

# Youth Welfare Center

## A Social Welfare Corporation

Raising children for the future of society



# Youth Welfare Center (Seishonen Fukushi Center)

- We have started the operation of Japan's first facility specializing in aftercare for children's orphanages in 1958.
- Youth Welfare Center is an organization that cares for youth who, for various reasons, are not able to be raised by their families. Currently we have around 100 youth in our care, living in 2 foster homes for those up to 18, and 3 dormitories for older children.
- The staff endeavor so that the children are able to make their way as independent members of society. Youth Welfare Center also provides a range of care and support for former residents.

# Please support us -1-

- Your support is a great help to us

Our institution basically operates on public assistance but donation from many people is also a big help, which promotes social welfare and enables our children to live on their own more easily.

So we ask all well-meant people for money and in-kind supports. You can get tax credit for the specified donation.

- Financial support

Recently, to our sorrow, the number of reported child abuse and abandonment is increasing, and expectations for our institution are consequently rising.

We are obliged to make it function best. Your consideration and cooperation will be much appreciated.

The information about bank transfer is as below.

Youth Welfare Center (Seishonen Fukushi Center)  
Japan Post Bank Co., Ltd. a/c 0017-4-96636  
Mizuho Bank Ltd. Adachi Branch Ordinary a/c 673625

# Please support us -2-

- In-kind support

We are also grateful for contributions in kind. Anything will do food (before the expiry date), clothes, appliance, commodities (all unused) and so on. Some can be useful for children and some can be put up on charity sales.

- Please send the goods to
  - Youth Welfare Center
  - 1-12-20 Ogi Adachi-ku, Tokyo, Japan pox 123-0873
- Please e-mail us [2728@wfc.or.jp](mailto:2728@wfc.or.jp) the details of your supports by money or the goods in advance, and please feel free to ask us if you have any questions.

Please support us -3-



## Privacy Policy

- We will comply with all applicable laws and regulations concerning privacy protection in handling your personal information.
- We will not use your personal information beyond the scope of the purpose of use that we have previously specified, unless you give your prior consent.
- We will not provide third parties with your personal information unless you give your prior consent, other than as specifically set forth in this Privacy Policy.
- We will maintain appropriate safeguards to protect your personal information from improper disclosure or modification and from unauthorized access.

# About the founder, Haseba Natsuo



After the war, Natsuo Haseba, who was 18 years old, lost his parents and brought his younger brother from Manchuria.

He was hired as an instructor at a children's home with full of war orphans, for raising and protecting his brother.

This was the first step in the path of child welfare for over half a century.

At that time, most of the children started to live in the company's dormitory after completing compulsory education.

However, the children lost their place to live when they failed or kicked out from the work. They had no place to return.

"Please create our home", one of the children asked him. He rented a tiny apartment for the children. This is the start of this organization.

Haseba thought it was challenging to foster children at the most difficult and important age, but he started this project.

"I think we are trying to make this society a little bit better and brighter than now." "Our mission is to give a hope to as many boys and girls as possible and produce a better society for our loving Japan." He said in our own book, "To the irreplaceable you".



# Corporate Philosophy

## – The Belief of Natsumi Haseba –



Always  
work

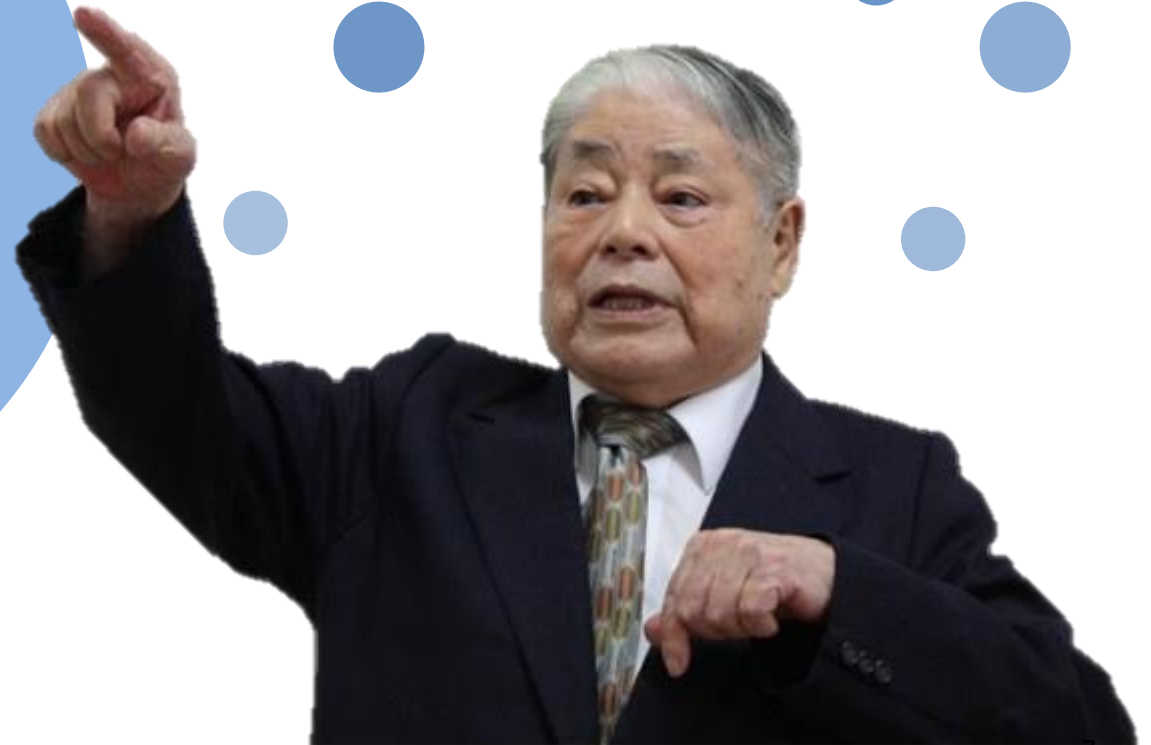
Scold 3 times,  
Praise 4 times,  
Teach 5 times to  
be a good person

