

FINDING *Hope*



“Youngsters who come to Rawhide have suffered from neglect, violence, and very little structure. Then, suddenly, they are offered hope.”

— Bart Starr

Milwaukee ★

One of the things that drew me to this role of leading Rawhide into the next decade is the fact that it is changing lives...one person at a time. And without Rawhide being there to help, these youth would "fall through the cracks" and go on to lead troubled lives.

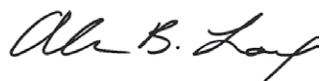
Instead we provide Hope to our youth. In our residential program, we are the last chance for these youth. These kids have been through unbelievable trauma in their young lives. They don't have a family infrastructure and support system to make it on their own. But they are resilient and are survivors. With the treatment, educational and family-centered care that Rawhide provides, they are getting the help they need to lead healthy and responsible lives.

While our history has been rooted in our residential program, we are now reaching deep into communities throughout Wisconsin with many preventative programs that will provide resources to help youth and their families. We are excited to have expanded our community services in 2018 by acquiring CHAPS equine services in Shiocton, WI, a community-based mental health facility that has served over 3500 youth over the last 13 years, primarily suicidal young girls. And in 2019, we expanded into Fond du Lac, WI with a new Rawhide Counseling Center that includes CHAPS equine services as well.

Our commitment is to be a premier mental health provider to troubled youth and their families in communities throughout Wisconsin. In order to better understand and serve the unique needs of at-risk youth in each community, we have begun to establish regional advisory councils comprised of community leaders who will advise, consult and assist the Rawhide leadership team.

We are so thankful for the many donors, volunteers, staff and partners that we work side-by-side with us to help troubled youth here in Wisconsin - one youth at a time!

Alan B. Loux
President and CEO, Rawhide




RAWHIDE, INC.
(920) 982-6100
rawhide.org
email: info@rawhide.org

Youth and Family Counseling Clinic Locations:

Appleton
Westhill Professional Park
446 Westhill Blvd., Ste. 6
Appleton, WI 54914

Green Bay
Park Business Center I
916 Willard Dr., Ste. 100
Green Bay, WI 54304

Milwaukee
Silver Spring Neighborhood Center
5460 N. 64th St.
Milwaukee, WI 53218

Glendale
First Bank Financial Centre
5555 N. Port Washington Rd., Ste. 207
Glendale, WI 53217

The following counseling clinic locations also offer **CHAPS Equine-Assisted Therapy Services:**

New London
E7475 Rawhide Rd.
New London, WI 54961

Shiocton
N5367 Mayflower Rd.
Shiocton, WI 54170

Fond du Lac
W3950 WI-23 Trunk
Fond du Lac, WI 54937

Rawhide's Mission:

Being dependent on God, we inspire and equip at-risk youth and their families to lead healthy and responsible lives through family-centered care, treatment, and education.



Rawhide Program Descriptions

Rawhide's Standard Residential Care Program

benefits court-ordered at-risk young men from ages 11 to 18 years old. Youth homes are based on the family living model and staffed with live-in Houseparents and Resident Youth Care Workers. The homes provide a positive, structured, supportive, family environment. Outcomes focus on the areas of self-control, respect, and responsibility. Youth attend Starr Academy, Rawhide's year round on-campus school, and participate in group and individual therapy.



About Face Community Service Corps

at Rawhide is an intensive, residential military-style program. High school class improvement, vocational training, and community service are all emphasized. Job trainers work side-by-side with the About Face guys on construction, landscaping, and disaster relief projects. About Face cadets participate in service projects for 2 weeks and attend Starr Academy, Rawhide's on-site school, on alternate weeks.



Starr Academy

is a fully accredited high school (Wisconsin Religious and Independent Schools Accreditation). Courses are offered in math, reading, social studies, science, computers, art, physical education, and life skills. Class sizes are small and each student receives personal attention. Students also participate in elective activities each week and have the option to participate in Rawhide's basketball and track teams.



Home Plus provides area schools with an educational alternative for at-risk students struggling to make progress. Young men live at home and attend school at Starr Academy.



The Transitional Group Home is for young men who will be transferring out of Rawhide programs and are taught independent living skills. They attend school in New London and may participate in employment off the Rawhide campus.



