

Casa Hogar Eben-Ezer

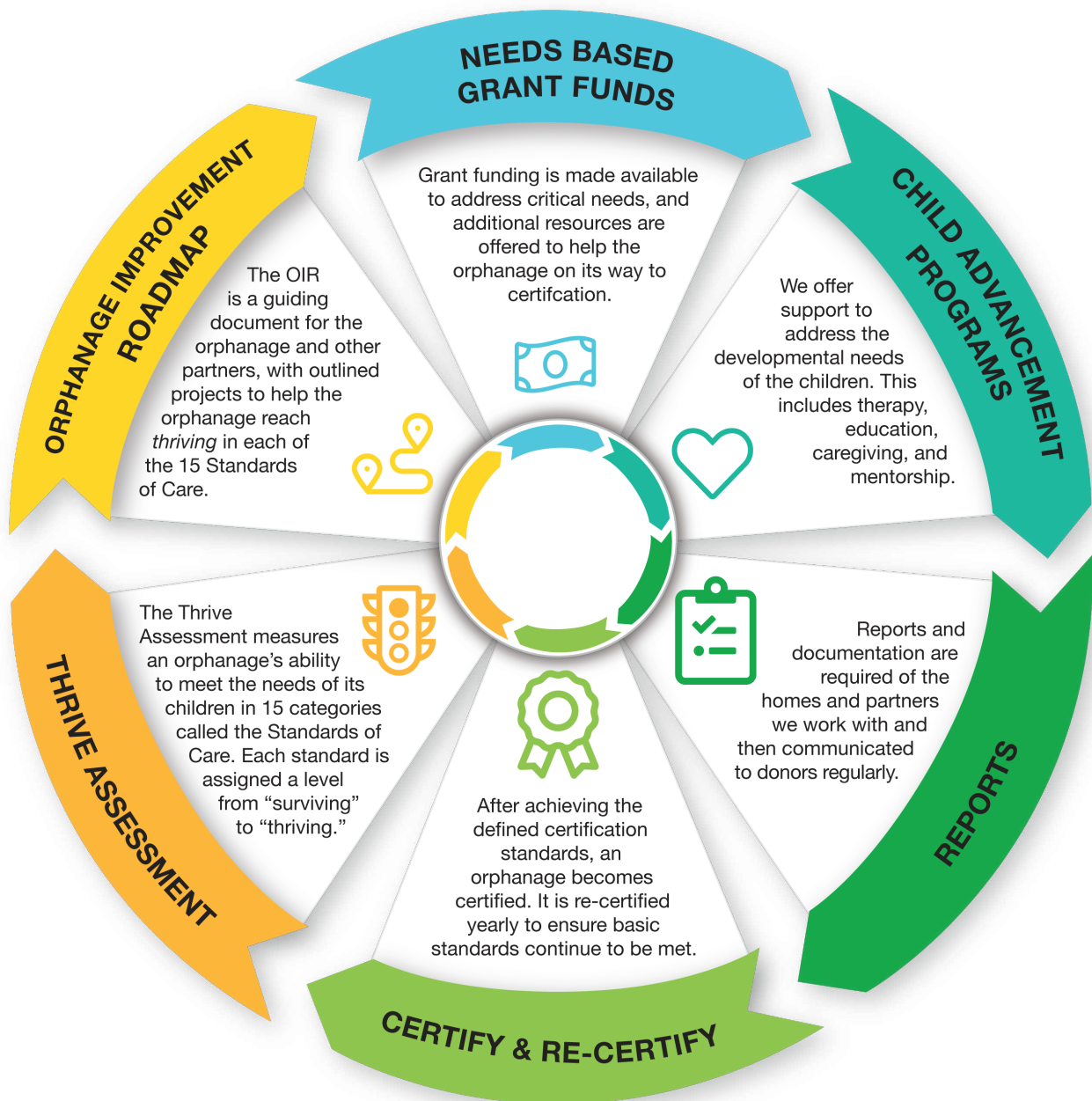
Tijuana

ORPHANAGE IMPROVEMENT ROADMAP

May | 2022



The Thrive Plan





Thrive Plan Agreement

A Child's Hope Foundation (ACHF) has a unique approach to “Lift Orphans from Surviving to Thriving.” We are dedicated to programs that offer long-term success. Through vetted relationships and clear priorities, we help connect donors to programs that are already working.

