

# **Black Sheep Ministries**

## **Family Restoration & Foster Support**

### **Formal Program Charter**

## **I. Program Purpose and Operating Philosophy**

### **I.A Statement of Purpose**

The Black Sheep Family Restoration & Foster Support Program exists to strengthen families and safeguard children impacted by addiction, trauma, and systemic fragmentation by providing coordinated, trauma-informed, and Christian-rooted support that operates in partnership with, and in deference to, courts, child welfare agencies, and licensed service providers.

The program is intentionally designed to address a persistent gap within the child welfare continuum. While judicial systems and county agencies are charged with legal oversight and compliance enforcement, and licensed providers are responsible for placement and treatment services, families often lack consistent, relational, and practical support necessary to engage these systems effectively and sustainably. This program exists to provide that support.

Black Sheep Family Restoration & Foster Support does not seek custody, placement authority, or decision-making power over children or families. Rather, the program functions as a stabilizing and capacity-building support structure intended to enhance the effectiveness of existing systems by improving family engagement, understanding, and follow-through.

The overarching objective of the program is harm reduction, family stabilization, and the disruption of generational cycles of addiction and trauma through coordinated support, accountability, and restoration-oriented care.

### **I.B Operating Philosophy**

The program operates in accordance with the following foundational principles:

First, **human dignity precedes compliance**. Families involved in the child welfare system are frequently approached through a lens of deficiency or failure. This program affirms the inherent dignity and worth of every individual while recognizing that dignity does not eliminate the necessity of accountability, responsibility, or lawful compliance.

Second, **trauma-informed practice is essential**. Addiction, family separation, reunification efforts, and placement transitions are inherently traumatic for children and adults alike. All aspects of program design, volunteer engagement, and service delivery are structured to minimize re-traumatization, promote stability, and prioritize emotional and relational safety.

Third, **effective support must be coordinated and intelligible**. Families are most likely to disengage or fail when expectations are unclear, services are fragmented, or requirements are poorly communicated. This program prioritizes clarity, coordination, and translation of system expectations so that families understand both what is required of them and how to meet those requirements in a practical and sustainable manner.

Fourth, **institutional authority is respected and not duplicated**. Courts, county agencies, and licensed providers retain full legal and operational authority within their respective domains. This program does not override, undermine, or interfere with judicial orders, agency determinations, or case plans. All services provided are designed to reinforce, not contradict, existing legal and administrative directives.

Fifth, **faith informs posture rather than coercion**. The program is Christian-rooted, drawing its ethical framework from biblical principles of restoration, humility, accountability, and love oriented care. Participation in spiritual support is always voluntary. No service, resource, or assistance is contingent upon religious belief, affiliation, or participation. Faith is offered as a source of grounding and hope, not as a condition of support.

Sixth, **support must extend beyond case closure**. The program recognizes that the conclusion of court supervision, agency involvement, or funded services does not equate to the resolution of trauma, addiction, or instability. In many cases, the period immediately following case closure represents a heightened risk of relapse, family destabilization, and re-entry into the child welfare system.

Black Sheep Family Restoration & Foster Support is intentionally structured to remain a long-term, voluntary support resource for individuals and families who have participated in the program, even after formal case plans have been completed and state-level services have ended. Continued engagement may include peer support, recovery-oriented community connection, spiritual care, and coordinated access to resources, provided such engagement remains appropriate, non-intrusive, and within established program boundaries.

This long-term orientation is not intended to replace or undermine the authority of courts, agencies, or licensed providers. Rather, it functions as a continuity bridge that promotes sustained stability, accountability, and resilience once formal oversight concludes.

## **I.C Role Relative to Courts, Child Welfare Agencies, and Licensed Providers**

Black Sheep Family Restoration & Foster Support functions as a collaborative, non-adversarial partner within the child welfare ecosystem.

The program is structured to serve as a resource to:

- Judges and courts seeking improved continuity, family engagement, and long-term stabilization.
- County Departments of Human Services and Children and Youth Services seeking enhanced communication, compliance support, and post-case stability.

- Licensed foster care and kinship providers seeking supplemental, wraparound support for caregivers and families.
- Attorneys, guardians ad litem, and Court Appointed Special Advocates seeking better-informed and better-supported families.

