

A woman with long brown hair, wearing a dark blue long-sleeved shirt and jeans, is posing with her arms raised next to a large mural of a monarch butterfly on a light green wall. The butterfly has red wings with black and yellow markings. In the background, there is a chain-link fence and a red trash can.

Casa Hogar Sion

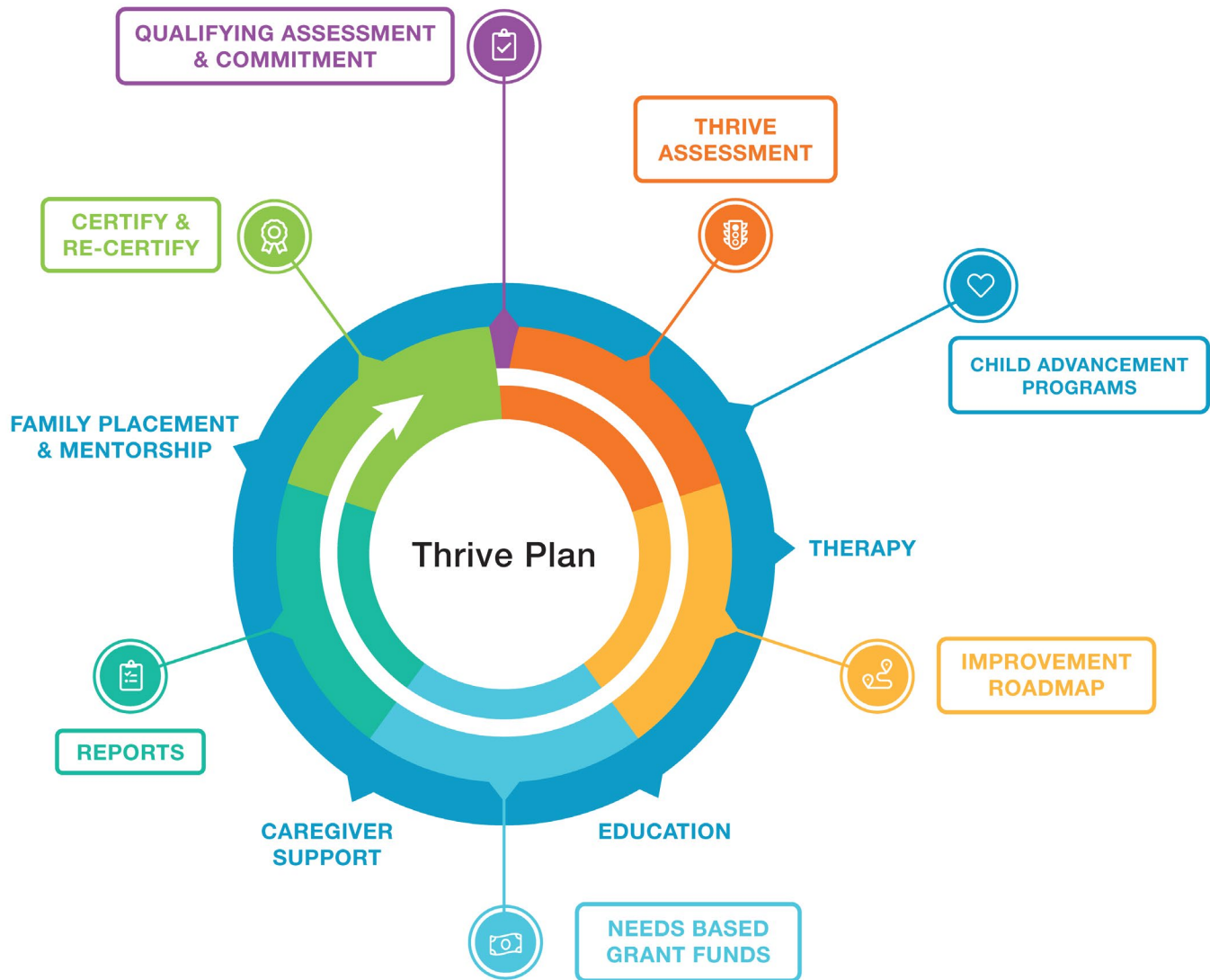
Tijuana

HOME IMPROVEMENT ROADMAP

November | 2022



The Thrive Certification Plan



QUALIFYING ASSESSMENT & COMMITMENT

The Qualifying Assessment is the first step in partnership with an orphanage home. It measures an orphanage's ability to manage, to be transparent, and provide quality care.

