.

We invest in their future by helping them pursue educational success and navigate the transition to independent living. Just as young adults in traditional families benefit from ongoing support, our alumni thrive with access to safety-net services and limited assistance when needed.

This continued connection ensures that they have the resources and encouragement necessary to begin their new, independent lives with confidence and stability.



Alumni Served
47



GRACIA

Gracia's seamless transition from Cal Farley's Boys Ranch to college is a testament to the power of the Transitional Living Program. Designed to prepare young people for independent living, the program equipped Gracia with essential life skills and confidence to take on the next chapter of her journey.

Through the Transitional Living Program, Gracia learned to balance her academic and personal responsibilities, a skill she now relies on as she pursues her dream of becoming a nurse, specializing in labor and delivery. She is now thriving in her studies, playing soccer, and working part-time to save money and gain valuable life experience.

Gracia credits her success to the mentorship and guidance she received, particularly from her mentor, Isaac, who offered encouragement and helped her navigate the challenges of college life.

Grateful for the support of the Boys Ranch community, her parents, and everyone who has walked alongside her, Gracia reflects, "I've been given the greatest gift—the promise of a very bright future."

TRANSITIONAL LIVING

The Transitional Living Program at Cal Farley's Boys Ranch equips upcoming and recent graduates to adjust to life in new communities, providing essential support during this crucial period. With a dedicated case manager, graduates receive at least one year of services and weekly contact to ensure a smooth transition.

This program goes beyond basic support, helping residents gain valuable life skills like obtaining a driver's license, attending college visits, and exploring career paths. It connects them to educational, vocational, and therapeutic resources, setting a foundation for long-term success. Through personalized guidance and consistent support, the Transitional Living Program empowers youth to build stable, independent lives while continuing their journey of growth and skill development.

Alumni Reporting No Substance Abuse
72%

Alumni Reporting Program Effectiveness
91%



Alumni Served
105

SCHOLARSHIPS

Each semester, Cal Farley's Merit Scholarship Program supports alumni in pursuing further education by providing scholarships for expenses at trade schools, junior colleges and universities. From the Fall of 2023 through the Summer of 2024, 19 students graduated from college. There were two with master's degrees, eight with bachelor's degrees, three with associate's degrees and six certifications.

This generous, donor-funded program helps former residents annually, empowering them to achieve their educational goals. For more than 40 years, hundreds of scholarships have been awarded to qualifying alumni, offering them a pathway to success.

By investing in the future of our former residents, we help them build brighter futures and continue their journey toward personal and professional achievement.

Number of Schools Attended
42

Alumni Pursuing or Completed Master's Degrees
9



FALYN

From a young age, Falyn dreamed of helping others—bandaging her brother's scrapes and playing veterinarian to her dog. When she arrived at Cal Farley's Boys Ranch, it was Falyn herself who needed healing, and she found hope and joy working outdoors with animals. It was there that Falyn began to see the bright future ahead of her—a future in nursing.

Thanks to a Cal Farley's Merit Scholarship, Falyn is now pursuing an education at Kirkwood Community College, studying to become a nurse with a specialization in labor and delivery. Falyn said her calling to nursing stems from her deep desire to serve with empathy and compassion. As a mother herself, Falyn feels especially drawn to supporting new moms. She said it's her son who inspires her every day to excel.

Balancing school and motherhood is no easy feat, but Falyn has built a strong support system. Her father has been her "backbone," helping care for her son during late-night study sessions and cheering her on every step of the way. Her faith in Jesus also provides her with strength and guidance during challenging times.



COMMUNITY-BASED SERVICES

- Family Engagement and Preservation

Cal Farley's Boys Ranch Community-Based Services supports families by providing in-home assistance, parenting guidance, resource referrals, and a food pantry. Caseworkers focus on strengthening family bonds, ensuring children thrive while staying in their homes and communities.



Children Served Through Family Engagement
65

Program Effectiveness in Family Engagement
90%



Children Served Through Family Preservation
157

Program Effectiveness in Family Preservation
85%

FAMILY ENGAGEMENT AND PRESERVATION

At Cal Farley's Boys Ranch, our Family Engagement and Family Preservation programs work hand-in-hand to strengthen and support families in meaningful ways. These programs are offered to families within 100 miles of Amarillo, Texas and help families find alternative solutions to stay together and overcome challenges.

Family Preservation offers intensive case management to help keep youth in their homes, preventing the need for residential care. Family Engagement focuses on fostering open communication and compassion to build stronger relationships and promote lasting, positive change. Together, these programs empower families to face the future united and resilient.



HEIDI

Heidi and Michael adopted Mason, who faced trust and behavioral challenges because of his past trauma. Recognizing that he needed extra support, Heidi and Michael reached out to Cal Farley's Boys Ranch for guidance. Community-Based Services allowed Mason to live at home while the family received the help they needed to grow stronger together.

