

KAIRS

The moment when change is possible

Welcome to Three Bridges



Surviving the **past**

Living in the **present**

Thriving in the **future**

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Kairos

Mission, Vision, Values, & Strategic Priorities

VISION

A region of communities that understands and values mental and emotional wellness, in which all youth and their families have appropriate support and care.

Priority

Service development and collaboration.

Priority

Public education and awareness regarding the mental health challenges faced by young people and families.

We Value

Excellence & achievement.

We Value

Identifying options when none seem available.

We Value
Innovation.

We Value

Lifelong learning.

MISSION

We collaborate with young people, families, and communities to provide intensive mental health services and supports, promote mental wellness, and instill hope.

Priority

Workforce development.

We Value

Resilience and recovery.

We Value

Opportunity for understanding, healing, and growth.

We Value

Dignity, respect, and appreciation for those we serve and each other.

We Value

Safe and stable environments.

We Value

Individual voice and diversity.

Priority

Organizational capacity for clinical effectiveness, business efficiency, and sustainability.

Basic Overview

Three Bridges is a unique, co-ed, secure residential treatment facility for young adults 17 to 24 years of age with the capacity to serve twelve individuals located in the beautiful Rogue Valley in Grants Pass, Oregon. The term secure implies we are a locked facility, and staff will have to unlock the doors for you to come and go. Our goal is to help young adults find safety, stability, and develop the skills they need to overcome some of the struggles living with mental illness.

The staff available includes a Program Manager who is a licensed Therapist, Assistant Manager, Office Manager, Peer Support Specialist, Psychiatric nurse practitioner, two in-house Nurses, four Individual and Family Therapists, Skills Coaches, four Supervisors, and three Cooks.

- **Program Manager— Pete Thorson** oversees the therapeutic and clinical aspects of the program as well as ensuring you are receiving the services you need.
- **Assistant Manager— Gina Swiney** is here to help maintain the milieu structure where you will be living. She also takes care of the activities and the daily schedule.
- **IFT (Individual and Family Therapist)** one of the IFT's will be assigned to you upon your arrival. This person will help guide you through your treatment and offer individualized therapy to fit your needs.
- **Nurse Practitioner— Juli Schurmann** will be the person assisting you with your medication management. If you have questions or concerns about your medication this is who you'll want to talk to.
- **Skills Coaches and Skills Coach Supervisors** are individuals you will see all the time that work on the milieu on different shifts throughout the day. They are here to help teach you valuable skills and ensure your safety. They are available for check-ins and support when you need it.
- **Peer Support Specialist— Shaunte' Duron** is someone who has lived experience in the mental health system and now uses that experience to help and support others. She will be in your treatment team meetings to support you and will be available to check in with you as needed.
- **Educational Staff—** will help you identify and reach your educational goals.
- **Food Services Staff—** prepare nutritious and delicious food for you.