Each Orphanage Improvement Roadmap (OIR) is built with the orphanage leadership after reviewing the results from the Thrive Assessment. In order to provide children with better outcomes, orphanage leadership prioritizes initiatives and works with A Child's Hope Foundation (ACHF) to create a plan for the next six months and beyond. The result is a document that allows donors and other parties to clearly see how they can contribute to improving the environment that will allow orphaned children to thrive.

Achieving certification demonstrates the ability of the Orphanage Leadership to provide a place where children can thrive, heal, and be prepared for a joyful and productive life. For most orphanages, the certification process takes a year. ACHF is deeply committed to our orphanage partners, and we demonstrate that commitment through grants made to help achieve strategic initiatives, coordinating with a network of partners to help address needs, and building strong, ongoing relationships with orphanage leadership to provide support, coaching, expertise, and advocacy.

Orphanages will be recertified annually, using the Thrive Assessment and building a new OIR every six months, while providing regular reports back to ACHF. ACHF then reports back to donors, sharing the orphanage's progress towards their goals. A Child's Hope Foundation works as a partner with orphanage leadership to ensure that improvements are maintained and that children have the best opportunity to thrive.

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Overview of Orphanage

Background

Casa Hogar Eben-Ezer is an orphanage connected to the Casas Hogar network in Tijuana, Mexico, which offers stable safe accommodation for displaced, orphaned, and abandoned children. Casa Hogar Eben-Ezer is currently home to 18 children between 8 and 21 years old. It was founded and led by Pastor Freddy and Eva Duarte. Originally from Guatemala, Freddy and Eva started the home in 2002 when they were invited to take care of 18 children who had been living in a nearby orphanage that had to close its doors. There was a great need for care, love, and attention for these 18 children, so Eva and Freddy looked at all possible alternatives to help them. Eventually they felt called by God to leave their home in Los Angeles, California and move to Tijuana where they could fulfill their mission with these children.

At Casa Hogar Eben-Ezer, all children are part of one big family. Older children teach the little ones how to fold their clothes, do their chores, prepare for school, and do their homework. Over the past 19 years, a total of 210 children have been part of the Casa Hogar Eben-Ezer family. Eva and Freddy have provided the same parenting style to all the children where love of God, honesty, and responsibility are the main values of their family. For these directors, professional education or learning a trade is the most important tool they feel they can help provide for these children to become self-sufficient. Ultimately, Eva and Freddy help their children, as they call them, to become integrated citizens who are responsible, successful, and happy as they independently choose the path of their lives once they leave the home.

Mission

Casa Hogar Eben-Ezer is an institution with moral and spiritual values whose mission is to support vulnerable children and adolescents.

Our vision is to provide the necessary tools to children and adolescents so that they have sufficient education and training to face the challenges of the future.

Our values are generosity, order, patriotism, honesty, respect, friendship, gratitude, kindness, dignity, responsibility, perseverance, and prudence.

What Makes Orphanage Unique?

This home is unique because everyone who lives here is part of a large family, where love for God and neighbor is the basis for everything they do.

At Casa Hogar Eben-Ezer, every child is carefully cared for through all stages of development. Ultimately, the work done here is not to seek recognition from the government or individuals, but rather to please God.

Every child is treated with respect where both their weaknesses and talents are recognized, which provides the necessary support for healing and progress.

Long-Term Vision

Provide a decent, safe, and high-quality space to 25 children and adolescents who live in the home, ultimately helping them to heal and find happiness.

WHAT PIECES OF THE VISION DO YOU HOPE TO ACCOMPLISH IN THE NEXT 2-3 YEARS?

Improve safety in facilities.

Provide care for 25 children in the home.

Be recognized as a quality space for the care and service of vulnerable children.



The Thrive Assessment

What is the Thrive Assessment?

The United Nations (UN), an international organization, has worked tirelessly to find ways to promote a better quality of life so that basic needs are met. In 1959, the UN adopted the Declaration of the Rights of the Child, which defines children's rights to protection, education, healthcare, shelter, and nutrition.

