



Niños de Jesus

México

IMPROVEMENT ROADMAP

September | 2023

Overview of this Children's Home

Background & Mission

In 1984, at the age of 33, Pastor Arturo Angulo felt called to serve full-time in the work of God. After finishing seminary in 1987, he moved from the town of Valle de las Palmas with his wife, Sister Rossy González, and their four children to the city of Ensenada, Baja California to establish the Bautista Torre Fuerte Church. After working as a pastor for more than 25 years, God called him to establish Ninos de Jesús Children's Home with the help of Pastor Mikhail Pruglo of Iglesia Bautista Gracia in Sacramento, CA.

Their vision is for Ninos de Jesus to be an institution that positively impacts the lives of children and young people by helping them acquire personal growth, social integration and the skills necessary for their improvement. Therefore, they hope to raise industrious individuals who, upon graduating, become professionals that are self-sufficient responsible citizens that rejoin society in a functional way and establish a dignified quality life for themselves.

The mission of this home is to lead girls and boys by the hand until they reach their maximum potential through affection, respect, education and attention. This is done by providing support to help them recover the value of themselves as a person as well as their physical and psychological health. They also focus on providing education to offer children a better future. Ultimately, these efforts seek to turn Ninos de Baja into the closest thing to a home. They seek to comfort, transmit hope, share joy and cover the basic needs of the children by fostering family ties while maintaining awareness of the moral and material abandonment that many of them have experienced. They are committed to educating those that come to the home not only with ethical values, but also spiritual ones as they believe God has entrusted the life of each one into the leaders and caregivers of this home.



Recent Accomplishments

- Began the school year of the Christian educational ministry with 11 children who entered the month of September.
- Four girls in the house memorized all the books of the Bible this month.



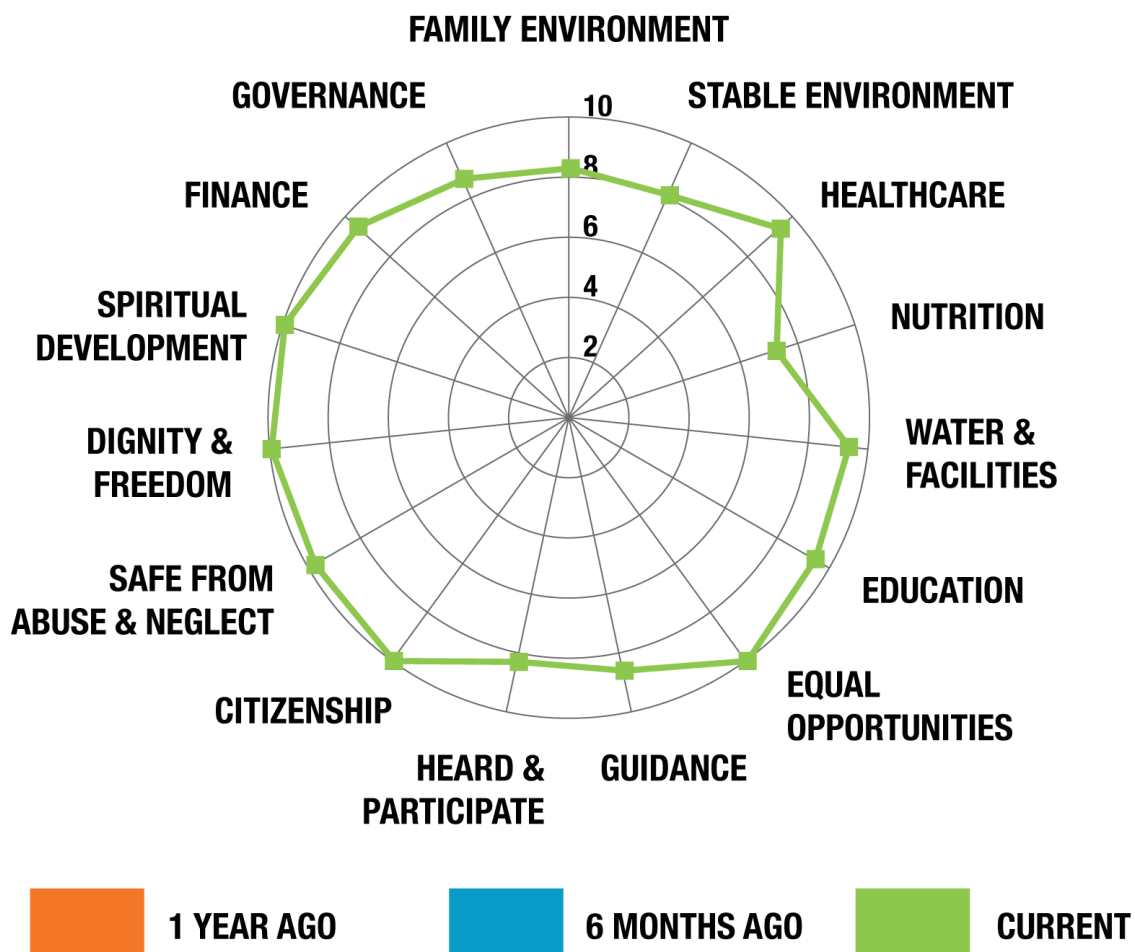
The Thrive Assessment

What is the Thrive Assessment?