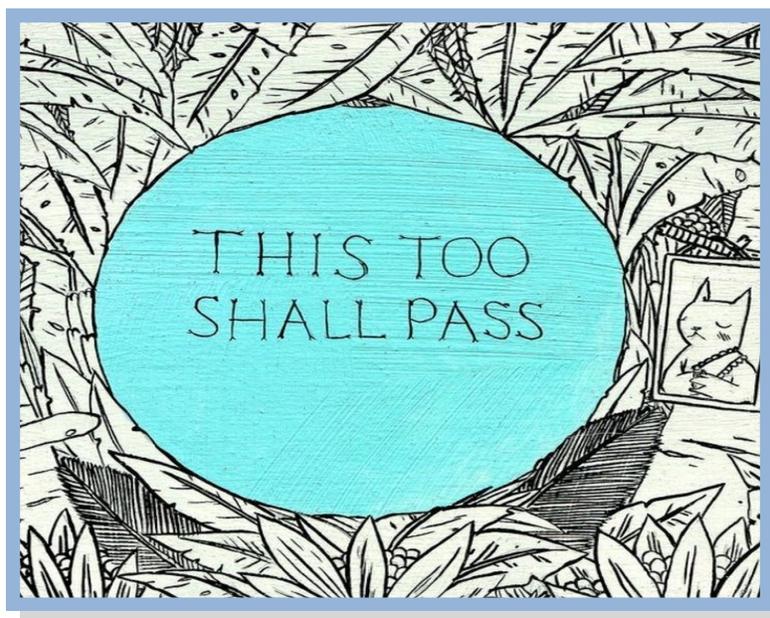


Three Bridges treatment is focused on developing a vision of a better future by focusing on the positive. We believe that people can and do overcome obstacles.



We Do This Through:

- Building skills to promote self-direction.
- Person Centered Planning based on the individuals unique strengths, needs, preferences, experiences and cultural backgrounds.
- Promoting self-advocacy supports each person in taking the lead and not giving their power away; we encourage you to lead your own treatment team meetings.
- Encouraging you to find or maintain your natural supports (Family, those you consider family etc.).
- We will work to keep them involved in your life and treatment here at Three Bridges.
- Participation in all decisions that affect them including the development of the youth guidelines for the facility.
- Focusing on the person's entire life, including mind, body, spirit and community.
- Understanding the recovery isn't a step-by-step process but one based on continual growth, occasional setbacks and learning from experience.
- Building on people's strengths.
- Providing a Peer Support Specialist whose support plays invaluable role in recovery.
- Treating our youth with respect, acceptance and appreciation as we believe this is crucial to recovery.

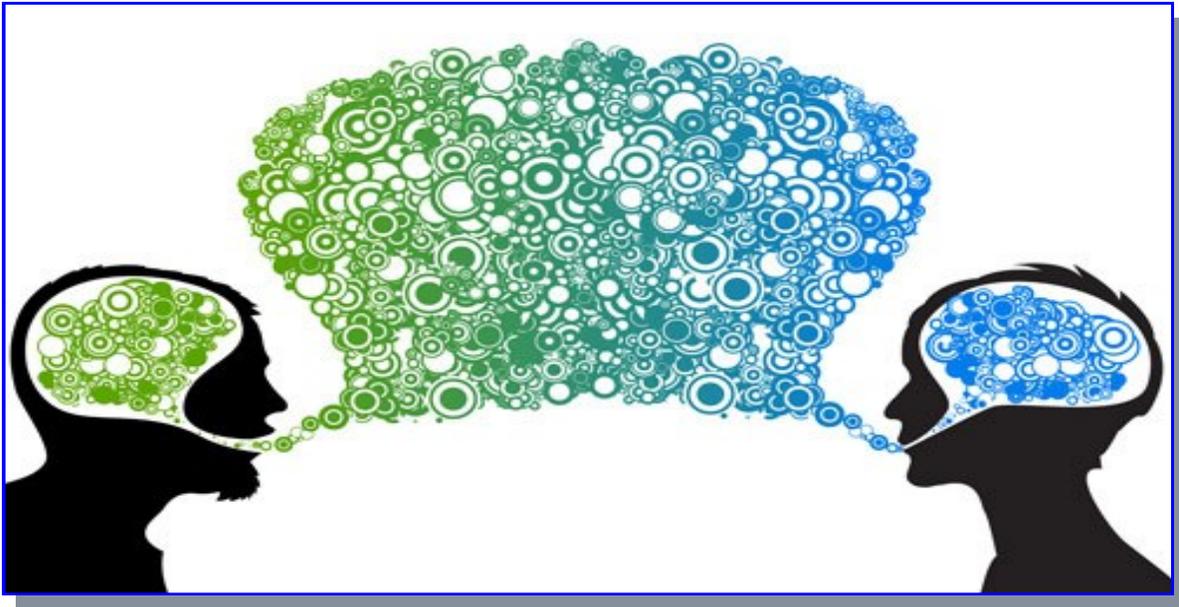


Collaborative Problem Solving (CPS)

The philosophy at Three Bridges is that “People do well if they can.” We use Collaborate Problem Solving (CPS) to work with our young adults. We believe that if people *could* do well they *would* do well. In other words, if a person had the skills to do well, they would. If a person isn’t doing well, there is probably something getting in their way. We want to figure out what is getting in the way so we can help build skills and find a solution that will meet both the youth’s concerns and the staff’s concerns.

