



HAPPY ACRES CHILDRENS HOME

JUNE // 2024

Introduction

Happy Acres' great journey began about 16 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

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.

We are about building family-style houses, bringing confidence to children, hope for families, and love to 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 them to independent living or reunification.

Happy Acres are family homes that provide a safe and supportive place for children and youth who have been traumatized and uprooted from their families.

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

ETHICS, STRATEGIC PLAN, AND OBJECTIVES

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

Children/youth who have been through trauma and qualify for a QRTP (Qualified Residential Treatment Program) level home. Children/youth are in DCS custody, 0-18 years of age, both male and female.

OBJECTIVES

1. Increase staff satisfaction through unreasonable hospitality.
2. Increase staff knowledge of trauma informed care.
3. Provide more competency-based trainings.
4. Reduce the use of emergency services.
5. Acquire 3-year recertification through CARF.
6. Increase cultural competency trainings.

STRATEGIC PLAN

Third Quarter: January-March 2023
Staff 25% merit increases.



Fourth Quarter: April-June 2023
Replace house managers tablets and cell phones.



First Quarter: January-March 2024
Replace flooring at one of our homes.



Second Quarter: April-June 2024
Redesign the office.



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.

2024 Identified Risks

- Clients at risk of abuse or harm by staff.
- Staff negligence.
- Employee burnout and high staff turnover.
- Maintaining client confidentiality.
- Theft or damage of property.

Risk Management Solutions

- Implementation of new reporting methods and investigation of each report.
- Staff appreciation and merit increases.
- Refreshing staff on HIPPA policies regularly.
- Budget for damages and repairs.

EMPLOYEE RETENTION

Employee burnout is a significant concern within the behavioral health field. To effectively address this issue and improve employee retention, HACH is committed to fostering a supportive and appreciative work environment. We are dedicated to recognizing and valuing the contributions of our employees and are focused on cultivating a leadership team that embodies positivity and support. By prioritizing these efforts, we aim to enhance employee well-being and create a more resilient and engaged workforce.

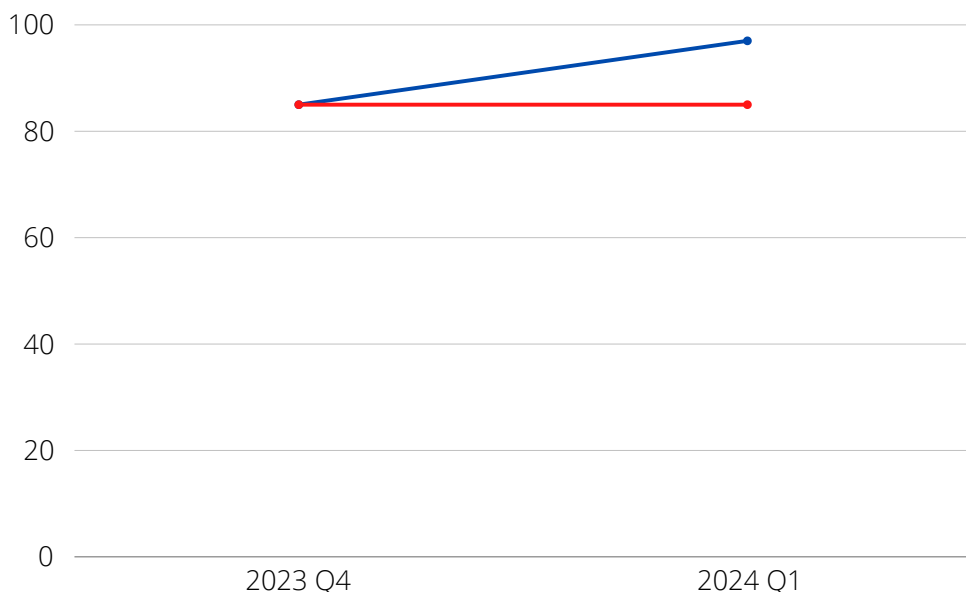
Satisfaction Analysis

(Based on Quarter 1 of 2024)

