

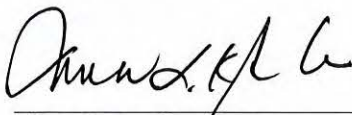
# **2025 State of Hawaii GIA Operating Grant Application**

**Prepared by:  
Adult Friends for Youth**

## Application Submittal Checklist

*The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.*

- ☒ 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- ☒ 2) Declaration Statement
- ☒ 3) Verify that grant shall be used for a public purpose
- ☒ 4) Background and Summary
- ☒ 5) Service Summary and Outcomes
- ☒ 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- ☒ 7) Experience and Capability
- ☒ 8) Personnel: Project Organization and Staffing



AUTHORIZED SIGNATURE

DEBORAH L.K. SPENCER-CHUN, PRESIDENT  
& CEO

PRINT NAME AND TITLE

January 6, 2025

DATE

**THE THIRTIETH LEGISLATURE**  
**APPLICATION FOR GRANTS**  
**CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:



Operating



Capital

Legal Name of Requesting Organization or Individual: Db:

Adult Friends for Youth

Amount of State Funds Requested: \$ 449,746

Brief Description of Request (Please attach word document to back of page if extra space is needed):

AFY will create safer schools and communities for all residents on Oahu through the Redirectional Therapy (RT) Counseling Program, Mobile Assessment Center, Mobile Education Center, and PEARL Convention. Proposed services will target Oahu's highest-risk youth to reduce/terminate youth and youth gang violence, divert youth from the juvenile justice system, and provide educational support services to help youth graduate from a traditional or alternative education program.

Amount of Other Funds Available:

State: \$ \_\_\_\_\_

Federal: \$ \_\_\_\_\_

County: \$ \_\_\_\_\_

Private/Other: \$ \_\_\_\_\_

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 2,864,543

Unrestricted Assets:

\$ 2,384,921.07

New Service (Presently Does Not Exist): ☐ Existing Service (Presently in Operation): ☒

Type of Business Entity:



501(C)(3) Non Profit Corporation



Other Non Profit



Other

Mailing Address:

3375 Koapaka St., B-290

City:

Honolulu

State:

HI

Zip:

96819

Contact Person for Matters Involving this Application

Name:

Deborah L.K. Spencer-Chun

Title:

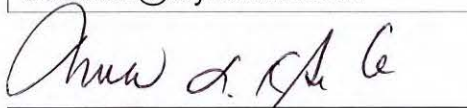
President & CEO

Email:

deborah@afyhawaii.com

Phone:

(808) 833-8775



Authorized Signature

Deborah L.K. Spencer-Chun

Name and Title

January 6, 2025

Date Signed



STATE OF HAWAII  
STATE PROCUREMENT OFFICE

**CERTIFICATE OF VENDOR COMPLIANCE**

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

**Vendor Name:** ADULT FRIENDS FOR YOUTH

**DBA/Trade Name:** ADULT FRIENDS FOR YOUTH

**Issue Date:** 12/19/2024

**Status:** Compliant

Hawaii Tax#: 20388218-01  
New Hawaii Tax#: GE-0311570432-01  
FEIN/SSN#: XX-XXX4581  
UI#: XXXXXX5913  
DCCA FILE#: 65860

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

**Status Legend:**

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

**Adult Friends for Youth**

(Typed Name of Individual or Organization)



(Signature)

**Deborah L.K. Spencer-Chun**

(Typed Name)

**January 6, 2025**

(Date)

**President & CEO**

(Title)

## **SECTION 42F-102: PUBLIC PURPOSE**

### **(1) The name of the requesting organization or individual**

Adult Friends for Youth

### **(2) The public purpose for the grant**

AFY's Redirectional Therapy (RT) services will create safer schools and communities on Oahu by redirecting the high-risk and violent behavior of target youth into peaceful and prosocial behavior. RT includes both intervention and prevention services.

### **(3) The services to be supported by the grant**

This grant will support AFY's RT Counseling Program, Mobile Education Center (MEC), Mobile Assessment Center (MAC), and PEARL Convention. Key service activities include, but are not limited to, community outreach and engagement, assessment, group and individual counseling, referrals, case planning, educational support (e.g., tutoring), experiential learning opportunities, connections to educational programs, connections to other service providers, data management, and case closure.

### **(4) The target group**

AFY's target population consists of disadvantaged youth, male and female, who come from low-income backgrounds, are prone to violence and criminal activity, and are at a high risk for academic failure. AFY's MAC program targets youth who commit status offenses on the Leeward Coast of Oahu, HPD District 8.

### **(5) The cost of the grant and the budget**

The project will cost \$449,746, and the total budget requested from the Hawaii State Grant in Aid is \$449,746.

## Application for Grants

*If any item is not applicable to the request, the applicant should enter "not applicable".*

### **I. Certification – Please attach immediately after cover page**

#### **1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2024.

#### **2. Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes.

#### **3. Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

### **II. Background and Summary**

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

#### **1. A brief description of the applicant's background;**

AFY's mission is, "Redirecting lives to stop violence in order to strengthen family and community safety, while promoting well-being for all youth so that they can reach their full potential."

Since 1986, Adult Friends for Youth (AFY) has helped to eliminate violence and create safer schools and communities throughout Oahu. Our services help break the cycles of violence, incarceration, poverty, and hopelessness that have a devastating long-term impact on disadvantaged communities. AFY accomplishes this by changing the mindset and behavior of the highest-risk youth, who are often gang-affiliated and well-known for their violent and delinquent behavior.

Their violent and destructive behaviors are stabilized through group and individual counseling sessions that combine discussions with engaging activities. Once their maladaptive behavior stabilizes over time, educational support services help promote

academic achievement, instilling self-confidence and a sense of hope that they can attain a better future.