The program does not challenge, litigate, or advocate against court orders, agency decisions, or licensed provider determinations. Instead, it assists families in understanding expectations, accessing appropriate resources, and developing the practical and relational capacity necessary to engage constructively with the systems governing their cases.

All communication with courts and agencies is conducted transparently, ethically, and within clearly defined boundaries. The program does not provide legal advice, clinical treatment, or placement determinations, and does not present itself as a substitute for licensed or statutory authority.

By maintaining disciplined boundaries, consistent documentation, and a cooperative posture, the program seeks to function as a trusted and stabilizing partner that improves outcomes without introducing additional risk or complexity to the systems it supports.

## **I.D Institutional Intent and Long-Term Orientation**

The Family Restoration & Foster Support Program is intentionally designed for durability, credibility, and institutional trust.

The program affirms that restoration and stability are long-term processes that often extend well beyond the lifespan of formal cases or funded services. Accordingly, the program commits to remaining available as a supportive resource to participating individuals and families after system involvement concludes, provided such engagement continues to align with program scope and ethical boundaries.

Decisions regarding scope, partnerships, and geographic expansion are guided by a commitment to sustainability, ethical clarity, and mission alignment. The program prioritizes depth of impact over speed of growth and recognizes that long-term effectiveness requires disciplined restraint, consistent oversight, and accountability at every level.

Black Sheep Family Restoration & Foster Support remains committed to adaptive learning and continuous improvement while preserving organizational autonomy, operational integrity, and alignment with its foundational mission and values.

## **II. Scope of Services and Explicit Boundaries**

### **II.A Scope of Services Provided**

The Black Sheep Family Restoration & Foster Support Program provides non-custodial, non-clinical, and non-adjudicatory support services designed to strengthen families and caregivers affected by addiction and child welfare system involvement. All services are delivered in coordination with, and in deference to, existing court orders, agency directives, and licensed provider responsibilities.

Services provided under this program include the following functional categories:

### **1. Family Stabilization and Reunification Support**

The program provides structured support to families working toward reunification or stabilization by assisting them in understanding and navigating system expectations. This includes:

- Translation and clarification of court orders, case plans, and service requirements in plain, accessible language.
- Assistance with organization, scheduling, and follow-through related to appointments, services, and compliance obligations.
- Support in identifying barriers to compliance and coordinating access to appropriate external resources.
- Accountability-oriented support that reinforces responsibility without duplicating supervision or enforcement functions.

The program does not supervise compliance or certify completion of court-ordered requirements. Its role is supportive and facilitative rather than evaluative.

### **2. Foster and Kinship Caregiver Support**

The program provides wraparound support to licensed foster parents and kinship caregivers in partnership with licensed agencies. Services may include:

- Emotional and peer-based support for caregivers navigating secondary trauma and burnout.
- Practical assistance and resource coordination intended to reduce caregiver overload.
- Training and education related to trauma-informed caregiving, boundaries, and self-care.
- Faith-rooted encouragement and community support, offered on a voluntary basis.

All caregiver support services are supplemental and do not replace training, supervision, or oversight provided by licensed foster care agencies.

### **3. Addiction Recovery Integration and Faith-Based Support Partnerships**

Recognizing addiction as a central destabilizing factor in many child welfare cases, the program coordinates access to recovery-oriented supports while maintaining clear distinctions between spiritual formation and clinical treatment.

Services include:

- Partnership with faith-based addiction recovery Bible studies and support groups aligned with the program's ethical and trauma-informed standards.
- Coordination with licensed substance use treatment providers for clinical care and treatment referrals.
- Facilitation of peer recovery support connections with individuals who have demonstrated sustained recovery and completed program vetting and training.
- Ongoing recovery-oriented community support following the conclusion of formal treatment or case involvement.

Participation in faith-based recovery supports is entirely voluntary and is never presented as a substitute for required treatment or compliance obligations.

#### **4. Youth and Young Adult Support Pathways**

The program provides age-appropriate, trauma-aware support to youth and young adults affected by family addiction and system involvement.

Services may include:

- Mentorship and relational support focused on stability, identity development, and resilience.
- Voluntary participation in faith-rooted youth or young adult groups designed to promote belonging and positive community engagement.
- Coordination of referrals to licensed counseling, educational, and vocational resources as appropriate.
- Support during transitions out of foster care or family system involvement.

The program does not provide clinical therapy, educational instruction, or custodial supervision for youth or young adults.