This step only occurs once.



IMPROVEMENT ROADMAP

The IR is a guiding document for the orphanage and other partners, with outlined priorities to help the orphanage reach *thriving* in each of the 15 Standards of Care.



CERTIFY & RE-CERTIFY

Certification is achieved through various observations, a financial review, minimum thrive score, access to therapy, and caregiver training. Homes recertify annually to ensure standards continue to be met.



THRIVE ASSESSMENT

The Thrive Assessment measures an orphanage's ability to meet the needs of its children in 15 categories called the Standards of Care, based on the United Nations Rights of a Child. Each standard is assigned a level from "surviving" to "thriving."



NEEDS BASED GRANT FUNDS

Grant funding to address needs and administrative support is made available with the regular completion of the Improvement Roadmap.



CHILD ADVANCEMENT PROGRAMS

PARTNERSHIP AVAILABILITY
Finding partner experts and establishing a way to train people paves the way for implementation of Child Advancement Programs (Therapy, Education, Caregiver Support, and Family Placement & Mentorship).



REPORTS

Reports and documentation are required of the orphanages and partners we work with so impact can be communicated to donors regularly.



Thrive Plan Agreement

A Child's Hope Foundation (ACHF) has a unique approach to “Lift orphaned children 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 Improvement Roadmap (IR) is built with the home's leadership after reviewing the results from the Thrive Assessment. In order to provide children with better outcomes, the 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 home's leadership to provide a place where children can thrive, heal, and be prepared for a joyful and productive life. For most homes, 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 the home's leadership to provide support, coaching, expertise, and advocacy.

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

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Overview of Orphanage

Background

In 1999, Mamá Carmen and Papá Jorge González opened the doors of their own home to abandoned children living on the streets. Word spread in the community about what Jorge and Carmen were doing for these children in the community. Before long, relatives of more children who could not care for them were dropping them off in the middle of the night in the backyard of Jorge and Carmen's home to be cared for by them. Even children came to their doors who were frightened because of a history of abuse in their own homes.

Not having enough space in their own home, Mamá Carmen and Papá Jorge used their retirement funds to buy a small property 24 years ago in Tijuana. There, they built Casa Hogar Sion, an orphanage to care for as many children as possible in their new space. Within months of their courageous start, Jorge and Carmen were “parents” to more than 60 children. Food was often scarce in the early days, and the lights went out frequently. Meanwhile, the home struggled to make ends meet with limited resources and sometimes no resources. Caring for a hundred children was not without its struggles, but the orphanage flourished with the love, devotion, and strength of Mamá Carmen, Papá Jorge, and the staff.

Thanks to the efforts of affiliated churches, independent groups, and private and corporate donors, Casa Hogar Sion currently has seven buildings, all the children go to school, and some of them who are older are in private schools or in technical careers. Also, they have a computer lab with 10 new networked computers. Taking advantage of this resource, classes are given five days a week. Mamá Carmen wants to protect and care for her children and provide them with opportunity and hope by focusing on education and leading by example; mom, dad, and staff care for their children and their children's children.

Casa Hogar Sion is part of a network of private orphanages in northern Baja California. Casa Hogar Sion is located in Tijuana, very close to the U.S.-Mexico border, and is the home that

currently serves 40 children between the ages of 4 and 23 years old. Although some children are brought there for short stays of 1 to 2 years. Most of the children will live there for 5 to 10 years or more.

The orphanage has a dedicated staff of 15 people, 10 of whom live and work there. Casa Hogar Sion is fully responsible for the children in their care and is committed to providing a quality education for all of them. They pay for all children to attend middle and high school private schools because of the higher quality education it provides. If children successfully complete high school, they provide scholarships for higher education. Almost 25 years after this home was founded, 1,500 children have passed through, some of whom have been adopted, others have been reintegrated into their families, and those who have remained have been supported to become professionals.

Mission

Children enjoy the security of a home so that in the future, they can build healthy relationships with others, succeed in school and work, be productive, and adapt to society.

What Makes Orphanage Unique?

It is the love by which a community is fostered in harmony and love as a family, making children and adolescents see this place as their home and not as a boarding school.

