

# St. Pauls Childrens Center

KENYA  
MAY 2025



# IMPROVEMENT *Roadmap*



# Overall Score: 10.0

# 10.0



RIGHT TO LIVE WITH FAMILY

# 10.0



RIGHT TO A STABLE ENVIRONMENT

# 10.0



RIGHT TO HEALTHCARE

# 10.0



RIGHT TO NUTRITION

# 10.0



RIGHT TO SAFE WATER & FACILITIES

# 10.0



RIGHT TO EDUCATION

# 9.7



RIGHT TO EQUAL OPPORTUNITIES

# 9.9



RIGHT TO GUIDANCE

# 10.0



RIGHT TO BE HEARD & PARTICIPATE

# 10.0



RIGHT TO BE PREPARED FOR CITIZENSHIP

# 10.0



RIGHT TO BE PROTECTED

# 10.0



RIGHT TO DIGNITY & FREEDOM

# 10.0



RIGHT TO SPIRITUAL DEVELOPMENT

# 10.0



FINANCIAL STANDARD

# 10.0



GOVERNANCE & HR STANDARD



# Overview of this Children's Home

---

## Background & Mission

St. Paul's Children's Centre, founded in 1983 by Jayne Kabura in Embulbul, Ngong, began as a Bible study group for street boys and has since grown into a home that has supported over 2,000 orphaned and abandoned children. Initially hosted on her parents' land and later supported by the government, the center currently cares for 20 children with help from donors. Its mission is to offer a haven for vulnerable children, aiming to reunite them with families or place them in family-based care.

## Recent Accomplishments

- The home installed 10 desktops and hired a coding tutor, greatly boosting children's digital skills and future opportunities.
- As part of its previous strategic initiative, the home has successfully upgraded the kitchen and dining hall
- The farm has been revitalized, with improvements made to both the Birika site and the kitchen garden at the center.

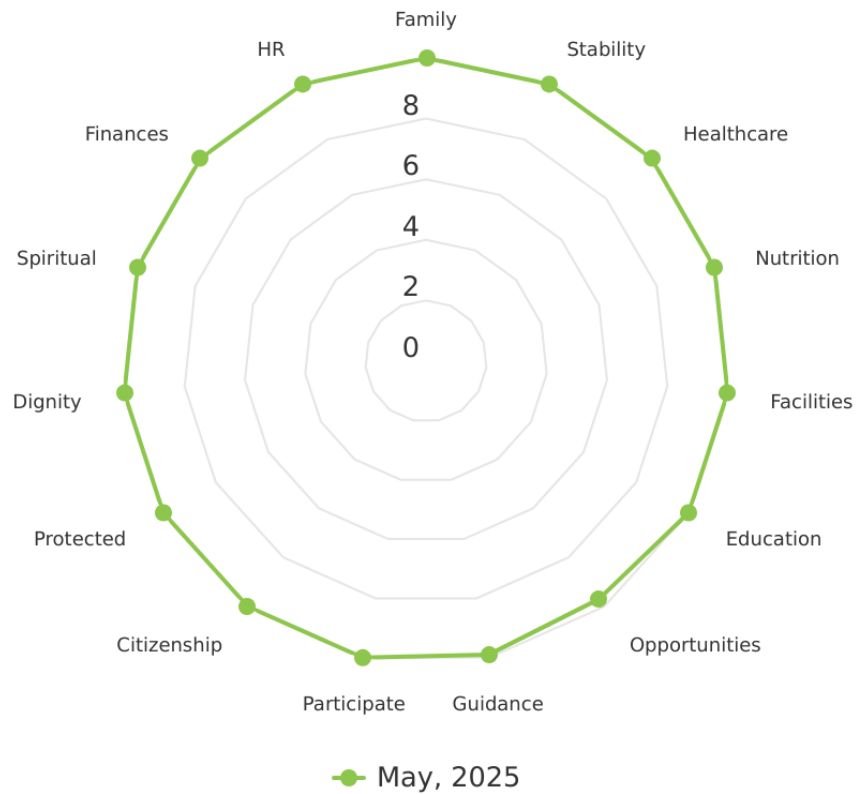




# The Thrive Assessment

In 1959, the United Nations (UN) adopted the Declaration of the [Rights of the Child](#), which defined children's rights to protection, education, healthcare, shelter, nutrition and more. A Child's Hope Foundation codified these rights and added a Finance Standard as well as a Governance and Human Resource Standard, resulting in a total of 15 standards. These standards comprise the Thrive Assessment and ensure that children receive care that truly helps them to thrive, now and in the future. The Thrive Assessment is recommended to be completed every 6 months by a home to chart the progress of each standard. Upon completion of the assessment, an Improvement Roadmap is created to clearly outline next steps and strategic initiatives that the home can address.