In 1959, the United Nations (UN) adopted the Declaration of the Rights of the Child, which defines children's rights to protection, education, healthcare, shelter, nutrition and more. We have codified all 13 Rights, as well as a Finance Standard and a Governance and Human Resource Standard, resulting in a total of 15 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 with each partner home to chart the progress of each standard. Our team works with caregivers to outline next steps which are then compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

FACILITIES MAINTENANCE

PROJECT DESCRIPTION	Two living rooms are needed for the multipurpose area.
ESTIMATED FUNDING	\$59,800 MXN / \$3,518 USD

MONTHLY TUITION PAYMENT

PROJECT DESCRIPTION	There are 11 children who need monthly tuition paid in order to attend school.
ESTIMATED FUNDING	\$500 MXN / \$29 USD per child and \$5,500 MXN / \$317 USD per month



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home has caregivers on both the night and day shifts. There are 7 girls that have 2 guardians and 4 boys that have one guardian. The 8 adolescents (12-17 years old) have 2 guardians as well. The profile of the home to accept children 6 to 12 years old, but depending on the child's case, they may accept younger or older children. The same guardians are the ones who prepare the food for the children. Furthermore, they are the ones who are in charge of the children day and night since they function as a family and all live together. There are no "staff" who enter or leave the home. The home has a record of where each child comes from. Although many times children do not have records at the time they enter the home, every effort is made to obtain them quickly. Those in charge are given annual training by DIF to handle children's traumas, and there is also a plan for the evaluation of caregivers. Siblings are encouraged to spend time together, but many times they do not want to do so. There is a social worker through DIF who investigates the possibility for children to reintegrate into their families. Caregivers are evaluated every year by DIF in order to ensure they provide quality care to the children. Children also have monthly visits from their relatives.

- ☐ Implement a continuous training plan on trauma issues in children.
- ☐ Implement a more continuous evaluation plan to ensure quality care.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

House rules are appropriate for children and as soon as they enter the house, they are made aware of the rules. The home also has a rules manual, but many times children who arrive do not know how to read, so the director explains the rules to them and they are later reiterated by the other children as well. Discipline measures are applied according to the age of each child. Children are often not called by their legal name by those they trust. Instead, they use nicknames for each other, but they are never degrading. During children's downtime, they can decide what to do such as sleeping, painting, etc. All the children do activities together. There is no specialist to discuss ideas about the children's behavior, but caregivers do meet to discuss how to discipline and teach the children. The caregivers do not have rest during the week since they live in the house and if the directors leave, the other caregivers take charge of the house. The home does not utilize contracts where caregivers commit to service in the home since the caregivers themselves are young people who grew up in the house. The home also does not have a rotation of caregivers. Discussions are held on how to maintain a good atmosphere in the house. Although the caregivers do not participate daily in joint activities with the children, the children are always allowed to do activities together.

- ☐ Implement meetings with child care specialists
- ☐ Implement activities to foster coexistence between children and caregivers



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Children do not receive annual exams unless DIF requests and pays for it. However, if the children feel ill, they will take them for a check-up. All children have their corresponding vaccinations from the moment they arrive at home. Near all dining and toilet areas, the home has soap and water so that children can wash their hands and caregivers remind children daily to do so. There is a pediatric doctor and hospital identified so that when an emergency arises, children can go there to receive treatment. Adolescent girls are taught basic concepts of menstrual hygiene care and have access to feminine hygiene products that they can use whenever they like. Children brush their teeth at least twice a day. Children do not have routine vision exams, however, when children express that they can't see well or they are told by the school that children struggle with their vision, they are taken for a check-up. For those who use glasses, prescriptions are renewed every year. Routine dental check-ups are available. Children are checked weekly for head lice and if found, are given the necessary treatment. Each child has a medical record which includes all their medical history. The house has a first aid kit in case of an emergency and there is also a medical emergency fund if the need arises. Children with the greatest need also receive orthodontic treatment.

- ☐ Create a plan for children to receive routine vision exams
- ☐ Create a plan for children to receive annual checkups and exams



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children consume enough calories for their proper development. Children are always provided with appetizing and tasty meals with the necessary proteins. Children consume between 2-3 servings of vegetables, but almost no fruits. The food is prepared with all the necessary hygiene measures and the dining room is free of toxic substances and pests. If there is a pest, action is taken quickly to eliminate it. The kitchen area and pantry area are always kept clean and tidy. The kitchen area is not completely ventilated since the hood still needs an extractor fan.