Long-Term Vision

That the boys and girls we serve become successful professionals or entrepreneurs who serve society by combining their family integrity with the social, moral, and spiritual values they receive at Casa Hogar Sion. They can keep them throughout their lives and pass them on to others.

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

To channel our youth and children with the right tools so that when they leave, they can be good men and women in this society.



The Thrive Certification Program

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.

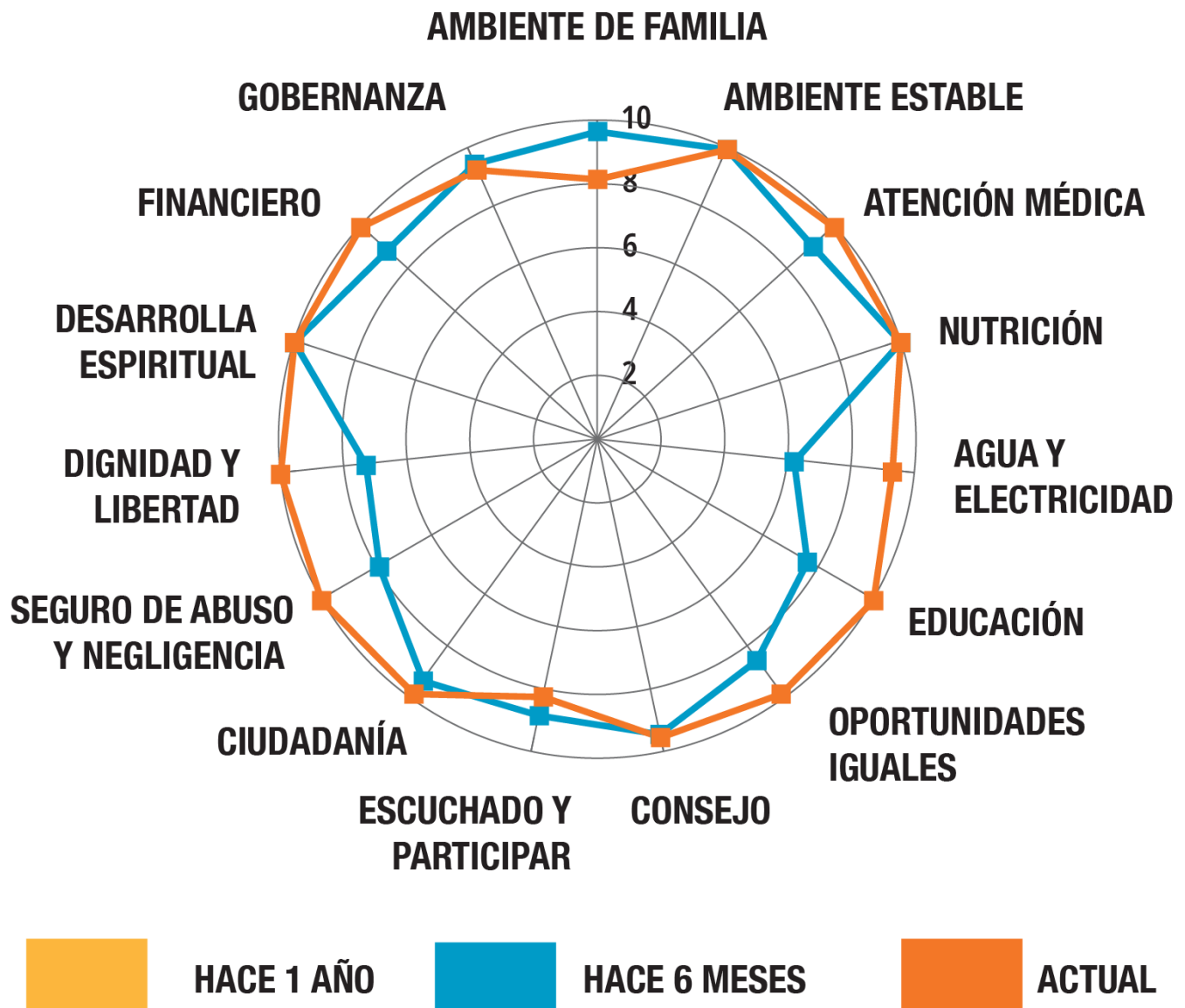
Based on the adopted declaration, The Miracle Foundation (miraclefoundation.org), a family-focused non-profit that provides resources to orphans mostly in India, codified the UN's Rights of the Child and developed a Thrive Scale, which measures how well child care facilities are able to obtain each of 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 Sion is currently at the **SUSTAINING** level. The children who live here are grouped in different buildings by age and gender, these buildings have rooms in which 12 children are housed. The people in charge of each building are a couple who have been working in the home for at least 2 years and are responsible for guiding and caring for the children and providing them with a warm, safe, and loving environment. Each child that is in the different buildings lives in a family environment, being the reflection and example that the directors Mamá Carmen and Papá Jorge carry out day by day as part of the values and following the guidelines by DIF, in Sion family visits to the children are only promoted when this institution authorizes it, however, with the children who remain voluntarily in the home they receive family visits every 15 days.

