

Kingdom Kids Klub

Nigeria

IMPROVEMENT ROADMAP

November | 2023



Overview of this Children's Home

Background & Mission

Kingdom Kids Klub was founded by Sandra Chikan in February 2006. Sandra's motivation for orphan care stems from her personal story, having lost both parents at a tender age. The organization was duly registered in March 2008 by the Corporate Affairs Commission in Nigeria.

Kingdom Kids Klub provides immediate, short term and medium term intervention for Vulnerable Children and has been a safe space for children orphaned by HIV, violent conflict, domestic violence and terrorism. The home recognizes the importance of children growing in families and in partnership with relevant stakeholders, actively creates awareness on alternative care. The home also currently runs a transition home for boys and Destiny Home, which has 65 children. Trauma Counseling is ongoing at the facility through a Nurture Group program fortnightly.

The mission of Kingdom Kids Klub is to provide care and support for vulnerable children and women through advocacy, counseling, economic empowerment, educational opportunities, and trauma healing. In the long term, they envision empowered children and a sustainable family resource centre.

Recent Accomplishments

- The building project on their permanent site has commenced.
- Two of the girls have gained admission and resumed school in an Indian University.

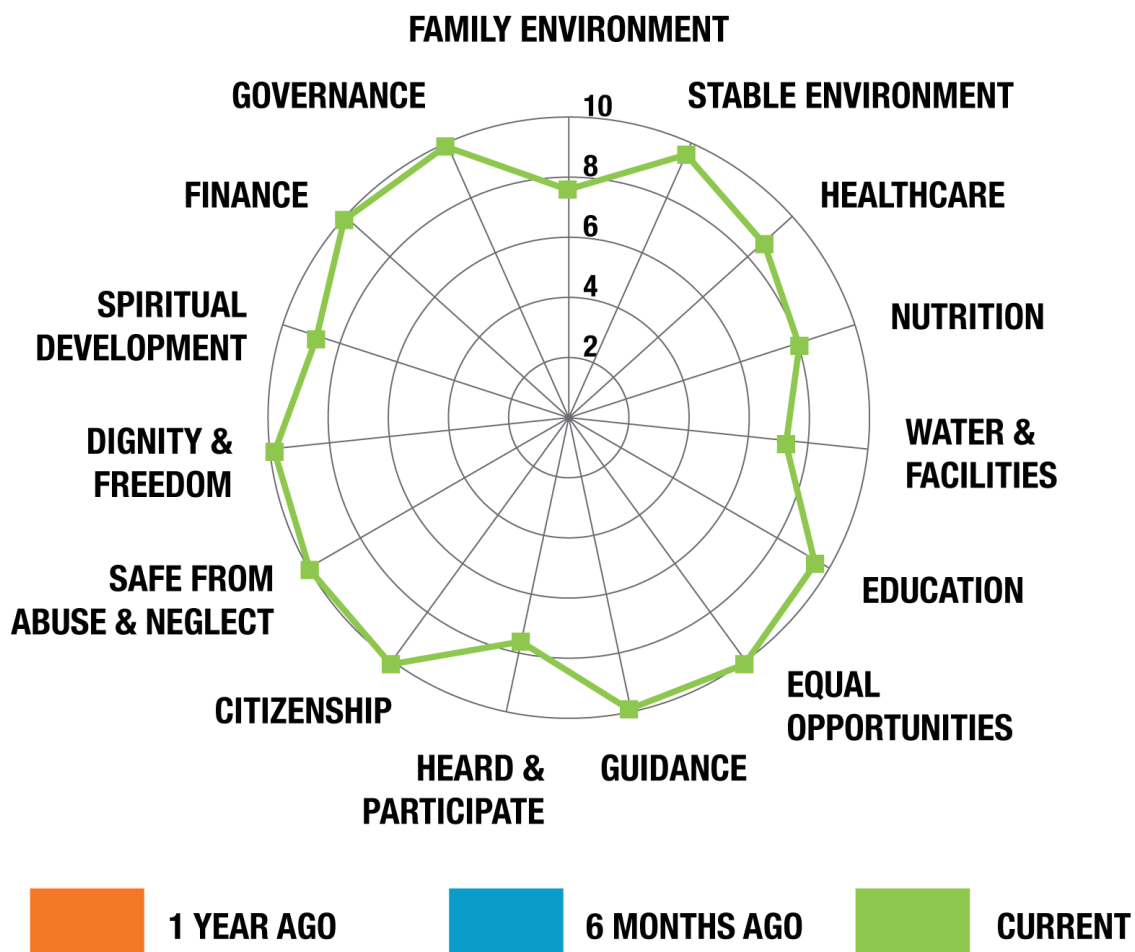


The Thrive Assessment

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 compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