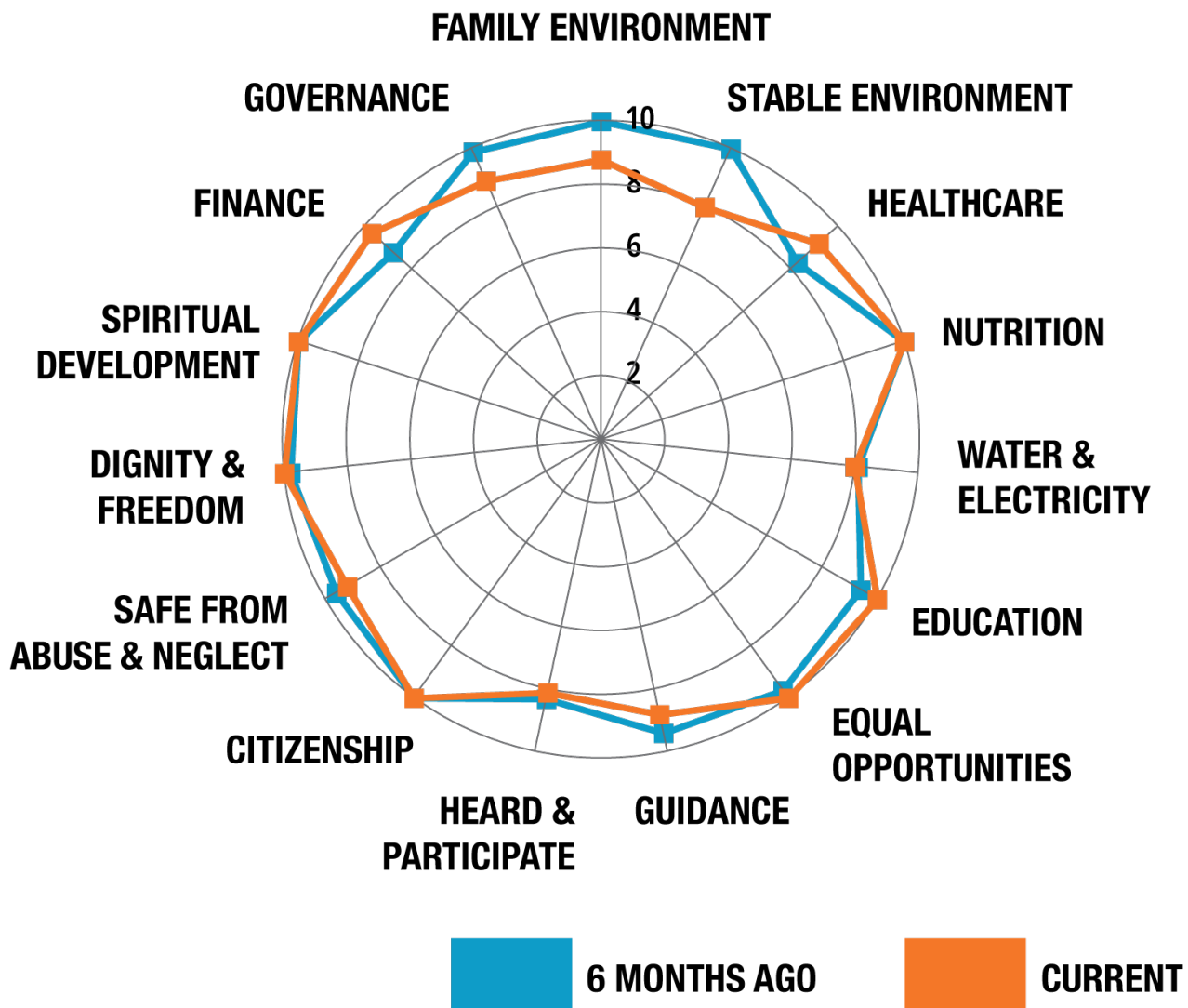
Based on the adopted declaration, The Miracle Foundation (miraclefoundation.org), a family-focused non-profit that provides resources to orphans mostly in India, codified the UN's Rights of the Child and developed a Thrive Scale, which measures how well child care facilities are able to obtain each of the rights to the children in their care. This Thrive Scale not only gives child care facility leaders a picture of how they're doing, but specific and practical steps to improve.



