



# HAPPY ACRES CHILDRENS HOME

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JUNE// 2022



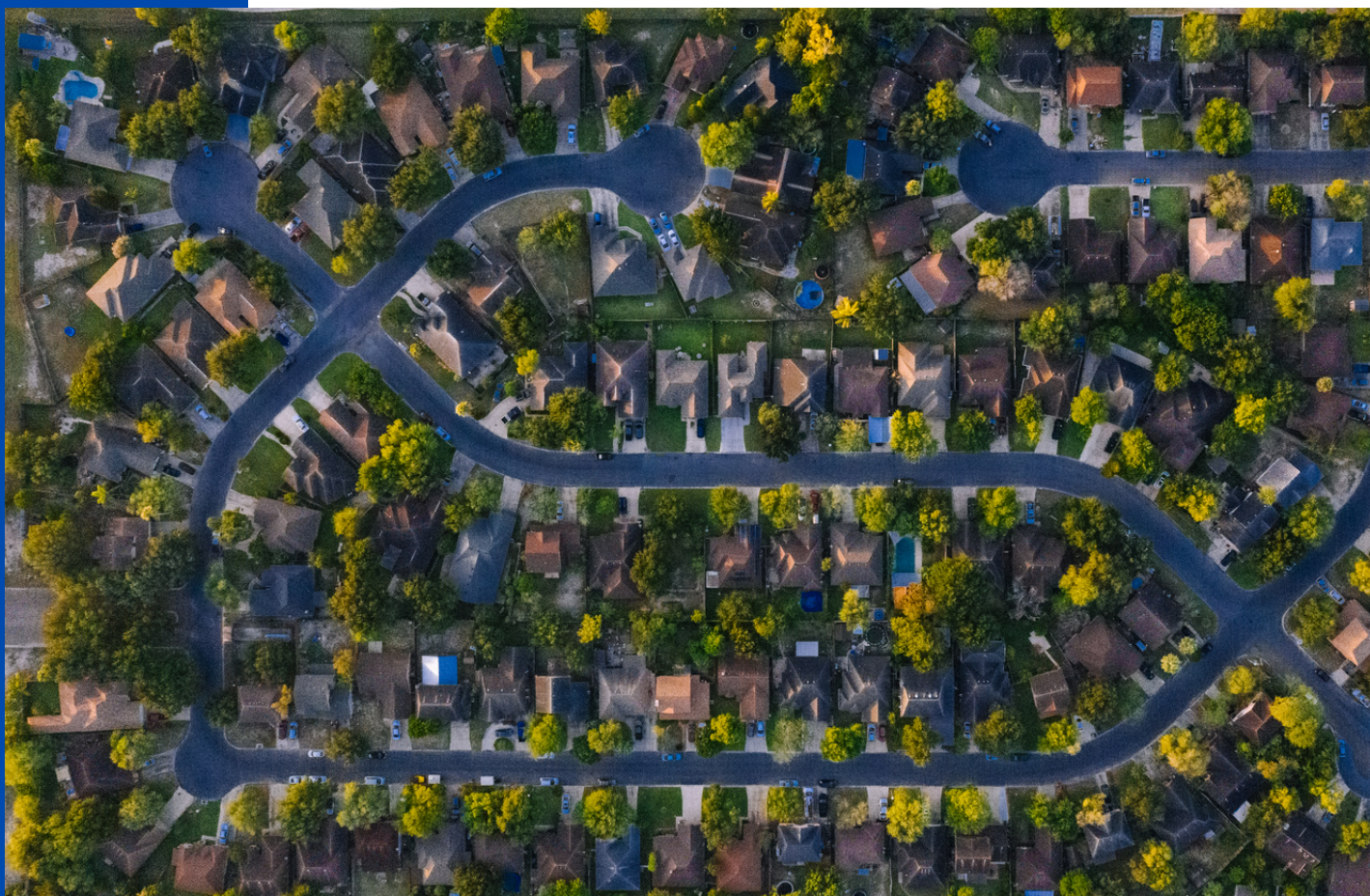
**hachfamily**  
**.com**

# 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 0-18 years of age both male and female, and a LGBTQ home.

## OBJECTIVES

1. Staff retention
2. Stronger onboarding training for new staff
3. Plan and execute a 10 year anniversary party for Happy Acres
4. Upgrade technology to better serve the children/youth and staff (completed)
5. Become accredited with CARF and maintain the accreditation (completed, continuing)

## STRATEGIC PLAN

### Third Quarter: July-September 2021

Purchase and update all new laptops for management



### Fourth Quarter: October-December 2021

Raising hiring pay rates to be fully staffed for night shift



### First Quarter: January-March 2022

Celebrate all staff of 2 or more years



### Second Quarter: April-June 2022

Focus on reminding/training staff of the mission statement and why we do what we do





A photograph of a person climbing a rock wall. The person is wearing a black long-sleeved shirt and black shorts. They are reaching up with their right arm towards a purple hold. The rock wall is light-colored with various colored holds (red, yellow, blue, purple, green).