Constant  
dripping of  
water wears  
away the stone

Plowing the  
field and  
sowing the  
seeds

– Philosophy –  
Cultivate a good  
child and nurture  
the aim of the next  
generation

Having a  
dream



# History



	History
1958	Starts in a tiny apartment in Toshima
1959	Moved to a two-story headquarters in Shinjuku
1964	New five-story dormitory completed in Shinjuku
1970	Vocational training project for children started in Adachi
1971	Authorized as a vocational training school
1974	Establishment of "Seishu Dormitory", a home for girls, in Adachi Ward
1981	Vocational training school dormitory is recognized as a Foster care facility.
2005	Self-reliance Support Home "Ogi dormitory" is opened
2006	Nakai Children's Academy is renamed "Ake-no-Hoshi Gakuen" and becomes part of Youth Welfare Center
2007	Group home "Noel" established
2015	Moved Shinjuku Dormitory to Adachi Ogi and renamed to "Haseba Shinjuku Dormitory"





# Supporters



•Aso Kazuko,  
ex-director

•Obayashi  
Corporation

•Akenohoshi-  
kai  
(social welfare  
corporation)

•International  
Ladies  
Benevolent  
Society

•Sister  
Iwashita

Youth  
Welfare  
Center



•American  
Club Women's  
Association

•Iwashita  
Seishu

•Innumerable  
supporters



# Operations



The Youth Welfare Center is nurtured in good health, both physically and mentally, while maintaining individual dignity, by creatively devising diverse welfare services comprehensively with respect to the user's intention. Conduct the following social welfare projects with the purpose of supporting the local community to run an independent daily life according to their ability. (Article 1)

## Foster Care Homes

Child Welfare Act Article 41

· **Type 1 social welfare business** A business that has a high need for user protection through business stability, as it has a large impact on users.

Gyosei Gakuen

Ake-no-hoshi Gakuen

## Self-reliance Support Homes

Child Welfare Act Article

6 · 3

· **Type 2 social welfare projects** Projects that have a relatively low impact on users and thus have a low need for public regulation