AFY creates change through 4 primary programs:

Redirectional Therapy (RT) Counseling – Group and individual-level counseling are provided to high-risk youth through In-school Counseling Groups (on campus during school hours) and Neighborhood Counseling Groups (in the community during out-of-school time). The program is designed and customized to target and stop violence and increase academic performance in different age groups and age levels while encouraging prosocial and activity experiences.

Mobile Assessment Center (MAC) – A diversion program for status-offending youth on the Leeward Coast that prevents them from entering the juvenile justice system and provides/connects youth with services that help them heal the root cause(s) for their offense. The MAC is conducted in partnership with HPD District 8 (Ewa/Makaha) and breaks the school-to-prison pipeline.

Mobile Education Center (MEC) – Reconnects truant/chronically absent youth ages 10-25 to educational pathways to increase personal well-being while decreasing the propensity for youth violence in our communities. Educational pathways include traditional school and alternative learning programs, tutoring, credit recovery, and other educational and employment/career support.

PEARL Convention – The PEARL (Promoting Peace, Empathy, Acceptance, Respect, and Love) is AFY's annual anti-bullying and anti-violence convention for elementary and middle school youth. Its purpose is to raise awareness about the severity of bullying and violence that occur on school campuses and in communities and teach youth how to address and resolve those issues.

Note: Programs will be described in greater detail in Section III.

## **2. The goals and objectives related to the request;**

AFY's goal is to create safer schools and communities for all residents by changing the mindset and behavior of high-risk youth who wreak havoc on neighborhoods and communities throughout Oahu. Through our work, we help the youth we serve and the communities they live in reach their full potential. AFY's programs and services address target youth's mental/emotional health needs and promote education to help them achieve a better life.

We conduct community/street outreach and engage Oahu's highest-risk youth to provide them with Redirectional Therapy (RT) services, which will be discussed in Section III.

The goals of the project are to:

- Conduct community outreach (including referrals from community partners and stakeholders) to identify high-risk youth who pose a threat to Oahu's communities
- Engage youth through building trust and developing rapport so they "buy in" and participate in AFY's programs and services
- Address, stabilize, and redirect youths' mental/emotional health issues so they reduce or terminate their destructive behaviors
- Enhance youths' protective factors and mitigate/minimize risk factors to promote the healthy development and well-being of youth and families
- Reconnect chronically absent/truant youth to a traditional or alternative education program
- Provide youth who are at high risk for academic failure with educational support services to help them graduate from an educational program
- Divert status-offending youth on Oahu's Leeward Coast from entering the Juvenile Justice System, breaking the school-to-prison pipeline
- Conduct a PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love) for targeted elementary and middle school youth on Oahu and Kauai to raise awareness of and prevent bullying and violence on school campuses and in communities

The objectives of this project:

The 2025 State of Hawaii GIA will supplement approximately 600 youth AFY services annually through the RT Counseling Program, MAC, MEC, and PEARL Convention.

### **3. The public purpose and need to be served;**

Hawaii is currently amid a crisis involving rising gun and other weapons-related violence (e.g. machetes and other bladed instruments) perpetrated by both youth and adults alike. Incidents have become so common in the news that they have become the norm. City lawmakers have convened numerous times in legislative sessions and with community stakeholders to develop strategies to combat this growing epidemic. State legislators have found the need to create a gun violence commission to address gun violence and violent crimes. According to a May 2024 *Gun Violence and Prevention in Hawaii* report presented by the Department of the Attorney General, Honolulu had the largest number of gun-related incidents in the state. Supporting data from the Gun Violence Archive found that Honolulu and Waianae "had the highest number of gun-related incidents in the state" from 2021 to 2023 (KHON2).

A Giffords Law Center report stated that "In Hawaii, the rate of gun deaths increased 71% from 2013 to 2022, compared to a 36% increase nationwide."

A survey by the Major Cities Chiefs Association found that in the first half of 2024, homicides increased in Honolulu but decreased nationwide. Honolulu was only one of 15 major cities (out of 70 surveyed) to show an increase in homicides over that period (Hawaii News Now).

In September 2024, the Honolulu Civil Beat cited the Honolulu Police Department's annual reports that showed murders committed with a firearm on Oahu increased by more than 300% from 2015 to 2023.

A few violent incidents involving adults on Oahu (KHON2, Hawaii News Now, Island News, Civil Beat):

- In December 2024, a man fatally stabbed a woman and injured another in Halawa
- In December 2024, in Kalihi, three men ordered a 33-year-old out of a car at gunpoint before dousing him with an unknown liquid and setting him on fire as he ran away
- In September 2024, a 31-year-old and 24-year-old were shot at in Kalihi. One was taken to the hospital for his injuries
- In September 2024, a man used a gun to kill three women and injure two others before being shot and killed in Waianae
- In August 2024, a 25-year-old shot and killed a 31-year-old at Waianae Boat Harbor
- In August 2024, an HPD officer killed an armed suspect after he had shot three people in Waianae

It is useful to examine adult violence within the context of this proposal because, without intervention and prevention, the youth that AFY works with have a high probability of becoming those perpetrators. The Pittsburgh Youth Study found that 52 to 57% of juvenile delinquents continued to offend into adulthood. In addition, "For those who persist, the transition from adolescence into adulthood is a period of increasing severity of offenses and an increase in lethal violence." Most of the youth violence is directed at victims of the same age, and the age period of 16-24 is a high-risk time for violent victimization (National Institute of Justice).