## Thrive Scale





# Strategic Initiatives

---

## BACK FENCE

The home plans to build a secure back perimeter wall with reinforced sections and gates, ensuring safety and fostering a sense of protection for the children.

*1.2 Million Ksh*

## REVITALIZING FOOTBALL PITCH

The home plans to revitalize its football pitch by upgrading the ground, adding goalposts, and installing lighting to foster physical fitness, teamwork, and personal growth.

*500000 Ksh*

## MUSIC AND RECORDING STUDIO

The home plans to install a music and recording studio, offering children a creative outlet to develop musical talents, build confidence, and promote personal growth.

*1 Million Ksh*



## Right to Live with Family

FAILING

SURVIVING

SUSTAINING

THRIVING

The home keeps clear records of each child's background, including when, how, and from whom they arrived, preserving vital family ties and identity. Before admission, family or community care is prioritized, and if not immediately possible, it's explored right away. Trained social workers begin family tracing from day one, aiming for safe reunification. Family visits are encouraged where safe, and siblings are nurtured daily, staying together unless it's not in their best interest. The home follows clear guidelines for admitting children under 3, ensuring their needs come first. Therapists support and evaluate caregivers biannually to uphold quality care. Families receive help to heal and, where possible, reunite. If that's not an option, the home seeks loving, family-based alternatives because every child deserves connection, care, and a place to belong.

- continue with current practices



## Right to a Stable, Loving & Nurturing Environment

FAILING

SURVIVING

SUSTAINING

THRIVING

Caregivers and social workers gently explain house rules to the children, which are clearly posted in shared spaces. Discipline is age-appropriate and respectful—no shaming, no nicknames—just guidance rooted in love. Weekends are for joy, with shared meals, games, and bonding time between staff and children. Caregivers attend regular training, including sessions with WezaCare Solutions, to ensure positive discipline. Though not bound by a two-year contract, as per donor guidelines, turnover remains low due to the caregivers' deep commitment. They receive two days off monthly and join weekly meetings with the manager and social worker to foster a warm, family-like atmosphere. Birthdays and achievements are celebrated with care, reinforcing each child's sense of belonging and worth in a home built on dignity, love, and connection.

- Continue with current practices



## Right to Healthcare

FAILING

SURVIVING

SUSTAINING

THRIVING

Children receive annual medical check-ups, and any health concerns are promptly addressed. Each child has a secure medical file that contains vaccination records and health reports. Hygiene is emphasized through strict handwashing routines and tooth brushing twice a day. The home collaborates with Zamzam and Ngong Level Four Hospitals to ensure 24/7 access to healthcare. Dental care is provided as needed, and vision checks are conducted quarterly. Girls receive education on menstrual hygiene and are provided with proper disposal bins. Although lice have never been an issue, protocols are in place to manage bedbugs. A fully stocked first aid kit is always available, and a donor-supported medical fund covers all healthcare expenses. While no child currently requires specialized care, the home is fully prepared to provide it if needed.

- Work on ensuring that children receive annual dental checks



## Right to Nutrition

FAILING

SURVIVING

SUSTAINING

THRIVING

The children at the home receive well-balanced meals that provide sufficient calories to support healthy growth and development. Meals are thoughtfully planned to meet the nutritional needs of growing children. Food is prepared with a strong focus on hygiene hands are thoroughly washed, kitchen surfaces are kept clean, food is stored properly, and all meals are cooked thoroughly. The kitchen, dining, and storage areas are routinely maintained to be free from pests and harmful substances. The cooking and pantry spaces are kept neat and organized, with dishes promptly washed and countertops cleaned. Proper ventilation ensures the kitchen remains safe and comfortable during food preparation. Children are served meals that are both nutritious and enjoyable. Protein is provided daily, and fruits and vegetables are included with meals. The home has improved to the extent that children now receive servings of fruit at least twice a week. Instead of annual training, cooks are required to submit a valid food handling certificate every six months. A nutritionist from Zamzam Hospital provides professional guidance to ensure children receive appropriate nutrients daily.

