

## WORK EXPERIENCE

### **Goodwill Industries of Hawaii, Inc., Honolulu, Hawaii, President/CEO, 1994-Present**

- President/CEO of two large human services agencies, Goodwill Industries (\$25M) and Goodwill Contract Services (\$4.5M) which includes management of daily operations in a variety of Human Service Programs for people with barriers to employment.
- Operation of businesses within the organization to provide financial support to allow the agency to operate its human service programs. Business lines include operations of retail stores, with gross revenues of \$8 million, 26 federal/state/city service contracts with revenues of \$7 million, community employment contracts such as Corrosion Repair Services for Kaneohe Marine Corps Base Hawaii; Custodial services at PJKK Federal Building; Hickam Air force Base; Waikiki Business Improvement District Association, Recycling services at Schofield Barracks, and five Certified Hi-5 Redemption Centers.
- Completed \$15 million dollar capital campaign to establish expanded operations through the Ohana Career and Learning Center in Kapolei, Hawaii. Building construction completion in February 2010. Established and funded a \$2 million endowment program to support the operations of the agency.
- Successfully led the organization through three 5-year strategic plans with the agency board of directors.
- Established service programs in 4 counties, Oahu, Maui, Big Island and Kauai.
- Expanded services statewide to over 13,000 persons served annually staffed by over 500 employees.

### **Goodwill Industries of Hawaii, Inc., Honolulu, Hawaii, Executive Vice President, 1991-1994**

- Supervised 4 divisions of the agency.
- Obtained \$250,000 funding for renovation of the main training facility.
- Active in state legislation regarding issues related to the organization.
- Designed and implemented a 5-year plan for the retail division to renovate stores and increase sales by 22%.

### **Goodwill Industries of the Inland Counties, Inc., San Bernardino, California Vice President of Vocational Services, 1989-1991**

- Completed Internship for Chief Executive Officer Certification Training Program.
- Planned, developed and administered all vocational programs within the agency. Provided professional case management supervision to a staff of 20 rehabilitation counselors.
- Established two additional vocational service offices in the Victorville and Hemet areas.
- Doubled the number of persons receiving services.
- Expanded funding bases to include JTPA, Veterans Administration and Private Rehabilitation sources.

### **Goodwill Industries of Hawaii, Inc., Honolulu, Hawaii, Director of Rehabilitation, 1982-1988**

- Directed and managed all rehabilitation services of the organization, including the role of supervising case work manager to a staff of professional and paraprofessional counselors.
- Established and expanded programs for persons ranging from mild to profound disabilities.
- Established community based employment services for persons with severe disabilities.

### **Other and Previous Employment:**

- YWCA of O'ahu, Children's Program Coordinator
- State of Hawaii, Child Protective Services, Social Worker
- Association for Retarded Citizens of Hawaii, Group Home Relief Manager

### **EDUCATION**

- Post Graduate Work, University of Hawaii at Manoa, 2001.
- Post Graduate Work, Utah State University, 2001.
- Master's of Rehabilitation Administration, University of San Francisco, 2130 Fulton Street, San Francisco, California, GPA 4.0, 1998
- Bachelor of Social Work, University of Hawaii, GPA 3.8, 1982

### **CERTIFICATE AND LICENSURES**

- CRC (Certified Rehabilitation Counselor) License # 50383, The Commission on Rehabilitation Counselor Certification, 2001 - present.
- Senior Professional of Human Resources (SPHR), HR Certification Institute, 2013 -present
- Chief Executive Officer Certification, Goodwill Industries International, 1994
- Surveyor/Consultant, CARF: The Commission on Accreditation of Rehabilitation Facilities. 1993-present.