Experts in Hawaii have observed more community violence incidents involving firearms and other weapons. University of Hawaii criminologist Meda Chesney-Lind found that between 2010 and 2019, Hawaii saw a 39% increase in gun deaths. In addition, between 2017 and 2022, Oahu saw an 85% increase in murders. She stated that violent criminals are getting younger and more likely to resort to using weapons versus fists. "Our gangs that used to just restrict themselves to knives or just fists or maybe baseball bats have been getting guns and using guns in confrontations" (Hawaii News Now).

Recent violent incidents involving youth include (KHON2, Hawaii News Now, Island News, Civil Beat):

- In December 2024, two 17-year-olds and a 19-year-old were arrested in connection with a fatal drive-by shooting that killed a 28-year-old in Maili
- In November 2024, in the Kahauiki Village housing community on Nimitz Highway, a 19-year-old was stabbed multiple times and rushed to the hospital in critical condition

- In October 2024, a 17 and 19-year-old were shot at a public housing complex in Kalihi
- In October 2024, an 18-year-old was shot and injured by police after he slashed a 23-year-old with a machete and refused to drop his weapon
- In October 2024, a 16-year-old stabbed another 16-year-old multiple times during an argument in Kapolei
- In October 2024, a 19-year-old was charged with murder for killing one and shooting at two others in Salt Lake
- In August 2024, two youths aged 19 were arrested for robbing an illegal gambling operation at gunpoint
- In August 2024, in Waianae, a 19-year-old male walked up to an ambulance with multiple gunshot wounds and was rushed to a hospital
- In August 2024, in Waianae, paramedics responded to a 15-year-old boy with gunshot wounds to his upper and lower body
- In August 2024, a 19-year-old youth shot a 15-year-old youth from a rival gang as he exited a bus in Kalihi
- In July 2024, a 15-year-old youth was treated for gunshot wounds to his upper and lower body at the nearest hospital
- In April 2024, three teens violently robbed a man in Waianae, stealing his property and driving off
- In April 2024, an 18-year-old male was charged with firing “multiple shots onto the roadway of a public housing complex in Kalihi”
- In April 2024, because of the prior incident, a 20-year-old youth shot and killed a 23-year-old youth in a public housing complex in Kalihi over a gang dispute

“We see a pattern here. We see these shootings in the same part of the island again and again and they always happen at the same time day. What is happening between midnight and sunrise that’s causing these shootings to happen,” said Andrew Namiki Roberts, director of Hawaii Firearms Coalition. AFY has proven effective at finding those answers and de-escalating those situations.

These situations are just the tip of the iceberg. Many cases of youth violence go unreported or do not make it to the news. In the reported cases, HPD highlighted an “alarming rise” in crimes involving youth. Sgt. Chris Kim of HPD’s Student CrimeStoppers (a community partner of AFY) shared that many crimes occur on school campuses and include cases of violence, sexual assault, and weapons being brought to campus, among others. He stated, “The list just goes on and on.”

Violence that occurs in the community often spills onto school campuses and vice versa.

- According to HPD Major Gail Beckley, in the first five months of 2024, police were called to Leeward schools more than 500 times for assaults, threats, and harassment reports. She said the culture of violence is being fueled online (Hawaii News Now)
- In September 2024, HPD arrested a 12-year-old girl for threatening to shoot her school in an online post (Hawaii News Now)

- In April 2024, threats against Damien Memorial School and Maryknoll School caused both campuses to be shut down (Island News)
- HIDOE Superintendent Keith Hayashi recently shared that the SaferWatch Program, which utilizes panic buttons on school campuses, will be piloted on Oahu

AFY understands the devastation of youth gun violence all too well. We often work with rival gangs in the same neighborhood to bring peace to the entire community. Recently, two gangs from rival public housing complexes engaged in a conflict that left a former AFY youth deceased. Currently, we are working with schools and community stakeholders to prevent further violence. HIDOE schools constantly express their need for AFY services to intervene in the violent and destructive behavior of the highest-risk youth who pose a threat to the school and the community. AFY works with both males and females who are considered high-risk. We partnered with eight high schools and four middle schools from Kaimuki to Waianae to bring peace to campuses and surrounding communities.

In addition to HIDOE, AFY works with community partners to stop youth violence. At HPD's request, we partner with them each year to prevent youth violence on Halloween Night in Waikiki. According to HPD, Halloween is the most dangerous night of the year. In 2023 and 2024, there were few or no incidents of youth violence. In previous years, AFY regularly found and extracted between 50 and 100 youth from the festivities and gave them rides home for their safety and the safety of the community at large. Leading up to Halloween, AFY worked with our youth groups to provide them with alternatives to going into Waikiki. In addition to Waikiki, each year, AFY supports youths' efforts to keep the younger children in their community safe on Halloween Night. This past year, AFY helped local youth, many of whom were a part of AFY, conduct a Halloween event in Palolo Valley and Kam IV housing. With the help of AFY and community members, the youth created fun carnival-type games for the communities' children and family members to participate in. Candy and school supplies were awarded as prizes. The event allowed the children to stay safe in their community while enjoying Halloween activities and treats.

Both research and practice have shown that the juvenile-to-adult cycles of violence and incarceration do exist and, if not broken, can bring hopelessness to high-risk youth and cause them to act out in violent and destructive ways. Adults model behaviors that impressionable youth imitate, both good and bad. That is why addressing generational cycles of violence within families and communities is of paramount importance. AFY mentors those youth and serves as positive role models. We address violence while youth are still young and redirect their violent and destructive mindsets and behaviors. As a community, we cannot afford to wait until delinquent youth become felonious adults. To do so would greatly cost individuals, communities, and the state of Hawaii. In addition to the costs relating to social dynamics and community safety, financial costs can be a significant burden to the state.