Currently, the caregiver staff is 90% covered. Caregivers have completed all training in child care and trauma-informed care and have been evaluated by a specialist in the child care standard. Regarding the hiring of new staff, an administrative process is carried out involving Mamá Carmen (director) and Mayra (administrator), asking the new staff to fill out a specific form, informing them that they are on probation for one or two months and requesting a reliability assessment with DIF to have quality caregivers for the children.

For Casa Hogar Sion to reach the level of thriving, an induction and training plan is required for new staff, and caregivers must be evaluated every three months by a certified specialist on the standard of care.

- ☐ Design an induction and training plan for new personnel.
- ☐ A certified specialist evaluates caregivers every three months on the standard of care.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Sion is at the **THRIVING** level within this category. Mamá Carmen and Papá Jorge (directors), as well as Cande (assistant director), have been in charge of following the guidelines and the children's rights by promoting the common good, creating an environment of love and tranquility, providing the opportunity for the caregivers to explain to the children the rules of the home and the consequences in case of committing any infraction. At Sion, the siblings who live here have the opportunity to eat, play and spend time together to strengthen the family bond.

Mamá Carmen has been a great leader, always looking to provide support and encouragement to all the staff and to foster the value of being cared for and loved by each other as one big family. The caregivers receive weekly training and guidance from a pair of psychologists (Jill and Horacio) who teach topics on how to create a more stable, loving, nurturing environment with family traits and values within a group home environment, among other helpful and supportive topics. In this home, staff turnover is less than 20%, and caregivers receive a weekly day off and take turns covering some areas as needed. Caregivers have the freedom and confidence to play with the children daily, have special traditions, and carry out activities appropriate to the gender and age range of the child they are in charge of.

For Casa Hogar Sion to remain at the level of thriving, it is necessary to continue the stable, loving, and family-like environment they have provided to the children here.

- ☐ To continue with the stable, loving, and family environment they have provided to the children there.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Sion is at the **THRIVING** level within this category. Children are taken for annual wellness check-ups and medical examinations. Each child's file includes medical history, growth measurements, incident reports and medications for special treatments, and vaccination records. On an ongoing basis, dental check-ups are scheduled for all the children, giving priority to those with the greatest need. In addition, there is a plan to take each child for an ophthalmologic check-up and provide them with glasses in case of a medical prescription.

All staff members encourage children to wash their hands before eating and after going to the restroom. Soap and water are available near all eating areas and toilets. Children brush their teeth daily after breakfast and before bedtime. Each building has a well-equipped first aid kit with sufficient supplies to care for all children in case of emergency. At the beginning of each school year, the caregivers check the children's heads to identify the presence or absence of head lice. If lice are identified, they receive the appropriate treatment and are followed up promptly to eradicate the problem. The children's home has a doctor and a hospital for emergency cases. The adolescents are provided with feminine hygiene and personal care products and instructed on their correct use and disposal by their caregivers and the psychologist (Jill).

For Casa Hogar Sion to continue to thrive, it is recommended to continue to support the health and well-being of all the children.

☐ Continue to support health and wellness for all children.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

At the present time, Casa Hogar Sion is at the **THRIVING** level within this category. One of the highest priorities for Sion has been to care for and maintain excellent nutrition for the children, ensuring at all times that food is available and that the children receive the right amount of calories for their healthy development. The food served here is hygienically prepared, delicious, appetizing, and tasty, including protein-rich dishes accompanied by two to three servings of vegetables and fruits. The dining room and food storage areas are free of toxic substances. The kitchen and stove area are well-ventilated and free of pests; the cooking area has a hood and is fumigated monthly.

