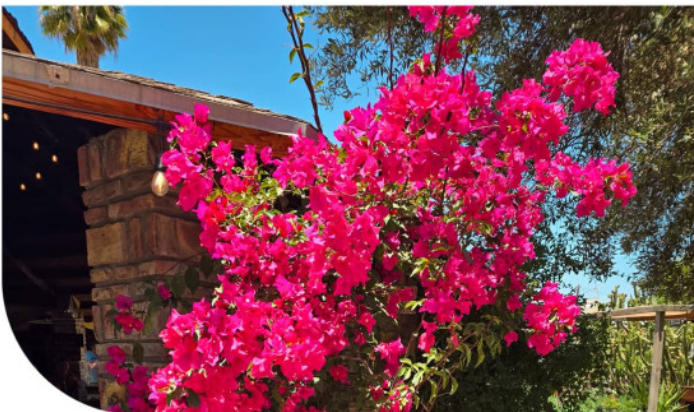


VILLAGE OF HOPE

GHANA
AUGUST 2025



IMPROVEMENT *Roadmap*



Overall Score: 8.6

6.9



RIGHT TO LIVE WITH FAMILY

8.7



RIGHT TO A STABLE ENVIRONMENT

9.1



RIGHT TO HEALTHCARE

7.4



RIGHT TO NUTRITION

9.5



RIGHT TO SAFE WATER & FACILITIES

9.6



RIGHT TO EDUCATION

10.0



RIGHT TO EQUAL OPPORTUNITIES

9.3



RIGHT TO GUIDANCE

9.1



RIGHT TO BE HEARD & PARTICIPATE

8.7



RIGHT TO BE PREPARED FOR CITIZENSHIP

6.7



RIGHT TO BE PROTECTED

7.1



RIGHT TO DIGNITY & FREEDOM

7.2



RIGHT TO SPIRITUAL DEVELOPMENT

10.0



FINANCIAL STANDARD

9.4



GOVERNANCE & HR STANDARD



Overview of this Children's Home

Background & Mission

MISSION: Village of Hope exists to save lives and serve humanity.

BACKGROUND: It started in 1996. It currently has 7 children's homes and 2 babies' homes for orphaned, abandoned, destitute and needy children.

Recent Accomplishments

- In the last year, 11 older children who grew up at the Home graduated from university.
- In the last two months, two older children who grew up in the Home were commissioned into the Ghana Police Service and Ghana Fire Service.
- Over the past six months, 5 abandoned babies (including a day-old baby) were rescued and brought to the babies' home; and they are all thriving.

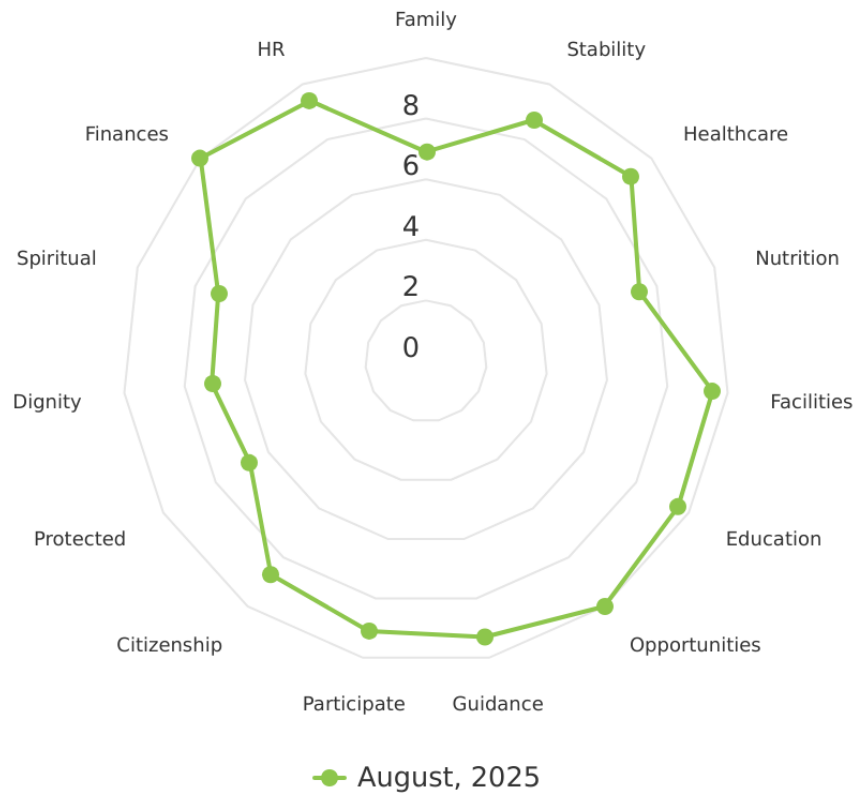




The Thrive Assessment

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

COMPUTER LITERACY FOR CHILDREN

Provide computers and Internet access to children in the residential homes. Enhance training in computer literacy and ICT skills to the children in the homes,

USD14,600 (Estimated Cost)

TRAINING FOR CAREGIVERS

Evaluation of the work of caregivers by a therapist. Training caregivers in trauma-informed care; evaluating, recognizing and preventing abuse; and nutrition for children.