According to the state of Hawaii's S.B. NO. 2532, regarding adults, it costs the state "about \$52,000 per inmate per year." A Hawaii Juvenile Justice Working Group 2013

final report stated that “each bed at HYCF costs state taxpayers \$199,320 per year. Three-quarters of the youth who leave HYCF will be re-adjudicated delinquent or reconvicted within three years.” Those costs may have increased since that report was published. AFY serves approximately 600 youth annually through our programs that will be implemented through this grant. Preventing even a handful of those youth (although our impact is much greater) from entering the justice system would result in great cost savings for Hawaii in the long run.

Addressing youth violence at the earliest stages is critical to breaking the cycle of youth-to-adult community violence and incarceration. Supporting youths’ academic achievement and graduation builds a pathway to a successful future and breaks the cycle of generational poverty, which is closely related to violence and crime. AFY has been providing the highest-risk youth with Redirectional Therapy intervention and prevention services to reduce community-based violence. Since AFY’s inception in 1986, our agency has worked with over 90 gangs, 70 of which have dissolved or are no longer actively recruiting, demonstrating our ability to effectively work with this hard-to-reach population. Target outcomes include reducing/terminating youth violence, supporting youths’ academic achievement, providing experiential learning opportunities to help them develop holistically, and preventing status-offending youth in the juvenile justice system from recidivism. AFY is the only agency in Hawaii to target and work with gangs/natural friendship groups as whole entities, filling that much-needed service gap.

#### **4. Describe the target population to be served; and**

AFY targets Oahu’s highest-risk youth from Kaimuki to Waianae. They come from poverty-stricken, disadvantaged communities where violence, crime, and drugs are not only normalized but glorified in their community. Many of them are involved with gangs. They are predisposed to violence, crime, incarceration, and academic failure. AFY primarily works with male and female middle and high school youth between the ages of 11 and 17. However, AFY has no termination policy and will work with youth beyond high school, depending on their needs.

Most of the youth we work with report being both victims and offenders of violent crime and suffer from past trauma. People who have experienced some form of victimization are significantly more likely to become offenders. The victim-offender overlap is consistently identified in research on crime and criminal behavior (Gebo, 2019, p. 376-380). AFY’s experience working with youth has supported those findings. Youth who have been harassed and were victims of violence retaliate with violence and often form gangs for protection against continued victimization. Services that target youth who are both victims and perpetrators of violent crime are a gap in services that exist. This is mainly because many agencies do not specifically serve the victim-offender population and are therefore unable to identify that underserved demographic (Pickens et. al., 2016).

To heal youth and break the cycle of victimization and re-victimization, it is crucial to work with them on a long-term basis and provide the consistency and stability they may

not receive anywhere else. The PEARL Convention targets a slightly younger elementary and middle school demographic to prevent them from becoming high-risk youth.

As defined by U.S. Federal Government standards, most of the youth served by AFY's counseling program, MAC, and MEC are from historically marginalized populations. Approximately 35% are Native Hawaiian, 30% Micronesian/Chuukese, 13% other Pacific Islander, and 14% Asian/Filipino. The remaining percentage comprises African American, Hispanic, and White youth. Notably, 50% of MAC youth are Hawaiian or PT. Hawaiian ancestry.

AFY serves communities across Oahu, from Kaimuki to Waianae. Many of those communities possess large concentrations of public housing projects. According to the Hawaii Public Housing Authority (HPHA), there are 43 HPHA housing project locations on Oahu. Of the 43, AFY currently provides counseling services to youth from 79% (34/43) of those communities. A significant number of our youths reside in those projects, including homeless encampments and transitional shelters. Examples include but are not limited to:

- Pupu`ole streets in Waipahu
- Lahaina St. in Waianae
- Cedar Farms in Waianae Valley.
- Kealahou Shelter in Kalaeloa.
- Mayor Wright Homes
- Palolo Valley Homes
- Kuhio Park Terrace
- Kamehameha Homes
- Kalihi Valley Homes
- Salt Lake Apartments
- Ka'ahumanu Homes

## **5. Describe the geographic coverage.**

AFY provides services to communities ranging from Kaimuki to Waianae. The MAC program specifically works in HPD District 8, Ewa/Makaha. Information from the University of Hawaii's Center on the Family is provided on seven major school areas we serve: Farrington, McKinley, Kapolei, Campbell, Waianae, Waipahu, and Kaimuki.

The Farrington area consists of over 56,000 residents and includes 'Alewa Heights 'Iwilei, Kalihi Kai, Kalihi Uka, Kalihi Valley, Kalihi Waena and parts of Kamehameha Heights, Kapālama and Palāma.

- There is a larger proportion of adults who are co-residing with their grandchildren
- The proportion of residents who are new immigrants is at least twice the state average

- Filipinos, Hawaiians/pt. Hawaiians and other Pacific Islanders comprise over 70% of the population
- Residents rank below state averages in economic well-being
- The proportions of public school students who meet language arts and math grade-level standards are below the state average
- Lower rate of high school students that graduate on time

The McKinley area comprises over 77,000 residents and contains 'A'ala, 'Ālewa, Chinatown, Lanakila, Liliha, Lower Makiki, Lower Nu'uanu, Makiki, Mayor Wright Housing, Pālama and parts of Ala Moana, Bingham Tract, Iwilei, Kaka'ako, Kamehameha Heights, Pāwa'a and Queen Emma Gardens.

- A smaller proportion of children have both parents and their single parent in the labor force
- A higher percentage of families with children in poverty
- Three times the state's percentage of English language learners
- A smaller proportion of high school students graduate on time than the state average
- Rates are double the state average for both violent and property crimes
- Almost double the rate of students who feel unsafe at school than the state average

The Kapolei area comprises over 46,000 residents from the City of Kapolei, East Kapolei, Honokai Hale, Kahe, Kalaeloa, Kapolei Knolls, Ko 'Olina, Makakilo City, Makakilo Heights, Pālehua, Pālehua East, Pu'u O Kapolei, and Villages of Kapolei.