With permission, A Child's Hope Foundation has revised The Thrive Scale to make it adaptable for orphanages. We have codified all 12 Rights, as well as a Finance, Governance, and Human Resource standard, resulting in a total of 15 ACHF standards. These standards ensure that children receive care that truly helps them to thrive, now and in the future.

The Thrive Assessment will be administered every 6 months to chart the progress of each standard. It, along with the Orphanage Improvement Roadmap and individual Child's Hope Plans, will measure and help obtain these rights for each child.

Current Thrive Scale for Orphanage





Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Eben-Ezer is currently **THRIVING** in this category. Eva and Freddy have worked over many years to create a space where children can feel that they're part of a big family. The home also seeks to provide a place where siblings have the opportunity to stay together, encouraging unity and permanence among the children. Eva and Freddy have taken on the role of parents for each child who lives and has passed through Casa Hogar Eben-Ezer.

Caregivers here have been taught mainly by Eva. This training has included courses and certifications in child care, as well as fostering a family care environment where everyone is treated equally as special and important. Caregivers are an important part of the family at Eben-Ezer. That being said, due to the COVID 19 pandemic, caregiver training has not been as frequent and consistent as they have been in previous years. As the group of caregivers is small, staff turnover is minimal. Over the last 5 years, there has been no change in staff, a situation that generates greater stability and perseverance for the children. In addition, children of the caregivers are also integrated into the home, sharing the same rules and resources as the rest of the children. Eva and Freddy encourage and facilitate visits for children, as DIF grants permission, including in person visits and phone calls, both of which always occur under close supervision.

However, only a few children have families with permission from DIF to visit. The majority of the children here are in a situation of total orphanhood. For Eva and Freddy, their main priority is to ensure all resources that come to the home are directed to serve the children. With this "children first" mentality, these directors have often put their needs second, sacrificing their time, comfort, and resources in order to meet the children's needs.

In order for Casa Hogar Eben-Ezer to continue advancing in this category, it is necessary to establish a more comprehensive and structured plan for training staff. This training will support the home's goal to receive certification in child care as well as help the home overcome everyday challenges they face with the children.

- ☐ Establish a staff training curriculum in child care and trauma care
- ☐ Certify staff in the child care standard



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is also at the level of **THRIVING** in this category. Eva and Freddy maintain a system of clear rules based on effective discipline. They help those in their care by teaching them to take responsibility for the consequences of their actions as well as reconcile any wrongdoings. Eva mainly handles the disciplinary discussions with children when rules are broken. She also determines the consequences and disciplinary measures for each children. In unique circumstances when Eva or Freddy are unavailable, the other caregivers of the home along with Elizabeth, a 30-year-old woman who has grown up at the home and now continues there as staff, assume the responsibility and management of the children.

To achieve the current level of stability at this home, Eva has implemented continuous approaches with the staff to discuss important issues and improvements in the home with the children. Eva is always looking for opportunities to educate and provide additional training to her team on care strategies for children. The employees of the home are also very open to additional learning that is available in the community or from other sources provided by the directors.

In order for Casa Hogar Eben-Ezer to maintain in this category, it is necessary to continue training and developing staff in strategies for the care of children.

There are no next steps.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

In this category, Casa Hogar Eben-Ezer is at the level of **THRIVING**. On a regular basis, children receive annual medical checkups including lab tests, vision and lens fittings, and dental care. In these last two areas, priority has only been given to the most urgent or high-priority cases such as children who have dental pain or whose school performance is compromised due to visual problems. This home has historically had children with very particular and complex medical needs due to rare conditions. Such is the case of one girl with nephrotic syndrome who must be monitored on a permanent basis, a boy who will need heart surgery, and a girl with intellectual disabilities, all of whom constantly visit the doctor for follow-up. Over the past three years, most of the home's budget has been directed to addressing these conditions. Additional support from other sources for emergency medical needs has become necessary.

Recently, Casa Hogar Eben-Ezer received support in fundraising for medical, dental, and visual check-ups. As a result, 3 children were identified as needing orthodontic follow-up and treatment, which will require \$300 USD per month for at least 1 year.