- ☐ Implement a plan to receive help from a nutritionist
- ☐ Conduct annual food safety and preparation training



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The home's facilities are inspected by a person qualified to evaluate safety since the structural assessment must be constantly renewed. The house has safe drinking water, free of chemicals and bacteria. The water for children to drink can be found in an Igloo container that has been identified for everyone. In the kitchen there is also a water tap for drinking and refilling the Igloo. All facilities have light. There is a safe drain which is away from all the pipes in the house. The home has an emergency plan in case of a catastrophe. Regarding the maintenance of the home, there is qualified and reliable support that meets the needs and they are attended to monthly. The facilities are safe for children and comply with DIF requirements and codes. The showers and faucets are functional and in good condition. Shower heads are checked regularly, although normally they are not used much since they remove them because there is not enough water pressure from the water tank. The facilities have good lighting for the safety of children. The infrastructure is in accordance with the needs since it is part of an assessment and an electricity company comes to inspect and assist in the needs. In case of blackouts, the home has an alternative power source with solar panels. There are functional smoke detectors and they are checked at least every year. Children and staff participate in drills annually, but there is currently no training for staff on the importance of water quality.

- ☐ Carry out training on the importance of water quality and its relationship to health



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All children attend school and are evaluated on their reading. If children are not at the appropriate level, there is a plan to help them improve. These evaluations are carried out at school and are monitored. Children over 11 years old are evaluated and able to read and write according to their educational level. Children 9 years old and above are also evaluated and can perform basic mathematical operations. Children with learning problems are identified through DIF. Reading techniques are used for younger children and reading time is provided for older children during morning devotionals. The home has some age-appropriate books so that any child who wants to read can use them, but there is no library. They have internet access and computers that children can use. There is no additional counseling for children apart from the program they pay for at school, which consists of working online in a Christian environment and with a Christ-Centric Philosophy. Previously they did have tutoring, but only if a child requires it. Tutoring isn't available for all children and it isn't always available. All children follow a personalized learning system through their church to improve their literacy. After completing their time in the home, if the young adults wish to continue studying, they can do so since there is financing and housing for them. Children who are not of school age have the opportunity to play several times in the playground. Grades are reviewed by the directors of the home each time they are given. Children have the opportunity to access computers and receive instruction on how to use them along with basic programs as they advance. They also have access to age-appropriate art materials. A personalized, distraction-free tutoring session for children has not been implemented.

☐ Consider a personalized counseling plan for each child.



Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Children have bureaus in which they can put personal items as well as individual closets where they can put their clothes. All children in the home have the same opportunities such as going to school, access to books, etc. The home does not have children with physical disabilities and therefore they have not made any adaptations. There is a transition plan for youth to adulthood. Leadership talks to them about what's next and those who have the opportunity to go to work do so. The directors and youth themselves are models of behavior and actions for the younger children. Although they are not perfect, they always try to be the best example for the children. The home has resources available to support children with learning disabilities and they also have the resources and knowledge necessary to accommodate special situations. For example, glasses are purchased for children who require them and any existing treatment is followed up on.

☐ Continue with the current practices



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home has the description of each position for each caregiver as this is one of the requirements that DIF requests. Caregivers always try to model respectful behavior for the children, although there are times when they also relax to have fun with the children, but there is never disrespect. The directors of the home educate children about aspects related to their body, in addition to being taught about it by the church they attend. Rules are communicated to children in a simple and clear way so that they can understand them. Children are also given psychological attention individually every week, but only for 4 months of the year. During that time they are attended to once a week as stipulated by DIF, who send the psychologist to attend to the children. Those in charge of the home are evaluated by DIF to determine if they are quality mentors for the children, and these evaluations are carried out every year. There are trusted personnel who talk to children regarding issues related to puberty. In this case the female director talks to the girls and the male director talks to the boys. There is no annual training on how to reinforce good behavior and basic life skills. Through the church they attend, the children have received talks related to sexual behavior, but leadership and caregivers of the home do not receive training on how to deal with the sexual behavior of children. There is no written life skills program that every child can participate in. At the moment, there are also no teenagers enrolled in any technical or university courses.

- ☐ Create a training plan to reinforce good behavior
- ☐ Implement a life skills program
- ☐ Implement a training plan for caregivers, with topics related to how to address/manage children's sexual behaviors



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children can decide what to do in their free time within the options given to them. For example: watch television, play in the yard, take a nap, etc. Children are not forced to do activities they do not want to. They are also allowed to choose what clothes to wear daily within the options given to them. While the needs of the children are taken into account, their wishes often are not, but they are still considered. Children are also allowed to participate in the preparation of the menu at least once a month. Both children and caregivers can receive information about medical care procedures that will be performed. The home does not yet have individual development plans for each child. The home provides activities in which children can practice leadership such as leaving one child in charge to check on the activities of the others.