- A lower percentage of adults have post-graduate education
- Adults are more likely to live with grandchildren
- Higher rate of property crime than the state average
- Students who feel unsafe at school are roughly the state average

The Campbell area comprises 72,000 residents and includes the neighborhoods of Ewa, East Kapolei, Honouliuli, Ocean Pointe, West Loch, and parts of Iroquois Point and Waipahu.

- A larger proportion of children who live in immigrant families than the state average
- A lower percentage of students meet math standards than the state average
- Close to the state average for students who report feeling unsafe at school
- A smaller proportion of adults have a bachelor's degree or post-graduate education

The Waianae area comprises over 36,000 residents and includes the neighborhoods of Ma'ili, Makaha, Makua, Ka'ena, and Ulu Wehi.

- A larger proportion of children in families receiving public assistance and who live in poverty than the state average
- The unemployment rate is over twice the state average
- Students who meet language arts and math standards are half of the state's average
- The number of students who graduate on time is lower than the state's average
- Violent crime is more than double the state average; Property crime is also higher than the state average

The Waipahu area comprises 61,000 residents from Waipahu to parts of Village Park.

- Lower than average per-capita income
- Twice the amount of English language learners than the state average
- A lower percentage of adults have a bachelor's degree or postgraduate education
- Violent crime incidents are close to the state average

The Kaimuki/Palolo area comprises 77,000 residents.

- Lower than average seniors graduating with a diploma
- Higher than average students in special education
- Lower than average students who feel safe at school
- Higher than average adults with a depressive disorder
- Double the state's average for both violent crime incidents and property crime incidents

### **III. Service Summary and Outcomes**

**The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:**

#### **1. Describe the scope of work, tasks and responsibilities;**

To help break the cycles of violence and incarceration that terrorize our communities and keep high-risk/high-potential youth from believing they are capable of having a better future, AFY is proposing to provide Redirectional Therapy (RT) services to Oahu's highest-risk youth through four programs: 1) RT Counseling Program, 2) Mobile Assessment Center (MAC), 3) Mobile Education Center (MEC), and 4) the 12<sup>th</sup> Annual Pearl Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love). All four programs complement each other and possess elements of both intervention and prevention.

## **Redirectional Therapy (RT)**

RT is the foundation and platform for all AFY's programs and services. It includes trauma-informed care, restorative justice, and a social-emotional development curriculum to improve coping skills. It involves youth regulating emotions, reflecting on past actions/behaviors, assessing the consequences of actions, and establishing good relationships in their community and with the people around them. RT is an evidence-informed, field-tested intervention that emphasizes education as a path to staying away from violence, crime, and incarceration and building a fulfilling and successful future.

Since 1986, AFY has utilized RT to redirect youth's behavior from destructive to constructive. Long-term change is not easy to accomplish. Creating that transformation takes time, effort, and patience from all stakeholders. We are essentially undoing years of negative influence from their environments where peers and often family members glamorize violent, destructive, and risky behaviors.

To create change, RT services help them see that their path eventually leads to prison or death. Too often, they define themselves by the violent crimes they commit and the gang they belong to versus their positive qualities and attributes. RT services help youth recognize that there is a world outside of their immediate neighborhood and community. It instills in them the hope they can improve their lives and provides them with the tools, resources, and support to make those changes happen. Once youths' mindsets shift away from violence and toward their newly identified future goals, education is emphasized as a tool that will help them achieve those goals and build a pathway to a successful life.

While individual services are provided, group-level services are preferred due to the strength of peer influence. Shortly after the agency's inception in 1986, AFY realized that their friends needed to be involved to have a meaningful impact on youth behavior. Peers have more influence on one another than anyone else. Often, peer influence or peer pressure reinforces negative behaviors. Through RT services, prosocial behaviors are modeled and reinforced. Over time, maladaptive behaviors (i.e., violence, aggression, swearing, disrespect, etc.) are gradually reduced, and the mindset of the youth changes. Youth begin to hold each other accountable for their actions, exerting positive peer pressure on one another.

AFY recognizes that mobility is a key component of our services to our youth, who are inherently hard to reach. Over the years, we have recognized the value of mobile programs and know that transportation is a major barrier preventing our target youth from receiving the desperately needed services. Mobility is important because they are not the youth who will actively seek help for themselves. It is an integral part of our outreach that identifies high-risk youth that need our help. It also allows staff to engage community leaders/stakeholders to understand our youth's challenges better.

RT is guided by philosophical and practice principles that, over time, have been proven to effectively change the mindset, behavior, and lives of Hawaii's most violent youth.

<b>Philosophical Principles</b>	<b>Practice Principles</b>
People have the capacity to change	Turf - Service is provided on the "turf" of the youths being served
People are perceived holistically as products of the sum total of their existence	Referrals - Requests to AFY for service may be initiated by any system/stakeholder
Gang youths have the potential to enter the social and economic mainstream but may not believe that they have the capacity to do so	Participation in the AFY program is fun and immediately rewarding
Youths who believe in their capacity to enter the mainstream will choose to do so when provided with the opportunities	The Redirectionalist communicates care and love
Most people have the capacity to make decisions that are in their best interests, but may require support, encouragement, and information before they believe they are capable of doing so	Redirectional Therapy is nonjudgmental
A mutual and respectful relationship between the Redirectionalist and the client is a prelude to effective intervention	Redirectional Therapy is nondirective
The Redirectionalist and the agency provide an environment that is genuine, caring, and nurturing	The Redirectionalist is empathetic
The Redirectionalist is primarily responsible to the agency and to its clients, not to other systems, including school, police, courts, and parents	Active listening
The client is always first	Modeling legal and healthy behaviors
Formal and informal education are means for achieving freedom, thinking critically, and becoming aware of a greater universe within which to make decisions	Encouraging new social and activity experiences: The Six-Point Plan
Children are capable of influencing their families	Food as therapy
Youths can be effectively helped without family intervention (but parents/guardians are required to give permission for clients to engage in services)	Self-Determination
It is best to work with multiple gangs in a community, especially rivals, if peace and stability are to occur	Nonintrusive, attentive style
Patience is a virtue	

