

## **Business Plan: Nana Baby Children's Home**

### **Executive Summary**

Nana Baby Children's Home is a 24/7 emergency placement group home located in St. Thomas, U.S. Virgin Islands, providing safe, trauma-informed, and developmentally supportive care for children ages 0-12 in crisis situations. With services ranging from emergency and respite care to short-term transitional placement and long-term foster care, Nana Baby works in collaboration with the Department of Human Services of the Virgin Islands to serve children who are victims of abuse, neglect, or abandonment. Our mission is to provide holistic, child-centered care while actively working toward family reunification or long-term permanency planning.

Nana Baby Children's Home is primarily funded through contracts with the Virgin Islands Department of Human Services. Additionally, we fundraise annually to support capital improvements, critical projects, and to build a long-term endowment that ensures the home's future sustainability.

### **Organizational Overview**

- Legal Name: Nana Baby Children's Home, Inc.
- Location: 46014 Estate Tutu, St. Thomas, USVI 00802
- Target Population: Children ages 0-12
- Capacity: Up to 12 children
- Operating Model: 24/7 Emergency Group Home
- Legal Structure: 501(c)(3) Nonprofit Organization
- Website: [www.nanababyhome.com](http://www.nanababyhome.com)

### **Mission Statement**

To provide a safe, loving, and supportive home for children in crisis while working toward family reunification or placement in a stable, long-term environment.

### **Vision Statement**

A Virgin Islands where all children have access to a safe home, nurturing care, and the support they need to heal and thrive.

### **Core Services**

Nana Baby provides the following placement types in coordination with the VI Department of Human Services:

1. Emergency Placement Services
2. Respite Care
3. Transitional Care (Short-term Foster Care)
4. Long-term Foster Care

### **Scope of Services**

As defined in the program agreement with the Government of the Virgin Islands, services include 24-hour care, assessments, parent involvement, caregiver education, transition support, trauma-informed staff training, nutrition and hygiene programs, school support, health services coordination, and safety monitoring.

### **Funding Strategy**

Primary Funding: Department of Human Services of the U.S. Virgin Islands

Supplementary Funding:

- Annual Fundraising Campaigns
- Grants
- Capital Campaigns
- Endowment Fund – proposed plan

### **Programs and Initiatives**

1. Healing Through Play Program
2. Parent Reintegration Support
3. Academic Bridge Program
4. Resilience Gardening
5. Community Volunteers Program
6. Home Improvement & Safety Upgrades

### **Staffing and Operations**

- Executive Director, Licensed Social Worker
- House Manager
- Direct Care Staff (24/7)

- Education and Enrichment Coordinator
- Volunteers & Interns

### **Strategic Goals (3-Year Plan)**

1. Facility Expansion, to include a home for teenagers
2. Staff Housing and Retention
3. Create In-House Therapy Garden
4. Launch Endowment Fund

### **Evaluation & Impact**

Success will be measured through:

- Placement stability and child well-being indicators
- Family reunification rates
- Caseworker and caregiver satisfaction
- Timely health and academic interventions
- Government compliance

### **Marketing & Outreach**

- Social Media (Instagram, Facebook)
- Quarterly Newsletters
- Annual Reports
- Community events & Volunteer drives
- Local media engagement

### **Future Expansion Goal**

In alignment with our mission to serve vulnerable youth across all developmental stages, Nana Baby Children's Home seeks to expand services by developing a dedicated group home for teenagers ages 14–19. This facility will provide emergency care, long-term foster placement, and transitional living programs designed to support successful transitions into adulthood. The teen home will offer age-appropriate life skills training, educational support, mental health services, and mentorship, preparing residents for independent living and productive futures.

**Conclusion**

Nana Baby Children's Home is a vital safety net for vulnerable children in the Virgin Islands. With continued support, we are committed to creating a nurturing, healing space for children in crisis and building a legacy of compassionate care.