Plan B conversations revolve around consistent unmet expectations and triggers and include 3 basic steps:

- Step 1:** Youth’s concerns— we want to hear and understand concerns, and we gather your concerns through asking clarifying questions.
- Step 2:** Staff’s concerns— we share what the staff’s concerns are, these will be based on either health & safety, learning or impact on others.
- Step 3:** Brainstorming— we invite you to brainstorm and collaborate with us to find solutions that will meet your concerns and the staff’s concerns in a durable way.



Services Provided

Individual Therapy

You will be assigned a primary therapist who will meet with you one-on-one at least weekly, but can occur more often based on your individual needs.

Group Therapy

We have different groups throughout the day which you are expected to attend and participate in. Some are led by Skills Coaches and Supervisors, and the others are led by an IFT. Examples of groups: DBT group, Independent living skills, Creative expressions, Art therapy, Anger management etc.

Family Therapy

Family therapy is facilitated by your therapist if family therapy is part of your individualized treatment plan. Family therapy isn't just for biological family and can include a variety of family members that are involved in your life.

Activities and Outings

Once a month the youth and Assistant Manager have a meeting where the youth give input as to what outings and activities they would like to see on the calendar.

Regularly scheduled outings include shopping, movie runs, store runs, YMCA, library, park outings, etc. Monthly group outings may include trips to Ashland, Medford, the Coast, Wildlife Safari, Wildlife Images, Oregon Caves, etc. Youth use their money to pay for the outings if there is a cost, so if there is an outing you are looking forward to remember to save some money. Three Bridges will pay for outings on occasion.

You will be provided with a monthly activity calendar listing and describing all community outings for the month. Youth will receive PIF (Personal Incidental Funds) Checks every 2 weeks, which they can use to buy personal care items, clothing, personal snacks, and pay for outings that cost money.

Education

We can also help youth obtain their high school Diploma or GED by providing an in house Education Assistant through the Three Rivers School District. Three Bridges will also assist youth in furthering their education through (RCC) Rogue Community College.



Employment

Youth also have the opportunity to gain some job related skills such as, completing job applications and resumes, communication skills and timeliness. Youth also have the opportunity to volunteer in the community to gain some job experience, if it is part of their Behavior Support Plan and their Treatment Team approves. Youth participating in volunteering are often out in the community unsupervised by staff, so in order for you to become involved in these services you must be following and working your treatment plan, following the daily program expectations, and be able to maintain your safety.

Independent Community Time

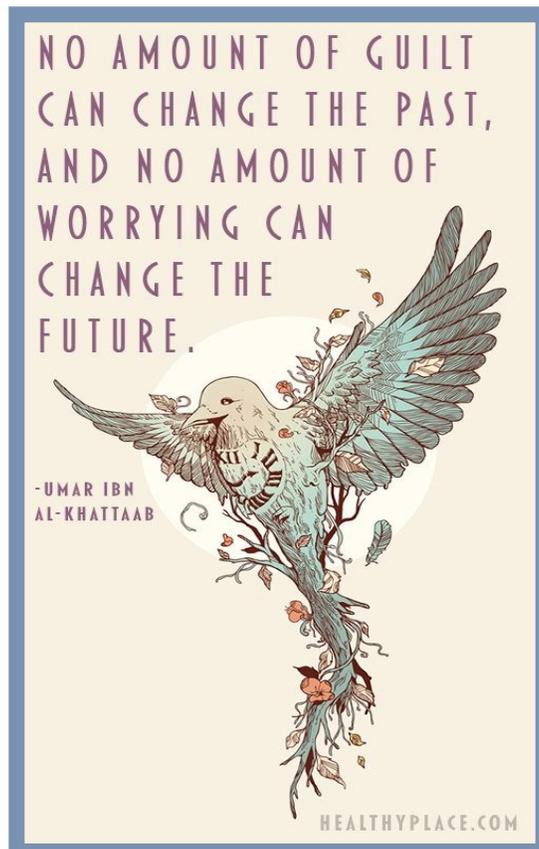
Youth that have been consistently demonstrating that they can keep themselves safe and that are engaged in their individual treatment plans may have the opportunity to have independent time to volunteer, shop for personal care items, or engage in other pro-social activities. Independent community time will be discussed and approved by the youth's treatment team and individualized to meet each youth's needs.