The kitchen staff has received instruction and training in hygienic food handling, storage strategies, cleaning and disinfection of work areas in the kitchen, and nutrition, which has greatly supported the preparation of the menus. The menus are displayed weekly and visible to the children so they can see the dishes that will be served. Sion is currently working on installing a hen farm that will allow them to produce eggs, in addition to continuing with the vegetable gardens in which they grow various vegetables.

For Casa Hogar Sion to continue to thrive, it is necessary to continue with the good work they have been doing so far; it is also necessary to purchase various utensils for the kitchen since the current ones are not enough for all the children or are in poor condition and finally, it is important to maintain a timely follow-up to the annual training on issues of hygienic handling of food, storage strategies, cleaning and disinfection of work areas in the kitchen and nutrition.

- ☐ Continue with annual training on hygienic food handling, storage strategies, cleaning and disinfection of work areas in the kitchen, and nutrition.
- ☐ Buy utensils for the kitchen so that there are enough to serve food to all the children.



Right to Clean Water and Electricity

SURVIVING

SUSTAINING

THRIVING

Today, Casa Hogar Sion is at the THRIVING level in this category. Casa Hogar Sion complies with the requirements and codes of the local authorities, such as operating license, land use, firefighters permit, and civil protection training, among other documents that ensure the safety of all who live in this home. The facilities have been inspected by civil protection in the last year. They have an updated internal civil protection program that describes the actions to be taken in emergencies such as fire, flood, earthquakes, etc. The facilities can withstand heavy rains and winds. In addition, the outdoor facilities are well-lit, providing greater safety for the children and all staff.

The home has safe drinking water, easily accessible and available when the children like to drink it. The electrical infrastructure is sufficient for the needs, and they are safely connected; they have solar panels that have worked excellently, the light bulbs in each bathroom and living room are working at 100%, they have a safe method of drainage that does not contaminate the drinking water supply, and all the faucets in the sinks and shower heads in all the buildings are in good condition. They have a reliable maintenance person who supports preventive and corrective issues within the home, and when necessary, a qualified person is hired to perform more complex repairs. They keep a monthly log for maintenance issues. They are currently installing two water cisterns with electric pumps to distribute drinking water evenly to all the buildings. There is no alternative source of energy in case of power outages.

For Casa Hogar Sion to continue to thrive, it is necessary to follow up on the installation of the two water cisterns and to have a generator as a source of energy in case of power outages.

- ☐ Follow-up on installing two cisterns for water storage.
- ☐ Purchase of light generator.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Sion is in the **THRIVING** level within this category. Most of the children attend school and attend classes regularly. Currently, 10 young people are in high school, and 5 are studying at the university; the rest of the school-age children are in primary and secondary school. Each child has access to a personalized tutoring session with Itzel (the new caregiver), who supports them with advice and homework. Children 7 years and older identify and articulate the sound of each letter of the alphabet, and children 11 years and older read and write at least at the third-grade level. All children 9 years and older perform basic math operations. To strengthen this learning and enhance skill development, the children have access to supplies such as toys, construction paper, crayons, art materials, paints, play dough, and other items according to their needs and age. A tutor follows up on grades and progress with each child. For the younger children who do not attend school, a tutor is assigned to teach them recreational activities such as painting, playing games, reading stories related to the Bible, and identifying colors so that they can acquire new skills and prepare for the beginning of their school years.

Sion has a classroom with computers and internet access, allowing children to do their homework and receive computer classes. In addition, they have a library with a wide variety of books. The first-hand psychologist performs evaluations to identify children with learning disabilities, and if any are identified, they are referred to an outside professional. This home has funds and housing available for the young people to pursue an education after their time at the home, so Mamá Carmen (director) provides the option for the young women in college to transition to other facilities that will allow for better development and opportunities for them.

For Casa Hogar Sion to remain at this level of thriving, the children must have English, math, and reading tutoring, have the financial resources to purchase gasoline for transportation to school, and have a variety of age-appropriate books in their own language available and classified by themes according to the age range and interests of the population served.

