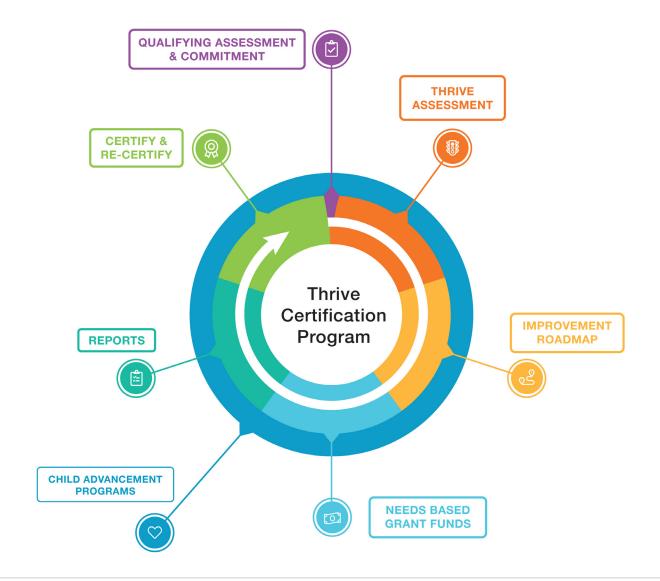




The Thrive Plan





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.



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.



MPROVEMENT ROADMAP

The IR is a guiding document for the orphanage and other partners, with outlined riorities 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



NEEDS BASED GRANT FUNDS Grant funding to address needs and

administrative support is made available with the regular completion of the Improvement Roadmap.



REPORTS

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



CHILD ADVANCEMENT PROGRAMS

Partnering with experts in the areas of Therapy, Education, Caregiver Support, and Family Placement & Mentorship paves the vay to implement Child Advancement Programs. These are available based or availability of partners



Thrive Plan Agreement

A Child's Hope Foundation (ACHF) has a unique approach to "Lifting 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. Once an initial Thrive Assessment is completed, an Improvement Roadmap (IR) is built with the orphanage leadership after reviewing the results. 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. Following the recommendations of the IR, the home progresses on the road to certification.

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 that achieve certification will be recertified annually as they use the Thrive Assessment and build a new IR every six months, while providing regular reports back to ACHF. ACHF then shares that information with donors, highlighting 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.

Table of Contents

2 OVERVIEW OF ORPHANAGE

- 2 Background
- 2 Mission
- 3 What Makes Orphanage Unique?
- 3 Long-Term Vision



4 THE THRIVE ASSESSMENT

4 What is the Thrive Assessment?5 Current Thrive Scale for Orphanage15 Strategic Initiatives16 Current Orphanage Improvement Partners



Overview of Orphanage

Background

Mama Jael's has seven children in the home; the youngest child is 2 years old and the eldest is 15 years old. They stay in a three-bedroom house in a small town called Busega.

Mission

Mama Jael's home is one of 5 foster homes supported by 92 hands, an organization in Kampala that is educating and empowering women and children through a foster home program. Our mission is to meet the physical, mental, emotional, and spiritual needs of every child by providing them with love, care, guidance, and education so that they can grow and become beacons of change. We envision a loving home where children have freedom of speech and a right to be understood and loved equally, thereby raising a responsible generation that will be accountable for their actions in the future. We envision a home free from chronic diseases and fully immunized to fight illnesses, and infections and maintain a healthy lifestyle for all the children in the home.

We envision a literate generation where all children are enrolled in school, receive quality education services, and are well equipped with scholastic materials. As 92 hands, we believe every child has a right to quality education.

We envision a responsible generation that knows their rights and stands up for the voiceless in their communities under the right counsel.

We envision having a responsible generation that will stick to the norms and values taught at a tender age and then use them to transform the world, even raising politicians that will help change future politics in Uganda and govern the country under Godly principles.

What Makes This Orphanage Unique?

Mama Jael is a skilled professional teacher, and these skills help her educate the children in her home.

Long-Term Vision

Mama Jael's vision is to help end child illiteracy by using her skill as a teacher to educate children in her home.

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

Education: Ensure all the children are in school and fully equipped with educational materials and tuition.

Therapy: We want all children in our homes to be free from trauma or PTSD and adapt to the new life ahead of them in the next 2-3 years





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 all people's 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 for 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.