Medication Management

Our Psychiatric Nurse Practitioner will meet with you when you come to Three Bridges and get to know you and any current medications you are taking. You will meet regularly with the Psychiatric Nurse Practitioner to discuss your medications and find what works best for you. We want to hear any questions or concerns you may have about your medications.

Treatment Team Meetings

Once a month you will meet with your "treatment team" which includes most of the individuals listed on page 4. We encourage you to lead your own meetings and we will help give you the tools to do so. These meetings are where we discuss how treatment is going for you, any requests or needs you may have. If you have any family (or other natural supports) you would like to be including in this team, please let your therapist know!



Program Expectations

Here are some of Three Bridges program expectations, these will need to be met in order for you to go on outings in the community, or on independent time.

Daily Expectations

- Shower daily.
- Brush teeth daily.
- Wear clean and appropriate clothing per the Dress Code Guideline.
- Rooms cleaned daily per Room Cleaning Guideline.
- Complete chores daily per Chore Guideline.
- Attend and participate in all groups, activities, school expectations, and transition meetings, unless indicated differently in the Behavior Support Plan.
- Treating others respectfully, maintaining appropriate boundaries with peers and staff, and following directions.
- Demonstrating safe and stable behavior.

Help Keep Your Living Environment Clean

- Given that all the youth live here and share the same living environment everyone is expected to help keep the house clean. We do house cleaning after each meal and a deep clean once a week.
- Youth are expected to keep their own bedrooms clean on a daily basis and wash their own laundry, you will be given a scheduled laundry day. If you need help doing laundry, skills coaches are available to help you.
- Meals are served in the dining room. All youth are expected to attend meals whenever they are in the house. If you have any dietary restrictions, (vegetarian, gluten free, vegan etc.) please let us know.



Questions and Answers

How is being in this program going to help me?

Thoughts from Building Bridges:

Some youth are in a program to deal with specific problems. Sometimes youth agree that they need to work on those problems and sometimes they do not; youth goals and family goals may also conflict with one another. Some youth are sent to a program by parents, schools or courts.

No matter how you got here, once you are in the program it is important to find out what kinds of changes the program is trying to help you make and what supports and services will be offered to you. You have unique strengths and needs. Talk to different people you trust to help you decide what your goals should be while you are in the program. You should evaluate whether the program will meet your individual goals, and work with your family, care coordinator and staff to ensure that the services and supports that you believe you need are provided.

Thoughts from Kairos:

We believe that all people do well if they can and that being happy is always better than being miserable. We also know that kids don't come with instruction books and most grownups raise their kids the way they were raised ... and life can be really, really hard. Lots of time people are raised to believe that if someone is making poor choices that they are mean or stupid or just don't care. We believe that when someone is making choices that are not helpful to themselves or their families it's because they have a skill that is missing or isn't as strong as it needs to be. We believe that we can help you the most by figuring out what skills got stuck and finding ways to support you and your family in making those skills as strong as they need to be.

What factors determine how long I'm going to stay here?

