



# HAPPY ACRES CHILDRENS HOME

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NOVEMBER// 2021



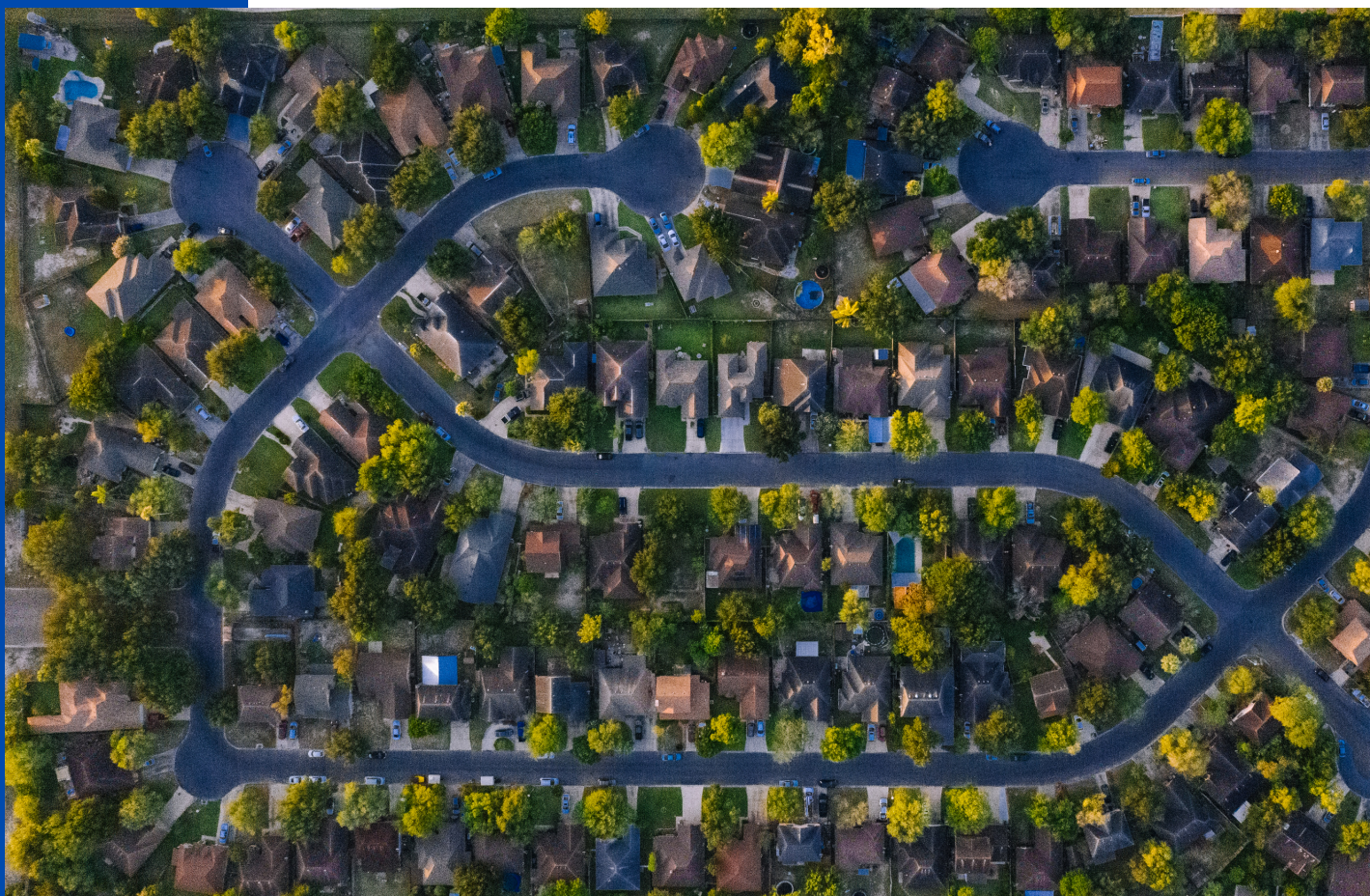
**hachfamily**  
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# Introduction

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Happy Acres' great journey began about 15 years ago in foster care and has served over 100+ children/youth since then. HACH has grown to become several houses for children in need. It is our greatest blessing to see children and youth successful and happy as they have grown up and want to be a part of our company and the community.

Happy Acres is a non-profit that is accredited through CARF International.







## OUR MISSION, VISION, AND VALUES

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Our Mission is to provide a safe, loving, and wholesome home for children/youth who are separated from their parents and help them establish long-term relationships with stable parental figures, preparing them for success in adult life.

**It's about building family-style houses, bringing confidence to children, hope for families, and love of the community.**

Happy Acres Children's Home, Inc. is a 501c3 Christian owned organization supporting the ADCS/ADJC Child Placements Services. We aim to engage children/youth and families actively to ensure protection, improve their relationships with family and community, and help transition to reunification and permanence.