In order for Casa Hogar Eben-Ezer to continue to advance in this category, the home will need to secure the necessary support to provide care for three children to receive orthodontic treatments and follow-up.

- ☐ Secure support for orthodontic care to cover 3 children in the amount of \$300 USD per month for at least 1 year



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Eben-Ezer is at the level of **THRIVING** in this category. Children receive nutritious and appetizing meals in a hygienic manner. Meals also include protein in different forms as well as sufficient vegetables and fruits. Children have the option to share their food preferences at least once a month and there is an accessible menu so children can see what meals they'll have for the day. The home has all necessary cooking utensils, which are in good condition and kept clean and safe from contaminants. The kitchen area is clean, tidy, and free of pests. It has good storage, with detergents and cleaning liquids stored in a safe place.

Casa Hogar Eben-Ezer is able to provide sufficient food for children through the direct support of two main donors who provide the home with perishable and non-perishable food on a weekly basis. Sometimes they receive more food than necessary, in which case Casa Hogar Eben-Ezer donates the food to other organizations in order to ensure food is not wasted.

The home also has the support of a nutritionist who makes necessary adjustments in the diet of children with specific needs. The nutritionist also monitors the weight and height of all children, as well as supervises feedings for children who require special support due to health conditions.

Additionally, the cook has recently been trained in hygienic food handling and administration of supplies and warehouses.

There are no steps to follow in this category.



Right to Clean Water and Electricity

SURVIVING

SUSTAINING

THRIVING

n this category, Casa Hogar Eben-Ezer is at the **SUSTAINING** Level. The home has drinking water installations that are in good condition and free of pollution, with no major problems in the last 3 years. The children have clean water to drink that is available and easily accessible whenever they want. The home currently needs to update 8 sink faucets and 8 shower heads that are in poor condition. These needs have been identified by Freddy during inspections that are part of a preventive and corrective maintenance program both he and Eva perform in the home. The drainage system in the home works properly, ensuring water is free of contaminants with suitable methods for disposal. As for the electrical installations, the current ones are sufficient for the entire home. However, the third floor of the home does have two spaces under construction (a new guest room and director's apartment) where electrical installations have not yet been completed.

In case of power outages or emergencies, the home has no alternative energy source. Additionally, in the event of a fire, the home does not have any water reserves. Furthermore, the location of the home and its narrow streets make it especially vulnerable as access to a fire hydrant or a fire truck would not be possible. This safety concern was brought up by the fire department, who recommend the home have one or two reserve tanks.

In order for Casa Hogar Eben-Ezer to advance in this category, the home will need to carry out electrical installation work on the third floor of the home, place two more light sources in the internal corridor of the home, change 8 sink faucets and 8 shower heads, and finally, install 1-2 tanks of water reserves for exclusive use in case of fire.

- ☐ Change 8 sink faucets and 8 shower heads
- ☐ Improve the lighting in the internal corridor of the home (one fixed light and one more with a motion sensor)
- ☐ Lay the wiring for the electrical installation in the two new rooms on the third level



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is at the level of **THRIVING** in this category. All children and adolescents are enrolled in school at the elementary, secondary, high school, and university levels. Recently, children have returned to classes in person. Elizabeth, one of the young women who grew up in the home and assists Eva, continues to coordinate everything related to children's schooling. She mentors and coordinates all school activities for those attending high school and university. Mitzy, another volunteer, coordinates primary and secondary school children.

Eva maintains a very close relationship with the school principals and teachers of the children. In any situation related to the behavior or performance of the children, the school immediately engages in conversation with Eva to address any particular needs with the children.

Since last year, the children have been receiving the support of a math tutor. This tutor has helped them to improve not only their grades, but also achieve a better understanding of mathematics, impacting various areas.

Casa Hogar Eben-Ezer currently has two students at the university level. Thus, expenses have increased with the payment of school fees, materials, and transportation costs. The home plans to seek the support of other organizations and donors so that these young adults receive the funds necessary to continue their education.

In order for Casa Hogar Eben-Ezer to remain at this level, it is necessary to continue the support of tutors through 1 on 1 sessions to improve their grades. This includes the tutor who provides math support to children in primary and secondary school as well as the mentor support of Elizabeth in for those at the high school and university levels. It will also be necessary to establish relationships with other organizations or donors that can help fund the education costs of the young adults going to the university.

