

# THE CONSTITUTION OF BABBITT RANCHES



**Character, Nature and Community** have been bred into Babbitt Ranches since 1886. The values that make the people of Babbitt Ranches who they are and the characteristics that have shaped the organization into a lasting legacy are hereby captured and articulated in **The Constitution of Babbitt Ranches**.

## Article I



### Philosophy and Multiple Bottom Line

#### Section 1.

Through our efforts of learning and understanding, we are better able to join, share and be a part of the Babbitt Ranches' organizational, ecological, economical and community decisions.

## Article II



### Conversation Council Creed

*Human conversation is the most ancient and easiest way to cultivate the condition for personal, organizational and community change.*

— Margaret J. Wheatley

#### Section 1.

We commit to learn, to understand, to appreciate and to trust one another while letting go of the need to be right and to leave the past in the past.

#### Section 2.

We commit to listen with detachment and to speak honestly.

#### Section 3.

We have the courage to risk change and to make appropriate decisions.

#### Section 4.

We are interested in each other, and we will think and reflect on our decisions, appreciating that it may be messy at times.

#### Section 5.

Our character will be demonstrated through our patience, kindness, humility, respectfulness, selflessness, forgiveness, honesty and resilience.

#### Section 6.

We acknowledge that it is not our differences that may divide us, it is our judgments about each other that do.

## Article III



### Cowboy Essence

*Cowboy Essence is peace of mind that is a direct result of self-satisfaction in knowing you did your best to become the best you are capable of becoming.*

— inspired by John Wooden

#### Section 1.

There is no substitute for work. Worthwhile results come from hard work and careful planning.

#### Section 2.

Enthusiasm for what you are doing motivates those with whom you come into contact.

#### Section 3.

### Friendship

Mutual esteem, respect and devotion are the ingredients of an enduring friendship. Like marriage, it must not be taken for granted but requires a joint effort.

#### Section 4.

### Cooperation

Listen if you want to be heard. Be interested in finding the best way, not in having your own way.

#### Section 5.

### Loyalty

Be devoted to yourself and to all those who depend on you. Keep your self-respect.

#### Section 6.

### Self-control

Practice self-discipline and keep emotions under control. Good judgment and common sense are essential.

#### Section 7.

### Alertness

Observe constantly. Stay open-minded. Be eager to learn and improve.

#### Section 8.

### Initiative

Cultivate the ability to make decisions and think alone. Do not be afraid of failure, but learn from it.

#### Section 9.

### Intentness

Set realistic goals. Concentrate on achievement by resisting temptations. Be determined and persistent.

#### Section 10.

### Conditioning

All aspects of our lives must be developed: mental; spiritual; and, physical. Rest, exercise and diet must be considered and moderation must be practiced.

#### Section 11.

### Skill

Be prepared with knowledge and the ability to properly and quickly execute the fundamentals. Cover every little detail.

#### Section 12.

### Ranch Spirit

A genuine consideration for others fosters an eagerness to sacrifice personal interests and glory for the betterment of others. It is not about I but We.

#### Section 13.

### Poise

Be at ease with yourself in any situation.

#### Section 14.

### Confidence

Demonstrate respect without fear. Being prepared and keeping all things in proper perspective creates self-assuredness.

#### Section 15.

### Competitive Greatness

Be at your best when your best is needed. Enjoy a difficult challenge.

## Article IV



### Cowboy Essence Character Qualities

#### Section 1.

### Ambition

The desire to achieve noble goals.

#### Section 2.

### Sincerity

The genuine earnestness that binds friendship.

#### Section 3.

### Adaptability

The ability to adjust to any situation.

#### Section 4.

### Honesty

Doing the things we know are right.

#### Section 5.

### Resourcefulness

Using our wits, proper judgment and common sense to solve problems.

#### Section 6.

### Reliability

The consistency and trustworthiness that create respect.

#### Section 7.

### Fight

The determined effort to do the very best we can do.

#### Section 8.

### Integrity

Purity of intention.

#### Section 9.

### Patience

The ability to wait and calmly persevere.

#### Section 10.

### Faith

The belief that things will turn out as they should.

#### Section 11.

### Gratitude

The art of being grateful for all things.

## Article V



### A Land Ethic

*An ethical obligation on the part of the private landowner is the only visible remedy for these situations.*

— Aldo Leopold

#### Section 1.

Whatever may be the equation for people and land, it is improbable that we as yet know all its terms. The answer, if there is any, seems to be in a land ethic, or some other force which assigns more obligation to the private landowner.

#### Section 2.

A land ethic changes the role of Homo sapiens from conqueror of the land-community to plain member and citizen of it. It implies respect for his fellow members, and also respect for the community as such.