# 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.

## 2022 Identified Risks

- Staff resignation and burn out
- Health/safety precautions for significant trauma cohort youth
- Bullying happening in the homes

## Risk Management Solutions

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

### GERM TRANSMISSION RISKS

In a congregate care setting, the transmission of viruses and germs is more likely. Happy Acres has implemented regular sanitizing of the home and signs encouraging additional hand washing for staff and youth. When a youth becomes ill, he/she is quarantined so that the sickness is less likely to spread throughout the house to the others. Night staff do a deeper sanitizing of the home while everyone is asleep to make sure all surfaces are cleaned thoroughly.

# Satisfaction Analysis

(Based on Quarter 2 of 2022)

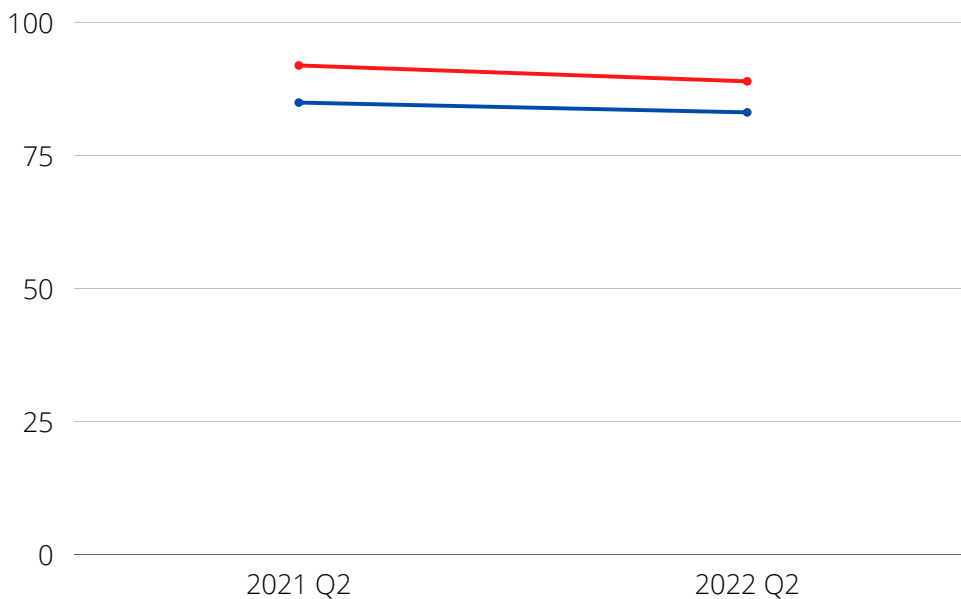
89%

Employee Satisfaction

90%

Child/Youth Satisfaction

**Staff (blue) and Child/Youth (red) Satisfaction**  
**2021 Q2 vs. 2022 Q2**



## 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.

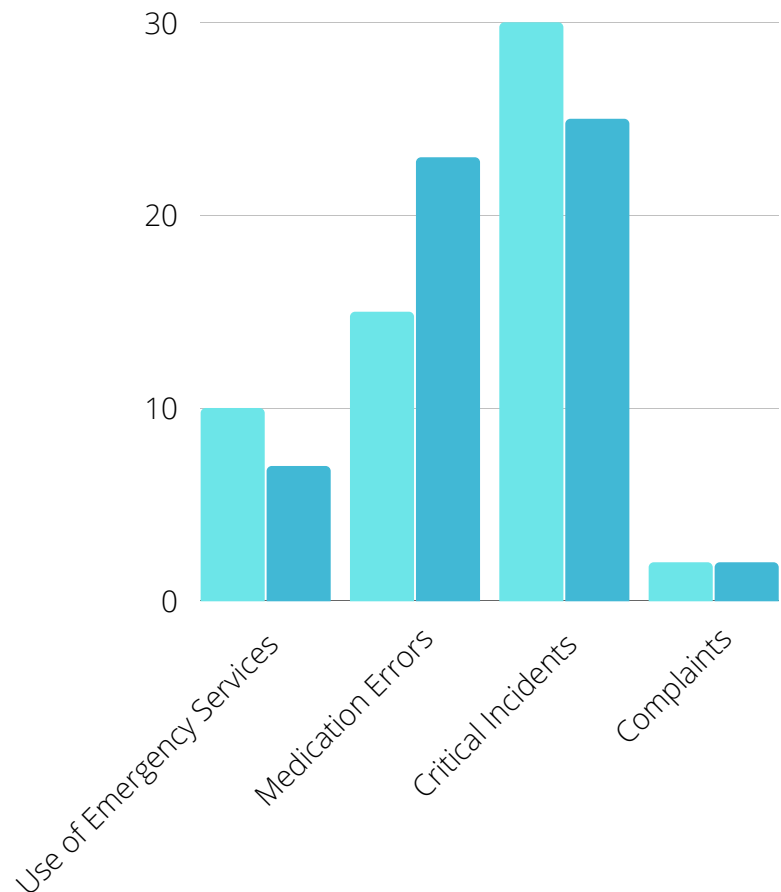




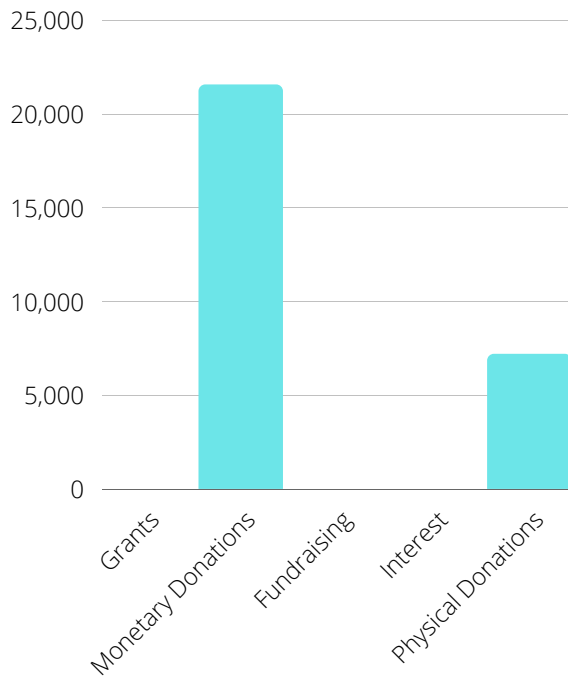
# PERFORMANCE MANAGEMENT ANALYSIS

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

2022 Quarter 2 Service Delivery Outcomes  
Target (light blue) vs. Actual Outcome (dark blue)



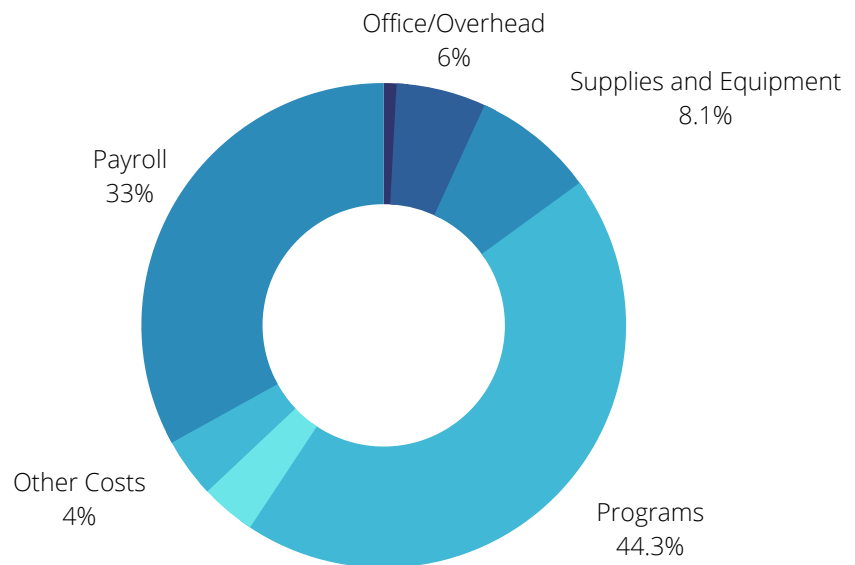
## Supportive Income May 2021-May 2022



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

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

## June 2021-June 2022 Expenditures



# Our Finance OVERVIEW





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

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