Haseba Shinjuku Ryo

Seishu Ryo

Ogi Ryo

# Foster Care Homes



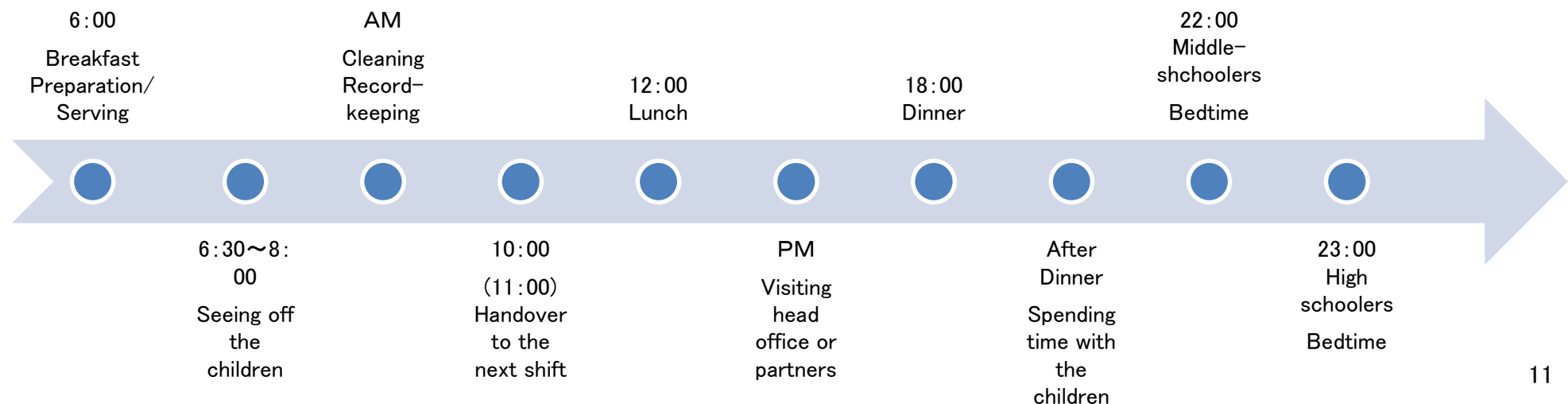
## Mission

- Foster care homes care for children without parents, those who have been abused or those who need other care. They also provide counseling and assistance for previous residents (Child Welfare Act Article 41)

## Children who enter Gyosei Gakuen and Ake-no-hoshi Gakuen

- In the first grade of junior high school up to the third grade of high school, and who child care services determine require support

## Daily Schedule



# Self-Reliance Support Homes



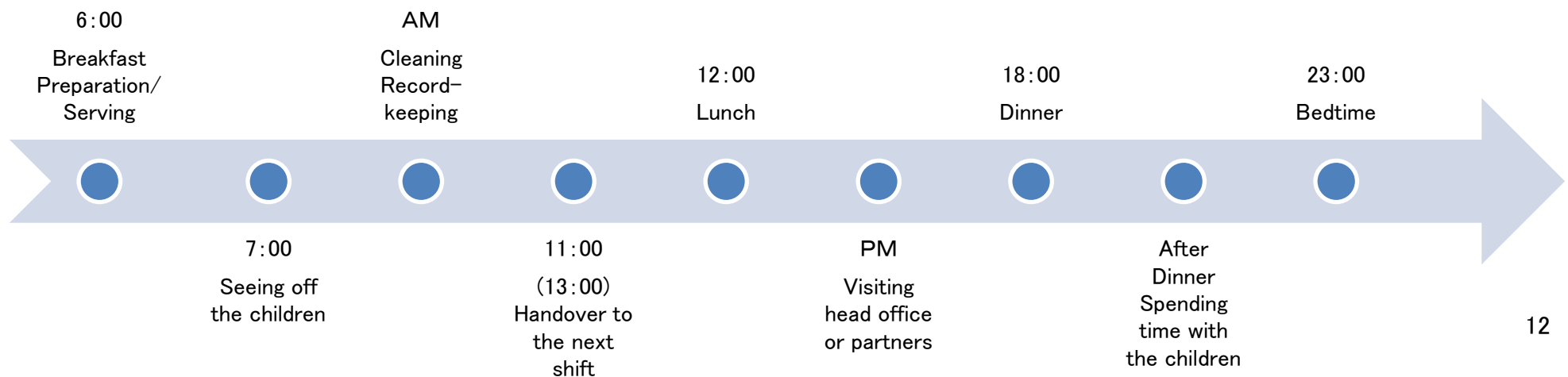
## Mission

- The function of these homes is to support children up to 20 years of age who have finished compulsory education, or children who the Governor of the region recognizes as needing support. These homes are also to support the residents and guide them in their work and daily lives. (Article 33 of the Child Welfare Act)

## Circumstances of children who enter Haseba Shinjuku Ryo, Seishu Ryo and Ogi Ryo

- Children mainly apply through child care services. The homes decide whether or not they can take the child, and if so this is approved by child care services.