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### *Scope of Services*

**A. The NANA BABY CHILDREN’S HOME, INC. (“Grantee or “Provider”) shall be responsible for and required to provide facilities and services for continuous, full-time emergency custodial care and maintenance services for up to twelve (12) children, ages birth to twelve (12) years, who shall be temporary wards placed by the Department of Human Services, Government of the United States Virgin Islands, (“Government”), which services shall include but are not limited to:**

1. Twenty-four (24) hour supervised care in an environment that is safe and conducive to the social, emotional, and academic growth and development of a child. Twenty-four (24) hour emergency placement services are available to the Government for children in crisis, provided there are beds available. Placement types include:
  - a. **Emergency Care:** The 24-Hour Emergency Assistance Program allows Nana Baby Home to provide round-the-clock support to children and admittance into services any time of the day or night.
  - b. **Respite Care:** 24-Hour Respite Care allows Nana Baby Home to provide temporary/short-term care to children whose parents or guardians are unable to care for their children for a period of time.
  - c. **Transitional Care:** The Transitional Care Program allows Nana Baby Home to provide foster care-like services to children awaiting family reunification.

All placement types are intent on supporting family reunification.

2. Preparing and maintaining a record for each child served under this Agreement. The record shall include an initial assessment, suggested plan of care, and child progress, and indicate all services provided by the Grantee for each child. Furthermore, this record shall be available to the Government upon request. The Grantee is not responsible for providing mental health services, however, may provide supplemental services to assist the children and the Government.

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3. Preparing and submitting monthly progress reports to the Government regarding the status and progress of each child placed by the Government; if a child is placed in the home for less than one month, the initial assessment, suggested plan of care, and any progress notes should be provided to the Government in lieu of a monthly report.
4. Discharge documentation provided to the Government for each child who leaves the home, with a plan of support that indicates any follow up care for the child.
5. Structured, supervised parent/family involvement opportunities, focused on reunification, to encourage positive and safe interaction between each child and their available caregivers. Opportunities will vary based on available staff, and the individual child, and be approved by the child's caseworker. Activities may include parent/child workshops, supervised outings, and/or supervised group events. Each activity will be supervised, or facilitated by an approved Provider employee, and notes based on the interaction will be included in each participating child's file for the Government.
6. Caregiver support classes/programs that provide information on evidence-based disciplinary strategies, communication skills, healthy living skills, and prevention strategies. Participation in classes/programs can be voluntary, or requested by the Government; participation, as well as progress will be reported to the Government and may be used in reunification consideration. Classes/programs will be offered on a close-ended group rotation, based on staff availability, and family need.
7. Transition out of care and follow up services including but not limited to providing a recommended plan of care, phone call check-ins, post-placement meetings, etc. Follow-up services will vary based on child placement, parent cooperation, and caseworker recommendation.
8. On-going staff training that consists of topics including evidence-based practices for managing behaviors, trauma-informed care, communication skills, proper hygiene, and modeling, etc. for all staff. Staff will be trained by the Director upon

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hiring as well as periodically throughout the year as needed, and when pertinent information presents itself for professional development. All staff must receive documented yearly training on:

- a. Child sexual and physical abuse, and neglect; signs, symptoms, and treatment
  - b. Trauma; types of trauma, signs and symptoms, and appropriate support
  - c. Communication strategies; active listening, validation, non-verbal cues, and problem solving
  - d. Behavioral management; conditioning, praise, modeling, consequences v. punishment, reward systems, etc.
9. Well-balanced, nutritious and appetizing meals for each child placed in the care of the Grantee, along with life skill training encompassing grocery shopping, meal planning, cooking, and cleaning, appropriate for each age group.
10. Facilitation of school attendance for any school-aged child placed in the care of the Grantee, including academic support and teacher correspondence. Children will be driven to and picked up from school by an approved Provider employee, Children will not take the bus or public transportation without an approved employee accompanying them. Children will be afforded the opportunity to remain in their base school, if the Government deems it safe to remain in attendance there. If the Government does not deem the child's base school safe to remain in, the Provider will assist with enrolling the child in an appropriate school.
11. The highest level of hygiene and cleanliness for each child, the facility, and its staff, as well as hygiene skill building opportunities for each child.
12. In conjunction with the Government, timely psychological, medical, and dental services as needed for any child placed with the Grantee will be provided or followed up with. If the Provider is unable to attend, or provide transportation to a scheduled appointment, they will coordinate with assigned caseworkers.