#### **5. Peer Support and Lived-Experience Integration**

The program integrates individuals with lived experience of addiction recovery and system involvement as peer supporters in a structured and supervised manner.

Peer support services include:

- One-to-one or group-based encouragement and accountability.
- Modeling of recovery, stability, and healthy boundaries.
- Support for families navigating early recovery and reintegration phases.

All peer supporters are subject to screening, training, supervision, and role limitations to ensure ethical engagement and prevent dependency or inappropriate influence.

## **6. Resource Coordination and Advocacy Preparation**

The program serves as a coordination hub to help families access existing resources more effectively.

Services include:

- Connection to legal resources, including attorneys, legal aid organizations, and advocacy services, without providing legal advice.
- Coordination of access to medical, mental health, housing, employment, and social service resources.
- Preparation support to help families engage constructively with courts, agencies, and service providers.
- Assistance with documentation organization and progress tracking for personal use and system engagement.

## **II.B Explicit Boundaries and Services Excluded**

To preserve program integrity, legal compliance, and institutional trust, the following activities are explicitly outside the scope of this program:

- The program does not provide foster care placement, kinship placement, or custodial supervision.
- The program does not make placement decisions, permanency recommendations, or custody determinations.
- The program does not provide clinical therapy, substance use treatment, psychiatric services, or medical care.
- The program does not provide legal advice or represent individuals in legal proceedings.
- The program does not supervise visitation, transport minors without authorization, or provide unsupervised childcare.
- The program does not override, contradict, or negotiate court orders or agency directives.

Any service request falling outside these boundaries is referred to appropriate licensed or statutory authorities.

## **II.C Long-Term Engagement Parameters**

Consistent with the program's commitment to continuity beyond case closure, ongoing engagement may be offered following the conclusion of court supervision or agency involvement.

Post-case engagement:

- Remains voluntary and participant-initiated.
- Focuses on peer support, recovery-oriented community connection, spiritual care, and resource coordination.

- Does not involve monitoring, reporting, or compliance enforcement.
- Is periodically reviewed to ensure appropriateness and alignment with program boundaries.

Long-term engagement is designed to support sustained stability without creating dependency or informal supervision.

## **II.D Safeguards Against Mission Drift and Overreach**

The program maintains explicit safeguards to prevent expansion beyond its intended scope.

These safeguards include:

- Formal review of new service proposals by program leadership.
- Ongoing consultation with legal and child welfare advisors.
- Clear role definitions for staff and volunteers.
- Mandatory training on boundaries and ethical engagement.
- Documentation standards that reinforce accountability and transparency.

Any service or partnership that risks compromising autonomy, ethical clarity, or legal compliance is subject to modification or termination.

## **III. Core Program Components and Operational Methodology**

### **III.A Intake, Referral, and Initial Engagement Process**

The Family Restoration & Foster Support Program utilizes a structured intake and referral process designed to ensure clarity of scope, appropriate service alignment, and protection of institutional boundaries.

#### **1. Referral Sources**

Participants may enter the program through one or more of the following pathways:

- Judicial referral or recommendation.
- County Department of Human Services or Children and Youth Services referral.
- Licensed foster care agency referral.
- Attorney, guardian ad litem, or CASA referral.
- Partner organization referral.
- Voluntary self-referral.

Referral does not constitute automatic enrollment. All referrals are subject to eligibility review and scope alignment.

## **2. Eligibility Review**

Upon referral, program leadership conducts an initial review to determine:

- Alignment with geographic scope.
- Relevance to addiction-related or system-involved family stabilization needs.
- Absence of conflicts with court orders or agency directives.
- Capacity availability within the program.

The program reserves the right to decline referrals that fall outside its defined scope or exceed its operational capacity.

## **3. Intake Assessment**

Approved participants undergo a structured intake process that includes:

- Informed consent documentation.
- Explanation of program boundaries and limitations.
- Clarification of voluntary participation.
- Identification of active court orders, case plans, and licensed provider involvement.
- Initial assessment of stabilization needs, recovery stage, and support network gaps.

Intake documentation is maintained securely and in accordance with confidentiality policies.

## **III.B Individualized Support Planning**

Following intake, an individualized support plan is developed collaboratively with the participant.

This plan:

- Reinforces existing court or agency requirements.
- Identifies practical barriers to compliance.
- Establishes accountability-oriented goals.
- Connects participants to appropriate recovery, peer, and community supports.
- Defines the frequency and nature of program engagement.