## Daily Schedule



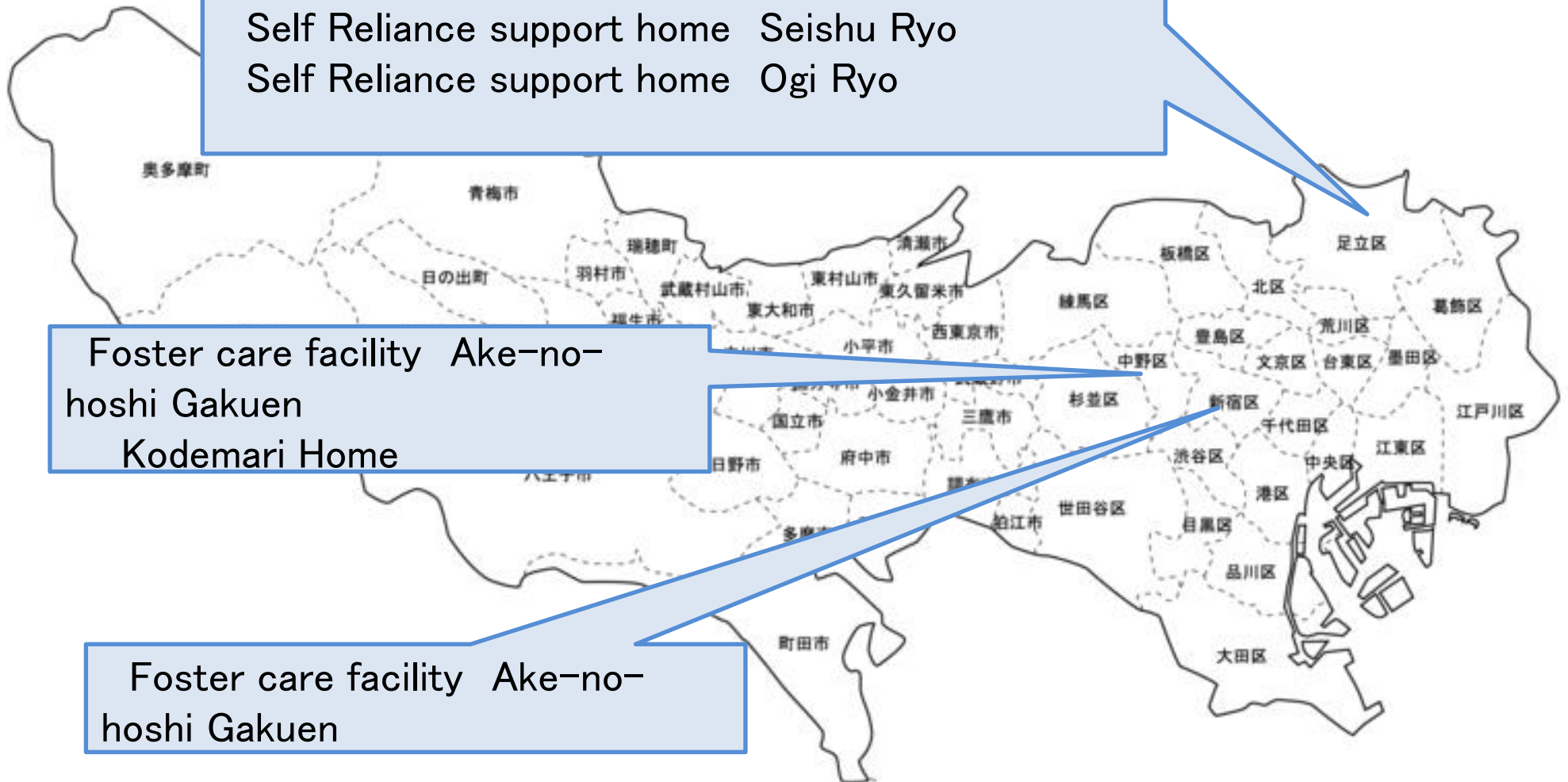
# Locations



Foster care facility Gyosei Gakuen Hokima Home  
Self Reliance support home Haseba Shinjuku Ryo  
Self Reliance support home Seishu Ryo  
Self Reliance support home Ogi Ryo

Foster care facility Ake-no-hoshi Gakuen  
Kodemari Home

Foster care facility Ake-no-hoshi Gakuen



# Headquarter Operations



## Staffing

- Recruiting through schools, Hello-work etc.
- Long-service awards

## Communication with supporters

- Publishing regular newsletter
- Updating homepage

## Supporting each home

- HR support for home's staff
- Accounting

## Supporting previous residents

- Scholarship program for higher education
- Maintaining grave



# Gyosei Gakuen



## History

- 1981 Training school dormitory “Gyosei Gakuen” recognized as a foster care home (1-12-20, Ogi, Adachi-ku, Tokyo)
- 1983 Establishment of Hokima Group Home (2-18-15, Hokima, Adachi-ku, Tokyo)

## Management policy

Specialized training of older children to be young adults based on the the philosophy of Youth Welfare Center

## Education policy

1. Guide children to be self-reliant members of society, while utilizing their individuality and abilities
2. Provide a safe living environment for children where they can build human relationships
3. Provide various assistance to children to find employment, and foster a will to contribute to society

## Capacity

Capacity 30(Total) Main School(18 Boys, 6 Girls)  
Hokima Home (6 Girls)



# Life at the school



In residents' association room, we perform staff meeting and training, but are place to enjoy recreation with children. On the common floor, children living on different floors watch TV and play games together.



Shared floor



Cafeteria



Residents' meeting room



Unit kitchen

All boys eat at the dining room in the main school, but girls living in the unit and children living in group homes cook at their respective floor homes and eat with the children.



