

INTRODUCTION TO YBGR POLICIES AND PROCEDURES

Introduction: The principles encompassed by Yellowstone's Vision Statement, Mission Statement, and Corporate Philosophy lies at the heart of what Yellowstone Boys and Girls Ranch is all about. These principles relate to and help maintain the moral integrity of our work. Yellowstone Boys and Girls Ranch directs all its activities, programs, its hiring practices, and develops its goals around these principles.

THE VISION OF YELLOWSTONE BOYS AND GIRLS RANCH

Yellowstone Boys and Girls Ranch values families, invests in children and communities, and will be a trusted national leader in the field of human services.

THE MISSION OF YELLOWSTONE BOYS AND GIRLS RANCH

Yellowstone Boys and Girls Ranch provides quality education and treatment services that promote the emotional, behavioral, moral, spiritual, and physical development of children, adolescents and their families.

Yellowstone's mission includes:

- ▲ A foundation based on traditional, Judeo-Christian values.
- ▲ Safe and secure healing environments providing broad ranges of individualized treatment for the clients in partnership with their families, to bring about a continuing lifestyle change encouraging trust and confidence so that life can be fully embraced.
- ▲ A system that is guided by a consistent philosophy of individualized treatment throughout the continuum of care.
- ▲ Family involvement leading to an understanding of the impact of children and adolescents experiencing emotional difficulties on the entire family through educating and training the family in healthy styles of communication and interaction.
- ▲ Caring, yet challenging therapeutic environments with an entire staff committed to meeting the educational, psychological, spiritual, behavioral and medical needs of children, adolescents and their families.
- ▲ Growing relationships with professionals nationwide.

THE CORPORATE PHILOSOPHY OF YELLOWSTONE BOYS AND GIRLS RANCH

Yellowstone Boys and Girls Ranch believes that healthy human development requires a nurturing environment in which the individual comes to recognize and integrate the social, intellectual, emotional, moral, sexual, spiritual and physical possibilities with which they have been created.

The quality of family systems and their impact upon the developmental course of the individual is crucial to this dynamic developmental process.

Yellowstone Boys and Girls Ranch provides a continuum of clinical services for emotionally disturbed children, adolescents and families from throughout the nation in the least restrictive environment available at a reasonable cost.

Mental health clinical theories underpinning our services do not exist in a philosophical vacuum. For example, all psychotherapeutic theories explicitly or implicitly contain views of human nature and models of health and abnormality. Additionally, clinical theories provide techniques of treatment that, in turn, imply certain goals and outcomes for treatment. We recognize the absence of complete agreement within the clinical services community on which of these various theories is "correct" and accept the findings of scientific research demonstrating the efficacy of various clinical approaches when used with appropriate clinical populations.

Further, we are aware of empirical research on religion and psychotherapy over the past decade and of the impact that values

have on the therapeutic process.¹ We believe that we must be sensitive to our clients' values and aware of the influence and impact our values have on our clients since reviews of empirical research over the past twenty years have invariably concluded that when treatment is successful, "clients tend to adopt the values of their counselors, especially personal and mental health values."²

Thus, we acknowledge that the personal, moral values and beliefs of all of us on the staff of Yellowstone Boys and Girls Ranch are important to the outcome of treatment for our clients. The standards and values we express in our personal lives and in our organizational life together influence the impact we have as a therapeutic community. Yellowstone Boys and Girls Ranch believes - and has found during our years of service to children, adolescents and their families - that we can best accomplish our mission by maintaining a commitment to those personal and relationship values expressed by the historic Judeo-Christian faith. We believe and expect that those traditional values will inform our personal, organizational and clinical choices. In our relationships with each other on the staff and in our relationships with our clients, we accept and believe in the tension between responsibility and freedom, wrongdoing and forgiveness and between personal agency and life under the authority of our Creator. We believe that the practice of relational fidelity as taught by historic Christianity (and expressed by God toward creation in the life of Jesus Christ) is a good model for our clients, for our personal and professional conduct and for our organization. Many of our clients can trace their current suffering back to the effects of a breach of trust. Therefore, trust is the cornerstone at Yellowstone Boys and Girls Ranch.

We believe it should be obvious to all who come in contact with Yellowstone that our programs are based on Judeo-Christian principles, upon which Yellowstone was founded. It is our sincere desire to provide treatment to our clients, as well as a corporate environment that demonstrates love and compassion in fostering each person's worth and dignity. We will accomplish this through our staff modeling and exemplifying love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

ORGANIZATIONAL VALUES AND PRINCIPLES OF YELLOWSTONE BOYS AND GIRLS RANCH

Yellowstone's Organizational Values and Principles state:

- ◆ We believe that forming therapeutic relationships and attachments are foundational aspects of a healthy lifestyle.
- ◆ We believe that we need to recognize current developmental levels and help restore youth to age-appropriate developmental functioning.
- ◆ We believe that helping a youth develop a positive self-image through the healthy expression of his or her need for belonging, mastery, independence and generosity is a key to overcoming life's difficulties.
- ◆ We believe that addressing emotional difficulties often involves a re-education in living.
- ◆ We believe that an environment that focuses on positive behavior provides an atmosphere conducive to growth, development and positive attachments.
- ◆ We believe that encouraging positive peer relationships and developing peer accountability is a key to facilitate change and growth in youth.
- ◆ We believe that genetic or biochemical factors may predispose youth to emotional disturbance.
- ◆ We believe that by establishing rewards for positive behavior and setting limits on negative behavior, positive relationships and social functioning are enhanced.

¹ For a thorough discussion of this research see: Worthington, Everett L. et al. *Empirical Research on Religion and Psychotherapeutic Processes and Outcomes: A 10-year review and research prospectus*. In *Psychological Bulletin*. 1996, Vol. 119, No. 3, 448-487.

² *ibid.*, p.460.

- ◆ We believe that developing healthy moral and spiritual beliefs, values and experiences are foundational to overcoming life's difficulties.
- ◆ We believe that families are primary resources and partners in our efforts to help the youth.
- ◆ We believe that individual and goal-focused interventions for youth, provided in the least restrictive environment, are foundational for progress and success.
- ◆ We believe that significant people and social systems that have been a part of the youth's life are resources for transition and future success for the youth.

Trust, basic to the development of healthy human relationships, includes four primary ingredients:

Respect	for all humans and their place in society.
Empathy	to understand and share experiences, values and principles.
Genuineness	which provides integrity to relationships.
Concreteness	to ensure equal and accurate communication.

Trust is the cornerstone at Yellowstone Boys and Girls Ranch, directing relationships with youth, families, staff and constituents.

Our goal is to create a warm, non-threatening therapeutic environment in which our clients can work through and resolve conflicts. Each of us must remain committed to our mission, being good stewards of the gifts and opportunities that come our way each day. We exist to meet the needs of our clients. It is important for each employee to understand that our clients provide our employment and, in fact, pay our wages. Yellowstone's clients are the reason we exist and are always to be treated with the utmost respect and compassion.

I have read this document in its entirety and, if employed by Yellowstone Boys and Girls Ranch, I agree to uphold and comply with the provisions stated in Yellowstone's Vision, Mission, Philosophy and Organizational Values statements as contained herein.

Signature - Position

Date

Witness - Position

Date