



Board Philosophy

Updated August 15, 2018

Mission

To enable all young people, especially those who need us most, to realize their full potential as productive, caring, responsible citizens.

Core Values

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| Love IT, Live IT, Give IT | The Boys & Girls Clubs of Yellowstone County is dedicated to an organizational culture and philosophy that strives to affect in each person a deep belief in and commitment to the kids, Mission and the Club itself, as well as move that conviction to action in ourselves and the people we serve. |
| Pursue GREATness | Each member, volunteer and professional embraces the belief that each of us can strengthen ourselves and increase the impact our organization has on the members we serve. We want to BE GREAT today & better tomorrow. |
| Make an Individual Impact | It is our intention to meet each Club member, volunteer and professional where they are so we can help them set the goals and individual path forward necessary to achieve future success. |
| Build Safe Kids and Clubs | The Boys & Girls Clubs of Yellowstone County will utilize the best local and national resources to ensure our Clubs and organization are physically and emotionally safe for our Club members, volunteers and professionals. We will also use those resources to help our members develop the tools and skills to be safe when they are not at the Club. |

Serving Those Who Need Us Most

While the Boys & Girls Clubs of Yellowstone County strives to provide a world-class Club experience for all young people in Yellowstone County, it is the intention of the Board of Directors to establish programs and Clubhouses in the schools, neighborhoods and communities where kids need us most.



Treatment of Members & Families

Every member and family served by the Boys & Girls Clubs of Yellowstone County shall find a welcoming environment and a world-class Club experience in each Clubhouse. A Club experience which; embraces diversity, values each individual, provides opportunity for participation, is free of harassment and retaliation, and meets all legal rights guaranteed under local, state or federal law.

Treatment of Professionals & Volunteers

The Boys & Girls Clubs of Yellowstone County will provide a world-class work environment for all professionals and volunteers. The work experience will; be fair, embrace diversity, value each individual's contributions, free of harassment and retaliation, provide opportunity for advancement, and meet all legal rights guaranteed under local, state or federal law.

Treatment of Investors & Partners

Since the first members walked through our doors on February 4, 1971, the Boys & Girls Clubs' investors and partners have been a critical piece of our ability to save the lives of those who need us most. It is the intent of the Board of Directors to continue this tradition of support and success through actively stewarding and cultivating our individual investors and partners while maintaining an unrelenting commitment to ensure all investments are utilized efficiently and exclusively for their intended purpose.

Board Policies

Updated August 15, 2018

Member Safety

The top priority for the Boys & Girls Clubs of Yellowstone County is to provide a safe and secure Clubhouse environment for the youth we serve on a daily basis. Therefore, it is the intent of the Board of Directors that the organization:

- adopt and implement the best practices for employee and volunteer screening, selection and development, which are consistent with safety standards established by Boys & Girls Clubs of America and comply with all local, state and federal regulations, and
- maintain all Club facilities and equipment to ensure not only that everything is in appropriate condition, but that everything is also safe and does not pose a risk to our members, families, professionals, volunteers and guests.



Background Check & Service Eligibility Policy

Background Check Requirements

The Boys & Girls Clubs of Yellowstone County will conduct social security number/name-based criminal record searches on all employees, board members and repetitive program volunteers. These criminal background checks will be completed prior to the individual's service with the Club and repeated every twelve (12) months. At a minimum these background checks will:

- verify the person's identity and legal aliases,
- provide a national Sex Offender Registry search, and
- provide a national criminal record search.

Employment & Volunteer Disqualifications

When determining employment or volunteer eligibility all background check findings shall be considered. However, the following items will automatically disqualify individuals from employment or volunteer opportunities.

- refusing to consent to a criminal background check,
- making a false statement in connection with such criminal background check,
- is registered, or is required to be registered on a State or National sex offender registry,
- has been convicted of any misdemeanor or felony related to:
 - o murder,
 - o child abuse,
 - o a crime against children, including child pornography,
 - o domestic abuse,
 - o abduction or human trafficking
 - o a crime involving rape or sexual assault,
 - o arson,
 - o weapons,
 - o physical assault, battery or drug related offense,
 - o theft, fraud or embezzlement, or
 - o any other felony not listed herein.

Additional Employment Disqualification

In addition to the disqualifications already listed in this policy, an individual will be ineligible for employment with the Boys & Girls Clubs of Yellowstone County if they have been convicted of:

- Driving Under the Influence (DUI), or
- Minor In Possession (MIP) within the last two years.