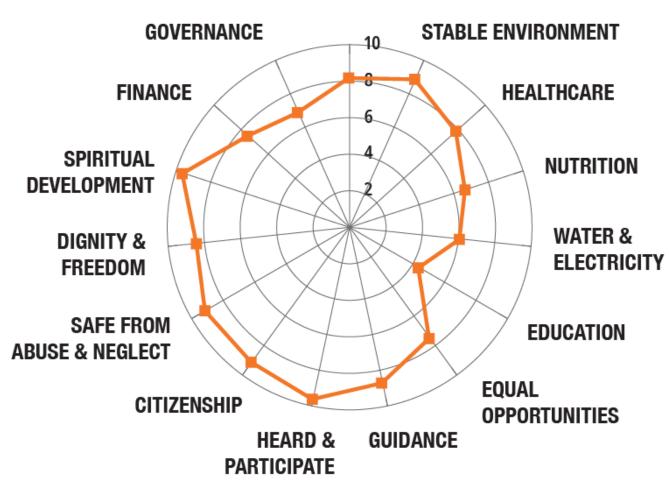


With permission, A Child's Hope Foundation has revised the Thrive Scale to make it adaptable for orphanages. We have codified all 12 Rights, as well as a Finance, Governance, and Human Resource standards, resulting in a total of 15 Rights of the Child used by ACHF. These standards ensure that children 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

FAMILY ENVIRONMENT







Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

Mama Jael stays with the children full-time and sometimes gets help from the older children in the home. In her home, all children are between 3-5 years old, except one 15-year-old. There are no family visitations in the home since the children don't know their relatives. Mama Jael is a consistent caregiver who is passionate about raising children and takes it on as a full-time job. She rarely gets training on trauma but always finds a way of raising awareness in her home since she is educated. In this home, children all sit together for meals and prayers, and when she is teaching them. This creates a special bond. 92hands is set to develop a caregiver's plan that will be followed to track progress. Mama Jael seeks standard care and mentorship from a psychologist, Anabelle, but not very often because of the cost.

They look forward to creating a safe and secure environment for the children and raising them within a Christian foundation in this particular home.

- ☐ More frequent sessions with Anabelle on trauma-informed training- \$100 per visit.
- ☐ Reach out and try to trace relatives of the children to enable visitations and allow children to get to know their family background.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Mama Jael explains the rules and regulations clearly to the children. Every rule broken has a consequence in her home. Children are called by name to help them learn how to pronounce their names. The children in this home don't currently have any special needs. However, those with a low attention span receive tutoring at home. The home is safe for children since it's enclosed. All the children eat and study together. For playtime, some prefer to color pictures instead of playing outside. The mothers from the other foster homes usually get together at the end-of-year parties. Their full-time commitment, which they enjoy doing, doesn't allow them any time off. Every mother has a child protection policy handout they revise and share in their local language. Mama Jael's home does a "spelling bee" every last Saturday of the month to help children with their pronunciation and spelling. They also have "baby's day out," where they eat out twice a month.

- ☐ Get a tutor at home for children with a low attention span in lower-performing subjects. For one month, a tutor will cost \$137, or \$1,644 for a year.
- ☐ Attend more monthly meetings with other mothers to strengthen their bond.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Jael takes her children for a free check-up at a government hospital once a year. However, not all children have documentation of their vaccinations because some joined the home after they were vaccinated. Children wash their hands outside at a tap. Jael always reminds children to wash their hands before eating and after using the toilet and teaches her children basic personal hygiene. They have a community doctor they can go to in an emergency. 92 hands help with the transportation of children to the hospitals. Children rarely get to visit a mental health specialist. The home doesn't have an emergency fund but can access medical facilities.

- Visit the doctor for a checkup twice a year. Per child, this would cost \$400 a year.
- Follow up on vaccinations of children to have proper documentation.



SURVIVING

SUSTAINING

THRIVING

Children in Jael's home eat what she believes are sufficient calories each week, though it's not measured. Her kitchen is free from insects and is sprayed with insecticides when needed. Her cooking area is not well-ventilated since she occasionally cooks from the house, which is not safe for the children. The home needs a good kitchen. Her children eat proteins sometimes, but not consistently. Children eat fruits or vegetables when available with their meals.

The goal is to check on deficiency illnesses like marasmus or kwashiorkor that may have arisen from the lack of a balanced diet in the meals provided to the children.

- ☐ Construct a proper and well-ventilated kitchen to avoid risks of children being burned. Roughly \$600 for renovating the floor and the walls.
- ☐ Increase caloric intake to boost the children's immunity. \$300 to increase the monthly food budget for the home.