The support plan does not replace case plans issued by courts or agencies. It is an internal coordination tool designed to enhance engagement and clarity.

Support plans are reviewed periodically and adjusted based on participant progress, system changes, or evolving needs.

## **III.C Addiction Recovery Integration Model**

Recognizing addiction as a central destabilizing force in many child welfare cases, the program integrates recovery support through a layered model.

### **1. Clinical and Non-Clinical Distinction**

The program does not provide substance use treatment. All clinical services are referred to licensed providers.

Program engagement supplements, but never substitutes, clinical treatment requirements.

### **2. Faith-Based Recovery Partnerships**

The program partners with faith-based addiction-focused Bible studies and recovery groups that:

- Emphasize accountability and personal responsibility.
- Operate within trauma-informed principles.
- Do not present themselves as treatment substitutes.
- Respect voluntary participation.

Participants are informed that spiritual engagement is optional and distinct from compliance requirements.

### **3. Recovery Continuity**

Recovery engagement is encouraged beyond the conclusion of treatment or case supervision. Peer support, community connection, and ongoing mentorship are structured to reduce relapse risk and system re-entry.

The program maintains careful boundaries to ensure that recovery support remains supportive rather than supervisory.

## **III.D Youth and Young Adult Engagement Framework**

Children and young adults affected by addiction and system involvement require structured relational stability.

The program provides:

- Mentorship relationships with screened and trained adults.
- Voluntary participation in youth and young adult faith-rooted groups.
- Coordination with educational and vocational resources.
- Support during transitions out of foster care or agency involvement.
- Judgement free group meetings

Youth engagement adheres strictly to child protection policies, supervision protocols, and background clearance requirements.

The program does not provide therapy, academic instruction, or custodial supervision.

### **III.E Peer Support and Lived-Experience Integration**

Peer support is integrated through a structured, supervised framework.

#### **1. Vetting and Qualification**

Peer supporters must demonstrate:

- Sustained recovery stability.
- Completion of background clearances.
- Completion of program training.
- Adherence to ethical and boundary standards.

#### **2. Role Limitations**

Peer supporters:

- Provide encouragement and accountability.
- Share lived experience appropriately.
- Avoid offering legal, medical, or clinical advice.
- Do not assume authority over participant decisions.

#### **3. Supervision Structure**

Peer supporters operate under supervision by program leadership. Regular check-ins, debriefing sessions, and accountability measures are required to prevent boundary erosion or dependency dynamics.

### **III.F Court and Agency Communication Protocols**

To build and preserve institutional trust, the program maintains disciplined communication practices.

- The program does not initiate adversarial communication.
- Reports, when provided, are factual, limited in scope, and shared with participant consent unless mandated otherwise by law.
- Program documentation is maintained in a manner that supports transparency without functioning as formal compliance monitoring.

The program's role in communication is supportive and clarifying, not evaluative or determinative.

### **III.G Long-Term Engagement and Post-Case Continuity**

Consistent with the program's long-term philosophy, engagement may continue after formal case closure.

Post-case participation:

- Remains voluntary.
- Focuses on recovery support, mentorship, community connection, and resource access.
- Does not involve compliance reporting or oversight functions.
- Is periodically reviewed to ensure appropriateness and prevent unhealthy dependency.

The goal of long-term engagement is sustained stability and relapse prevention, not informal system substitution.

### **III.H Internal Documentation and Accountability Systems**

To ensure institutional integrity and readiness for partnership with courts and agencies, the program maintains:

- Structured case notes.
- Secure documentation storage.
- Incident reporting procedures.
- Volunteer supervision records.
- Training documentation logs.

Documentation practices are designed to support accountability, continuity, and defensibility without creating unnecessary surveillance or overreach.

## **IV. Partnership Framework and External Relationships**

### **IV.A Foundational Partnership Philosophy**

Black Sheep Family Restoration & Foster Support operates under a partnership model grounded in collaboration, clarity, and institutional independence.

The program is structured to complement, not replace, the roles of courts, county agencies, licensed providers, and community-based organizations. Partnerships are pursued with the objective of improving continuity of care, strengthening family engagement, and reducing system fragmentation while preserving the autonomy and integrity of all parties involved.