- Increase Frequency of fruits
- Expand Training for Cooks:



## Right to Safe & Adequate Water & Facilities

FAILING

SURVIVING

SUSTAINING

THRIVING

The facility has undergone thorough inspections by the relevant government authorities and complies with all local regulations, ensuring a safe and secure environment for everyone. It features a reliable borehole and a state-of-the-art water purification system that provides clean and safe drinking water. With careful planning, the sewage and water sources are strategically separated to prevent contamination. The home is equipped with a comprehensive emergency plan, including water barriers to reduce the risk of flooding. Skilled maintenance personnel ensure that all systems run smoothly. Children have easy access to safe, clean drinking water, and all sinks, faucets, and showerheads are well-maintained and in excellent working order. Outdoor areas are brightly lit, enhancing security, while smoke alarms and regular fire drills contribute to safety at all times. An annual maintenance plan keeps the facility in top condition, and the home operates efficiently with cost-effective solar panels. Additionally, children are encouraged to stay hydrated, with ongoing education about the importance of water for their health and well-being

Continue with current practices.



## Right to Quality Education

FAILING

SURVIVING

SUSTAINING

THRIVING

Children at the home thrive in local community schools, building friendships and a strong sense of belonging. With over 80% school attendance, most children aged 7+ read letters and sounds, while those needing help follow personalized learning plans. Preschoolers grow through daily play-based activities that support key developmental milestones. A vibrant library with 75+ books in Swahili, English, and local languages fosters a love for reading. Caregivers read to young children, and older ones enjoy regular quiet reading time. Group tutoring boosts academic performance, and quarterly mentor meetings help track progress. While digital literacy is still developing, children have access to computers, the internet, and basic training. Creative growth is nurtured through art, toys, and guided play. One-on-one tutoring is expanding, with struggling learners receiving dedicated support. Regular assessments guide individualized improvement plans. As youth transition to adulthood, the home works with sponsors to provide education and housing support, offering each child a hopeful future.

Continue with current practices.



## Right to Equal Opportunities

FAILING

SURVIVING

SUSTAINING

THRIVING

Each child at the home is given personal space to keep their belongings, fostering dignity, privacy, and a sense of ownership. All children have equal access to education, with regular attendance, tutoring, and mentorship. Those needing extra support receive personalized academic assistance, ensuring no child is left behind. Children with disabilities are fully integrated into daily life, with necessary adjustments to meet their physical, emotional, and developmental needs. While most challenges are met with care and support, ramps for accessing the upper floor are still pending. Resources and expertise are in place to support both physical and learning disabilities, with referrals to specialists as needed. Children with disabilities are also supported in reconnecting with their families through rehabilitation services, or alternative care is arranged when reunification isn't possible. Each child has a tailored transition plan to prepare for independent living, with mentorship, guidance, and connections to support networks. Both male and female mentors provide balanced role models, helping children grow emotionally and socially in a nurturing environment.

- Install ramps for full upper floor accessibility for children with mobility challenges.



## Right to Guidance

FAILING

SURVIVING

SUSTAINING

THRIVING

The home carefully selects caregivers using clear profiles and job descriptions, ensuring they align with the home's values. Caregivers model respect and guide children with consistent, positive behavior. Children are educated about their bodies, consent, and boundaries, with clear guidelines to help them understand expectations. They receive regular psychological support, both individually and in groups, fostering emotional well-being. Caregivers are evaluated for their mentoring skills, ensuring high-quality guidance. Adolescents are prepared for puberty, with caregivers trained to teach life skills and reinforce positive behaviors. Older children are taught responsible sexual behavior, with strict policies addressing sexual conduct, and caregivers are trained to handle these sensitive issues. Teens aged 15+ are exposed to diverse career and educational opportunities, while receiving transition guidance for adulthood, though these plans are not formally written. Life skills programs equip them with the tools they need for success, and ongoing support continues for those pursuing vocational or higher education. The home ensures a smooth transition to semi-independent living for those aging out, providing continuous support for a confident, successful future.