## **AFY's Programs**

### **Redirectional Therapy (RT) Counseling Program**

The RT Counseling Program is AFY's flagship program. It seeks out Hawaii's most violent and dangerous youth for program participation. All youth are referred to this program because of their potential threat to public safety. Often, AFY is a last resort, as everyone else, including schools, family members, and other social service programs, has already given up on them. They come into AFY with little or no hope for their future. The vast majority of AFY Counseling Program youth share that they have also been victimized in the past and carry trauma from those incidents. This underscores the need for a trauma-informed approach to counseling in which all full-time direct staff are trained.

RT counseling contributes to the development of self-esteem, self-determination, and empowerment. It helps youth feel valued and develop a sense of their potential and how to achieve it. It also connects them to their community, including opportunities for positive interaction with law enforcement.

The counseling program consists of In-School and Neighborhood Counseling Groups. In-school counseling groups are conducted with HIDOE school administrators and meet on school campuses during school hours. Neighborhood Counseling Groups meet in our youths' communities during out-of-school time and comprise natural friendship groups/gangs as whole entities. Both groups can be comprised of entirely one gang, or they can be formed through referrals from agencies that include but are not limited to HIDOE, HPD/law enforcement, Legislators, Judiciary, friends and family members, and even rival gang members who have used our services and would like to create peace in their community.

AFY developed an RT curriculum that specializes in working with violent youth and gang members. It consists of a 32-topic curriculum designed to be taught over 3–4 years. The curriculum can be customized for different age groups and skill levels. It involves social-emotional learning and helps develop healthy coping skills. It facilitates knowledge and skill building through discussions, experiential learning, and activities such as role-play. For example, one role-play activity addressed being an upstander versus a bystander. An upstander is someone who proactively prevents or intervenes in conflict-type situations. A bystander is someone who passively watches what is taking place. This role-play is related directly to our youths' violence as oftentimes, they show up at a fight just to watch or take videos and post them to social media. We try to provide our youth with knowledge, skills, and tools to be upstanders. Another activity addressed past trauma and grief through a painting exercise. Youth were given a blank canvas and told to paint anything that reminded them of a loved one who had passed. This was an example of a healthy coping mechanism. The youth stated that "painting felt therapeutic."

Long-term behavioral change does not happen quickly, so it is common for AFY to work with youth for over 4 years and sometimes into adulthood. The RT curriculum is designed to complement and engage them in the traditional academic curriculum they learn. Counseling sessions and the curriculum reduce violence, promote healing from victimization, and emphasize education to improve one's life. Counseling program services are provided year-round, during school breaks, and are completely free of charge to youth and families.

Example lesson topics include but are not limited to:

- Practicing resolution
- Defining neighborhood norms
- Identifying positive support systems
- Redirect negative peer pressure to positive peer pressure
- Demonstrating School Commitment
- Healing from past trauma/experiences
- Critical Thinking actions
- Empathy in Conflict
- Creating a safe place
- Maintaining Commitment.

A key component of AFY's RT Counseling Program is the intensive educational support, which includes but is not limited to access to digital technology (i.e. iPads, laptops, Wi-Fi), in-person support (i.e. tutoring, help navigating online scholastic platforms, communication with teachers and school counselors), and other educational support services such as connecting youth to credit recovery or summer school courses. Once their violence and behavioral issues are brought under control and youth begin to heal from their victimization and exposure to violence, education is used as a primary tool to continue their positive development.

AFY's counseling program includes mediation services to peacefully resolve conflicts between two parties. It diffuses potentially dangerous, volatile, and/or violent situations involving individuals or groups. Past mediations have involved rival gang members, friends who have had a conflict with one another, and family members, among others. Mediation is provided on an as-needed basis. RT counseling also includes 24/7 crisis support as needed because we know that crises do not always occur during regular working hours.

In addition to mental health counseling and educational support, counseling services incorporate experiential learning opportunities that provide new social and activity experiences through AFY's Six-Point Plan. Target youth from low-income, disadvantaged communities often have limited experiences outside their immediate neighborhood. The Six-Point Plan is a means for broadening the experiences of groups and replacing destructive behaviors with prosocial activities. The six categories are: 1) Social Activities, 2) Education, 3) Employment and Careers, 4) Recreation and Sports, 5) Spiritual/Cultural, and 6) Community Service. Experiential learning enhances youth

development and builds self-confidence and self-esteem in youth who often view themselves as failures.