The program does not enter partnerships that compromise its mission, ethical boundaries, or operational independence. Collaboration is pursued where alignment exists and discontinued where integrity cannot be maintained.

### **IV.B Judicial and Court Engagement**

The program seeks constructive and professional engagement with judges and court systems serving Armstrong and Westmoreland Counties, and, in future phases, Allegheny County.

Engagement with courts may include:

- Informational meetings to clarify program scope and boundaries.
- Educational presentations regarding available services.
- Structured referral pathways where appropriate.
- Voluntary written updates when authorized by participants and consistent with legal requirements.

The program does not function as an investigative body, compliance monitor, or substitute for court-appointed services. It does not offer legal representation or provide recommendations regarding custody, permanency, or sentencing.

Any written communication to courts is:

- Factual and limited to the program's scope.
- Provided with participant consent unless otherwise mandated by law.
- Designed to clarify engagement and progress without assuming evaluative authority.

Where appropriate, non-binding memoranda of understanding may be developed to clarify referral processes and communication expectations. Such agreements do not grant supervisory authority to the court over program operations.

#### **IV.C Department of Human Services and Children and Youth Services Engagement**

The program seeks collaborative engagement with county Departments of Human Services and Children and Youth Services for the purpose of strengthening family stability and improving system navigation outcomes.

Engagement may include:

- Defined referral pathways.
- Coordination of participant engagement to reinforce case plan expectations.
- Resource-sharing and mutual awareness of services.
- Participation in cross-system conversations where invited.

The program does not assume investigative authority, case management authority, or compliance enforcement functions. It does not serve as a contracted monitoring entity unless such an arrangement is formally evaluated, board-approved, and determined not to compromise autonomy.

Information-sharing protocols are governed by participant consent and legal requirements. The program maintains confidentiality and does not function as an informal extension of agency oversight.

#### **IV.D Licensed Foster Care and Kinship Provider Partnerships**

The program actively seeks cooperative relationships with licensed foster care agencies and kinship support providers operating within the target counties.

Partnership objectives include:

- Supplemental caregiver support.
- Burnout prevention and peer connection.
- Resource coordination for foster and kinship families.
- Faith-rooted community engagement when desired by caregivers.

The program does not:

- Provide training that replaces required licensure standards.
- Conduct home studies.
- Perform supervisory visits.
- Issue certifications.
- Interfere with agency case management.

Where beneficial, written partnership agreements may clarify roles, referral procedures, and liability boundaries.

#### **IV.E Faith-Based and Community Organization Partnerships**

The program partners with churches, recovery ministries, counseling centers, and community-based organizations that demonstrate:

- Alignment with trauma-informed principles.
- Respect for participant autonomy and dignity.
- Ethical boundaries consistent with this charter.
- Willingness to coordinate rather than compete.

Partnerships are evaluated for mission alignment and terminated if they introduce coercion, unsafe practices, or reputational risk.

Faith-based recovery partnerships must clearly distinguish spiritual formation from clinical treatment and must not present themselves as treatment substitutes.

#### **IV.F Legal, Clinical, and Professional Advisory Relationships**

To maintain institutional credibility and operational integrity, the program maintains access to professional advisors in the following areas:

- Child welfare law.
- Addiction treatment and recovery.
- Trauma-informed care.
- Risk management and insurance.
- Nonprofit governance.

Advisory relationships provide guidance without transferring operational authority.

#### **IV.G Partnership Safeguards and Autonomy Protection**

The program maintains explicit safeguards to preserve independence while engaging collaboratively:

- All formal agreements are subject to board review.
- No partnership grants external control over internal governance.
- The program does not accept funding that requires mission compromise.
- Role boundaries are documented in writing.
- Termination clauses are included in all formal agreements.

The program reserves the right to decline or discontinue partnerships that threaten ethical clarity, participant safety, or organizational autonomy.

#### **IV.H Geographic Partnership Strategy**

Initial partnership development will focus on:

- Armstrong County.
- Westmoreland County.

Engagement in Allegheny County will occur only after operational benchmarks are met, including staffing depth, funding stability, and documented success within initial counties.

Geographic expansion will be deliberate and conditioned upon readiness rather than demand alone.

### **V. Governance, Oversight, and Institutional Accountability**

#### **V.A Organizational Authority and Governance Structure**

The Family Restoration & Foster Support Program operates under the legal authority and governance of Black Sheep Ministries, a recognized nonprofit entity governed by its Board of Directors.