KITCHEN RENOVATION

PROJECT SUMMARY	The home would like to renovate the kitchen to promote ventilation and install sinks for washing dishes. This will improve the ability to prepare food safely and in a hygienic manner.
INITIAL ANTICIPATED COST	594,000 NGN \$750 USD

BUY WATER TANKS & FIRE EXTINGUISHERS

PROJECT SUMMARY	There is a need to buy water tanks to store water during dry season as well as fire extinguishers. They would also like to fix a broken pipe in order to get water running in all the taps.
INITIAL ANTICIPATED COST	420,552 NGN \$531 USD

EMPLOY ADDITIONAL CAREGIVERS

PROJECT SUMMARY	Currently the ratio of caregiver to child is insufficient in this home. Employing more caregivers is needed so that children can receive individual focus.
INITIAL ANTICIPATED COST	720,000 NGN \$910 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home is sustaining in this area. The home currently has consistent caregivers who complete trauma training regularly. Every child residing in the house has records maintained as well. One of the major gaps they need to fill is the need to employ more caregivers. Doing so will help them meet the standard of care needed for the children's population. There is also a need to improve the plan for the onboarding, training, and the evaluation of caregivers. The home should also incorporate therapists. The home promotes family visitation, but not on a monthly basis because some families cannot afford the cost of transportation.

- ☐ Hire more caregivers in order to provide the level of care that the child population requires.
- ☐ Make improvements to the caregiver evaluation, training, and onboarding plan.
- ☐ Include a therapist in the biannual evaluations of caregivers' performance in providing care for the children.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

The home is thriving in this area. The house rules are consistent, age-appropriate, and clearly laid out, along with the associated consequences. There is sufficient playtime for children and caregivers engage in joint activities with children. They also have traditions for spending time together. Caregivers receive 1-2 rest days per week and have good retention rates. Sometimes there is name-calling, which usually reflects specific actions or mannerisms. Even though it doesn't happen often, caregiver stress can occasionally lead to aggression being transferred.

- ☐ Set up rules against demeaning names or nicknames.
- ☐ Set up counseling sessions for caregivers & children to help deter demeaning one another.
- ☐ Employ more caregivers to reduce their workload.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

The home is thriving in this aspect of care. Currently they are partnering with healthcare providers to assist with exams and checks, and often, their medical records are documented. Their dining and toilet facilities are well kept, and all have soap. However, the home does have a water supply shortage and there is a need for plumbing so that running water is available throughout the facilities. The caregivers do remind the children to wash their hands after using the restroom, though it is not as frequent given the number of children and the caregivers' capacity. The home has a pediatric physician and hospital identified, and the children are well-cared for in case of any emergencies through partners located within 10 minutes of the home. Adolescent girls have access to feminine hygiene necessities, and they are taught basic hygienic menstrual care including appropriate disposal methods. Children brush their teeth at least once per day. The children are also cleaned up after soiling themselves, but not as quickly as expected, likely due to insufficient caregivers. Not all the children receive annual eye exams, but those that complain about eye problems do. Dental and oral exams are done, but not annually.

- ☐ Make a plan to purchase additional water tanks for storage.
- ☐ Establish a schedule for yearly eye exams for all the children.
- ☐ Address plumbing needs so that the water is available throughout the facilities.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

The house is presently sustaining itself in this category. Sometimes, even when soap is available, hand washing isn't done completely. There are rats in numerous places in the house. The kitchen is in a temporary outdoor space without adequate ventilation. Still, food is prepared in a hygienic manner and yearly food safety training is provided to the cooks. Everyday food is provided in the home to support the children's development, even though they occasionally purchase on credit. The home is currently unable to provide the children with 2-3 servings of fruit and 2-3 servings of vegetables each day due to financial constraints. Due to insufficient funding, the children don't always eat tasty, appealing meals that include protein. The fact that the house has an excellent nutritional plan is one of its interesting features.

