



SACRAMENTO CHILDREN'S HOME

Giving children & families a better tomorrow since 1867



2024 - 2029

STRATEGIC PLAN

INTRODUCTION

Dear SCH Community,

I am delighted to present the Sacramento Children's Home's Strategic Plan for 2024-2029. This Plan upholds our longstanding commitment to ensuring extraordinary care for all children and families. SCH strives to be a catalyst for sustained improvement, opportunity and potential for the most vulnerable members of our community.

Our aspirations are far reaching and include a wide range of goals that continue the momentum of our previous Strategic Plan, with a focus on the four fundamental pillars of; providing EXTRAORDINARY CARE, creating a caring and supportive CULTURE that supports high quality OPERATIONS, doing so in a manner that assures the FINANCIAL STRENGTH and SUSTAINABILITY of our vital programs. At the heart of this Strategic Plan is our commitment to providing culturally responsive and trauma informed services and creating an organizational culture where these fundamental commitments can thrive. These principles are essential to the successful implementation of the Plan and are woven throughout each Strategic Plan Pillar.

This Strategic Plan guarantees that the Sacramento Children's Home will uphold its 156-plus-year tradition of offering comprehensive, high-quality human services not only in the Sacramento Region but also beyond. We are committed to our Mission of opening doors to the future by maximizing the potential of children and families and envision a future where all families have a profound sense of wellbeing and children are unconditionally loved and cared for.

Sincerely,



A handwritten signature in black ink, appearing to read 'D. Baker'.

David Baker, Ed.D.
Chief Executive Officer
Sacramento Children's Home



916.452.3981
www.kidshome.org

SCH HISTORY



On February 14, 1867, a group of volunteer women founded what was to become the Sacramento Children's Home. Since 1867, the Sacramento Children's Home has been committed to providing high quality care to the Sacramento region's most vulnerable children and families. Born as an orphanage and later developed as a children's farm association and home for the abandoned, the Sacramento Children's Home has been dedicated to the care and support of Sacramento's most vulnerable children and families for over 156 years. Throughout our 156-year history, we have continually sought new ways to provide

exceptional care and improve the outcomes for the children and families we serve. This spirit of innovation has led us to the forefront of trauma-informed care and has helped us grow from an orphanage to Sacramento County's most comprehensive child and family service organization. We have developed community-based prevention and early intervention programs to complement our legacy of residential programs. Every day, we are working to stop the cycle of child abuse and neglect in our community and give at-risk children and families hope for a better tomorrow.

MISSION STATEMENT

At the Sacramento Children’s Home, we are committed to opening doors to the future by maximizing the potential of children and families.

OUR VISION

All families have a profound sense of well-being, and children are unconditionally loved and cared for.

CORE VALUES

- I**ntegrity; in all that we do
- M**ission-Driven; opening doors to the future by maximizing the potential of children and families
- P**assionate; about ending the generational cycle of child abuse and neglect
- A**ccountable; to our children and families, funders, and the community
- C**ulturally Responsive; to the needs of the families and children we serve
- T**eamwork; is critical to success in all we do

OUR COMMITMENT TO Creating a Trauma Informed Culture

The Sacramento Children’s Home is committed to creating a culture of trauma-informed care. We understand the profound impact that childhood trauma can have on individuals, families, and communities. Therefore, we have made it our mission to implement trauma-informed practices throughout our organization to ensure the safety and well-being of those we serve.

As a trauma-informed organization, we prioritize understanding the specific needs and experiences of children and families who have been exposed to trauma. We recognize that trauma can manifest in various ways and can deeply affect emotional, behavioral, and cognitive development. By approaching our work from a trauma-informed perspective, we strive to create an environment that fosters healing, resilience, and growth.

Building a trauma-informed organization is an ongoing process as it has no end date and must continually build upon itself as the world around us is ever-changing. One way to realize this is with the four Rs of a trauma-informed approach.

Through robust training programs, ongoing education, and an environment built on empathy and understanding, our staff members are

equipped with the knowledge and skills necessary to recognize and address the unique needs of children affected by trauma. We firmly believe that by implementing trauma-informed practices at all levels, we can create a safe and supportive space where children can thrive.

Our dedication to trauma-informed care extends beyond direct client interactions. We also prioritize the well-being and self-care of our staff members, recognizing that they too can experience the effects of secondary trauma. By fostering a culture that encourages open communication, self-reflection, and access to necessary resources, we ensure that our staff feel supported and capable of fulfilling their role effectively.

