



Haiti Deaf Academy

haitideafacademy.com

2018 Annual Report

Executive Summary

The Haiti Deaf Academy is a boarding school for 48 deaf and hard of hearing children living in the west department of Haiti. Students live on the HDA campus during the school year, receiving language development, after school tutoring, vocational training, hearing health and spiritual development while attending a local primary school. Many were rescued from situations of abuse and, without language, lived in isolation. They now learn and play among deaf peers, with deaf adult role models and hopes for a future of self-reliance.



2018 was a year of positive change for the Haiti Deaf Academy (HDA), highlighted by the addition of two board members, offering expertise in the areas of healthcare monitoring and program development.

Spiritual development for the students remains a priority and weekly Bible classes supplement Sunday School and church attendance.

A grant received from Global Ministries/UMCOR allowed for continued improvement in meal planning, which resulted in more fresh fruits, vegetables and meats for the children. All are flourishing as seen by the healthy weight gains recorded on regular weigh ins.

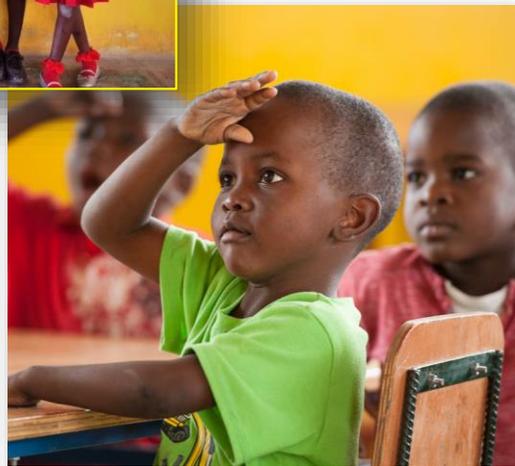
Staff development continued to be a high priority for HDA in 2018. Rebecca Diley, the Executive Director of Hope Signs, followed up on our first Empowering Leaders' Session in 2017 with 4 additional workshops this year. The workshops were centered around how to engage and educate children who have

experienced complex levels of trauma. The staff were given practical tools to use to help them successfully break down walls built out of fear and create relationships built on trust and healthy communication. As we strive to engage, encourage, and educate our staff at HDA, we are seeing them equipped and empowered to have healthy leadership skills and our students are learning and growing by observing these changes in our staff. 2019 will be another year of intentional training and we are excited to see how God continues to grow our staff in wisdom and love.



Additional accomplishments are listed below under Highlights.

Our numbers



Children enrolled	48
Full time staff	17
Part time staff	4
Staff Leadership Training Sessions	3
Visiting mission teams	5
Visiting medical teams	4
Summer Interns	4

2018 Highlights

Academics/Vocational Training

1. The Global Ministries/United Methodist Committee on Relief (UMCOR) grant covered school fees, new uniforms, school transportation and after school tutoring for the children.
2. 46 of 48 students advanced to the next grade, as required by the Mwen Kapab School of Hope curriculum. Special instruction was given to the two who did not pass.
3. Students were given academic assessments by independent education experts. Results are leading to adjustments in teaching methods.
4. Vocational training is underway for one sewing student.

Social/Life Skills

1. All teenage students participated in sex education classes.
2. Family/team approach to dorm life a continued success, building leadership skills and offering opportunities for students to take on different responsibilities
3. Students participated in a shopping field trip and museum field trip.
4. Students spent time learning meal planning and preparation, cooking, laundry, navigation the community (market, bank, store) and service projects, such as baking and delivering cookies to neighbors and friends of the ministry.

Health

1. Students received medical attention as needed, including one cardiac surgery and one orthopedic surgery.
2. All students received three healthy meals per day, had access to clean drinking water and received daily vitamins.
3. All students maintained at least 50% in height and weight (except for one student with size related syndrome)
4. As part of a "Hear Haiti" multi-year grant, Hear the World Foundation covered the cost of three visiting screening teams of audiologists, plus hearing aids, hearing aid batteries and testing equipment. Existing hard of hearing students and potential new students were screened, as were newborns in the area. Hear Haiti Project also initiated prototype mobile clinics with various Haitian partners for earlier identification of children with hearing loss and Deafness.

Financials

Operational expenses for the Haiti Deaf Academy are covered by child sponsorships, grants, church partners and individual donors. The 990 Tax form for 2018 is posted on the organization's website, under About US/Financial Information.

Board Activity

1. All staff personnel files complete, including employment agreements, discipline policies, child protection policies understood/demonstrated and signed.
2. All staff participated in two leadership training programs.
3. Two board members were added, with expertise in healthcare monitoring and program development.
4. Identified property for potential relocation of dorms. Memorandum in the works for partnership with host organization.
5. Successfully completed first six months of reporting for Global Ministries/UMCOR grant supporting operational expenses.
6. Reviewed and approved updated policy and procedures manual.
7. Hosted nine total mission teams, offering leadership training, medical services, education assessments, work projects, summer school and staff appreciation.
8. Hosted three hearing health teams for the screening of potential students and continued device management and hearing health of current students.

Board of Directors

President and
Sponsor Coordination

Darwin Covington Walker, IA
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Hearing Health and
Development

Cathy Jones Naperville, Illinois
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Secretary and
Program Development

Margaret Spratlin Atlanta, GA
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Healthcare Monitoring

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Program Outreach

Leslie Wildermuth Downington, PA
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Sign Language Interpreting

Julie Lawson Powder Springs, GA
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HDA Directors

Meredith and Keith Henderson, Cabaret, Haiti
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HDA Treasurer

Dee Howe
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Mission Statement

The Haiti Deaf Academy offers a transformational program, leading to self-reliance by providing language, academic and vocational training and both physical and spiritual nourishment for deaf & hard of hearing children and their families and deaf adult staff.

Vision Statement

The Haiti Deaf Academy is a non-profit, nondenominational Christian organization striving to educate, employ, empower and encourage, so that every Haitian child with a hearing loss may know and reach their God-given potential.

For more information

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The Haiti Deaf Academy is a 501(c)3 non-profit organization (#20-1150550) and a project of Commissioned Believers Deaf Ministry.