- ☐ Install a sink and remodel the kitchen to allow for adequate ventilation and enable dishwashing.
- ☐ Make plans to raise money so that the house can buy enough fruits and vegetables for children.
- ☐ Create a strategy to enhance the children's daily access to enticing and delicious meals.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The house is sustaining in this area. Children have constant and dependable access to clean drinking water, and staff members receive training on the significance of high-quality drinking water. There is enough lighting in the bedrooms, bathrooms, and outside areas. In the event of a fire, flood, water, or electricity outage, the house is not equipped with an emergency plan. Furthermore, there are currently no fire extinguishers on the property. To address safety concerns associated with these hazards, competent and dependable maintenance is required. There is a property maintenance policy in place, but not all of the restrooms and faucets are working. The outdoor play spaces sufficiently address children's safety and are age appropriate.

- ☐ Buy fire extinguishers.
- ☐ Create an emergency plan in the event of a fire, flood, power outage, or loss of water.
- ☐ Plan to have fire service professionals teach children and caregivers the fundamentals of emergency drills.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

With the assistance of partners, every child is enrolled in school. Numerous children are literate and actively involved in activities that will enable them to meet developmental milestones. The children's basic education is assisted by a partner organization called Back2Back. Access to computers, adding more books to the library, and creating an internet access plan are a few things that need to be completed. Any child with a learning disability can be identified through a qualified evaluation, which typically takes place after school hours. Every child tested between the ages of 9 and 11 was found to be capable of basic quantitative reasoning, and even those who were older than 11 were found to be able to read at the level of the third grade. If any children are found to be behind in school, there is a plan in place to help them. The basic requirements for the early educational development of children are met by the partner school as well.

- ☐ Make arrangements for the installation of a computer lab in the house and guarantee internet access.
- ☐ Plan how to fill the library with 75+ books according to the ages, linguistic abilities, and reading abilities of the children.
- ☐ Buy art supplies that are age appropriate for children.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

The children are all enrolled in school and have a designated place to store their belongings, including clothes and books. Although there are no children with disabilities living in the home, they have prepared strategies in case they do. Since the goal is to make every child independent regardless of gender, disability, or family history, each has a transition plan. Regardless of gender, caregivers act as mentors and role models for all children.

- ☐ Continue with current practices.
- ☐ Recognize and endorse the caregivers for their excellent work.
- ☐ Encourage children to walk in the footsteps of their caregivers.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home has a human resource policy that they follow when hiring caregivers and receiving new children. Because this guideline is in place, they rarely hire someone who is not morally aligned with the home's standards. The children are aware of what is expected of them for their actions. Psychological healing and therapeutic resources are provided by the home, which occurs at least twice annually. As of right now, every caregiver in the house has been there for at least three years, proving the validity of the home evaluation policies. Every child over the age of eleven received a health talk from their caregivers regarding sexual behaviors. These caregivers are committed to helping children develop basic life skills at least twice a year. All of the children have transition plans for life after the orphanage, and those who are older than 15 are exposed to a variety of work, career, and educational opportunities. Two of the children have been released to pursue their studies in India, and they receive continuous support and communication to ensure that their futures are secure.

- ☐ Make a plan to get children monthly access to therapeutic resources & psychological healing.
- ☐ Find ways to recognize and appreciate caregivers' work in guiding the children.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Since children prefer sweets, financial concerns and nutrition concerns also affect their ability to participate in menu planning. Nevertheless, children do participate in food-related decisions when it's feasible and when they express needs that are recognized as non-health-related. The children choose what to wear, and through the help of donors, the home provides clothing. After a single use, clothing is washed. The home avoids pressuring children into extracurricular activities. Because of how welcoming the house is, the children get along well with the caregivers and ask questions before receiving medicine or health-related information. Every child has a unique plan made for them from the moment they move into the house, but these plans are updated every three months rather than every month. Children are also given the opportunity to take on leadership roles by designating older children to support the administrative responsibilities of the home, such as ministers, commissioners, etc.

- ☐ Encourage children to participate in menu planning by improving cooperation.
- ☐ Implement procedures that give children more freedom to decide what to do with their leisure time.
- ☐ Monthly updates should be made to individual plans.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

All children in the home receive birth certificates as soon as they are enrolled, and they are all registered with the National Identity Commission to receive a national identity number. The caregivers are trained in ways that will help children learn and practice responsibility, and they are given daily personal tasks to complete. The home also observes all national holidays, keeps all trash and other objects out of the way, and stores all of the tools in their proper places. Many times a month, the children go out and engage in non-routine activities like sports and park visits. They receive age-appropriate instruction about the political system, and those who are older than 15 have access to a mentor who teaches them life skills like making grocery lists, placing restaurant orders, and managing a budget. Their structure is extremely well organized, preparing children to be responsible, engaged citizens.