Youth and Family Counseling Services

provide outpatient counseling services for youth and their families struggling with a variety of behavioral and mental health issues. Counselors use a blend of therapeutic styles and approaches — cognitive, behavioral, emotional, social, and spiritual tailored to the needs of a client. Counseling centers are located in Milwaukee, Appleton, Shiocton, New London, Green Bay, and Fond du Lac.



CHAPS Equine-Assisted Therapy

benefits both boys and girls coping with a range of behavioral and mental health issues including: anxiety, depression, trauma, ADHD, and suicidal ideation. Sessions are conducted under the guidance of a therapist who specializes in equine therapy at Rawhide's New London, Shiocton, and Fond du Lac locations.



Occupational Therapy: Through a thorough assessment process, youth can participate in occupational therapy services on a weekly basis with an Occupational Therapist who helps them improve their cognitive, physical, sensory, and motor skills improving their self-esteem and confidence.



Community-based Treatment Foster Homes

are fully licensed and serve young men who have made a satisfactory adjustment in Rawhide's residential programs. Direct placements for boys and girls occur as well. Foster homes and youth are fully supported through Rawhide programs and attend local schools or have the option of attending Starr Academy.

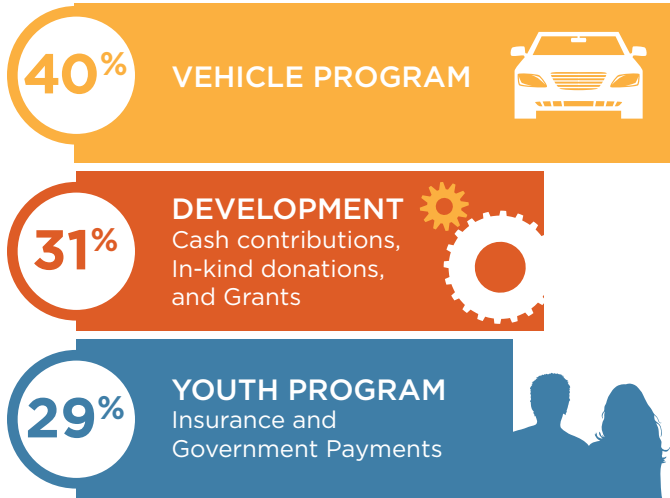


Alumni Services are provided to young men who have gone through Rawhide's residential programs. Services include an open door policy inviting alumni and their families to reach out to Rawhide at any time for a visit, counseling, or other services.



\$15.4 MILLION

SOURCES OF SUPPORT



HOW FUNDS ARE USED



Education



**AVERAGE AGE
OF STARR
ACADEMY STUDENT
IS 16.1 YEARS**

**UPON ENTRY TO
STARR ACADEMY 81%
OF STUDENTS ARE
BELOW GRADE
AVERAGE IN READING**



**UPON ENTRY TO
STARR ACADEMY
82% OF STUDENTS
ARE BELOW GRADE
AVERAGE IN MATH**



90%

**DURING THEIR TIME AT STARR
ACADEMY 90% OF STUDENTS
EARN HIGH SCHOOL CREDITS**



75%

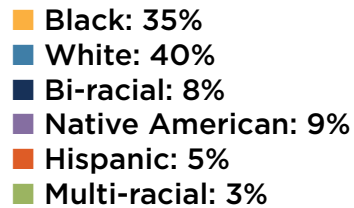
**DURING THEIR TIME AT STARR
ACADEMY 75% OF STUDENTS
INCREASED THEIR GPA**

Services

RAWHIDE RESIDENTIAL AND OUTPATIENT PROGRAMS SERVED CLIENTS FROM 37 WISCONSIN COUNTIES



ETHNICITY OF YOUTH IN RESIDENTIAL CARE



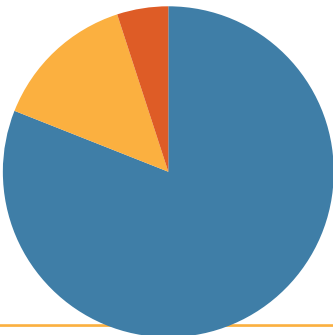
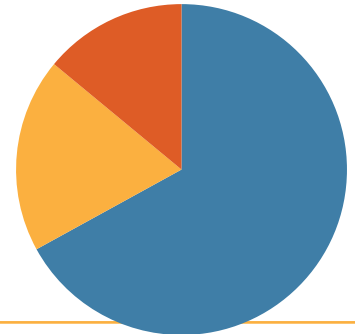
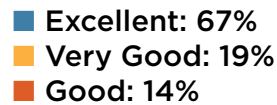
RAWHIDE SERVED

427 Youth and Families through Residential and Outpatient Services.

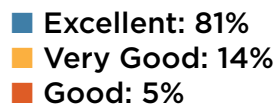
These graphics depict survey results received from social workers from throughout Wisconsin who placed youth in Rawhide's care in 2018.