The Board of Directors retains ultimate fiduciary, legal, and strategic oversight responsibility for the program. All major structural changes, partnership agreements of significant scope, funding arrangements that affect operational independence, and material modifications to this Charter require Board awareness and approval.

Operational leadership of the program may be vested in:

- A designated Program Director appointed by ministry leadership and affirmed by the Board, or
- The Executive Director of Black Sheep Ministries until such time as a dedicated Program Director is formally appointed.

Regardless of leadership configuration, oversight mechanisms described in this section remain in effect.

## **V.B Program Leadership Responsibilities**

Program leadership is responsible for:

- Ensuring alignment with this Charter.
- Maintaining operational boundaries and ethical safeguards.
- Supervising staff and volunteers.
- Overseeing intake, support planning, and documentation processes.
- Approving partnerships within defined authority.
- Ensuring compliance with mandatory reporting and safety standards.
- Monitoring risk exposure and insurance coverage adequacy.

Program leadership does not operate independently of Board authority and is subject to periodic review.

## **V.C Advisory and Professional Oversight**

To preserve competence and credibility, the program maintains access to advisory input in the following domains:

- Child welfare law.
- Addiction recovery and treatment.
- Trauma-informed practice.
- Nonprofit governance and risk management.
- Insurance and liability compliance.

Advisors provide consultative guidance but do not assume operational control. Formal advisory relationships may be documented through letters of engagement or informal advisory agreements as appropriate.

The purpose of advisory oversight is preventive, not reactive. Consultation is encouraged in advance of high-risk decisions or complex cases.

## **V.D Staff and Volunteer Oversight**

All individuals serving within the program are subject to structured oversight.

### **1. Screening and Clearance**

All staff and volunteers interacting with children or vulnerable adults must complete:

- State criminal background checks.
- Child abuse clearances.
- Federal background checks where required.
- Any additional screening required by applicable state law.

Clearances are documented and renewed in accordance with state requirements.

### **2. Training Requirements**

All staff and volunteers must complete training in:

- Trauma-informed engagement.
- Mandatory reporting obligations.
- Boundaries and ethical conduct.
- Confidentiality standards.
- Role limitations.

Training completion is documented and retained in program records.

### **3. Supervision and Accountability**

Volunteers and peer supporters operate under defined supervision structures. Regular check-ins, debriefings, and performance evaluations are required to prevent boundary erosion, dependency dynamics, or ethical drift.

Program leadership retains authority to modify, suspend, or terminate volunteer involvement if conduct, competence, or boundary adherence is compromised.

## **V.E Ethical Standards and Conflict of Interest**

The program operates under strict ethical standards to preserve integrity and public trust.

- Staff and volunteers shall not exploit participant relationships for financial, personal, or ideological gain.
- Dual relationships that create conflicts of interest must be disclosed and evaluated.

- Financial transactions between staff or volunteers and participants are prohibited unless formally reviewed and approved by leadership under exceptional circumstances.

All leaders and Board members are subject to nonprofit conflict-of-interest policies.

## **V.F Mandatory Reporting and Child Safety Compliance**

The program fully complies with all applicable mandatory reporting laws.

All staff and volunteers are trained in:

- Recognizing signs of abuse or neglect.
- Legal reporting obligations.
- Proper documentation procedures.
- Escalation protocols.

Failure to adhere to mandatory reporting obligations constitutes grounds for immediate removal from program involvement and potential reporting to authorities.

Child safety policies include:

- Clear supervision standards.
- Transportation restrictions.
- Two-adult policies where applicable.
- Prohibition of unsupervised private meetings without documented authorization.
- Incident reporting procedures.

## **V.G Documentation, Data Protection, and Confidentiality**

The program maintains structured documentation practices that include:

- Secure storage of intake records.
- Case notes reflecting participant engagement.
- Incident reports.
- Training and supervision logs.

Access to participant information is limited to authorized personnel.

Confidentiality is maintained except where:

- Disclosure is required by law.
- Participant consent is provided.
- Safety concerns necessitate reporting.

Documentation practices are designed to support accountability while avoiding unnecessary surveillance or data accumulation beyond program scope.