- ☐ Continue with current practices.
- ☐ Recognize the caregivers for their diligent work to help motivate them to perform better.



Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The children have private restrooms and dressing areas based on gender, and the house has two security guards who switch off for night and morning duty. There is a visitor policy in place as well as a policy that forbids any adult or child from spending time together alone. Although caregivers are trained to protect and recognize abuse indicators, this training is not conducted every six months but rather annually. When the children go on an off-campus excursion, the assigned staff members go with them, and someone is always checking the visitors' or employees' backgrounds. There are plans in place even though there aren't any infants living in the home who need a crib or high chair. There is a need to hire more caregivers because the number of children in the home is out of proportion to the number of caregivers, which is affecting attention in this area. The home benefits from having two trauma experts as directors, who ensure that an intake assessment is conducted to determine whether a child needs counseling to work through their trauma.

- ☐ Make arrangements for caregivers to receive training on identifying and preventing abuse every six months.
- ☐ Provide a strategy that enables caregivers to routinely check children for indications of abuse and neglect and to adhere to reporting guidelines.
- ☐ Hire more caregivers to ensure children get needed care & are assessed for any indication of abuse or neglect.



Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

The children take daily showers and baths and although they don't have babies currently, there are safety measures for bathing in place in case they do receive them. Among themselves, the children are compassionate and amiable. The children need more clothing and undergarments. They teach the children how to take care of themselves by bathing, brushing their teeth, and combing their hair. When there is no risk involved, they are allowed to assist themselves. The children are taught the do's and don'ts of the home, along with the consequences for misbehavior. Each child has their own towel, toothbrush and bed linens that are changed at least twice a week, especially when they get dirty. Every child has daily access to materials that are age-appropriate and safe in the home's outdoor play area, where they are also free to use their native languages. With guidance from the adults, they help with car washing, work in a salon, and are hair stylists for some caregivers. They are permitted to work in a secure setting and receive compensation.

- ☐ Make arrangements so that every child has enough clothes and undergarments.
- ☐ Express praise and gratitude to partners for their unwavering commitment to preserving the children's dignity.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The children get to experience being a part of a spiritual community. Additionally they learn about and celebrate religious holidays at home. Children have access to religious literature and are allowed to pray and perform religious rituals. A chapel or other quiet space for religious worship, meditation, and prayer is the only gap that needs to be filled immediately.

- ☐ Set up a plan to establish a quiet place for prayer and meditation (chapel).
- ☐ Hire a chaplain so children can begin to grow spiritually on their own.



Financial Standard

SURVIVING

SUSTAINING

THRIVING

The house has an income and expenses booklet that keeps track of all financial outlays. Records are kept for audit purposes and they comply with tax filing requirements set forth by the government. Every month and as needed, receipts and invoices are kept and used to create financial statements. Bank account reconciliation occurs on a monthly basis, and the house has procurement and financial policies for internal control. For financial reporting and quarterly audits, the home employs both internal and external auditors. They also have a detailed annual budget plan that includes all projects and programs. They also have a qualified accountant that validates their books annually.

☐ Continue with current practices.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

Under the name Kingdom Kids Klub, land has been legally secured for the permanent home site. The Board of Trustees has sealed the land with their legal common seal, making it impossible to use for personal gain. The more experienced caregivers provide valuable guidance to the less experienced ones as they fulfill their duties. They have an organizational chart where they lay out the rules and standard operating procedures for the home. To discuss problems and enhance performance, staff meet every Monday. In addition, every caregiver has a written and documented plan outlining the terms and conditions of their work and the home complies with government regulations regarding private organizations. At least twice a year, all caregivers receive training on how to take care of sick children and maintain proper hygiene to help avoid illness. The Board of Trustees convenes every six months. Important documents, including appointment letters and job descriptions, are updated on a regular basis and stored in a secure location in the staff files. To enhance child care and development, the home offers its employees capacity-building opportunities as well.

☐ Continue with current practices.



Current Improvement Partners



ASOHON

The Association of Orphanage and Home Operators in Nigeria strives to improve orphanages and homes by promoting awareness of laws related to the rights of children and encouraging a united approach in the care of vulnerable children. Learn more at www.asohon.org.



BACK2BACK
MÉXICO A.C.

Back2Back

Back2Back began working in Nigeria in 2006 with the goal of coming alongside the community to care for the orphaned and vulnerable children and families living there. Back2Back owns and operates a community education center which provides tutoring and other programming for children in the local village. Learn more at back2back.org.

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



Children's
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+ A CHILD'S
HOPE
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