At the Sacramento Children’s Home, we believe that every child deserves safety, support, and an

environment conducive to healing and growth. Through our dedication and implementation of trauma-informed care, we strive to empower children and families to move beyond their traumas and build brighter futures. Together, we can make a lasting impact and bring about positive change.

THE FOUR Rs OF A TRAUMA-INFORMED APPROACH:

Realizing the prevalence of trauma among persons served and the general population

Recognizing how trauma affects everyone involved— including clients, their families, staff, and the community

Responding to trauma by placing the knowledge of trauma-informed care into organizational policies, procedures, and practices

Resisting re-traumatization for persons served and staff

OUR COMMITMENT TO

Being Culturally Responsive

Sacramento Children’s Home remains steadfast in our commitment to being culturally responsive. We are dedicated to fostering an environment where diversity is not only acknowledged but embraced, and where every individual feels safe, supported, and empowered.

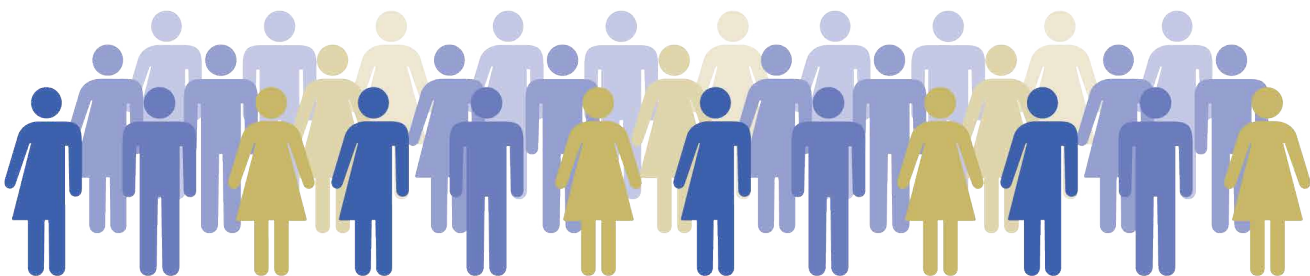
SCH believes in and stands for the values of being culturally responsible. We recognize the rights of all individuals, children, and families to live their lives with dignity regardless of gender, religious beliefs, race, marital status, ethnicity, parental status, age, education, physical and mental ability, income, sexual orientation, occupation, language, geographic location. We believe that embracing the value of being culturally responsive is critical to the success and well-being of our children, families, staff and community.

Recognizing the importance of cultural responsiveness, we understand that it is crucial not only for the success and well-being of our children, families, staff, but also for the betterment of our entire community. With this understanding, Sacramento Children’s Home is dedicated to incorporating the value of cultural responsiveness into every facet of our strategic plan.

We firmly believe that in order to achieve success with any of our strategic plan goals, it is imperative to approach each goal through the lens of cultural responsiveness. By doing so, we ensure that our actions and decisions are sensitive to the diverse backgrounds and experiences of the individuals and communities we serve.

At Sacramento Children’s Home, cultural responsiveness is not just a buzzword; it is a core value that guides our work. We are committed to fostering an inclusive environment where diversity is celebrated, and where every individual feels valued and respected. Our dedication to cultural responsiveness extends beyond mere words, as we actively strive to create programs and services that address the unique needs and challenges faced by the diverse community that we serve.

Through ongoing education, training, and open dialogue, we continuously seek to deepen our understanding of cultural differences and promote inclusivity in all aspects of our organization. We value the contributions and perspectives of all individuals, and we actively seek to learn from and collaborate with diverse communities to ensure that our services are culturally appropriate and responsive.



Pillar One:

EXTRAORDINARY CARE

Extraordinary care goes above and beyond what is expected or typical. It involves a commitment to providing the best possible care to individuals and treating them with the utmost respect, compassion, and empathy. Extraordinary care also involves a willingness to listen to the concerns and needs of the children and families we serve, and to work with them to achieve their goals. It involves a high level of attention to detail, understanding, and personalized attention to each individual’s needs. Extraordinary care requires a deep commitment to service and a desire to make a positive impact on the lives of the children and families we serve.

Pillar One GOALS:

Goal: Clients and families will experience a welcoming, inviting, and inclusive environment.

Goal: Every client will be treated with empathy, support, and respect.

Goal: SCH staff will be committed to providing extraordinary care for every client, recognizing that each of our clients deserves to receive the highest quality care and services in order to maximize their potential.



