

MIRACLE FARM
Position Description
HOUSEPARENT

POSITION ASSIGNMENT

Position Title: Houseparent

Company: Miracle Farm

Status: Full-Time

Reports to:

Miracle Farm's Vision: *Miracle Farm provides an environment for Christ to forge young men of integrity who are firmly connected to the sense of security, acceptance, and significance that comes from an identity in Christ.*

Three Key Results for Miracle Farm:

1. Best in class client outcomes
2. Securing a shared future
3. Be the employer of choice

POSITION SUMMARY

(1) Provide a Christian home environment for young men on a 24 hour a day basis. (2) Responsible for on-going supervision, providing structure and consistency within the Trauma-Focused Care model of Miracle Farm. (3) Create an environment of felt safety and connection, assisting each young man to positively develop and improve their spiritual, familial and peer relationships.

KEY RESPONSIBILITIES

SKILL BASED COMPETENCIES

Accurately, efficiently, and effectively perform the following:

General Performance

- Ability and willingness to be trained in a trauma-focused model and ability and willingness to implement and execute model (e.g. TBRI).
- Possess communication skills (e.g. written and oral) and ability to utilize them to manage conflict.
- Ability to work under minimal supervision with awareness that error(s) may have serious consequences.
- Ability to exercise patience, initiative, judgment and confidentiality (following establish HIPAA guidelines).
- Ability to relate positively to clients and families needing support services and have the ability to establish nurturing, positive relationships.
- Ability to observe and make accurate assessments of situations.
- Ability to speak in public and to large groups, related to promoting Miracle Farm.
- Personality attuned to the requirements of meeting needs of clients and ability to establish and maintain effective working relationships with other employees and the public.
- Ability and willingness to work within a team concept.

Safety and Support Functions

- Helps provide a living environment that promotes the trauma-focused healing of boys by helping them connect to Christ and develop self-confidence, trust, relationship building skills and the ability to make responsible choices. Remains attentive to the physical, emotional, spiritual, developmental and academic growth of the boys under supervision.

- Provide supervision individually based upon each young man's needs, physically, emotionally and developmentally, in all program areas, to include: Barn/Arena; Wood and Metal Shops; Work Projects; and off campus activities.
- Utilizes daily schedule and other components of structured child care program to meet boys' needs, promote their positive self-image, and development of daily living skills.
- Reports immediately any suspected child abuse/neglect of a child to the Clinical Director and/or the President.

Physical Health Needs

- Responsible for evening and weekend food preparation, cottage cleanliness and maintenance.
- Schedule and take young men for yearly physicals and bi-yearly dental appointments, as well as, any appointments for illnesses or medication monitoring.
- Develops and executes plan for physical play, outside of daily routine.
- Provide oversight and structure to ensure that each young man has the opportunity to get a full night's sleep.
- Develops and executes meal planning and preparation to ensure each young man's nutritional needs are met.
- Ensures that each young man possesses the clothing and footwear necessary to actively participate in daily programming, either by coordinating with parents and/or Clinical Director to secure funds for purchases.
- Provide each young man the appropriate supplies for maintain good personal care, hygiene and grooming. Giving instruction, as needed.
- Provide young men opportunities for age and developmentally appropriate activities to prepare them for independent living.

Emotional Health/Discipline

- Facilitates individual and group meetings of boys to resolve issues, enhance problem solving and promote harmony within the home.
- Maintains an awareness of the needs of each young man and is attentive to those needs.
- Utilizes effective de-escalation procedures, as taught by Trust Based Relational Intervention (TBRI) in the event of behavior related emergencies.
- Utilizes Trauma-Focused consequences and principles taught in TBRI, when deciding on, delivering and facilitating consequences for trauma-based behaviors.
- Role models and teaches appropriate responses when young man is escalated. Utilizes TBRI principles to co-regulate and de-escalate each young man based upon their individual needs.
- Role models and teaches appropriate boundary respecting and setting and how to negotiate social interactions with respect.
- Participate in Plan of Service meetings (POS) and Treatment Team meetings (TTM), as needed to discuss and determine course of treatment.

Spiritual Health

- Willingness to role model and counsel young men on how to follow Jesus and continued discipleship to help them grow in their faith.
- Facilitates individual and group devotional times.
- Facilitates youth group and church involvement.
- Willingness to engage in spiritual conversations, as young men bring questions.

Additional Responsibilities/Tasks

- Maintains compliance with Miracle Farm policies and procedures as stated now or as amended. Maintain compliance with all regulatory requirements, state and federal laws as stated now or as amended.
- Maintains facility, outside area, vehicles, and property in a clean and orderly manner. Reports needed repairs to President.
- Performs other assignments and duties as requested, to include, but not limited to:
 - Teaching in one of the shops (wood and/or metal).
 - Teaching in the arena (horsemanship, team roping and safety)
 - Teaching Special Events (Family Program – TBRI)
- Teaching Connection (Natural Lifemanship – Round Pen)

BEHAVIOR BASED COMPETENCIES

- Christian, biblical behavior is expected at all times and includes but is not limited to the following:
 - Honors God by lifestyle and is a positive Christian role model both personally and professionally. This person must agree with and live up to Miracle Farm’s Mission, Vision, and Core Values.
- Must have professional level of written and verbal communication skills.
- Must be computer literate.
- Able to listen and communicate with staff, residents, and community groups.
- Must be insurable by agency vehicle insurance company.
- Capable of maintaining a flexible work schedule.
- Capable of working in high stress situations.
- Must be self-motivated with good organization and time management skills.
- Must demonstrate professionalism, respect and civility when working with boys, their families and staff.

KEY REQUIREMENTS

QUALIFICATIONS

- Educational: High School Diploma required; Bachelor’s Degree Preferred
- Experience: 3 Years Full-Time Work Experience; Previous experience working with children, youth and families preferred (can be volunteer experience)

PHYSICAL REQUIREMENTS

- Ability to lift 25lbs. regularly and up to 80lbs occasionally, as job requires (e.g. hay haul).

I understand that this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required for this position. This document does not create an employment contract, nor does it modify the at-will employment status of all employees. I have reviewed the job description for the position of Houseparent of Miracle Farm and can perform the essential functions required. I have received a copy for my records.

Received by: _____
Signature

Date

Print Name