### **COMMUNITY SERVICE**

- **Goodwill Industries International Board**, Member, Board of Directors, 2014-present.
- **Punawai 'O Pu'uhonua Advisory Board**, Member, Board of Directors, 2014-present.
- **Hawaii Employers Council, Board of Governors**, Executive Committee member 2014-present.
- **Governor's Task Force on Sequestration**, Appointed by Governor Neil Abercrombie, Term: 2013.
- **HUI KUPAA - COLLECTIVE IMPACT PROJECT**: Oversight Committee, Co-Leader, Working Poor/Unemployed Work Group, Governance Council, 2011 – 2014.
- **PHOCUSED**: (Protecting Hawaii's O'hana, Children, Underserved, Elderly and Disabled) Board member, 2011 - 2014
- **Community Council on the Purchase of Health and Human Services**, Appointed by Governor Linda Lingle, Term: 2008 – 2012
- **Goodwill Industries International**, Chair, Membership Standards Policy Review Committee 2006-2008,
- **Hawaii Employers Council**, Board Member, 2001 – 2008.
- **City and County of Honolulu, Mayor's Taskforce on Homelessness**, Appointed by Mayor Mufi Hanneman/Mayor Peter Carlisle, 2008-2010.
- **Community Council on the Purchase of Health and Human Services**, Appointed by Governor Linda Lingle, Term: 2008 – 2012
- **City and County of Honolulu, Community Development Block Grant Review Committee**, Appointed by Mayor Mufi Hanneman, 2007.
- **Hawaii Alliance of Nonprofit Organizations (HANO)**, Past Chairman of the Board, Past Treasurer, Board Member 2006 - present.
- **Goodwill Industries International**, Chair, Membership Standards Policy Review Committee 2006-2008
- **Hope Chapel Kaneohe**, Church Council Member 2001 – 2004; 2006 – 2009.
- **Hawaii Employers Council**, Board Member, 2001 – 2008.
- **SourceAmerica**, Northwest Region Advisory Committee Member, 2007-Present.
- **Goodwill Industries International**, Board Member, Executive Council Member, Secretary to the Executive Council 2004-2007.
- **Hawaii Waiver Providers Association (HWPA)** Chairman of the Board, 2000–2004.

- **Better Business Bureau**, Board Member, 2000–2003.
- **Homeless Solutions**, Board Member, Treasurer, 1998-2003.
- **State of Hawaii, Rehabilitation Advisory Council**, Appointed by Governor Benjamin J. Cayetano, 1992-1999.
- **State of Hawaii, State Planning Council on Developmental Disabilities**, Appointed by Governor Benjamin J. Cayetano, 1996-2004.
- **Rehabilitation Facilities of Hawaii**, President of the Board, 1992– 1996.
- **Mayor’s Committee on Employment of People with Disabilities**, Member, San Bernardino, CA 1991.

#### **AWARDS, PROGRAM ACCOMPLISHMENTS AND BUSINESS AFFILIATIONS (Sampling)**

- YWCA of O’ahu, Women’s Leadership Award, 2015.
- Pacific Business News, The Cades Schutte Non Profit Leadership Award, 2012.
- Speaker: Wahine Forum: “Secrets of a Well Run Non Profit,” 2011.
- Hawaii Business Magazine Top 250 Companies: 2008, 2009, 2010, 2011, 2012, 2013, 2014.
- Pacific Business News, Book of Lists, Top 10 Nonprofit Service Providers, 2007 - Present.
- Pacific Rim Conference: Co-Presentor “AbilityOne Disability Job Creation Strategies) with Mr. Andrew Houghton, Chairman, AbilityOne Commission and Mr. David Dubinsky, Executive Director, NISH Pacific West Region, 2010.
- Hawaii Community Foundation 2009 Ho’okele Award Winner.
- Pacific Business News: Finalist: American Savings Bank Business Leader of the Year, 2008.
- Honolulu Advertiser: Leadership Corner, Feature Article, “Spreading Goodwill Throughout Hawaii, October 28, 2008
- Speaker, Pacific Business News: “Surviving the Economic Storm, Economic Impact on Nonprofit Organizations” 2008.
- Speaker, Project Sustainability, “The Essentials of Government Grants, Workshop sponsored by U.S. Congressman Neil Abercrombie, Housing and Urban Development (HUD) and Kapiolani Community College, 2008.
- Pacific Business News, Forty Under Forty, Honoree, 1999.