## **V.H Risk Management and Insurance**

The program maintains appropriate insurance coverage to protect participants, volunteers, leadership, and the organization. Coverage may include:

- General liability insurance.
- Professional liability insurance.
- Abuse and molestation coverage.
- Directors and Officers insurance.
- Volunteer accident coverage.

Insurance policies are reviewed periodically to ensure adequacy relative to program scope and geographic expansion.

## **V.I Institutional Review and Continuous Improvement**

The program undergoes periodic internal review to evaluate:

- Alignment with Charter principles.
- Partnership effectiveness.
- Risk exposure.
- Participant outcomes.
- Training adequacy.
- Geographic expansion readiness.

The Board may commission independent review or consultation as deemed necessary.

## **VI. Outcomes, Evaluation, and System Value**

### **VI.A Statement of Intended Impact**

The Family Restoration & Foster Support Program exists not merely to provide services, but to produce measurable stabilization, sustained recovery engagement, and long-term reduction in system re-entry.

The program defines success not as emotional affirmation, but as demonstrable improvement in family capacity, caregiver stability, and participant accountability over time.

Impact is evaluated in relation to:

- Family engagement and follow-through.
- Recovery stability and relapse prevention.
- Caregiver retention and burnout reduction.
- Youth stability and positive transition outcomes.
- Reduction in repeated system involvement where appropriate and measurable.

## **VI.B Outcome Domains**

The program evaluates effectiveness across five primary domains:

### **1. Engagement and Compliance Support**

Indicators may include:

- Increased attendance at required appointments.
- Improved understanding of case plan requirements.
- Documented follow-through on identified action steps.
- Reduction in avoidable compliance failures due to confusion or disorganization.

The program does not certify compliance but monitors engagement patterns within its scope.

### **2. Recovery Stability**

Indicators may include:

- Sustained participation in recovery support environments.
- Continued engagement with licensed treatment providers when required.
- Self-reported and peer-supported sobriety maintenance.
- Reduced relapse frequency following case closure.

Recovery outcomes are approached realistically and measured longitudinally rather than episodically.

### **3. Caregiver Stability and Retention**

Indicators may include:

- Reduced caregiver burnout.
- Increased caregiver support participation.
- Stability of foster and kinship placements where the program is engaged.
- Positive feedback from licensed partner agencies regarding caregiver support impact.

The program seeks to reinforce, not replace, agency oversight functions.

### **4. Youth and Young Adult Stability**

Indicators may include:

- Sustained mentorship engagement.
- Educational or vocational progress.
- Reduced behavioral crisis incidents when appropriate.
- Continued voluntary engagement following formal system involvement.

Youth outcomes are evaluated with sensitivity to trauma complexity and developmental context.

## **5. Post-Case Continuity and Recidivism Reduction**

A defining measure of program value is stability after formal oversight concludes.

Indicators may include:

- Continued voluntary engagement following case closure.
- Sustained recovery participation.
- Absence of re-entry into the child welfare system within defined review periods.
- Increased informal support network strength.

This domain reflects the program's commitment to remaining available when formal services conclude.

## **VI.C Documentation and Data Integrity**

To preserve institutional credibility, outcome data is collected through structured documentation practices, including:

- Case notes.
- Engagement logs.
- Voluntary participant surveys.
- Partner feedback.
- Longitudinal follow-up when appropriate.

Data collection practices balance accountability with participant dignity and confidentiality.

The program does not publish identifiable data without explicit consent and does not manipulate reporting to secure funding or reputational advantage.

## **VI.D Reporting and External Communication**

When appropriate and ethically permissible, the program may provide:

- Aggregated outcome summaries to partners.
- Impact reports to donors and stakeholders.
- Informational updates to courts or agencies with participant consent.

All external reporting is factual, non-exaggerated, and within scope boundaries.

The program avoids overstating impact or claiming outcomes outside its authority.

## **VI.E Continuous Evaluation and Adaptive Improvement**

The program recognizes that addiction recovery, trauma stabilization, and system engagement are complex and evolving fields.

Accordingly:

- Program leadership reviews outcome data periodically.
- Partnerships are evaluated for effectiveness and alignment.
- Training materials are updated based on emerging best practices.
- Policies are refined when gaps or risks are identified.

Continuous improvement is a standing institutional commitment rather than a reactive measure.