- ☐ Continue to support the tutor in the area of mathematics
- ☐ Continue the support of Elizabeth and Mitzy with the children from elementary school to college
- ☐ Find alternative organizations or donors to cover the costs of university students

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is at the **THRIVING** Level in this category. Eva has been very careful with integrating children into family dynamics. Order and cleanliness are qualities she tries to instill with her children every day. Being such a large family, everyone is assigned household chores. Chores involve maintenance of the home as well their own spaces and are divided by age and gender.

Children each have their own personal space to store their belongings. With Eva's direction, children keep their personal spaces organized. Eva has also implemented an internal program of skills development activities for the transition to adulthood. Both women and men participate in these activities that promote self-sufficiency such as cooking, cleaning spaces, general maintenance of equipment, participation in purchases, organization of events, basic maintenance of cars, collection of donations, general repairs, and reception of suppliers. Thus, adolescents over the age of 15 are aware of the dynamics and operations of the home.

In the case of the young woman with intellectual disabilities, Eva and her team have gradually integrated daily activities that promote an independent life such as cooking. The young woman has also been given an opportunity to choose activities within the home that promote her independence, self-sufficiency, and leadership within the home.

The adolescents of Casa Hogar Eben-Ezer participate in natural disaster prevention training, including how to deal with a fire contingency or evacuation of the building and are part of the contingency brigades in the home emergency plan.

Eva recognizes that the children must be fully involved in the dynamics of the home. However, she also sees the need to balance that with extracurricular activities that the children can enjoy. For this reason, they have integrated activities within the home such as classes for English, drawing, painting, music and singing as well as other activities that help children learn new skills.

In order for Casa Hogar Eben-Ezer to continue to remain at this level, it is only necessary to continue the program of extracurricular activities that promotes a healthy balance between responsibilities in the home as well as activities of personal interest and development.

There are no next steps to follow in this category.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

For this category, Casa Hogar Eben-Ezer is at the level of **THRIVING**. Some of the most important values for this home are respect and love, first to God and second to others. Eva places special emphasis on teaching children about these and other values through her daily example, modeling these behaviors so that children can see them in action. Children have the opportunity to receive guidance on issues that are of interest to them. Additionally, the children receive the necessary therapeutic support to work with the crises and traumas they may have experienced.

Casa Hogar Eben-Ezer has the support of a therapist who will begin implementing individual sessions with children that have been victims of sexual abuse. These sessions will occur in the home twice a week and will include follow-up sessions. However, there is currently no therapeutic support plan for adolescents and young adults.

The life skills development classes for adolescents and young adults have continued, with Eva and Freddy generally leading the training. For more specialized topics, Eva and Freddy have also turned to professionals to guide the training.

In order for Casa Hogar Eben-Ezer to remain at this level, a more robust and ongoing therapeutic plan is needed for all children and members of the work team. It will also be necessary to implement a more fully-developed mentorship program, especially with adolescents over the age of 14.

- ☐ Implementing therapeutic support strategies for adolescents and young adults
- ☐ Implement specialized therapeutic care program for children with a history of sexual abuse
- ☐ Implement mentorship with young people over 14



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is at the **SUSTAINING** level in this category. Children can always make decisions about what they wear during the week or what they do in their spare time. Children can also participate in choosing what they eat on special occasions such as holidays and birthdays. Once a month, Freddy offers a large banquet to visitors after church service where the children decide what food they'll share together. They also make suggestions for vacation plans or activities outside the home, as long as it is allowed during COVID restrictions.

At Casa Hogar Eben-Ezer, children have a very active role in leading activities inside the home, apart from the assigned household activities. For example, once a week the children, divided by age and group, prepare and direct the religious services held inside the home- an activity that requires a whole week of planning.

In order for Casa Hogar Eben-Ezer to progress from Sustaining to Thriving, it is necessary to implement Child's Hope Plans so that Eva and Freddy can motivate and mentor the children as they seek to establish a plan for their future dreams.