USD6,000 (Estimated Cost)

SECURING SAFETY OF CHILDREN

Background checks for all current and future staff and all frequent visitors to the Home

USD5,000 (Estimated Cost)



Right to Live with Family

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home thoroughly investigates cases before accepting any child into the Home. It is only after it is clear that there are no suitable care options within the biological family or community that a child is placed in the Home. The Home provides a family structure for the care of children by having a married couple in each residential home that provides care. When the circumstances of the child's family improve, the child is reunited with the family.

- A policy that outlines the circumstances under which the Home would accept children
- Evaluation of the work of caregivers by a therapist
- Increase family strengthening and exploring other family-based alternative care options



Right to a Stable, Loving & Nurturing Environment

FAILING

SURVIVING

SUSTAINING

THRIVING

Children are placed in family groupings to reflect family life. Caregivers are married couples who raise children in a family-based home environment. Children are able to learn and play together at appropriate times to aid their development.

- Increase caregivers meeting with specialists to discuss behavioural ideas
- Increase trainings for caregivers on trauma informed care
- Establish a caregiver plan for onboarding, training and evaluation



Right to Healthcare

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home has a medical hospital that takes care of all the medical needs of the children. The children, therefore, have easy access to healthcare.

- Increase frequency of wellness checks and exams
- Increase frequency of vision and dental exams
- Ensure children brush their teeth at least twice daily



Right to Nutrition

FAILING

SURVIVING

SUSTAINING

THRIVING

Children are served nutritious and balanced meals each day. Fruits and vegetables are not served daily but served frequently, especially when fruits are in season. Caregivers are also experienced cooks who prepare meals for children under hygienic conditions.

- Nutritionist to provide a refresher workshop or seminar to caregivers annually.



Right to Safe & Adequate Water & Facilities

FAILING

SURVIVING

SUSTAINING

THRIVING

The facilities for the Home are well-constructed with adequate electricity and plumbing. There is backup electricity generators and water reservoirs. The buildings meet the code for local government requirements and are constantly maintained to ensure that all facilities and equipment work well at all times for the safety and comfort of the children and caregivers. There is an understood emergency plan in case of fire, loss of water and loss of electricity; but there is no emergency plan for flood.

- An understood emergency plan for flood needs to be put in place.
- Smoke detectors and smoke alarms need to be installed in the facilities.
- There should be a documented emergency plan and annual drills for staff and children



Right to Quality Education

FAILING

SURVIVING

SUSTAINING

THRIVING

The children in the Home have access to and do attend one of the best schools in the country from Pre-KG through high school (12th Grade). Even though computers are not available in the homes, computers are available in school for the children to use daily. Children who need dedicated and undistracted tutoring receive it as often as is needed. This is not available for all children but is available for only those who need it. Children are fully supported upon reaching adulthood to pursue university education or specialized skills training in accordance with their desires and career goals.

- Internet and computers should be made more accessible in the residential facilities/homes.



Right to Equal Opportunities

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home provides equal opportunities for all the children - both males and females. Children with disabilities receive the specialized care and support they need.

- Continuous care and support for all the children in the Home.



Right to Guidance

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home provides guidance and counselling for the children under its care. Full-time and part-time clinical and counselling psychologists are on staff, are easily accessible by children and provide psychological healing and therapeutic resources and services to children at all times.

- Regular evaluation and training of caregivers to be quality mentors for children.



Right to Be Heard and Participate in Decisions

FAILING

SURVIVING

SUSTAINING

THRIVING

Children in the Home have the right to voice their concerns and participate in decisions that affect them. Children participate in the development of their own individual development plans. However, the level of participation is dependent on the age and maturity level of the children concerned.

- Explore the appropriateness of children contributing to shelter management decisions.



Right to Be Prepared for Citizenship

FAILING

SURVIVING

SUSTAINING

THRIVING

Children are taught ethics and responsible behaviour. Children engage in age appropriate chores. Children learn life skills by observation of the behaviour, work, actions and modelling of responsible adults rather than being taught by mentors.

- Life skills should be taught to children as they transition through adolescence.



Right to Be Protected from Abuse & Neglect

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home is on a campus that is well secured and protected from outsider/intruders. Children are grouped in residential homes by sex. There are policies to ensure that children are protected from abuse and neglect.

- Continuous training of caregivers in how to recognize and prevent abuse.
- Ensure procedures for evaluation of children for signs of abuse and neglect are enforced.
- The backgrounds of all staff and residential visitors should be checked.



Right to Dignity and Freedom

FAILING

SURVIVING

SUSTAINING

THRIVING

Children's right to dignity and freedom are respected and promoted by the Home. Children have their own beds, clothing, and personal belongings - including toiletries. They bath and have personal grooming daily. They are taught how to care for themselves.