- ☐ Implement individual development plans for children.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The home has a birth certificate for each child and those who do not have one are in the process of receiving them. Children are taught how to be responsible, but there is no training provided to caregivers on how to foster this skill. Each child has responsibilities that they have to fulfill each day and that are appropriate for their age. The home respects national and local holidays, but does not celebrate those that are not aligned with their mission such as Halloween or the Day of the Dead. The home is free of debris and all objects have their designated spaces for safekeeping. All children can participate in activities that are not routine at home. Children are taught about values and ethics as well. Within the home they also teach about service to the community, such as handing out food and clothes. Children have mentors who teach them about life skills. Important events that are currently happening are shared with all children according to their age, but negative events are generally not shared.

☐ Continue with the current practices



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The facilities of this home are safe for children. They also have private facilities for the personal hygiene of each child. There are separate bedrooms for both boys and girls, according to their ages. Caregivers have received training given by DIF every year on positive discipline techniques towards children. The home has policies that prohibit time alone with children. While there is possible time alone between the boys and caregivers, time alone between the girls and males is not possible. Additionally, there are child protection policies that have been communicated verbally to those in charge. The home has a policy of no child exploitation. However, it is worth mentioning that occasionally children are assigned to work around the house, but never for profit. For example, children may be charged with removing weeds from the patio, sweeping, or cleaning the walls. It is communicated to those in charge on how to identify, prevent and avoid abuse, and they are constantly reminded of these signs. Caregivers also regularly ask children questions to look for signs of abuse and neglect. The home has policies for visitors and also has processes to check the background of staff and visitors to the home. There are authorized personnel to accompany children when they leave the home. When each child first arrives at the home, a psychological assessment is carried out through DIF.

☐ Continue with the current practices



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

Children wash themselves daily and follow appropriate measures. They are also encouraged to be kind to each other and to adults. Each child has their own bed as well as sufficient underwear and clothing. Children are taught to take care of themselves and do as much as they can within their capabilities. They are spoken to in advance about the consequences of violating any rule. Children's bed sheets and blankets are washed at least every two weeks or whenever they get dirty. Children have their own toothbrushes and their own clean towel. Safe and appropriate outdoor play areas are available, as well as age-appropriate toys for each child. Children are allowed to speak their native language if it is different from Spanish spoken at the home. Teenagers have the opportunity to work and can keep the money they earn. For example, to attend a camp, teenagers work selling clothes and empanadas to pay for the trip and if they have any money left over, they can keep it.

☐ Continue with the current practices



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The children of the home have the opportunity to be part of a spiritual community and are free to participate in prayer daily. They are also allowed to learn and participate in religious celebrations. For example, they can act in Christmas plays or participate in singing in Sunday School. If any child desires spiritual materials and books, they are provided as long as they are available. Children are offered the opportunity to practice in spiritual learning services as well. The home has a quiet space in which children can meditate and pray without distractions.

☐ Continue with the current practices



Finance Standard

SURVIVING

SUSTAINING

THRIVING

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- ☐ Implement a month-by-month profit and loss plan
- ☐ Carry out an internal and external review plan for finances.
- ☐ Implement a purchasing and receipt policy



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The land of the home is insured since it is registered in the name of the civil association and therefore cannot be sold or removed. Before caregivers assume their responsibilities, they are guided by one with more experience. For example, the boys who come of age and remain at home as caregivers learn from the director of the house. Within the home there is an organizational chart in which supervision is described and allows tasks to be delegated to others. Each caregiver also has a written document detailing their job description as well as their working conditions. Meetings are held every 6 weeks in which topics related to concerns and process improvements are discussed. The home is working on renewing its operating licenses. Meetings are held weekly with staff to receive support and guidance regarding their positions. Currently, there are no annual training sessions on child development and attachment or childcare and good hygiene. The board of directors do meet twice a year. The home does not follow a vacation policy since caregivers are volunteers and vacations are generally done together, such as everyone goes camping. Important files are kept in a secure place and updated periodically.

- ☐ Implement a training plan on child care and good hygiene
- ☐ Implement a vacation policy in compliance with government requirements
- ☐ Implement a training plan on attachment and child development



Current Improvement Partners



Baja Love Outreach

Baja Love Outreach is a US-based nonprofit that exists to empower orphans and orphanages in Baja California, Mexico through supplemental aid and tangible love.

For a list of projects and opportunities to coordinate on go to
www.ACHF.org/Projects



A CHILD'S
HOPE
FOUNDATION