Thoughts from Building Bridges:

Right from the start, ask how long you are likely to be in this program and what factors will determine when you [will be done]. Some research shows that shorter lengths of stay are more effective. You might want to stay for as short a time as possible or you may prefer to stay longer. The length of time you stay should fit your needs. Ask how you can have a say in how long you stay.

Thoughts from Kairos:

We believe that you should only be here as long as you need to be here. There are lots of factors that will help you, your family, and your team know when you are ready for discharge. Because issues are very different for every youth, it's important that you understand what those factors are for you.

When you make decisions about what you need to work on and take steps towards achieving your goals to the best of your ability, you are moving closer towards discharge.

How can I be involved in decisions about my treatment?

Thoughts from Building Bridges:

A group of people will meet to discuss the plan for your care. This group is sometimes called a “treatment team” or a “child and family team”. You have the right to be a part of this team, to have a voice in who else is on this team, and to ask to have someone you choose to support you attend team meetings. That person can be a friend, a relative, or an adult you trust. Your team should also include teachers, counselors and other people who have worked with you and your family outside of the residential program. You should know how to contact everyone on your team.

You have a right to help decide what goals are in your treatment plan and to have a copy of the plan. The plan should be reviewed often so you can make changes to help you meet your goals. Some youth lead their own team meetings. Others might feel uncomfortable speaking at these meetings. If you are not comfortable speaking up, tell a trusted staff person or your support person what you want to discuss before the team meeting. Then, he or she can help you start the conversation.

Thoughts from Kairos:

We call those meetings “Wraparound” meetings and they happen in partnership with the county as often as every 30 days. These meetings are all about what you and your family need. You should expect to be involved in every step of your care planning process. The people on your team will include your skills coach, therapist, peer support, and care coordinator. It will also include your family or legal guardian and anyone else that you and your family/legal guardian want on your team. Usually, the more people on the team (especially if they are community & family supports) the better your treatment will go. Always let your team know if there is someone else that you want to come to your meetings.

What can I do to make the most of my time here?

Thoughts from Building Bridges:

Ask to be involved in all of the decisions that affect you. Be clear about what you think you need and what will work best for you. When people feel like they have control or “ownership” of their treatment, they do better.

Thoughts from Kairos:

Your voice is extremely important to us in your treatment process. If you have ideas about your treatment or believe that something needs to be changed, tell your therapist, skills coach, or another trusted person on your treatment team. We do our best to make sure you feel empowered to express your thoughts and concerns about your treatment. We often can learn as much from you as you can from us!

What kind of choices do I have? Does this program support youth in making their own choices?

Thoughts from Building Bridges:

[Treatment] programs are at all different levels when it comes to providing youth with choices about their treatment, educational, and living arrangements. Some residential programs give youth the choice of whether they even want to be in the program.

You should be able to ask someone at your program what choices you will have and how you can advocate for more opportunities to make choices. There may be reasons why a choice isn't being offered to you. At a minimum, you should always receive a respectful, thorough answer when you aren't allowed to choose something.

Thoughts from Kairos:

We honor choices that are safe and respectful and that bring you closer to your goals. We sometimes have to limit choices based on laws, state regulations, agency policy, and the safety of each [youth]; however, we are always willing to discuss why certain things are or are not options. We believe that the more choices you that you make for yourself, the better. After all, it is your life.

How will this program respect my culture, my beliefs, my sexual orientation and my gender identity?