## **VI.F System Value Proposition**

The Family Restoration & Foster Support Program seeks to provide measurable value to courts, DHS, licensed agencies, and community partners by:

- Reducing avoidable compliance breakdowns.
- Improving communication clarity for families.
- Extending support beyond case closure.
- Reducing caregiver attrition.
- Strengthening recovery engagement continuity.
- Serving as a stabilizing, non-adversarial partner within the ecosystem.

The program does not position itself as a replacement for statutory authority but as a reinforcement structure that increases the probability of durable outcomes.

## **VII. Geographic Scope and Phased Expansion**

### **VII.A Initial Service Area**

The Family Restoration & Foster Support Program will initially operate within:

- Armstrong County, Pennsylvania
- Westmoreland County, Pennsylvania

These counties have been selected based on relational accessibility, manageable system scale, and demonstrated need for coordinated recovery-centered family support.

Program leadership will prioritize building deep, credible partnerships within these counties before pursuing geographic expansion.

### **VII.B Expansion Criteria**

Expansion into additional counties, including Allegheny County, will occur only upon satisfaction of the following readiness indicators:

- Demonstrated program stability within initial service counties.
- Sufficient staffing and volunteer capacity.
- Sustainable funding to support expansion without compromising existing service quality.
- Documented positive outcome indicators within defined domains.
- Advisory review confirming operational readiness.

Demand alone shall not justify expansion. Expansion decisions will be guided by sustainability, capacity, and mission alignment rather than scale ambition.

### **VII.C Allegheny County Consideration**

Recognizing the scale and complexity of Allegheny County, expansion into this jurisdiction will occur only after operational maturity has been demonstrated within initial counties.

Allegheny engagement may begin through informal partnership conversations and referral relationships prior to full operational presence. Formal expansion will require Board review and approval.

## **VIII. Institutional Accountability, Program Evaluation, and Corrective Action**

### **VIII.A Commitment to Measurable Impact**

The Family Restoration & Foster Support Program acknowledges that mission alignment alone does not constitute effectiveness. Program continuation is contingent upon demonstrable value within its defined outcome domains.

Program leadership commits to regular internal review of:

- Participant engagement data.
- Recovery stability indicators.
- Caregiver support impact.
- Youth stability indicators.
- Post-case continuity outcomes.
- Partner feedback.

### **VIII.B Adaptive Adjustment**

If outcome data, advisory consultation, or partner feedback indicates that elements of the program are not achieving intended impact, program leadership will:

- Evaluate root causes.

- Adjust operational practices.
- Modify training protocols.
- Refine partnership structures.
- Clarify scope or boundaries as necessary.

Adjustments will prioritize alignment with both internal mission objectives and the legitimate goals of courts, agencies, and licensed partners.

### **VIII.C Suspension or Structural Revision**

If the program or any of its components is determined to:

- Create unintended harm.
- Compromise participant safety.
- Undermine institutional trust.
- Fail to demonstrate meaningful impact.
- Drift materially from its defined scope.

Then program leadership, in consultation with the Board, may:

- Suspend specific components.
- Implement structural revision.
- Temporarily pause operations.
- Fully redesign affected elements prior to resumption.

The goal of suspension or revision is not retreat but responsible realignment with community and system needs.

### **VIII.D Alignment with Community and System Objectives**

The program affirms that meaningful impact requires alignment with:

- Community-based support systems.
- County-level human services objectives.
- Judicial expectations.
- Licensed provider responsibilities.

While maintaining autonomy, the program actively seeks cooperative alignment where values and objectives intersect.

Alignment does not imply subordination. It reflects collaborative intent and shared commitment to family stability and child safety.

## **IX. Charter Authority and Amendment**

## **IX.A Adoption and Authority**

This Charter shall serve as the governing framework for the Family Restoration & Foster Support Program.

All program operations, partnerships, policies, and public communications shall align with the principles and boundaries established herein.

## **IX.B Review and Amendment**

This Charter shall be reviewed periodically by program leadership and the Board of Directors to ensure continued relevance, integrity, and alignment with operational realities.

Amendments may be adopted upon Board approval.

Substantive amendments that materially alter scope, governance structure, or partnership posture require documented review and formal adoption.

## **IX.C Preservation of Autonomy**

Nothing within this Charter shall be interpreted to:

- Transfer operational authority to external partners.
- Create custodial or placement authority.
- Establish licensure status.
- Compromise the Christian-rooted identity of the ministry.

The program shall remain independent, collaborative, and accountable within the boundaries defined herein.