97% 85%

Employee Satisfaction Child/Youth Satisfaction

Staff (blue) and Child/Youth (red) Satisfaction
2023 Q4 vs. 2024 Q1



Statistics May Vary

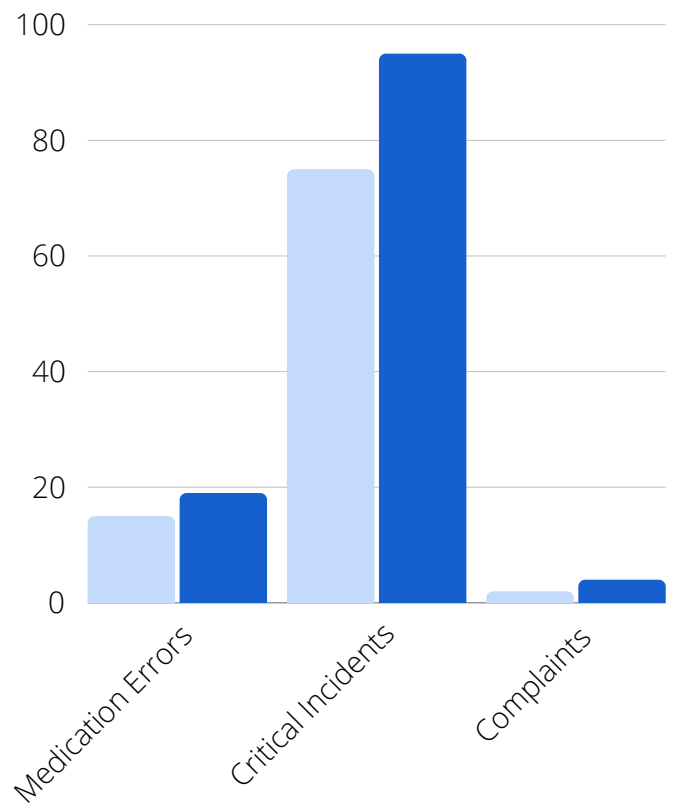
Employees and children/youth are given quarterly satisfaction surveys. The fluctuation in scores quarter to quarter may be due to changes in the sample sizes. Our population of staff and children/youth fluctuates month to month.



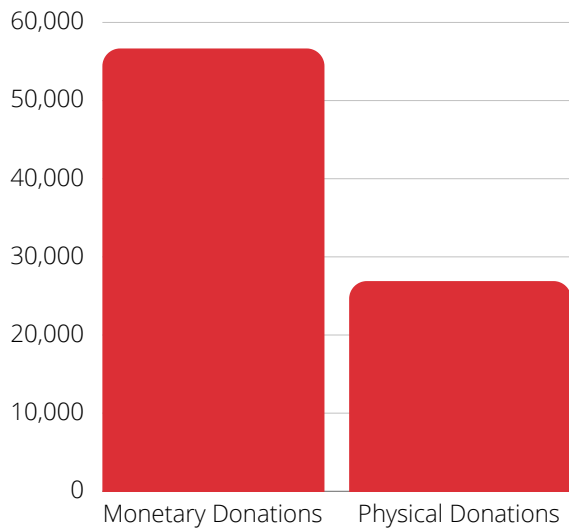
PERFORMANCE MANAGEMENT ANALYSIS

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

2024 Quarter 1 Service Delivery Outcomes
Target (light blue) vs. Actual Outcome (dark blue)

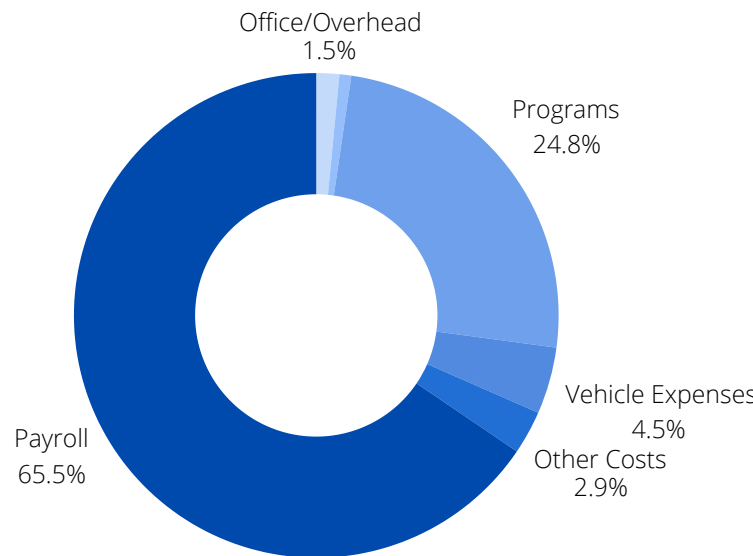


Supportive Income July 2023-June 2024



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.

July 2023-June 2024 Expenditures



Staff are vital to 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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