☐ Implement strategies to develop Child's Hope Plans



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Eben-Ezer is at the **THRIVING** Level in this category. All children and young people have their identification documents and know the importance of these documents. Children and young people at Eben-Ezer have chores assigned in the home according to their age. They also know and understand the importance of their participation to maintain the home with hygiene, order, and cleanliness. This understanding is ingrained to the extent that it is not necessary to remind them more than twice of their assignment and they will sometimes even take initiative to find new chores or tasks needing done.

The children and young people of Eben-Ezer are aware of what is happening in their community and environment. They continually participate in serving others who are less fortunate, sharing food baskets and resources the home is in a position to donate. Eva and Freddy have taught the children to share what they have with others and to practice values such as hard work with them. In this home, both adults and children help establish a sense that even visitors are

welcome to share what they have and what they know. The children are very warm and the young people are always very helpful, attitudes which undoubtedly reflect the teachings of Eva and Freddy.

To continue maintaining at the Thriving Level, adolescents over 15 years of age need to continue developing life skills which can be done by seeking support from various sources, whether inside or outside the home.

- ☐ Implementing Child's Hope Plans



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is located at the level of **THRIVING**. Children have private spaces for bathing, using the toilet, and dressing. However, the conditions of the children's toilets needs improved since 2 existing urinals do not work. The dorms are separated by gender and age and the home has a policy which states that no adult can be alone with any child. They also have internal regulations posted that indicate visitors are not permitted to photograph children for any reason, and if photographs are required, they cannot show the faces of the children. It is also prohibited to provide personal information or exchange contact information with the children. The caregivers and the directors have received at least one training per year with all staff on the topic of violence and abuse prevention as well as positive parenting. For her part, Eva is always available for 1 on 1 sessions with the caregivers and staff to answer any questions regarding the care of children or their role in the home.

Recently, the home has retained the support of a psychologist who provides individual care to children most in need of psychological support or who request it. They continuously follow up with children who have been identified as having increased needs because of their family history or because they have a history of violence or abuse. However, it is still necessary to have a psychologist who specializes in adolescent and young adult treatment so that everyone has the opportunity to see a therapist, if needed.

Casa Hogar Eben-Ezer is very vulnerable in terms of security related to the surrounding community. One section of the property is missing a wall to enclose the home, so they often have intruders on the backside of the property, which presents a high risk for the inhabitants of the house.

Although this category is at a Thriving Level, in order to improve the vulnerability and security concerns of the property, it is important that Casa Hogar Eben-Ezer establish a perimeter fence to ensure that intruders cannot enter the property or harm the children.

- ☐ Implement a psychological care program that provides support to all children in the home
- ☐ Change two urinals in children's toilets



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

In this category, Casa Hogar Eben-Ezer is at the **THRIVING** Level. Each child has their own bed and is provided with everything needed for personal hygiene. Clothing, footwear, and uniforms are also provided and in good condition. The children's bedrooms are separated by gender and kept clean. Eva, Freddy, and their team encourage children to be kind to one another, and are corrected when they make disparaging comments. Children know the consequences before committing any offense and they are taught how to remedy their wrongdoings.

The home has all the safety protocols required by the authorities and personnel have been trained in fire countermeasures including the use and management of fire extinguishers, search and rescue, evacuation and safeguarding.

Children are provided with art supplies that are available for use, but there are often not enough for all the children. The home also lacks safe and sufficient play areas for children of all ages since their common space for games is very small and is used for all purposes. While there is space in the back of the home, this space cannot be used as there is a risk of collapse with the retaining wall of the neighboring subdivision.

In order for Casa Hogar Eben-Ezer to continue to advance in this category, follow up is needed to build a retaining wall between the home and the neighboring subdivision and the construction of the perimeter fence.

- ☐ There are no steps to follow in this category until the neighboring retaining wall and the perimeter fence are resolved



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Eben-Ezer is located at the **THRIVING** Level. As Eva and Freddy are practicing pastors, one of the cornerstones of this home is the education and spiritual development of children. Children have the opportunity to participate actively in a Christian community that has directly and indirectly supported the home since its creation. The home maintains a very close relationship with different members and donors of their religious community who, in addition to being spiritual guides, play an important role as mentors for the young people in this home. Children participate in community prayer and spiritual rituals, perform bible reading both inside and outside of the home, and participate in Sunday School. Freddy and Eva, as pastors, lead these processes in which they are taught about God and his word.