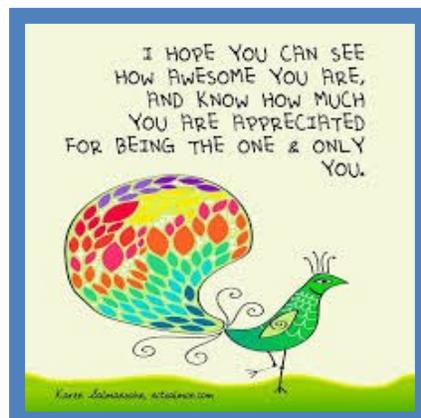
Thoughts from Building Bridges:

Everyone has a culture. Your culture includes many aspects such as your language, your ethnicity, your values, your beliefs, the food you eat, the customs that are important to you, and the unique way you and your family live your lives. The most 'culturally and linguistically competent' programs have a diverse staff that has been trained to show respect for you and for your culture. All programs should provide services to you in your own language. You should be supported to practice your religion.

Any youth who is lesbian, gay, bisexual, transgender, questioning, intersex or two-spirit (LGBTQI2-S), has the right to be safe and treated with dignity and respect. Ask whether staff has had diversity training that includes sexual orientation and gender identity. Ask whether they have provided services to other youth who are LGBTQI2-S.

Thoughts from Kairos:

What's important to you is important to us and we come from a place of respect for youth, families, staff, and communities. Speak up if you feel that something or someone is being disrespectful to you or what you feel is important.



The moment when change is possible

YOUTH AND FAMILY RIGHTS

As a youth of KAIROS you have certain rights that we protect and support. These rights are listed for you here. As a parent of a youth, all the applicable rights apply to you as well. There is also a longer, more technical version of these rights that you may receive upon request. If you ever feel that these rights are not being recognized, please let us know.

1. The right to prompt treatment, with dignity and respect, no matter what sex, race or color you are, or what religion, sexual preference or handicap you might have.
2. The right to privacy and confidentiality. We won't share any information about you or your family without your and your parent's consent.
3. The right to good treatment, offered by trained adults, who care about you and won't hurt you in any way.
4. The right to services needed to prevent, diagnose, and treat most mental health problems, including referral to special providers when medically necessary.
5. The right to emergency services, when necessary.
6. The right to written information on how to get emergency and routine mental health services.
7. The right to a care plan made just for you and for you and your parents to help in building this plan, including the right to accept or refuse services.
8. The right to develop in your own ethno-cultural environment, to the extent possible.
9. The right not to be secluded or restrained unless you are about to hurt yourself or someone else.
Note: CSP and TFC staff and foster parents do not use seclusion or restraint.
10. The right to talk with your lawyer or caseworker.
11. The right to have access to your records.
12. The right to be informed about fees and the fee payment process.
13. The right to express your concerns, opinions and complaints about the program to people who will listen and act.
14. The right to put a grievance in writing if you feel that any of your rights have been violated. We will investigate and respond, and explain what you can do if you are still not satisfied.

In addition, those clients in residential treatment and treatment foster care at KAIROS, and their families, have the following rights:

15. The right to good care. This means things like healthy meals, a safe clean environment, opportunity for good hygiene.
16. The right to be discharged as soon as you can be safe at home or in the community.
17. The right to wear your own clothes and to keep personal belongings, and to have a safe space to store those belongings.
18. The right to be told before you come, what sort of things you can't bring to the program and why.
19. The right to participate in the development of your chosen spirituality, and to worship and to practice your religion.
20. The right to earn allowance by doing chores, and to spend your money within the rules.
21. The right to receive gifts from parents and friends.
22. The right, with your parents' permission, to unrestricted visits, phone calls (at scheduled times) and mail privileges, unless it is determined that this right may in some way do harm to you. Then we will explain why, and review this decision weekly.
23. The right to participate in recreational and physical activities and to go off campus and on home visits as part of your treatment plan.
24. The right to appropriate educational services.
25. The right to routine preventive, emergency medical, vision, behavioral health, dental, and rehabilitation care as warranted.

In addition, please note that the Foster Care Ombudsman represents all youth in DHS care, and can provide information about their rights and an avenue for addressing issues and concerns that youth may have during their stay in foster care.

The Foster Care Ombudsman is Darin Mancuso, and he can be reached at 503-945-5897; darin.mancuso@state.or.us.