# Approach of Gyosei Gakuen



## Individual support

- We take good care for both new people and leaving people individually for better aftercare

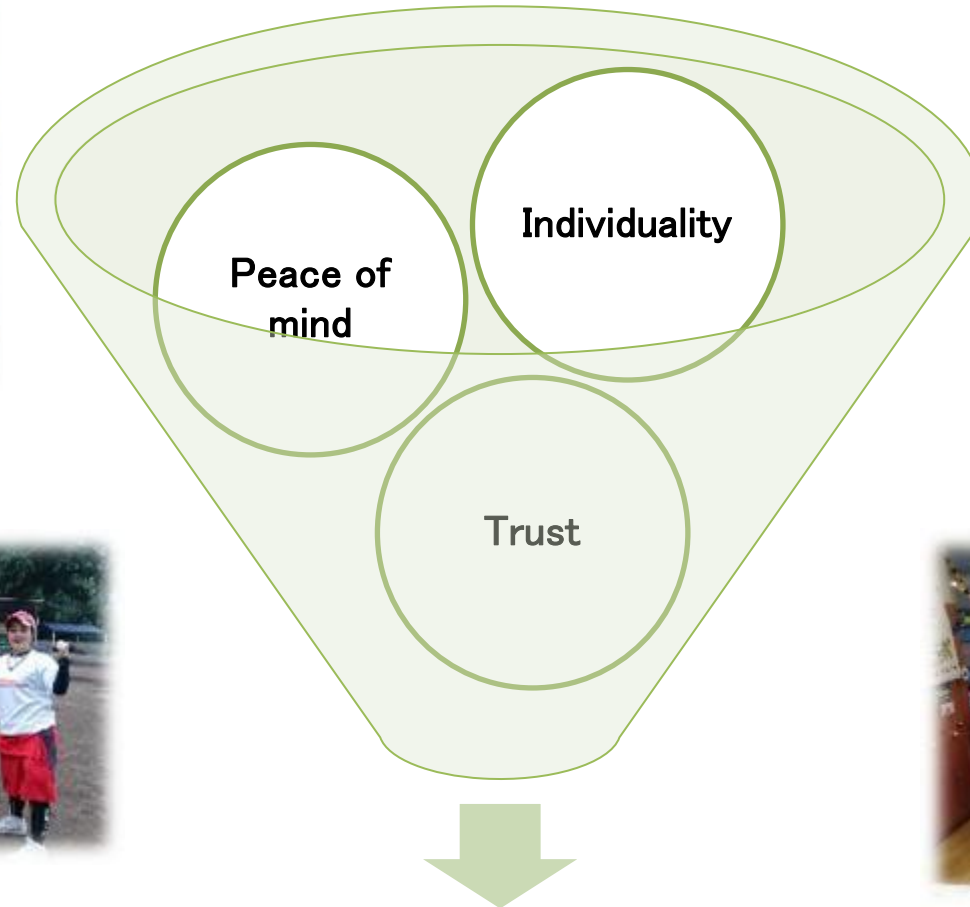
## Human resource development

- Aim for staff training based on rank-based training plans

## Advocacy

- Collaboration with third party committees to provide a safe and secure living environment

# What we cherish



User satisfaction = Staff satisfaction

# Ake-no-hoshi Gakuen



## History

2006: Operation of Nakai Children's Academy was transferred from the Tokyo Government to the private sector and began operations

2009: Group Home "Kodemari Home" established (1-37, 22 Kamitakada Nakano-ku, Tokyo)

2021: Group Home "Kodemari Home" moved to 3-9-15 Higashinakano Nakanoku, Tokyo.

## Management Policy

Staff members work together to foster self-reliance in older children

## Child-care Policy

Take care of yourself and raise children so they will be loved by other people and can achieve social independence

## Capacity

20 people

Main( 7 boys / 7 girls) Kodemari home (6 girls)



# Life at the school



Home learning



Living room



Library



Building for Independent Training



Kodemari Home

# Approach of Ake-no-hoshi Gakuen



## Comprehensive support

- Advocacy
- Staff development and improvement of training plans
- Support previous residents