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13. Informing the Government immediately of any problem that relates to the health and/or safety of any child.

**B. The Government shall be responsible for:**

1. Assisting the Grantee with the appropriate guidance, advice, and/or instructions as may be appropriate for the provision of services to clients the Grantee serves.
2. Providing and assigning a caseworker for each child placed with the Grantee, who will manage services provided for the child while the child is in the physical custody of the Grantee. The caseworker will communicate with the Grantee regarding services and support of each child.
3. Providing a monthly stipend for the care of the children based on a negotiated contract.

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# PROSPECTUS: NANA BABY CHILDREN'S HOME

## MISSION

TO PROVIDE A SAFE, LOVING, AND SUPPORTIVE HOME FOR CHILDREN IN CRISIS WHILE WORKING TOWARD FAMILY REUNIFICATION OR LONG-TERM PERMANENCY PLANNING.

## VISION

A VIRGIN ISLANDS WHERE ALL CHILDREN HAVE ACCESS TO A SAFE HOME, NURTURING CARE, AND THE SUPPORT THEY NEED TO HEAL AND THRIVE.



# NANA BABY HOME

**NANA BABY CHILDREN'S HOME IS A 24/7 EMERGENCY PLACEMENT GROUP HOME LOCATED IN ST. THOMAS, U.S. VIRGIN ISLANDS. WE SERVE UP TO 12 CHILDREN AGES 0-12 WHO ARE VICTIMS OF ABUSE, NEGLECT, OR ABANDONMENT. THESE CHILDREN ARE PLACED WITH US BY THE DEPARTMENT OF HUMAN SERVICES AND RECEIVE HOLISTIC, TRAUMA-INFORMED CARE IN A STABLE, NURTURING ENVIRONMENT.**

## WE PROVIDE

- EMERGENCY AND RESPITE CARE
- TRANSITIONAL PLACEMENT SERVICES
- LONG-TERM FOSTER CARE SUPPORT
- COORDINATION OF HEALTH, ACADEMIC, AND REUNIFICATION SERVICES

## OUR SERVICES

- 24-HOUR SUPERVISED CARE
- PARENT-CHILD REUNIFICATION PROGRAMMING
- CAREGIVER TRAINING AND FAMILY SUPPORT CLASSES
- TRANSPORTATION AND SCHOOL SUPPORT
- NUTRITIOUS MEALS AND HYGIENE EDUCATION
- COORDINATION OF MEDICAL, DENTAL, AND PSYCHOLOGICAL CARE
- LIFE SKILLS AND EMOTIONAL SUPPORT ACTIVITIES

## FUTURE EXPANSION

- NANA BABY PLANS TO DEVELOP A SECOND FACILITY: A TEEN HOME FOR YOUTH AGES 14-19. THIS HOME WILL PROVIDE:
- EMERGENCY AND LONG-TERM PLACEMENT
- LIFE SKILLS AND JOB READINESS TRAINING
- TRANSITIONAL PLANNING TO ADULTHOOD
- THERAPEUTIC AND EDUCATIONAL SUPPORT

## THE NEED

IN THE U.S. VIRGIN ISLANDS, CHILDREN IN CRISIS OFTEN FACE DELAYS IN PLACEMENT, LACK OF IMMEDIATE SHELTER, OR EXPOSURE TO TRAUMA IN UNSAFE ENVIRONMENTS. NANA BABY ADDRESSES THESE CRITICAL NEEDS BY OFFERING:

- IMMEDIATE 24/7 INTAKE AND SAFE HOUSING
- STRUCTURED FAMILY REUNIFICATION OPPORTUNITIES
- HEALTH AND EDUCATIONAL ADVOCACY
- DEVELOPMENTALLY APPROPRIATE CARE AND TRAUMA RECOVERY

## OUR IMPACT

- SINCE ITS FOUNDING, NANA BABY HAS CARED FOR HUNDREDS OF CHILDREN IN CRISIS, PROVIDED THOUSANDS OF NIGHTS OF SAFE SLEEP, AND FACILITATED NUMEROUS FAMILY REUNIFICATIONS. OUR CHILD-CENTERED, TRAUMA-INFORMED MODEL GIVES EVERY CHILD THE BEST CHANCE AT HEALING AND THRIVING.