- Create written transition plans for children 15+ to guide their adulthood journey.



## Right to Be Heard and Participate in Decisions

FAILING

SURVIVING

SUSTAINING

THRIVING

In a nurturing environment, children are encouraged to explore their world, balancing structured activities with independent play. This promotes independence, decision-making, and self-management. Caregivers ensure that children's voices are heard, acknowledging their emotional, physical, and social needs with respect and care. Children also have a say in decisions affecting their well-being, from daily routines to reintegration plans, fostering a sense of ownership over their journey. Their input extends to menu planning, clothing choices, and healthcare decisions, where they are fully informed to alleviate fear. They can opt out of non-essential activities, ensuring their comfort is prioritized. These opportunities help build their confidence, leadership skills, and a sense of agency, empowering them to shape their own futures with pride and purpose.

- Continue with current practices.



## Right to Be Prepared for Citizenship

FAILING

SURVIVING

SUSTAINING

THRIVING

In this nurturing home, every child is recognized and valued, with birth certificates or other documentation secured for each, ensuring their rightful place in society. For those without, the home swiftly facilitates the necessary paperwork. Caregivers guide children in learning responsibility through age-appropriate chores, fostering discipline and character. National and local holidays are celebrated with joy, while the home remains orderly and safe, with belongings stored properly. Children enjoy regular outings, expanding their world through park visits and special events. They are also taught ethics and governance in an age-appropriate way, preparing them for the future. Older children, particularly those 15 and above, benefit from mentors who teach essential life skills like budgeting, grocery shopping, and dining etiquette. Service to the community is encouraged through biannual outreach, and children are kept informed about major current events, ensuring they are active, informed, and prepared to thrive in the world beyond.

- Continue with current practices.



## Right to Be Protected from Abuse & Neglect

FAILING

SURVIVING

SUSTAINING

THRIVING

In this safe and nurturing home, security is thoughtfully aligned with the needs of the surrounding community. Children enjoy privacy in bathing, dressing, and toileting spaces, while sleeping arrangements follow age and gender guidelines set by law. Staff are trained annually in positive discipline, with strict policies in place to prevent abuse, exploitation, and unsupervised one-on-one interactions. Round-the-clock adult supervision ensures children are always protected. Regular abuse prevention training, child evaluations, and open conversations on reporting empower both caregivers and children. All visitors are screened, logged, and monitored. Off-campus outings include trained staff, and therapists assess each child for trauma and healing support. Here, protection is more than policy—it is a daily promise, wrapped in dignity, care, and trust.

- Continue with current practices.



## Right to Dignity and Freedom

FAILING

SURVIVING

SUSTAINING

THRIVING

Children are lovingly bathed with care, and infants' safety is a priority. Kindness is deeply encouraged, with immediate correction of any unkind behavior, nurturing a respectful and inclusive home. Each child enjoys their bed, clean linens, clothes, and personal hygiene items. They're taught self-care and encouraged to do as much as they can, building independence and confidence. Guardianship is established, and rules are explained in ways children understand, fostering trust and responsibility. A vibrant outdoor space invites all ages to play safely. Creative materials and native language use are embraced. Through extra chores or safe community work, children and teens gain life experience, dignity, and a hopeful path forward.

- Continue with current practices.



## Right to Spiritual Development

FAILING

SURVIVING

SUSTAINING

THRIVING

Faith weaves quietly into daily life, offering every child the chance to belong to something deeper than themselves. Children are invited to be part of a spiritual community where prayers are shared, stories of hope are read, and holidays are celebrated with meaning and joy. Yet the beauty lies in the freedom each child may choose to engage or not, their beliefs and boundaries honored with gentleness. Quiet corners welcome reflection and prayer, while shelves filled with spiritual books await curious hands. Service becomes more than duty; it becomes an expression of the heart. Through these moments, children are not only taught about faith, they are given the space to discover it for themselves, in their own time, in their way.