- ☐ Hire tutors for English, mathematics, and reading promotion.
- ☐ To have economic resources for the purchase of gasoline for transportation to schools.
- ☐ Have a variety of age-appropriate books in their own language available and classify them by subject matter according to the age range and interests of the population served.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Sion is at the **THRIVING** level in this category. All children, regardless of age, gender, disability, or family history, receive the same opportunities for their education and development; they have adult role models who are available at all times to meet the needs of the children. Each child has a space available to keep their personal items; they receive the same opportunities to go to school and have counseling as part of a process of development and strengthening of their education; in addition, children with disabilities have all the support to make the necessary adaptations for their optimal development. Currently, the children in Sion participate in extracurricular activities; the men play soccer and take haircutting workshops, while the women take beauty courses. It is worth mentioning that young people are contemplating studying a course in electricity.

In this home, we are working on implementing a pilot plan for the transition to adulthood to help young people to move to independent living; for the moment, we are visiting places where we receive college students to continue with this independence and productive life.

For the home to continue to thrive, it is necessary to continue supporting equal opportunities for all children through the follow-up of extracurricular activities and accompanying children with disabilities. Follow up on the transition plan to adulthood according to the needs of the young people and provide further guidance to caregivers so that they continue to provide support and support through good example and conduct.

- ☐ Continue to support equal opportunities for all children by monitoring extracurricular activities and accompanying children with disabilities.
- ☐ Follow up on the transition to adulthood plan according to the needs of the youth.
- ☐ Provide further guidance to caregivers so that they continue to provide support and support through good examples and behavior.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Sion is in the **THRIVING** level within this category. At Sion, guidance, training, and values are transmitted through Christian education, strengthening the sense of belonging and family integration and motivating the children to be respectful of themselves and others. All children are allowed to access psychological therapy on an ongoing basis. To provide quality guidance, children, adolescents, and young people have access to various training courses through the support of partners who provide specific topics such as addictions, bullying, respect, and responsible sexual behavior. In addition, Sion guides adolescents in their self-discovery and self-expression. Concerning young people, before entering university, Mamá Carmen (director) allows them to identify their abilities and goals through a vocational orientation evaluation to know what careers they can pursue. Adolescents over 15 years of age have a written life plan for their education or work after completing their time at the home. They are assigned some tasks to increase their skills to continue strengthening this life plan. The psychologist who comes to the group home is responsible for following up on these plans.

When looking for new caregivers, the administration area has available and updated job descriptions and profiles. Also, caregivers have received several pieces of training on an ongoing basis on how to model, teach and reinforce skills and behaviors with the children. Two volunteer psychologists (Jill and Horacio) attend weekly to support this process.

For Casa Hogar Sion to continue in the thriving category, caregivers' evaluations are required to determine if they are quality mentors for the children and that adolescents continue to be strengthened in their self-discovery and self-expression through the support of an external psychologist.

- ☐ Conduct caregiver assessments to determine if they are quality mentors.
- ☐ Guide adolescents in their self-discovery and self-expression through the support of an external psychologist.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Sion is at the level of **SUSTAINING**. At Casa Hogar Sion, the older children are given the opportunity to decide what they want to do in their free time and choose the clothes they want to wear daily. At Sion, there is great flexibility for children to participate in menu planning, incorporating their tastes and preferences only at dinner. In addition, children are given the opportunity to engage in leadership activities in which they are assigned specific tasks. No children's committee has been formed to strengthen the children's leadership in this area.

When care or medical procedures are required, children and caregivers are informed of the actions to be taken to avoid triggering any type of trauma. On the other hand, Sion has implemented life plans that are carried out in conjunction with the psychologist, which are updated every six months as long as the young people decide to stay at least at the end of one year of university.

For Casa Hogar Sion to climb to the category of thriving, it is necessary to create children's committees to strengthen leadership, child participation, decision-making, and social responsibility. It is also advisable to start implementing Child Hope plans or a similar strategy with children aged 13+.

- ☐ Create children's committees to strengthen children's leadership, participation, decision-making, and social responsibility.
- ☐ Implement Child Hope Plans or similar strategies with children ages 13 and older.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Sion is at the **THRIVING** level in this category. All children have their corresponding birth certificates. According to the age range, the children are taught to repair the damages committed, with the purpose of reinforcing the sense of responsibility and commitment to their environment through the assignment of tasks. The children are assigned responsibilities that contribute to the integral well-being of the home. Through actions and examples, caregivers teach the children about ethics and the democratic process, considering their opinions and reflections to strengthen decision-making.