## ACTION

- WE INVITE YOU TO PARTNER WITH US IN THIS ESSENTIAL WORK. YOUR DONATION, GRANT, OR SPONSORSHIP CAN CHANGE A CHILD'S LIFE TODAY—AND INVEST IN A STRONGER TOMORROW FOR OUR COMMUNITY.

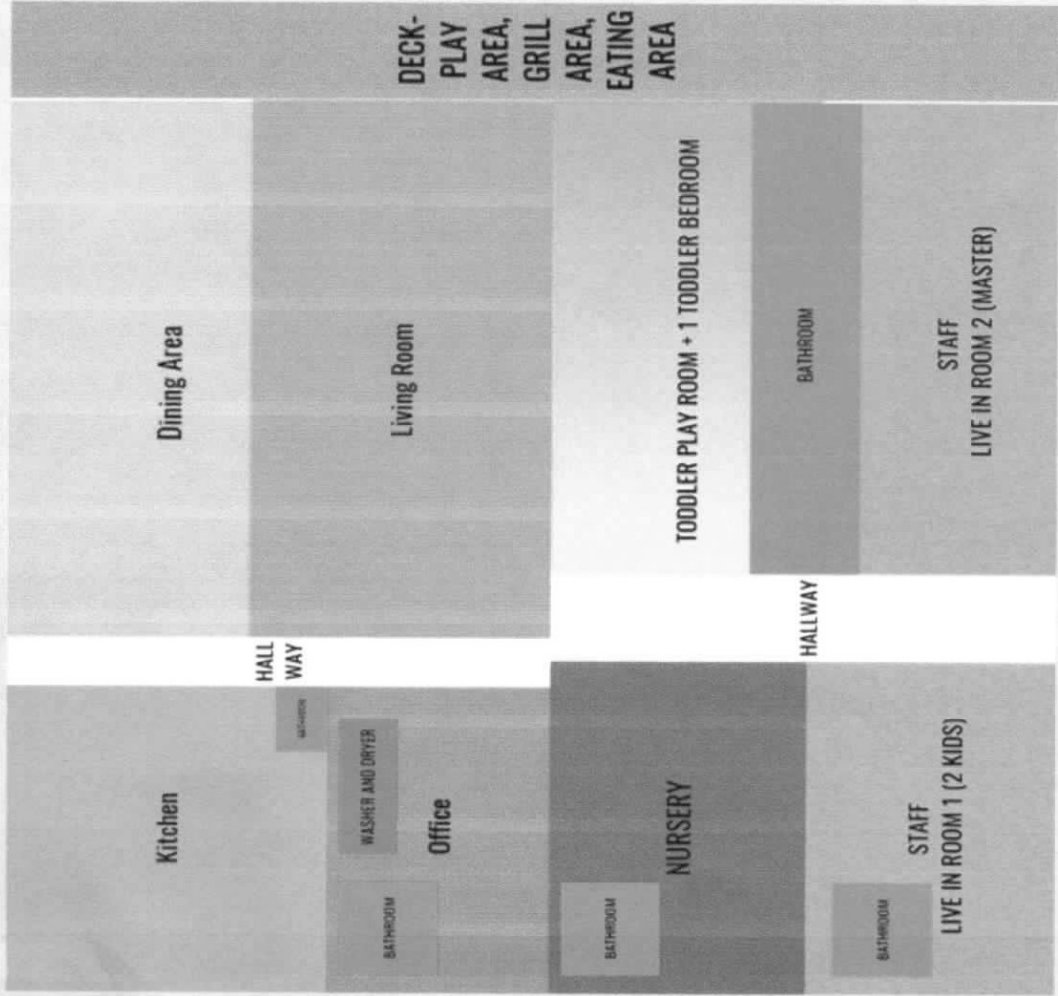
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# UPSTAIRS



# DOWNSTAIRS