Examples of experiential learning include but are not limited to:

#### Education, Spiritual/Culture

- University of Hawaii System - Tours of college campuses
- Liliuokalani Trust – Cultural healing activities
- Design thinking workshops

#### Social Activities, Recreation and Sports

- InJoy Swimming – Swimming lessons
- Fitness and Nutrition Program
- Team activities combining groups from different communities (i.e. flag football)

#### Employment and Careers

- Kinai `Eha – CPR training, OSHA 30-hour certification, COVID cleaning
- Trade union tours and workshops
- University of Hawaii Community College 13-Year Scholarships – Provides one year of scholarship to students

#### Community Service

- The Genki Ala Wai Project
- Community clean-ups

The AFY counseling program also helps connect youth with other support services that are directly related to their victimization and offense. AFY or an outside source may provide other support services, which include but are not limited to:

- Legal
  - Temporary restraining orders
  - Parole Officer
  - Public defender
  - Court
- Transportation
  - To and from services/activities (i.e., hospital visits, court visits, counseling sessions, etc.)
- Restorative Justice (RJ)
  - Solution-focused approaches
  - Restorative facilitation

#### 2024:

- 275 youth served
- 89% (237/275) of youths reduced or terminated their violence
- 71% (187/265) successfully graduated or were promoted to the next grade level
- 89% (245/275) participated in an experiential learning opportunity

**Mobile Assessment Center (MAC)**

The MAC is a youth diversion program in partnership with the HPD District 8, Ewa/Makaha, which has the state's highest number of status offenses. A "status offense" involves conduct that would not be a crime if an adult committed it. Examples include truancy, running away from home, and underage drinking. The MAC was created to prevent youth who commit status offenses on the Leeward Coast of Oahu from entering the juvenile justice court system and avoid the burden and negative consequences of the juvenile justice process.

According to the Urban Institute, "just one court appearance increases the chance a young person will drop out of school" (Ricks & Esthappan, 2018). There is also anecdotal evidence that suggests once juveniles enter the justice system, they are labeled as delinquent or criminal and face negative outcomes as a result. If youth begin to view themselves as delinquent, they begin to expect they will make bad choices, and this expectation becomes true simply because they believe it will. That is the principle of the Self-fulfilling Prophecy.

Because 50% of MAC youth are Native Hawaiian, it also helps to reduce the disproportionate minority contact of Native Hawaiians in the justice system as they are over-represented in both juvenile and adult detention facilities in Hawaii. Members of HPD have lauded the MAC's effectiveness with target youth, and both agencies can collaborate easily. Every effort should be made to disrupt the school-to-prison pipeline and break the cycle of juvenile-to-adult incarceration.

The following steps illustrate the MAC diversion process:

**1. Initial Contact**

HPD arrests youths for a status offense and issues a citation. The citation states that the youth must contact the MAC program within two business days.

**2. Referral to MAC**

AFY receives the citation and contacts the parent/guardian within 72 hours (if they have not already contacted us).

**3. Intake & Admission**

Youth and their parents/guardians will be contacted within 72 hours of the initial contact to engage them in the MAC process (i.e., obtain consent, conduct orientation, administer assessment).

**4. Orientation (Youth and Parent/Guardian)**

MAC staff will present a simplified explanation of the MAC process for youth and parents/guardians to better understand the services that are being offered. Inform them of the two scenarios (program success or non-success), and what each of those outcomes could result in. Orientation provides MAC staff with the opportunity to quickly develop a rapport with the youth and parents/guardians.

## 5. Assessment

The YASI (Youth Assessment & Screening Instrument) pre-screening tool will be administered to all participating youth. The screening tool measures protective factors to help caseworkers build on youth's strengths to buffer the negative impact of risk. It is also the same tool that the state judiciary uses.

## 6. Service Plan

Based on the results from the YASI assessment, an individualized service plan (ISP) is developed in collaboration with the youth. The plan will be youth-oriented, incorporate realistic goals that the youth create, and have actions steps, and a timeline to achieve those goals.

## 7. Casework

Three scenarios exist in the Casework Phase:

- a) Low to moderate-risk youth will be referred to community partner services that best meet their needs, such as Boys and Girls Club, Family Counseling, Sports Clubs (in-school, outside leagues), YMCA, Liliuokalani Trust, workforce development programs, etc. Referral forms will document the agencies and type of services the youth receive.
- b) The highest-risk youth will be referred to the AFY Counseling Program.
- c) Create a short-term cohort for 8-10 weeks for youths who are not deemed high or low risk but need additional support.

## 8. Case Conclusion

The case conclusion will be determined by the completion of the goals stated in the service plan and will be reported back to HPD.

The MAC helps identify and address the root cause(s) for youths' delinquent behaviors, connects them with service providers to heal their past trauma, and makes communities safer for all residents.

2024:

- 366 Citations (youth can have multiple citations)

- 248 Unduplicated youth
- 97% Runaway
- 55% Females, 40% Males
- 45% Native Hawaiian Youth
- 14% Recidivism Rate (Active cases that receive multiple citations)

### **Mobile Education Center (MEC)**

The MEC is an extension of an alternative education program AFY that has been conducted for 20 years.

It provides intensive educational support to meet the needs of disadvantaged communities. The program targets truant/chronically absent youth who are at a high risk of academic failure.

Where AFY's RT Counseling Program services target youth violence, the MEC focuses on providing or connecting youth with educational support services so they can graduate from high school or an alternative education program. The MEC utilizes a retrofit van with essential technology (i.e., Wi-Fi, laptops, television screens, etc.). Although the focus of the MEC is not on violence or criminal behavior, it contributes to creating safer communities, as truancy and crime are directly related. A University of Hawaii study found that 80% of prison inmates were truant from school (Honolulu Magazine). When youth focus on constructive activities such as education, they devote less time and energy to violence and other destructive behaviors.