Through this program, Shawn, a dedicated Community-Based Services caseworker, became a mentor and guide for Mason. Whether playing basketball or spending time together, Shawn's presence was calming and supportive. Shawn also equipped Heidi and Michael with valuable tools to de-escalate tough situations. They were also kept informed through regular updates on Mason's progress. By tailoring his schedule to fit their lives, Shawn ensured the family could focus on healing without added stress.

Heidi shared that seeking help was humbling but ultimately transformative. With Shawn's assistance, the family found renewed hope, stronger connections and the confidence to tackle future challenges constructively.

STRATEGIC PLAN

Cal Farley's Boys Ranch is dedicated to a comprehensive five-step Strategic Plan, guiding us toward significant growth and impact. Our commitment to financial responsibility, operational efficiency, and workforce engagement ensures that we're well-prepared for transformative advancements.

We aim to enhance our infrastructure, broaden community outreach, and strengthen donor relationships, all while modernizing our facilities. By integrating technology and refining performance metrics, we strive to serve more children and families annually, keeping our programs vibrant and effective. Embracing new opportunities for sustainable impact, we move forward with collaboration, determined to build a lasting legacy of positive change for the communities and individuals we support.

1.

Driving an Engaged Workforce

Our mission's success relies on building and sustaining a highly skilled, motivated workforce across all areas of the organization. We are dedicated to recruiting, hiring, and retaining top talent who are aligned with our values and committed to serving youth and families with excellence.

Through strategic hiring practices, comprehensive onboarding, and competitive benefits, we attract professionals who bring passion, expertise, and innovation to their roles. We cultivate an environment where every team member feels valued, supported, and empowered to contribute meaningfully. By prioritizing professional development, fostering open communication, and recognizing achievements, we create a workplace culture that inspires growth, collaboration, and long-term retention.

Advancing Technology to Increase Efficiency and Improve Services

To meet the evolving needs of our community, we must leverage modern technologies that streamline operations and enhance the services we offer. By implementing data-driven solutions, automating processes, and providing seamless digital access to resources, we improve both internal efficiency and the user experience.

Technology is not merely a tool but a catalyst for innovation, helping us connect with the individuals and families we serve while expanding our reach and impact.

2.

OUTLINE 2023-2028

3.

Ensuring Financial Accountability and Viability

Financial integrity is at the core of our organization's ability to thrive and serve effectively. We are committed to transparent financial practices, strategic resource management, and responsible stewardship of donor contributions and funding.

Our goal is to maintain long-term financial health, ensuring that we can meet current needs while remaining sustainable for the future. Regular audits, detailed reporting, and efficient budgeting processes reflect our commitment to accountability and build trust with our stakeholders.

Enhancing Quality and Improving Outcomes

4.

Our ultimate aim is to make a meaningful, measurable difference in the lives of the youth and families we serve. We continuously evaluate and refine our programs and services to ensure they meet the highest standards of quality.

Through evidence-based practices, outcome tracking, and feedback-driven improvements, we strive to achieve the best possible results. Our focus on quality assures stakeholders that every action taken is intentional and designed to promote positive, lasting outcomes.

5.

Planning and Adapting for Our Future

As we navigate a dynamic and ever-changing world, proactive planning is essential to our success. We are committed to strategic foresight and adaptability, positioning the organization to thrive amidst challenges and opportunities.

By monitoring trends, assessing risks, and aligning our strategies with emerging needs, we ensure that our mission remains relevant and impactful. Our focus on future readiness allows us to continue creating positive change and improving the lives of those we serve for generations to come.

FINANCIALS



Fundraising Revenue	
Annual Giving	\$19,319,500
Planned Giving	\$14,731,017
Corporate & Foundation Gifts	\$1,259,401
Total Fundraising Revenue	\$35,309,918
Support from Cal Farley's Boys Ranch Foundation	\$7,688,217
Other Revenue	
Investment Revenue, net	\$5,675,358
Other Revenue	\$147,161
Total Revenue	\$48,820,654
Program Expenses	
Boys Ranch Operations	\$30,191,058
Alumni and Community Service	\$2,245,968
Total Program Expenses	\$32,437,026
Fundraising Expenses	\$2,738,988
Administrative & General Expenses	\$5,037,836
Total Expenses	\$40,213,850
Organizational Expense Distribution	
Program	81%
Administrative	13%
Fundraising	7%

Cal Farley's is a nonprofit 501(c)(3) corporation organized under the laws of the State of Texas. Members of the Cal Farley's board of directors volunteer their time, talents, leadership and prayers on behalf of the children and families whose lives Cal Farley's transforms every day. The Cal Farley's board and senior leadership want to thank individuals and groups for their unwavering support and financial backing.

BOARD OF DIRECTORS 2023-2024



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