Happy Acres is a family of homes that supports children and youth who have been temporarily uprooted.

Our core values are the framework for our relationships, behavior and interactions: faith, love, integrity, honor, excellence, and unity.

# ETHICS, STRATEGIC PLAN, AND OBJECTIVES

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Happy Acres' employees have an obligation to hold themselves and each other to the policies and high ethical standards of DCS and CARF. Employees are expected to use good judgment and respect fellow employees' rights to a safe, secure and friendly work atmosphere.

## WHO WE SERVE

Youth in DCS custody 0-17 years of age both male and female, and a LGBTQ home.

## OBJECTIVES

1. Staff retention
2. Stronger onboarding training for new staff
3. Revise job descriptions (completed)
4. Upgrade technology to better serve the children/youth and staff (completed)
5. Become accredited with CARF and maintain the accreditation (completed, continuing)

## ACTION PLAN

### Third Quarter: July-September 2020

Retain and acquire staff through COVID challenges



### Fourth Quarter: October-December 2020

Remodel HACH Admin Office



### First Quarter: January 2021-March 2021

Hold a board meeting to discuss QRTP with DCS



### Second Quarter: April-June 2021

Purchase and update all new laptops for management







# RISK MANAGEMENT PLAN

A RISK IS ANY EVENT THAT COULD AFFECT HAPPY ACRES NEGATIVELY. THIS INCLUDES ANY RISK THAT COULD AFFECT FINANCIALS, PROPERTY LOSS, LITIGATION, OR BUSINESS INTERRUPTIONS.

## 2021 Identified Risks

- Staff resignation and burn out
- More behaviorally challenging children/youth
- Staff needing more training to become BHTs

## Risk Management Solutions

- Classes on compassion fatigue for behavioral health staff
- Trauma training for all staff to better serve the children/youth
- Implementing BHT certification trainings for interested staff members

## COVID 2021 RISKS

Staff and children/youth contracting COVID-19 has been a risk for over a year now. In a congregate care setting, the transmission of viruses and germs is more likely. Happy Acres has implemented regular sanitizing of the home and enforced mask wearing by staff as directed by the Governor. We also follow all quarantine guidelines to curb the spread of COVID-19 in the homes and in the community.



# Satisfaction Analysis

(Based on Quarter 1 of 2021)

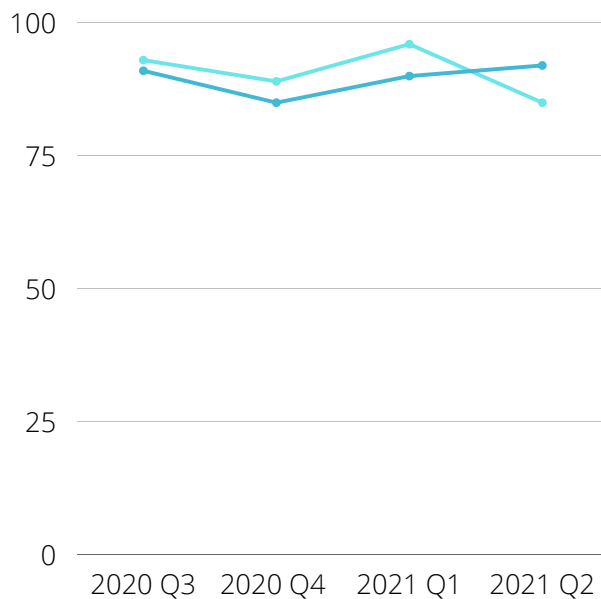
96%

Employee Satisfaction

90%

Child/Youth Satisfaction

**Staff (dark blue) and Child/Youth (light blue)  
Satisfaction Per Quarter 2020-2021**



## Statistics May Vary

Employees and children/youth are given quarterly satisfaction surveys. The fluctuation in scores quarter to quarter may be due to changes in the sample sizes. Our population of staff and children/youth fluctuates month to month.