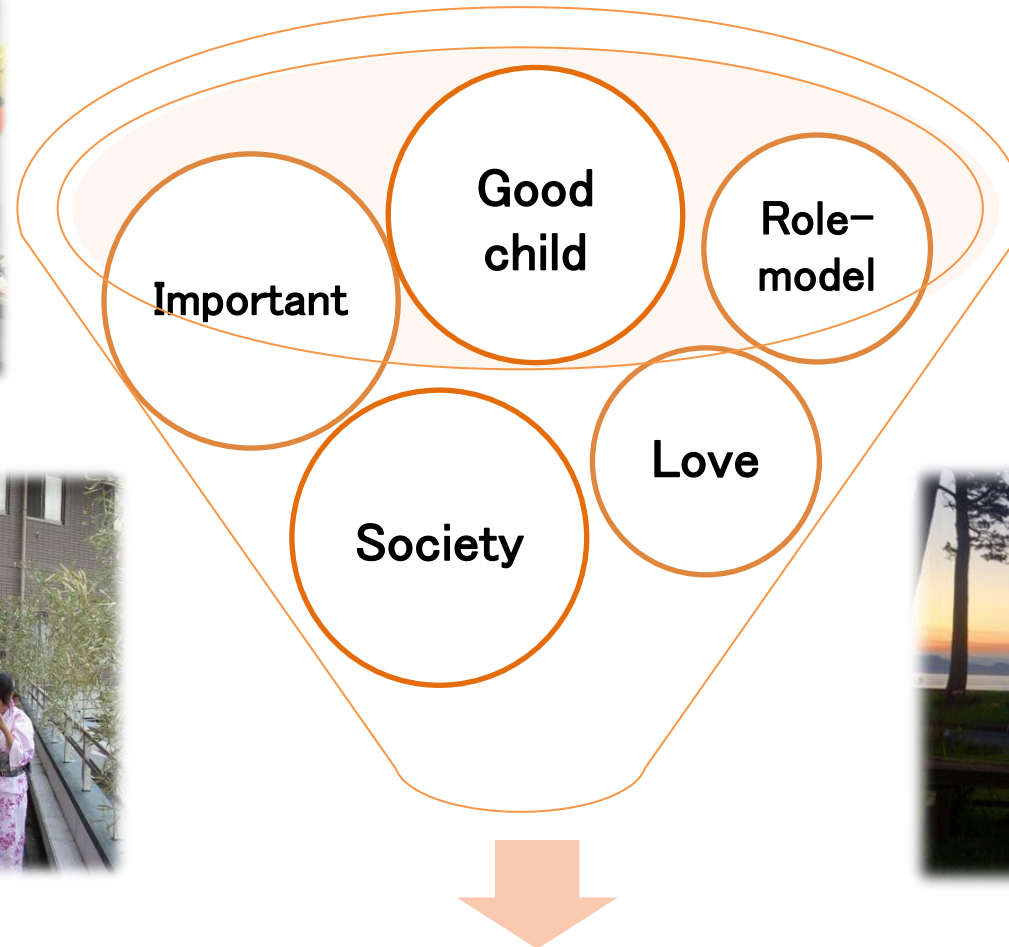
## Supporting self-reliance

- Support plan from entrance to exit
- Utilization of Building for independent training
- Dietary education handbook

## Required Staff

- Those who love and respect other people and who are respected and loved
- Those who can be role-models to the children

# What we cherish



Take care of yourself so that the children can come to be loved by others and become independent members of society

# Haseba Shinjuku Ryo



## History

As the first independence support home “Shinjuku dormitory” in Japan, it started operations in 1958 in Shinjuku, Tokyo. In January 2015, the dormitory was rebuilt in Adachi, Tokyo, and renamed “Haseba Shinjuku Dormitory.”

## Management Policy

Aim to establish self-reliance by providing a safe and stable environment to live from entrance to the dormitory, till the children leave, and afterwards too.

**Capacity** 15 boys

## Rules

- ① Working
- ② Saving money for independence
- ③ Don't cause trouble to others



# Life in the Dormitory



**Private Room**

Children's rooms are single rooms. Residents purchase all daily necessities and clothes by themselves. Housing fee is 30,000 yen, including meals.



**Community exchange space**

The first floor is used for conferences, a bazaar, and a festival venue, as well as for meetings with members of the community.



**Dining Room**



**Living Room**



**Open space**

The second and third floors are children's living space. There is an open space in the center to meet.



# Approach of Haseba Shinjuku Ryo



Symbiosis and collaboration with the local community

- Cooperation with Adachi ward office to help residents find housing
- Find companies to support Youth Welfare Center in the local community



Promotion of advocacy

- Monthly meeting of a committee to hear and resolve complaints
- Providing Advocacy training