Right to Clean Water and Electricity

SURVIVING

SUSTAINING

THRIVING

Mama Jael's home has a water purifier for safe water. A water trench nearby makes it unsafe for the children to play outside, especially when it rains. Each bathroom has one functioning bulb to enable proper lighting. In the case of a power outage, Mama Jael's home has a batterypowered lamp and candles as a light source. There are a few exposed electric cables that need to be insulated for safety. In case of an emergency, the children and Jael seek shelter at Jael's sister's home, not far away.

It is necessary to create a proper emergency plan for the children and mother and have a standby power source like solar in case the electricity goes off.

- ☐ Develop proper insulation of wires to avoid electric shocks. \$250 to repair and fix the broken and exposed wire in the home to create a safe environment for the children.
- ☐ Develop a better emergency plan. Plan to open a savings account for each home in case of emergencies.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

Mama Jael's home has three children enrolled in school. One is also in the school but not fully sponsored. Children in her home have computer access and receive assistance from the 92hands team. There are no tutors in this specific home, but Jael helps since she is a trained teacher. However, an extra tutor would be helpful to discuss grades, do corrections, and provide additional assistance. Four out of the seven children in Jael's home are not in school because they need an education sponsorship of \$35 a month, which can send one child to school with sufficient materials.

- ☐ Get sponsorship packages for four children to enroll in school. \$140 per month
- ☐ Provide internet and purchase a computer in this home. \$400 to purchase a computer. They should also have volunteers from 92 hands help out with teaching the basics of computer skills.
- ☐ Extra lessons with a tutor. \$137 for a month

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Children in Jael's home have ample time to play and connect with each other. However, they only barely have personal space to keep their personal belongings. The tutoring by Jael keeps them from lagging too far behind in academics. Children mostly play on Saturday and Sunday after church and have enough time to play and practice their talents. Mama Jael doesn't currently have any disabled children in her home. Jael hasn't thought about a transition plan since all her children are still young except one teenager who also wants to stay home. Some committed members from Era92 and 92hands are mentors and act as role models. The children look up to them for inspiration.

A joyous and spacious home for the children to play and exercise their different God-given talents is the goal. Additionally, the hope is to see children looking up to role models that will help channel their perspective about life.

- Expand the home for additional personal space to keep belongings. \$1,000 to construct a room.
- Create a transition plan for the teenagers.



SURVIVING

SUSTAINING

THRIVING

There are always talks at Jael's home at least every month where she engages children in different discussions to encourage them. As a trained teacher, she is always helping the children with homework, especially those struggling with certain subjects. 92hands has criteria in place for identifying these caregivers in homes. Jael has a 15-year-old girl who's currently in the adolescent stage, which will require more attention and support. This will include engaging her in more talks, specifically for young girls, and getting more internal mentors and trusted sources to advise and prepare her. Children are receiving therapy session visits from Anabelle. but not quite often, and we've seen positive changes from these sessions, so we would like to see it happen more often for the children to receive better services.

- ☐ Need for children to meet a therapist twice a month. \$840 for a month.
- Coming up with a documented life skills program for the children.

Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children in Mama Jael's home can choose what to do in their free time and what to wear after bathing. Children get to pick their favorite food to be prepared and also have a right to know if the menu changes. Mama Jael appoints children to lead in her home, like the "mother dorm," who are responsible for all the cleaning in the home. She appoints others to spearhead different activities in the home. Mama Jael tries to keep a documented report about her children since she is literate and can write, but there are currently no individual development plans for the children.

☐ Implement an individual development plan for each child. The 92hands team will do this.



⇔ Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Not all children in Mama Jael's home have birth certificates, and most don't know when they were born. Mama Jael is strict regarding discipline and always attaches an action to a consequence. The children are taught right from wrong and what happens to people who keep doing wrong things. Every child in Jael's home helps with chores according to their capacity and age. The home is free from litter, but the playing materials are mostly on the floor since children play with them continuously. Her children are still young, but she finds a way of communicating with them about the future and what they should do to prepare. Children perform community service activities like cleaning and picking up litter under the supervision of the community pastor.

□ Need to obtain birth certificates for every child in the home. The 92hands team will work with the National Identification and Registration Authority to engage in the search and creation of some children's birth certificates.

Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

Security at Mama Jael's home is adequate since the children are enclosed. They have a gate that separates them from the toxic environment outside. Mama Jael has two bathrooms for the girls and two for the boys. Two girls share a bed, and two boys share a bed due to inadequate space for separate beds. Children are completely safe from abuse and all inhuman activities in the community. Staff has received ample training on positive discipline and rebuking children when in the wrong. There are children's policies put in place to help guide caregivers on how to render help. Children rarely attend sessions on abuse since the majority are too young to understand. No visitor policy exists in Jael's home since most of the children's relatives can't be traced.

Envisioning a generation free from toxic environments and child abuse, a home of loved and treasured children.

☐ Create a visitor policy for safety.

Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

Children in Mama Jael's home are safely bathed by the caregiver daily. The home has rules and regulations that encourage the children to love one another and to be kind to each other. Most children in her home share beds, bedding, and clothing due to inadequate space. Mama Jael shares the outcomes of breaking rules beforehand. Children's bedding is clean and washed regularly when soiled. Children have personal toothbrushes and towels, which they use to promote hygiene. Children have enough outdoor space to play and be physically active. Mama Jael's children wash utensils and clothes and are rewarded with sweets, bread, and toys. She doesn't want them to get attached to money at a young age.

The home envisions a free space where children will be valued and respected for their own sake and decisions, as well as a home where they will be treated ethically.

Provide a bed and bedding for every child. The beds will cost \$216, and the bedding around \$100.

A Child's Hope Foundation



SURVIVING

SUSTAINING

THRIVING

Children in Mama Jael's home have the opportunity to be part of the Christian community as Christianity is the core value and belief at 92hands. The home has evening and morning devotionals that Jael always guides. Children celebrate religious holidays like Easter and Christmas when they wear a new dress and eat special food. Sometimes children lead devotionals in the home and sing and memorize bible verses. Still, additional spiritual books for reading could be provided to engage more in their spirituality, especially story books for the young ones. They also all gather in the sitting room for prayers.

The ultimate goal is to help children seek a deeper and more meaningful connection with God and teach them to put God first in all they do.

☐ Provide more spiritual books for devotions for \$80

SURVIVING

SUSTAINING

THRIVING

Jael provides receipts for purchased items recorded by the 92hands team. An external auditor also helps with accounting and the proper filing of incomes and expenditures. Jael says her home needs financial support for a nutrition plan for the children that can be implemented and followed. While the external auditor comes in twice a year, it is expensive for the organization to maintain.

Come up with a financial plan to increase nutritious meals in the home, including a qualified
nutritionist/chef to train Jael 2-3 times a year for \$200 per session.

☐ Finding an affordable auditor to review the home's finances. \$542 twice a year.

A Child's Hope Foundation

品 Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

Water purifiers have been provided for safe drinking water, and Jael has provided training on how to use them. In terms of finances and auditing, 92hands has been handling it alongside an external auditor. Once in a while, 92 hands staff members go for trips and retreats with mothers to freshen up their minds. Since these mothers stay in different homes, the 92hands team members usually have end-of-year retreats where the mothers come together to loosen up, get to know one another, and connect and share their life experiences. The caregivers usually have a relative that watches over the children for that day.

Most mothers in the homes are illiterate, so 92 hands can translate and explain their job descriptions and what the organization requires from them.

☐ Training sessions needed on attachment and child development.

Strategic Initiatives

SPONSORSHIP OF CHILDREN (EDUCATION)

PROJECT SUMMARY	It costs \$35 in tuition per month per child. The home needs sponsorship for four children. This would allow all the kids to attend school (\$2,000 every year). It costs \$35 in tuition per month per child. The home needs sponsorship for four children. This would allow all the kids to attend school (\$2,000 every year).
INITIAL ANTICIPATED COST	\$2000 USD

THERAPY FOR KIDS

PROJECT SUMMARY	The home has access to a psychological therapist. They would like more frequent therapy sessions for the kids and the mother (\$420 per session). This would cost \$840 for a month and \$10,080 for a year.
INITIAL ANTICIPATED COST	\$840 USD

RENOVATION OF THE HOME AND UNSAFE SURROUNDING AREAS

PROJECT SUMMARY	Renovating and fixing exposed wires within the home to create safety for the children. The trench outside the home is open and unsafe for the children to play. Covering the trench and wiring will cost \$6,000.
INITIAL ANTICIPATED COST	\$6000 USD





92 Hands

We are a global movement of radically generous people using their God-given gifts to help end extreme poverty in our lifetime.

For a list of projects and opportunities to coordinate on orphanage initiatives go to www.AChildsHopeFoundation.org.