In the home, they are taught about good and evil and how to remedy or compensate for their mistakes. With the support of this spiritual community, the children can develop a bond with God, learn to maintain their faith, experience a sense of belonging to a Christian community, and receive support for their personal development and independence.



Finance Standard

SURVIVING

SUSTAINING

THRIVING

In this category, Casa Hogar Eben-Ezer is at the level of **THRIVING**. The home employs a professional accountant who is responsible for keeping a record of income and expenses for the home. These records are available for review each time they are requested for internal or external audits. Eva and Freddy's relationship with the accountant is transparent and close as he also supports them with other tax and registration procedures. The accounts and records are also updated on a monthly basis.

The accountant is also responsible for filing annual tax returns in accordance with Mexican tax laws and validates the orphanage's books and records. The home has administrative measures in place to minimize the misuse of resources and they are committed to transparently showing donors how the resources they receive are used. Although the home operates with an annual budget, it is always in constant flux due to investments in construction, maintenance, and facility improvements that are a result of the growth of the orphanage.

Transparency is an important commitment of these directors, who are prepared to show in a clear and transparent way the use of their resources, not only to donors but to any authority or organization that supports them, which is why fiscal responsibility in general has been carefully maintained and audited.

In order for Casa Hogar Eben-Ezer to remain at this level in this category, it is necessary to have the support of a qualified advisor to support them in strategies on how to enhance their registration as an authorized donee in Mexico so that they can receive more economic or in-kind support in the area.

- ☐ Obtain the advice of an accountant to know how to become an authorized donee in Mexico



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Eben-Ezer is at the **THRIVING** Level. The home has the supporting documentation verifying that the property where the orphanage is located belongs to the institution and is intended only to provide a home to children and young people in an orphanage situation. Therefore, any improvement to the property and home will be for the benefit of children.

In terms of licenses and permits, the home has a State Operating License and is in the process of revalidating it. They are also working on the validation of the civil protection plan and the relevant inspections by the authorities on security issues. They do not have the required safety equipment since the megaphone stopped working and the frequency radios do not work. Thus, they need to replace this equipment as soon as possible before inspection.

As for the members of the team, the home has sufficient staff according to the ratio of children. The staff have an established vacation policy as well as the rest days required by law. However, these policies are not applied to the directors.

While staff meetings are held consistently, they do not have a specific structure that supports the director in determining areas of opportunity and follow-up to the training processes with caregivers.

In order for Casa Hogar Eben-Ezer to continue advancing in this category, it will be necessary to replace safety equipment in order to comply with safety regulations (megaphone and frequency radios). Additionally, the directors will need more training in leadership, management, and employee development issues.

- ☐ Buying frequency radios
- ☐ Buying Megaphone
- ☐ Train directors on issues of leadership, management, and employee development

Strategic Initiatives

PERIMETER WALL

PROJECT DESCRIPTION	Build a perimeter wall that provides security against the intrusion of people outside the home which will provide a safe and adequate space for the children, staff, and facilities of the home. This work needs to be done in the back of the home in order to prevent possible trespassing. that poses a risk to children and staff. This project will strengthen the security of the home and directly impacts areas of dignity and freedom, safe and adequate facilities, and the right to be free from abuse and neglect.
ESTIMATED FUNDING	\$15,000+

EMERGENCY WATER SYSTEM FOR FIRES

PROJECT DESCRIPTION	In the event of a fire, it would be impossible for an emergency truck to reach the home due to the geographical location, which is located in a high area with very narrow streets, limited space, and no fire hydrants nearby. Therefore, it is necessary to establish a storage and water supply system for fires. Having this fire fighting system reinforces the right to safe facilities and the governance standard.
ESTIMATED FUNDING	\$5,000 - \$10,000

WATER TREATMENT SYSTEM

PROJECT DESCRIPTION	Installing a water purification system in the home will provide sufficient clean water for all children, directly supporting needs for a drinking water supply. This system will provide at least 10 gallons per day, enough to meet the needs of the home and children. Having this system reinforces the right to nutrition, the right to safe water and the right to health.
ESTIMATED FUNDING	< \$5,000