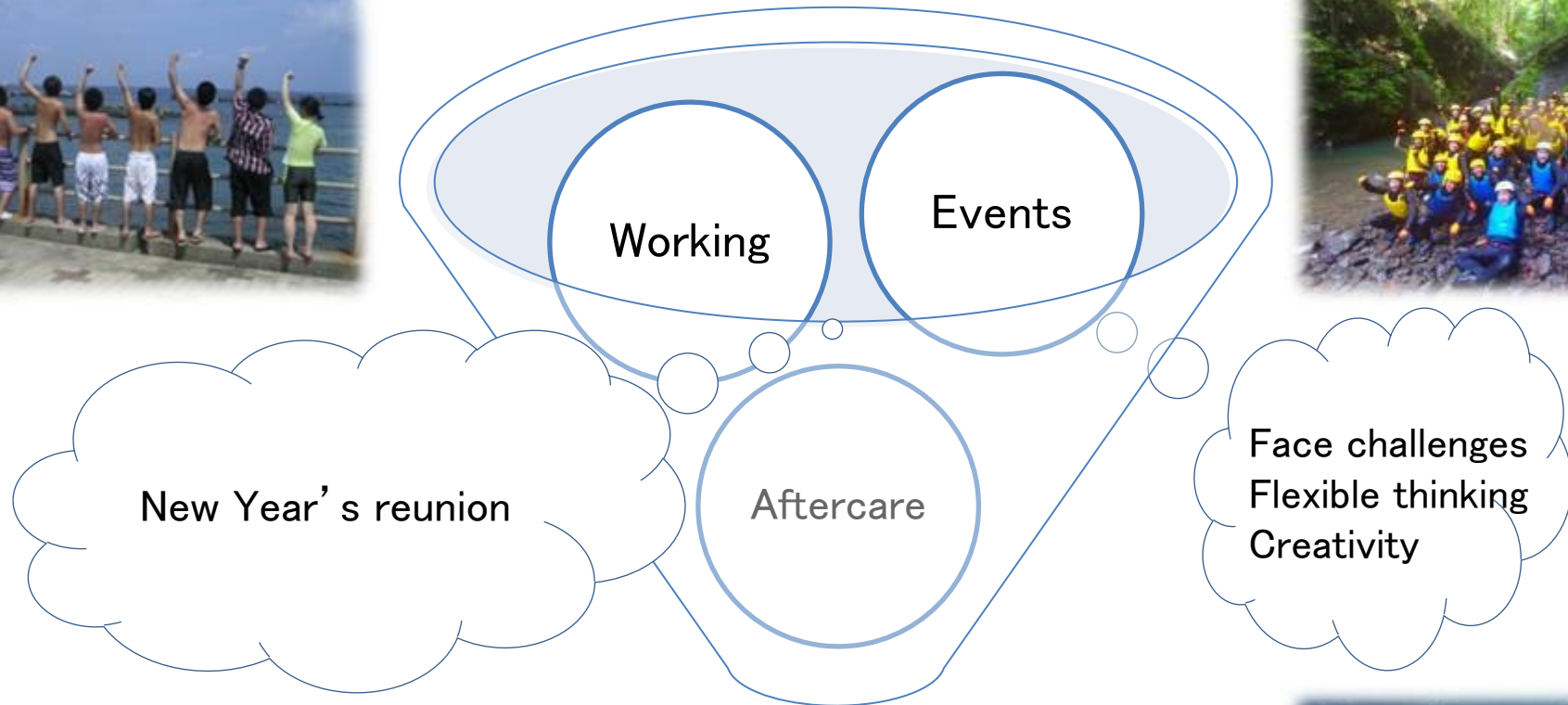


Staff image required

- Someone who respects children and can raise children who respect others
- Someone who has dreams and goals
- Someone who can work in a team



# What we cherish



Social independence

# Seishu Ryo



## History

Opened on December 8, 1974 with the support of Mr. Seishu Iwashita and Obayashi Corporation. Renovated in 2016 and currently at 2-18-15, Hokima, Adachi-ku, Tokyo

## Management Policy

Bring up women who can be self-reliant

## Capacity

15 girls

## Rules

①Work ②Save Money ③Aim to acquire qualifications



# Life in the dormitory



Learning room



Self-reliance support room

The self-reliance support room is located on the first floor.



Living room



Christmas party

Third party committees also participate in the Christmas party.

# Operations at Seishu Ryo



## Required Staff image

- Someone who can work responsibly as part of a team
- Someone who has a dream
- Someone who can be grateful

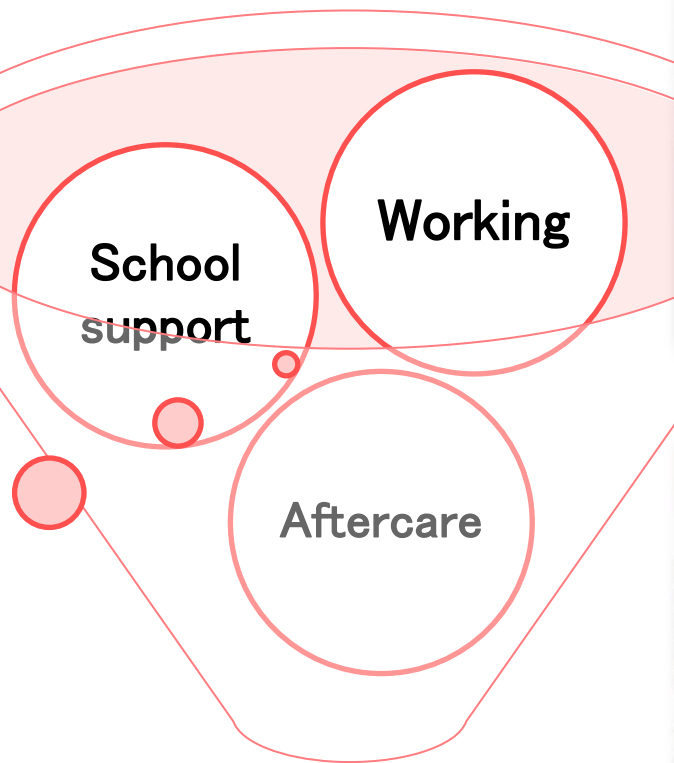
## Staff training

- In order to deepen the employees' common understanding of corporate philosophy and dormitory management policies, we conduct philosophy training every half-year.