Pillar Two:

FINANCIAL STRENGTH AND SUSTAINABILITY

Financial strength and sustainability refers to our commitment and ability to manage our finances effectively in the long term, without compromising the quality of services offered to the children and families we serve or impacting our ability to fulfill our mission.

It means having a stable and diverse stream of revenue sources, that can cover operating expenses, investments, and account for possible contingencies. It also involves having sound financial management practices and policies in place, including budgeting, forecasting, cash flow management, and financial reporting and analysis, that help ensure accountability, transparency, and efficiency.

Pillar Two GOALS:

Goal: SCH will continue to diversify funding streams to meet the evolving needs of the community.

Goal: SCH will strive to optimize our resources in a manner to prevent their depletion.

Goal: SCH will continue to foster a culture of philanthropy to build and strengthen relationships with a diverse set of constituents.

Goal: SCH will operate under a multifaceted, long-term sustainability plan.



Pillar Three:

OPERATIONS & CULTURE

The Sacramento Children's Home is committed to establishing an environment that prioritizes high-quality operations. We recognize the importance of supporting our staff in achieving the mission of the Sacramento Children's Home and ensuring that the necessary systems and structures are in place to facilitate the delivery of extraordinary services for children and families. Through our commitment to operational excellence, we strive to be a preferred employer in the Sacramento region, inspiring trust and loyalty among all stakeholders, including employees, clients, and community partners.

Transparency, integrity, and ethical behavior form the foundation of our operational culture. By upholding these values, we aim to create an atmosphere that cultivates trust and confidence among our team members and the community we serve. As a result, we are confident that SCH will continue to be at the forefront of providing vital services to children and families in need.

Pillar Three GOALS:

Goal: SCH will be the preferred employer of the greater Sacramento region in our industry.

Goal: Ensure staff hold a high sense of purpose and belonging and are empowered to bring their whole self, fully and authentically, to the meaningful work they do.

Goal: Commit to fostering a culturally responsive, caring, and inclusive environment where all feel valued, supported, and hopeful.

Goal: SCH will develop and maintain policies and systems that exemplify continuous Performance and Quality Improvement with innovative, forward thinking.

Goal: Our clients will find our facilities to be safe, welcoming and affirming.

Goal: SCH will have systems in place to maintain our facilities within a supportive culture that meets the evolving needs of our clients.



Pillar Four: INDUSTRY LEADER

The Sacramento Children's Home is dedicated to upholding its position as an industry leader in the realm of child and family services, as well as striving for the eradication of child abuse. As a trusted institution, we understand the immense responsibility that comes with safeguarding the well-being of children. We consistently employ evidence-based practices and continuously enhance our programs to meet the evolving needs of the community as well as the children and families we serve. By focusing on prevention, intervention, and support, we strive to break the cycle of abuse and provide children with the opportunity to reach their full potential.

Pillar Four GOALS:

Goal: SCH will continue to broaden our services to meet the needs of the community.

Goal: SCH will continue to utilize and implement innovative practices to improve services.

Goal: SCH will be recognized as leading experts in our field/industry.



IT TAKES A VILLAGE TO FULFILL OUR MISSION

If you or anyone you know is interested in learning more about the Sacramento Children's Home and opportunities to support our important work or get more involved, please visit our website at <https://www.kidshome.org/how-to-help/> or call **916.452.3981**



"The Sacramento Children's Home is an invaluable institution and resource for the community."

The Honorable Doris O. Matsui
Congresswoman, California's Seventh Congressional District

"I am dedicated to the SCH mission because our families are the foundation of our community, and when we help them conquer crises we have reasons to look forward to a bright future together."

Leah Ellis, President
SVP Credit Administrator Credit Quality Administration, Umpqua Bank



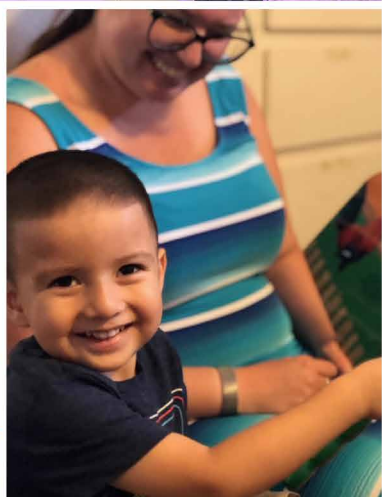
"I am dedicated to the SCH mission because I believe that helping at-risk children and families will empower them to create a better future and help develop a stronger and safer community."

Bhavnesh Makin, Assistant Treasurer
President/CEO, Sacramento Credit Union



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