**Kairos offers a couple youth driven, youth led groups
all youth have the opportunity to participate in!
Ask your Peer Support Specialist
how you can get involved!**

YAC (Youth Advisory Council)

YAC is held in each residential program as an opportunity for the youth/young adults to communicate and voice their concerns or ideas to make changes within their programs. This group is typically facilitated by the Peer Support Specialist and/or the youth.

Here at Three Bridges the young adults who attend and participate in YAC will have the opportunity to make changes within the program and learn to communicate their needs effectively & appropriately.

Youth M.O.V.E. Kairos: A Movement Of Minds

Youth M.O.V.E. (“Motivating Others through Voices of Experience”) Kairos is a youth leadership group that works to promote collaboration between youth, staff, families, and the community, uniting us all, to enhance partnerships and improve outcomes. We hope to support Youth Advisory Councils within each Kairos program to engage youth to help them effectively make their voices heard, allowing youth to become equal partners in the process of growth and the course of their lives. Youth MOVE Kairos advocates for change to create possibilities; using wisdom developed through experience, our wish as Youth MOVE Kairos is to improve equality and end the stigma of mental illness, while encouraging and empowering those struggling.

**Ask the Three Bridges Peer Support Specialist for an application if you are interested in joining! The application must be signed by your therapist and approved by your treatment team in order for you to become a member; however anyone is welcome to apply.*



Other Resources

Depression/Suicidal thoughts

- **Depression and Bipolar Support**
800-273-TALK (8255)
Twenty-four hours a day, seven days a week
<http://www.dbsalliance.org>
- **Crisis Call Center**
800-273-8255 or text ANSWER to 839863
Twenty-four hours a day, seven days a week
<http://crisiscallcenter.org/crisisservices.html>
- **National Hopeline Network**
800-SUICIDE (784-2433)
800-442-HOPE (4673)
Twenty-four hours a day, seven days a week
<http://www.hopeline.com>

Eating Disorders

- **National Association of Anorexia Nervosa and Eating Disorders**
630-577-1330
10 a.m. to 6 p.m. EST, Monday to Friday
<http://www.anad.org>
- **National Eating Disorders Association**
800-931-2237
9 a.m. to 5 p.m. EST, Monday to Friday
<http://www.nationaleatingdisorders.org>
<http://www.boystown.org/hotline>

Homelessness and Runaways

- **Boys Town National Hotline - serving all at-risk teens and children**
800-448-3000
Twenty-four hours a day, seven days a week
- **National Runaway Switchboard**
800-RUNAWAY (786-2929)
Twenty-four hours a day, seven days a week
<http://www.1800runaway.org>
- **The Trevor Project: 866-4-U-TREVOR**
The Trevor Project operates the only nationwide, around-the-clock crisis and suicide prevention helpline for lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth. The Trevor Helpline is available as a resource to parents, family members and friends of young people as well. Visit www.TheTrevorProject.org for more information and resources for young people, including “Dear Trevor,” an online Q&A forum for non-time sensitive questions.

Change the Days

By: Burton Seligman

*Change the days and the countless ways,
we run ourselves through this maze.*

*The passing lights left behind,
The countless thoughts we can't unwind.*

*From the minutes,
To the hours and days,*

Fighting the anguish in living this way.

*The moments that slip between our fingers,
Never taking hold,*

*The regrets we will have when we are old.
Change the days,*

*That confront the last,
Don't let the dreams run past.*

*The ones take our time away,
The ones that left us feeling astray,*

*The people we loved,
But never cared to say.*

*The things we've done,
But would never share,*

*The moments that were beautiful,
But we were never there.*

*Change the days,
From old to new,*

*From sour to sweet,
From them to you.*

*Change the days,
Let your ears hear your heart beat.*

Let positivity move your feet.

*Don't race,
Slow it down,*

*To hear the silence in a noisy town.
To change the days,*

Is really a choice,

Just listen to your internal voice.