- Children are to be given opportunities to do age-appropriate extra work to earn privileges
- Teenagers should have opportunities to safely work in community and keep their earnings.



Right to Spiritual Development

FAILING

SURVIVING

SUSTAINING

THRIVING

Children have the opportunity to engage in religious activities, individually and collectively. They are able to read and study religious literature, pray, meditate and lead religious services. There are places available for them to engage in private or communal religious activities. Children and caregivers engage in daily devotionals and weekly worship services. The Home believes that adults have a responsibility to nurture children until they become adults. As such, minors are not given the opportunity to opt out of participating in communal religious activities.

- The necessity of spiritual development should be regularly explained to children



Financial Standard

FAILING

SURVIVING

SUSTAINING

THRIVING

Sound financial and accounting standards are maintained by the Home to ensure transparency and accountability. The books of the Home are audited by both internal and external auditors. Policies are in place to ensure the highest standards of financial accountability.

- Continuous maintenance of sound financial practices and the highest stewardship.



Governance & Human Resource Standard

FAILING

SURVIVING

SUSTAINING

THRIVING

The Home has an active Board of Directors. Management of the Home ensures that the right persons are engaged in the care of the children and the work of the Home. Government's standard of care for children are adhered to. Training programs are organized for staff to be abreast with the requirements of their responsibilities.

- Ensure that high standards in governance and human resource are continually maintained.



Current Improvement Partners

VOH-GHANA

A not-for-profit organization in the United States of America that supports the work of Village of Hope with constant funding.

CATALYSTE+

An organization in Canada that sends experts to train staff of Village of Hope. Catalyste+ sends experts in various fields to countries around the world to provide training and technical assistance.

McCOY FAMILY FOUNDATION

A foundation in the USA that is assisting Village of Hope to improve its services.



VILLAGE OF HOPE

Improvement Roadmap

August 2025



Thrive Scale



Recent Accomplishments

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- Over the past six months, 5 abandoned babies (including a day-old baby) were rescued and brought to the babies' home; and they are all thriving.

Strategic Initiatives

Computer Literacy for Children

Provide computers and Internet access to children in the residential homes. Enhance training in computer literacy and ICT skills to the children in the homes,

USD14,600 (Estimated Cost)

Training for Caregivers

Evaluation of the work of caregivers by a therapist. Training caregivers in trauma-informed care; evaluating, recognizing and preventing abuse; and nutrition for children.

USD6,000 (Estimated Cost)

Securing Safety of Children

Background checks for all current and future staff and all frequent visitors to the Home

USD5,000 (Estimated Cost)

RIGHT TO LIVE WITH FAMILY



- A policy that outlines the circumstances under which the Home would accept children
- Evaluation of the work of caregivers by a therapist
- Increase family strengthening and exploring other family-based alternative care options

RIGHT TO A STABLE, LOVING & NURTURING ENVIRONMENT



- Increase caregivers meeting with specialists to discuss behavioural ideas
- Increase trainings for caregivers on trauma informed care
- Establish a caregiver plan for onboarding, training and evaluation

RIGHT TO HEALTHCARE



- Increase frequency of wellness checks and exams
- Increase frequency of vision and dental exams
- Ensure children brush their teeth at least twice daily

RIGHT TO NUTRITION



- Nutritionist to provide a refresher workshop or seminar to caregivers annually.

RIGHT TO SAFE & ADEQUATE WATER & FACILITIES



- An understood emergency plan for flood needs to be put in place.
- Smoke detectors and smoke alarms need to be installed in the facilities.
- There should be a documented emergency plan and annual drills for staff and children

RIGHT TO QUALITY EDUCATION



- Internet and computers should be made more accessible in the residential facilities/homes.

RIGHT TO EQUAL OPPORTUNITIES



- Continuous care and support for all the children in the Home.

RIGHT TO GUIDANCE



- Regular evaluation and training of caregivers to be quality mentors for children.

RIGHT TO BE HEARD AND PARTICIPATE IN DECISIONS



- Explore the appropriateness of children contributing to shelter management decisions.



RIGHT TO BE PREPARED FOR CITIZENSHIP

- Life skills should be taught to children as they transition through adolescence.

RIGHT TO BE PROTECTED FROM ABUSE & NEGLECT



- Continuous training of caregivers in how to recognize and prevent abuse.
- Ensure procedures for evaluation of children for signs of abuse and neglect are enforced.
- The backgrounds of all staff and residential visitors should be checked.

RIGHT TO DIGNITY AND FREEDOM



- Children are to be given opportunities to do age-appropriate extra work to earn privileges
- Teenagers should have opportunities to safely work in community and keep their earnings.

RIGHT TO SPIRITUAL DEVELOPMENT



- The necessity of spiritual development should be regularly explained to children

FINANCIAL STANDARD



- Continuous maintenance of sound financial practices and the highest stewardship.

GOVERNANCE & HUMAN RESOURCE STANDARD



- Ensure that high standards in governance and human resource are continually maintained.