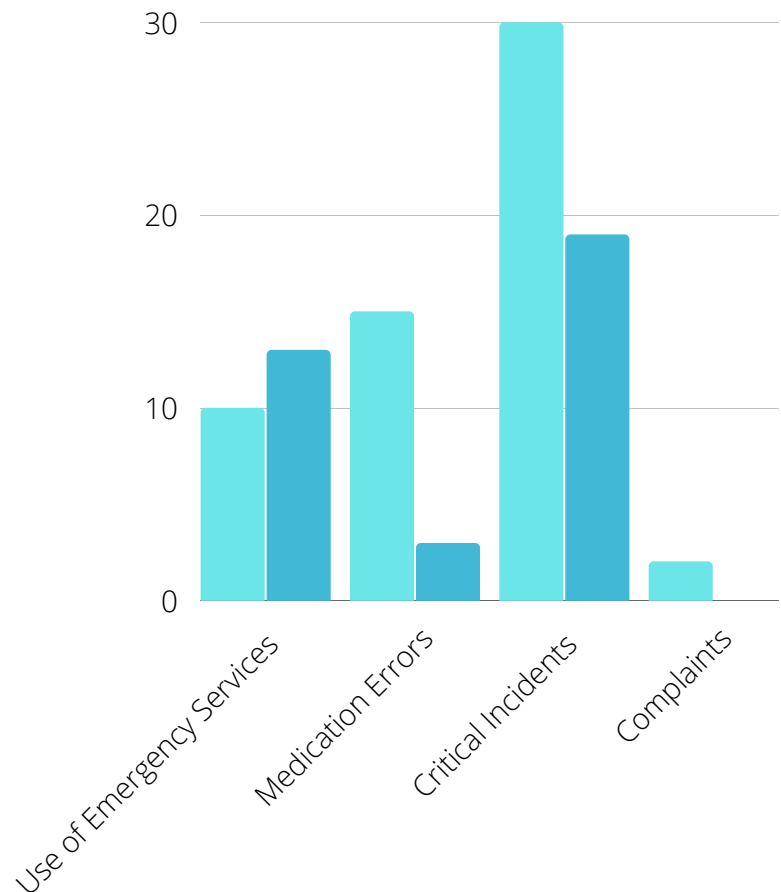




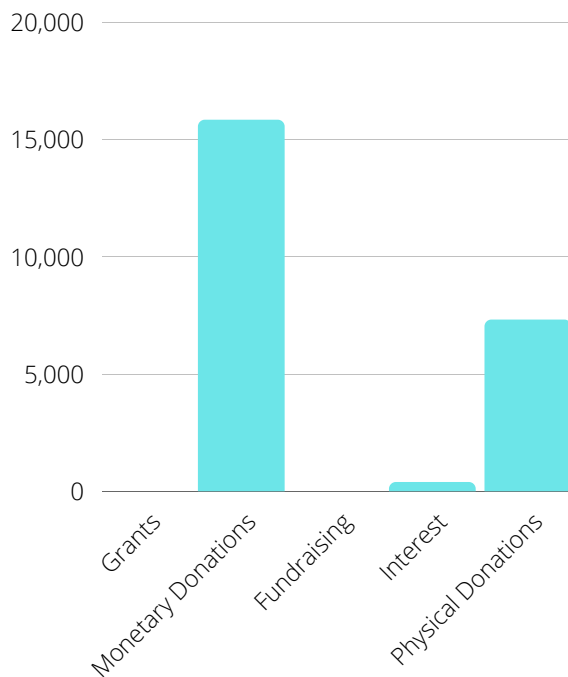
# PERFORMANCE MANAGEMENT ANALYSIS

The data source for delivery outcomes comes from internal reports such as incident reports and official staff/child/youth complaint forms

2021 Quarter 2 Service Delivery Outcomes  
Target (light blue) vs. Actual Outcome (dark blue)

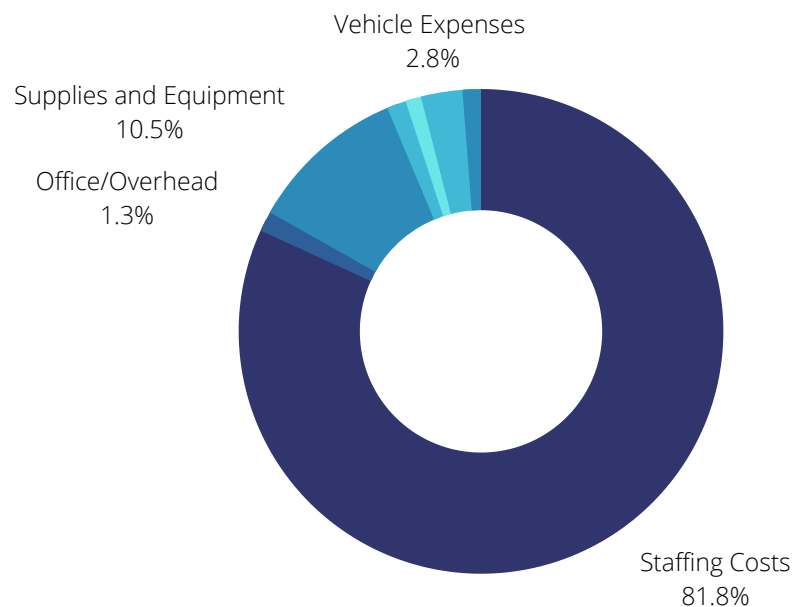


## Supportive Income 2020-2021 Fiscal year



All monetary and physical donations to Happy Acres are tax deductible! We have various partnerships with local churches and others in the community who host food drives and other opportunities for giving

## 2020-2021 Fiscal Year Expenditures



Staff are vital to the operations at Happy Acres. They are the hands and feet, teaching and protecting the children/youth in our care.

# Our Finance OVERVIEW





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