Continue with current practice



## Financial Standard

FAILING

SURVIVING

SUSTAINING

THRIVING

Every coin is accounted for with precision and purpose. Receipts document all deliveries, reinforcing transparency and trust. Bank statements are reconciled monthly, and financial records are meticulously maintained, reflecting the home's unwavering commitment to integrity. Operating under a well-defined budget and governed by a clear purchasing policy, no item is bought without quotations. Internal controls safeguard every transaction, ensuring each shilling serves the mission of nurturing children with excellence. Though exempt from tax returns as a registered non-profit, the home strictly adheres to financial regulations. New projects begin with detailed budgets, guiding wise resource use from the start. An experienced accountant reviews the books annually, upholding the highest standards of financial stewardship because every child's future is worth the utmost accountability.

Continue with current practices.



# Governance & Human Resource Standard

FAILING

SURVIVING

SUSTAINING

THRIVING

The home secures its land and improvements in its name, protecting it from personal gain or removal. New caregivers shadow experienced staff for smooth transitions, while an organizational chart clarifies roles and delegation. Regular staff meetings foster continuous improvement and issue resolution. Children are admitted through mandated authorities, and each child's record is maintained securely with essential information. Caregivers receive clear job descriptions, and the home complies with all licensing and governance requirements. Weekly meetings and annual training ensure staff are supported and knowledgeable, while an active governance board meets biannually. Children and staff files are kept secure and updated. The home fosters child participation, supports staff well-being through a vacation policy, and ensures continuous learning in areas like child development and hygiene.

- Continue with current practices.



# Current Improvement Partners

---

## Child in family focus kenya

Child in Family Focus works to close advocacy and awareness gaps in Kenya's alternative care system by promoting permanent, safe, and loving homes for disadvantaged children. It empowers institutions and families to create lasting change.

[LINKED WEBSITE](#)

## Wezacare olution

Weza Care Solutions offers training on case management, child protection, and transition to family based care.

[LINKED WEBSITE](#)



# St. Pauls Childrens Center

## Improvement Roadmap

May 2025



## Thrive Scale



## Recent Accomplishments

- The home installed 10 desktops and hired a coding tutor, greatly boosting children's digital skills and future opportunities.
- As part of its previous strategic initiative, the home has successfully upgraded the kitchen and dining hall
- The farm has been revitalized, with improvements made to both the Birika site and the kitchen garden at the center.

## Strategic Initiatives

### Back fence

The home plans to build a secure back perimeter wall with reinforced sections and gates, ensuring safety and fostering a sense of protection for the children.

1.2 Million Ksh

### Revitalizing Football Pitch

The home plans to revitalize its football pitch by upgrading the ground, adding goalposts, and installing lighting to foster physical fitness, teamwork, and personal growth.

500000 Ksh

### Music and recording studio

The home plans to install a music and recording studio, offering children a creative outlet to develop musical talents, build confidence, and promote personal growth.

1Million Ksh

## RIGHT TO LIVE WITH FAMILY



- continue with current practices

## RIGHT TO A STABLE, LOVING & NURTURING ENVIRONMENT



- Continue with current practices

## RIGHT TO HEALTHCARE



- Work on ensuring that children receive annual dental checks

## RIGHT TO NUTRITION



- Increase Frequency of fruits
- Expand Training for Cooks:

## RIGHT TO SAFE & ADEQUATE WATER & FACILITIES



- Continue with current practices.

## RIGHT TO QUALITY EDUCATION



- Continue with current practices.

## RIGHT TO EQUAL OPPORTUNITIES



- Install ramps for full upper floor accessibility for children with mobility challenges.

## RIGHT TO GUIDANCE



- Create written transition plans for children 15+ to guide their adulthood journey.

## RIGHT TO BE HEARD AND PARTICIPATE IN DECISIONS



- Continue with current practices.

## RIGHT TO BE PROTECTED FROM ABUSE & NEGLECT



- Continue with current practices.

## RIGHT TO SPIRITUAL DEVELOPMENT



- Continue with current practice

## GOVERNANCE & HUMAN RESOURCE STANDARD



- Continue with current practices.

## RIGHT TO BE PREPARED FOR CITIZENSHIP



- Continue with current practices.

## RIGHT TO DIGNITY AND FREEDOM



- Continue with current practices.

## FINANCIAL STANDARD



- Continue with current practices.