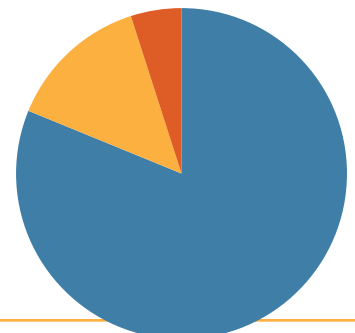
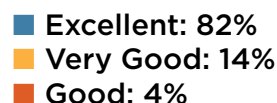
SERVICES TO FAMILIES



EMPLOYMENT TRAINING



BEHAVIORAL COUNSELING



Meet Johany, Rawhide Alumnus



Rawhide gave me the building blocks I needed to have a successful life. I learned positive communication skills, got caught-up in my classes, and earned my high school diploma. Sometimes after leaving Rawhide, I would give into peer pressure, but then I would think back on all the lessons I learned and the people who supported me. I would say to myself, "It's up to me to elevate my life. If I want to keep my job, I have to get myself up on time. If I want people to be able to depend on me, I have to try my best. It's up to me to make a good impression on people. When I leave this world, I want people to say, "I knew Johany. He was a good guy!"

Johany works at the Milwaukee Bucks arena and for a cleaning service detailing cars. He is enrolled in the Milwaukee Area Technical College for the fall 2019 term with a focus on Human Relations. One day, Johany would like to return to work at Rawhide as a youth counselor.

Mary and Ray Hosmer, #15 League Members

The #15 League, named in honor of Green Bay Packer legend Bart Starr and his wife Cherry, recognizes the special group of Rawhide supporters who have named Rawhide as a beneficiary of a legacy gift.

Growing up in a family with hard-working parents and 15 siblings, Mary Hosmer learned early on that everyone has a personal responsibility to give back. Mary shares, "Although my parents didn't have a lot of financial wealth, they taught us that the 'fun is in the giving' – whether you're giving of your time, your talent or your treasures." Raised in rural Manawa, Mary recalls visiting what is now the Rawhide campus with her father. He was considering purchasing the land in order to develop a golf course along the river. As history tells, the land was instead purchased by Rawhide co-founders, John and Jan Gillespie.

As an adult, Mary's involvement with Rawhide spanned a quarter century during which she served as broker for the organization's property and casualty insurance program. In this role, Mary



learned much about Rawhide's business model and the many programs and services offered for at-risk youth and their families. "I was most impressed with Rawhide's mission – the mission was at the 'front and center' of everything Rawhide did," she remarked. Following her career in insurance, Mary maintained her affiliation with Rawhide as a volunteer member of its Founders Council.

Now, Mary says that she and her husband, Ray, are in the 'giving back' phase of their lives. She explains that about 10 years ago they established a family trust and named as beneficiaries the charities that reflect their values and passions. "Leaving a legacy gift to Rawhide supports our life-long belief in giving back to an organization that's important to us," Mary said. "We're proud to be members of the #15 League, and encourage others to join."

FINDING *Hope*

A Message from Alan and Azure Rooths, Rawhide House Parents

After becoming empty nesters and having a desire to love and lead young people into positive futures, we knew that Rawhide was a ministry we were called to partner with during this season of our lives. While we love what we do, this is by far the hardest work we have ever done!

Together, we model healthy family living in many ways. We teach young men to prepare meals so they understand healthy alternatives to fast food, they learn to wash their own clothes, manage finances, volunteer in community service projects, share in daily chores in the living unit, are responsible for weekly grocery shopping trips, and participate in a faith-based experience weekly.

Our Rawhide sons know that “ma and pops” love them and want only the best for them. Because of this assurance, they feel safe, eat well, look good, and always know they are cared for even while experiencing a corrective action plan which is our form of discipline. Together, we desire to love and lead young men into better and more productive futures. Rawhide allows us to the opportunity to do both!