Adolescents over the age of 15 are supported by mentors who teach them to carry out transitional activities such as going to the store, paying for items, ordering food, changing a light bulb, etc. In the case of the men, Brother Rafael is in charge of this process, and on the women's side, it is Sisters Itzel and Paty. Sion celebrates national and local holidays. Christmas is the children's favorite celebration since they can eat delicious food. The children of this home are committed to sharing one of their toys with other children in the community during the Christmas season, thus promoting the value of solidarity. In reference to important events that take place in and around Sion, these are communicated to all the children through the caregivers. The children can attend school trips and special events outside the home as long as they are authorized by DIF. The home is very clean and free of garbage and other objects that hinder free passage, while objects such as bicycles, tools, boats, etc., are stored in their proper places.

For Casa Hogar Sion to remain in this category of thriving, an age-appropriate course needs to be implemented that reinforces ethics and the democratic process.

- ☐ Implement an age-appropriate course reinforcing ethics and the democratic process.



Right to Be Safe from Abuse & Neglect

SURVIVING**SUSTAINING****THRIVING**

Casa Hogar Sion is at the **THRIVING** level in this category. The level of security is adequate based on the surrounding community. Inside, all children have a private and safe place to bathe, toilet and dress. There are separate dormitories for boys and girls according to appropriate age groups and government regulations. At Sion, all children over 5 attend educational sessions or training on abuse and age-appropriate reporting methods. The State Prosecutor's Office has been responsible for providing this training. In addition, as a fundamental rule of this home, each newly admitted child undergoes a psychological evaluation to identify his or her traumas and establish a support plan for psychological support and accompaniment.

All staff and assistants have received training on positive discipline techniques and body care alternatives. There is a policy that an adult who is not a caregiver cannot be alone with the children. In addition, the home has implemented child protection policies that prevent children from being physically, verbally, and emotionally abused. Caregivers and visitors are constantly aware of the children's rights and care. Caregivers receive training twice a year on identifying, preventing, and avoiding abuse. The staff at Sion accompanies the children in case there is a need to leave. A visitor's policy includes avoiding taking pictures, and visitors must register on the visitor's list before entering the home, among other guidelines. Sion has a process to check references and background checks for staff and frequent visitors through a no-criminal record letter, and references are requested following their job application.

For Casa Hogar Sion to remain in this thriving category, it is recommended to continue to care for and protect the children from avoiding situations of abuse and neglect.

☐ Continue to care for and protect children by avoiding situations of abuse and neglect.



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

In this category, Casa Hogar Sion is in the **THRIVING** level. All the children are bathed daily. With the youngest ones, the appropriate measures are taken, such as the temperature, and the bathtub, so that they are in the best condition and their diapers are changed as needed. At Sion, we lead by example and encourage the children to be kind to each other and to correct scorn, bullying, or unkind remarks. All children have access to their beds and sufficient clothing and underwear to wear daily. Also, children have adequate sheets and blankets, which are washed frequently. In addition, the children have their own toothbrush, which is changed regularly, and their own towel and a replacement towel. There are art materials for all the children in the children's homes according to their age. The young women who go to college manage the money allotted for the week to go to college, and if they have any leftover they can keep the extra.

Regarding safety protocols, the home has smoke detectors, fire extinguishers, a meeting point in case of disaster, and safety training for children and employees.

For Casa Hogar Sion to continue to thrive, it is recommended to follow up on activities that strengthen the dignity and freedom of the children as they have been doing.

- ☐ To follow up on activities that strengthen the dignity and freedom of children as they have been doing.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

Currently, Casa Hogar Sion is at the **THRIVING** level. This home is directed by Pastors Mamá Carmen and Papá Jorge, who have formed a spiritual community; they serve as an example for the children to lead a life and education focused on GOD and to improve their spiritual development. Also, they give the children the freedom to choose whether or not to participate in the rituals and devotionals that take place in the home, which is more common in children who are new entrants. The children's participation in religious services is varied and very valuable because, in addition to learning and sharing the word of GOD, some teenage girls get involved in various activities.

Within the home, materials and spiritual and religious books are available and accessible to all the children. In addition, the children are offered service opportunities to practice their spiritual learning and values and reflect on the good and the bad. In Sion, each building has its daily devotionals, when there is a special celebration all the inhabitants of the home gather in the dining room to pray.