#### Section 3.

The land ethic then reflects the existence of an ecological conscience, and this in turn reflects a conviction of individual responsibility for the health of the land. Health is the capacity of the land for self-renewal. Conservation is our effort to understand and preserve this capacity.

#### Section 4.

It is inconceivable to us that an ethical relation to the land can exist without love and a high regard for its value. By value, we of course mean something far broader than mere economic value; we mean value in the philosophical sense.

#### Section 5.

A thing is right when it tends to preserve the integrity, stability and beauty of the biotic community. It is wrong when it tends otherwise.

## Article VI



### Sustainable Community Principles

*If we could first know where we are and whither we are tending, we could better judge what to do and how to do it.*

— Abraham Lincoln

### Babbitt Ranches is a community that:

#### Section 1.

Defines sustainability as living off interest, not principal;

#### Section 2.

Appreciates that growth occurs within some limits and is ultimately limited by the carrying capacity of the environment;

#### Section 3.

Minimizes harm to the natural environment;

#### Section 4.

Values diversity;

#### Section 5.

Respects other forms of life and supports biodiversity;

#### Section 6.

Has defined values amongst the members of the community;

#### Section 7.

Employs Multiple Bottom Line Decision-Making, which integrates organizational, ecological, economical and community values into all decision-making processes in a thorough, open and flexible manner;

#### Section 8.

Makes the best use of local efforts and resources, and nurtures solutions at the local level;

#### Section 9.

Uses renewable and reliable sources of energy;

#### Section 10.

Fosters activities that use materials in continuous cycles;

#### Section 11.

Does not compromise the sustainability of other communities;

#### Section 12.

Does not compromise the sustainability of future generations by its activities.

#### Section 5.

Practice liquidity concepts.

#### Section 6.

Develop communication processes.

## Article IX



### Priceless Values

*With yourself, with family and friends, with the community and with the environment, one way or another and in the end, relationships are all there is.*

— Bill Cordasco

#### Section 1.

### Organization

Babbitt Ranches, founded in 1886, is rich in history and strengthened through relationships. For as many as six generations, owners, employees and their families have shared in this history and have forged a deep commitment to the health of the land and the organization.

#### Section 2.

### Ecology

Across the high desert landscape of northern Arizona, Babbitt Ranches promotes and respects regional continuity, wildlife habitat, diverse vegetation, watersheds, historic sites, cultural resources and access for recreationists and scientists. Ethics are the standards we employ to determine our actions.

#### Section 3.

### Economy

Babbitt Ranches demonstrates a deep sense of responsibility to the people and communities of the region through more than a century of operation and community participation. The economic well being of the region cannot be separated from the well being of the environment.

#### Section 4.

### Community

Babbitt Ranches is part of a large and diverse community of land owners, communities and organizations who have a responsibility and obligation to the broad regional perspective. It is within this context of community that relationships are formed and quality regional planning can begin.

## Article VII



### Human Dimension and Science

*That land is a community is the basic concept of ecology, but that land is to be loved and respected is an extension of ethics.*

— Aldo Leopold

#### Section 1.

Ensure that Babbitt Ranch land and natural resources are managed in accordance with Babbitt Ranch values.

#### Section 2.

Coordinate policy and activities with regard to the management of the Babbitt Ranch natural resources.

#### Section 3.

Provide processes for the resolution of resource management issues and conflicts.

#### Section 4.

Communicate activities to other agencies and landowners with whom Babbitt Ranches has relationships, and to the owners of Babbitt Ranches.

#### Section 5.

Participate in the discussion, planning and development of quality regional plans.

## Article VIII



### Equity Model Fundamentals

*Family Business is a business in which business and relationships have a significant impact on each other. There is a deep sensitivity and understanding of the fact that decisions are often a compromise between family and business.*

— Edwin A. Hoover

#### Section 1.

Evaluate ownership facts.

#### Section 2.

Understand the current business description.

#### Section 3.

Consider the range of future business values.

#### Section 4.

Explore future investment values.

## Article X



### Constitution Commitment

#### Section 1.

*We do the very best we know how, the very best we can; and, we mean to keep on doing so until the end.*

#### Section 2.

*If the end brings us out all right, then what is said against us won't matter.*

#### Section 3.

*If the end brings us out wrong, then ten angels swearing we were right would make no difference.*

— Abraham Lincoln

**Hereunto set forth this twenty-fourth day of January in the year two thousand and eight the owners and employees of Babbitt Ranches, as witnessed by long-time friends and business associates, hereby proclaim this, **The Constitution of Babbitt Ranches**, the official document adopting the character and values by which the organization was established and shall operate.**