Rawhide and AZCO – Preparing Young Men for the Future



AZCO INC., is an employee owned, full service industrial constructor and fabricator, who has made a strong commitment to being a responsible corporate citizen by making a difference in the lives of those in our communities. AZCO, along with other donors and community partners, supports **Rawhide’s Work Experience Program**.

The program is designed to cultivate skills and develop a positive work ethic in young men as they prepare to enter the workforce. Youth

who would like to explore the skilled trades are provided with information about the trades, opportunities to participate in hands-on work experience, and guidance in obtaining technical college education and training through apprenticeships.

Rawhide’s community partnerships benefit at-risk youth as they receive training and valued work experience and discover how these skills can provide an avenue toward building a positive future. The partnerships benefit businesses as they work to address the challenges they encounter hiring skilled tradespeople.

Thank you to all of Rawhide’s community donors and partners.



#15 League Honoring our Past, Securing our Future

The *#15 League* recognizes the generous individuals who have committed to supporting Rawhide through a planned gift from their estate. Planned gifts can be designated through a will or living trust, life insurance policy, retirement account, charitable trust, donor advised fund, or charitable gift annuity.

Often, these meaningful gifts go unrecognized because they come at the end of a donor's life. The *#15 League* is our way of acknowledging your commitment to Rawhide's future – today.

Becoming a member is simple – include Rawhide as a beneficiary of a planned gift and notify us of your intent. We'll add your name to the *#15 League* in honor of your dedication to Rawhide's future.

Anonymous
Wayne & Mary Boss
Elsie A. Chattillion
Cara Lynn K. Foster
Esther R. Gehrt
Peter and Dolly Gerhardt
Don & Audrey Geyer
Carol M. Gross
Ray J. & Mary M. Hosmer
Catherine Jacobs
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Thomas & Marlys Regan
*James A. Beil
*Ronald A. Bodart
*Ann S. Courtenay
*George E. Gibert
*Alice Mae Silbersack

*These individuals passed away in 2018.

For information about or to join the *#15 League*, please contact **Sandy Bush** at **(920) 531-2590** or **sbush@rawhide.org**

Thank you!

We are grateful to Rawhide's donors, partners, and friends who are making a difference in the lives of at-risk youth and their families. Because of you, boys, girls, and families are finding hope and building positive futures.

\$25,000 and Above

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Jean Zitzler

for their generosity!

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President of the Board of Directors of
Loaves & Fishes of the Fox Valley, Inc.,
and is retired from the Kimberly-Clark
Corporation

Chris Myhre
Retired Corporate Director of IT,
Oshkosh Corporation

Clyde Rasmussen
Licensed Child Protection Social
Worker, Winnebago County Department
of Human Services

Kevin Schuh
Director of Corporate Accounting,
Menasha Corporation

Bill Sepic
President and Chief Executive Officer,
Wisconsin Auto & Truck Dealers
Association

John Vicchiollo
Director of Procurement and Strategic
Sourcing, Bassett Mechanical

Rawhide Northeast WI Advisory Council Members

Dan Began
Retired Investment Advisor,
NAMI Board Member

Rob Davis
Former Green Bay Packer;
Sr. Director of Operational Excellence,
Pierce Manufacturing

Pete Dorsch
Retired former owner,
Dorsch Ford Lincoln Kia

Cathy Dworak
Director of Community Relations
and Player/Alumni Relations,
Green Bay Packers

Bob and Pat Endries
Founders, Endries International

Dennis Episcopo
Sr. Pastor, Appleton Alliance Church

Michael Friis
Executive Director of Secondary
Teaching and Learning, Green Bay Area
Public School District

John Gillespie
Founder, Rawhide, Inc.

Marne Keller-Krikava
Retired President and CEO,
J.J. Keller & Associates

Steve Klessig
V.P. Architecture & Engineering,
Keller, Inc.

Dennis Krueger
Superintendent, West De Pere
School District

Bill Matheson
Chief Commercial Officer,
Schneider National, Inc.

Joe Mauthe
Executive Director, Pillars

Jeff Miller
President and CEO, CBC Coating

Chuck Price
Director, Waupaca County Department
of Health and Human Services

Ivan Schrodtt
Retired Chairman of the Board,
IPS Testing

Kim Underhill
Group President North America,
Kimberly-Clark

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