## Self Reliance support

- A self-reliance support room has been created on the first floor so that children can practice parts of daily life. In some cases, children who have already left the dormitory can also use this room.

# What we cherish



Women who can live stable lives by themselves

# Ogi dormitory



**History** Opened in February 2005 (Ogi, Adachi-ku, Tokyo)

**Management policy** Build trustworthy relationships and respect individuals

**Capacity** 6 people (girls and boys)

**Rules**

- ① Find a job
- ② Learn money management
- ③ Get ready for society



# Life in the dormitory



**Kids room**



**Kitchen**

We support children in a homely atmosphere.



**Living room**



**Cafeteria**

The living room where children relax has a kotatsu, and spends peacefully around a large desk.



# Operations at Ogi Ryo



## Individual Guidance

- Use the small group and individual guidance to enable children to build trust with each other

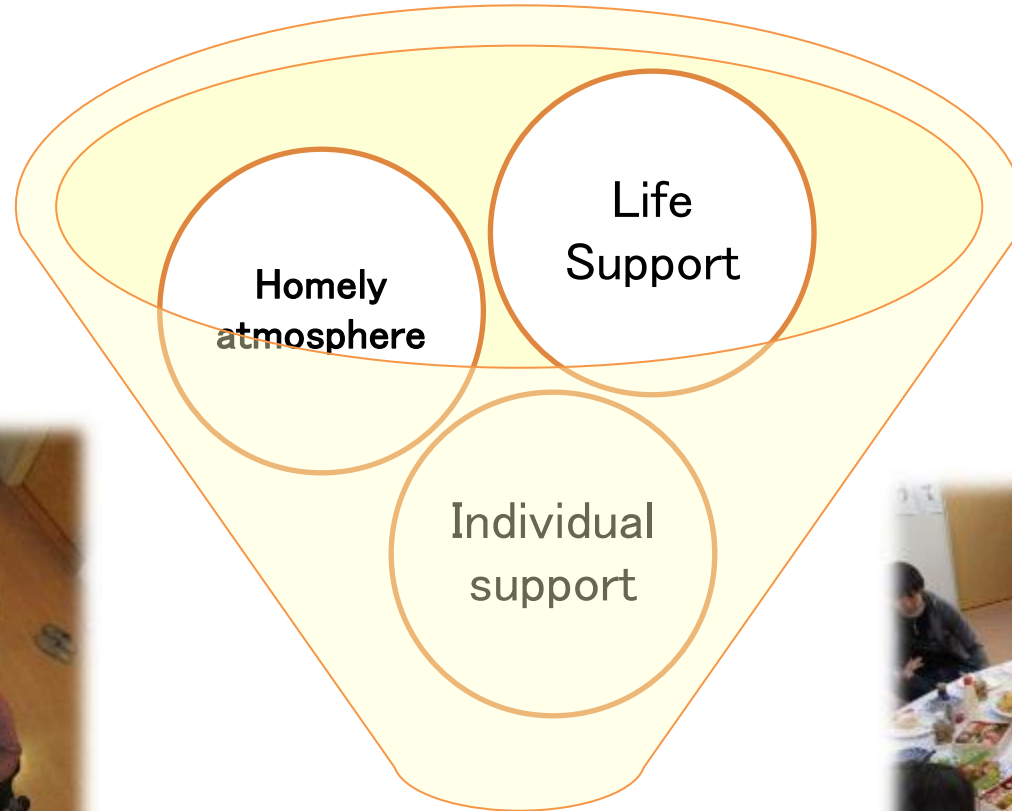
## Code of Ethics

- Deepen the understanding of the Code of Ethics to help develop respect of other individuals

## Stable management

- Take measures to enable the rebuilding of Ogi dormitory in the future

# What we cherish



Social independence including an "independent mind"

# Corporate business



Coming of Age Ceremony



Ogi Bazaar



Charity Big Bazaar



# Corporate training



## Formulation and implementation of staff development training

### Overstay Training

- Deepen the understanding of corporate philosophy (for all staff)

### Informal new hires training

- Orientation
- Training at site

### New staff training

- Recruiting training (April)
- Early September and Late March

### 2nd and 3rd year training

- Safety training
- How to read the children's file

### 4th and 5th year training

- Business plan training (May)
- Business report training (January)

### Senior position training

- Overstay training, planning and implementation
- External lecturer training (self-growth and human resource development)

### Facility manager training

- External instructor training





March 28, 2017

Created by Senior Management Committee