For this Casa Hogar to continue to thrive, they are encouraged to continue with good religious practices to strengthen the spirituality of the children and all the staff.

- ☐ Continue with good religious practices to strengthen spirituality in children and all personnel.



Finance Standard

SURVIVING**SUSTAINING****THRIVING**

Casa Hogar Sion is currently at the **THRIVING** level. At Sion, they have a way of recording their income and expenses using policies through the “Arc Contpaq” software, these records are available for review at any time upon request. Tax returns have been filed by the times, requirements, and tax laws of the Mexican government. They are supported by an external accountant who audits the finances and validates the accounting books or records of the home. In addition, they keep internal control of the functions and tasks designated to make deposits, make purchases, among others. To maintain accounting transparency, controls are followed to minimize opportunities for misuse of funds, receipts are kept, a profit and loss statement is created, and bank account reconciliations are performed. The home also has administrative measures to transparently show its donors the use of the resources it receives. Sion operates under an annual budget, constantly moving due to investments in construction, maintenance, and improvement of the facilities, among other expenses. As well as a budget for purchases and large expenses over \$25,000 dollars.

For Casa Hogar Sion to continue to thrive, it is necessary to continue strengthening the good administrative, financial, and accounting practices achieved.

☐ Continue strengthening the good administrative, financial, and accounting practices achieved.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

At the present time, Casa Hogar Sion is at the **THRIVING** level. The staff has been trained internally and constantly on the importance of the care of drinking water, its relationship with health, and the need to have safe drinking water in sufficient quantities for domestic use, such as for cooking, hygiene activities, etc. The orphanage has documentation proving that the property where the orphanage is located belongs to the institution and is intended only to provide housing for orphaned children and youth. Therefore, any improvements made to the place will only be for the benefit of the children. Sion has a wall on which are posted the operating licenses, permits, and all those documents requested by DIF and the government that support and make transparent its *raison d'être* and that everything is in order. There is an organizational chart that allows them to identify the responsibilities of each of the members shown in the document. For new members, caregivers are given a written document in which they are informed of their responsibilities, activities, and the purpose of the position.

The home has a board of directors that meets at least twice a year. In addition, the caregivers have attended medical and hygiene training related to CPR and first aid. However, there is still a need for staff to attend attachment and child development training. On a monthly basis, meetings are held with the staff of this home to discuss various topics that promote the common good of the caregivers and improve the conditions and quality of life of the children. Sion has a vacation and annual leave policy, which was implemented only two years ago. Each caregiver has a file with all the corresponding background information and documentation. They also provide training to staff on the importance and practical ways to facilitate child participation, supported by psychologists Jill and Horacio.

For Casa Hogar Sión to continue advancing in this category, it is necessary to hire a caretaker for the night shift and a security guard, train the staff in child attachment and development, and provide facilities for the staff to have access to medical services through social security (IMSS).

- ☐ Hire a caretaker for the night shift and a security guard.
- ☐ Train staff on attachment and child development.
- ☐ Provide facilities for personnel access to medical care through social security (IMSS).

Strategic Initiatives

MEDICAL SERVICE FOR WORKERS

PROJECT DESCRIPTION	Provide medical services through social security (IMSS) to 5 employees to guarantee their right to health care and quality medical attention that covers all their care, treatment and follow-up needs. Currently, employees do not have a consistent health care benefit in case of injury, emergency, surgery, chronic degenerative diseases, or routine medical check-ups.
ESTIMATED FUNDING	<\$5,000

PURCHASE OF KITCHEN UTENSILS

PROJECT DESCRIPTION	Currently there is a great need for better and sufficient kitchen utensils to be used mostly at mealtimes for the children, the current ones are not appropriate for the service of all children and the existing ones are in poor condition. To meet their need, 9 dozen soup spoons, 9 dozen coffee spoons, 9 dozen forks, 88 plastic cups and a knife sharpener are needed.
ESTIMATED FUNDING	<\$5,000

LIGHT GENERATOR

PROJECT DESCRIPTION	Casa Hogar Sion has suffered several power outages for several years, because the area where the home is located is very vulnerable to frequent power outages due to factors such as wind, rain and the conditions of the area; when there is no light, the food in the refrigerator is spoiled, the water pumps stop, the telephone and internet system is paralyzed, which represents great losses for the home, especially in the area of food.
ESTIMATED FUNDING	<\$5,000



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