Purpose of the program:

- Outreach/identify youth who are truant/chronically absent or at high risk for academic failure
- Build a trusting relationship through AFY's RT principles (i.e. non-judgmental approaches to counseling that are authentic, genuine, and empathetic)
- Provide in-person educational support to achieve academic success
- Provide counseling services that are trauma-informed and develop social-emotional learning as well as coping skills
- Provide/connect youth to other services to meet their whole needs

Programming options include:

- Option 1 – reconnect youth back to their home school through communication and coordination with schools and parents
- Option 2 – identify, communicate with, and link youth to an alternative educational program that best meets their needs (i.e. Youth Challenge)
- Option 3 – Provide youth with preventative services (i.e. tutoring, digital access, credit recovery, counseling)
- Option 4 – refer youth to community linkage providers to support them based on their needs (i.e. employment/career, coding)

**2024 MEC Results:**

- 52 youths received MEC services
- 67% (35/52) of youths who needed to be (re) connected to an educational pathway were (re) connected
- 84% (44/52) of youths graduated from or were promoted in a traditional or alternative education program
- 76% (40/52) of youths who needed preventative services, received those services
- 80% (42/52) of youths received other services/participated in an experiential learning opportunity

**PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love)**

AFY's 12<sup>th</sup> Annual PEARL Convention will span a week from February 24<sup>th</sup> to February 28<sup>th</sup>, with March 4<sup>th</sup> as a final in-person event for Kauai participants. It will serve middle and elementary school youth on Oahu and Kauai. The convention on Oahu will be virtual, while Kauai's will be a hybrid event. Each day, a theme will be presented that relays the PEARL message. Monday will be Peace, Tuesday will be Empathy, and so forth. For the first four days, "P," "E," "A," and "R" will be virtual events that are between 20 to 30 minutes long, consisting of both live performances and pre-recorded segments. The fifth and final day, "L," is meant to be a cumulative celebration of the entire PEARL week and will be an hour. For students on Kauai, the final day will be an in-person event on the Garden Isle.

A cornerstone of the convention is the skits that AFY youth create and perform to share their first-hand stories about bullying and violence. The skits are a powerful tool to communicate the message of PEARL, as youth can best relate to other youth who have experienced similar obstacles. Each skit contains peaceful, nonviolent resolutions and methods for approaching the issues youth regularly face.

The PEARL committee includes AFY staff, DOE principals, the Attorney General Youth Division, HPD Community Police, Kaleo Pilanca, and Tony Silva. The committee recognizes laughter as a healing mechanism in promoting the PEARL message and utilizes comedic routines to keep participants engaged.

Overall, the content of the previous PEARL week was received well by both teachers and students.

**2024 PEARL Convention Satisfaction Survey Results:**

- 3,358 total participants
  - 3,171 students
  - 187 teachers
- Student Evaluation Results:

- 97% felt that PEARL helped them understand what bullying, cyberbullying, and violence are.
- 93% felt that they learned how bullying and teasing can hurt others.
- 94% felt that they learned the consequences of bullying and violence.
- Student Comments:
  - *I learned many facts on how to be a better person!*
  - *I loved how PEARL taught me life lessons I can use in my everyday life.*
  - *Brings adults + kids together*
- Teacher Comments:
  - *Thank you! PEARL promotion is very much needed amongst our youth!*
  - The convention's effectiveness regarding *the variation of activities – video, music, different speakers, the hands-on activities*

## Collaboration

Partnerships are essential to develop the character of our youth and enhance violence intervention and prevention within the communities we work in. Collaboration with other community-based organizations is a key component of our programming. *It takes a village to raise a child.* Every partner plays an important role in meeting the holistic needs of our youth and helping develop their self-confidence. Together we help create safer schools and communities for all residents.

AFY's collaborating partners include but are not limited to:

- Hawaii State Department of Education (HIDOE) – Provides facilities, access to student records, and communication with school administrators and complex superintendents for project purposes.
- Honolulu Police Department – In partnership, we prevent and intervene in potentially violent situations within the community, and we divert youth from entering the juvenile justice system. They are also part of the Youth Task Force and help plan the PEARL Convention.
- Liliuokalani Trust – Provides culturally based (Hawaiian) educational programming.
- Attorney General's Office – Provides data on youth violence. They are also on the PEARL Planning Committee.
- Victims/survivors of violence – AFY will utilize former and/or current youth to provide their knowledge and experience to inform the services we provide. They are an integral part of understanding how to prevent and reduce violent crime in the community.
- Kinai 'Eha – provides culturally based programming and job training opportunities.
- City & County Youth Service Centers – Youth Build – Provides workforce training and alternative education certificates.

**2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;**

Please see the timelines in the attachments.

**3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and**

AFY's quality assurance process ensures compliance with all administrative and fiscal aspects of the contract. The process evaluates service delivery, adherence to the company mission, staff implementation of evidence-based practices, service utilization, service outcomes, and numerous other areas to ensure quality care.

Each week, the Administrative Team (President, Vice President, Director of Redirectional Services, Assistant Director of Redirectional Services, and the Director of Operations and Special Programs), along with all staff, conduct a formal meeting where they: 1) review and analyze new cases, 2) provide updates on existing cases/record review, 3) develop strategies to address higher risk clients, and 4) Reassess program implementation to identify better ways to serve our clients.

Direct service staff are responsible for collecting data on the youth and generating assessment and progress reports. Indicators include meeting the program's outcomes and completing documentation (i.e., parent permission forms). Project Directors will ensure that RSs submit appropriate data promptly. Administrators meet to evaluate service delivery and outcomes, staff implementation of evidence-based practices, and youth performance data to generate a summary of their findings and identify areas of improvement.

**4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.**

The measures of effectiveness that will be used to evaluate the effectiveness of this proposal are as follows for each program:

**RT Counseling Program**

- 80% of youth served through the program will reduce or terminate their violence
- 70% of program youth will be promoted/graduate from high school or an alternative program
- 80% of program youth will participate in at least one experiential learning opportunity

#### Mobile Assessment Center (MAC)

- 80% of eligible youth will receive the YASI Assessment
- 80% of eligible youth will receive a comprehensive service plan
- 80% of eligible youth will successfully complete the program
- 65% of eligible youth who complete the program will not re-offend or become incarcerated

#### Mobile Education Center (MEC)

- 50% of truant/chronically absent youth served by the MEC will be successfully (re)connected to a traditional school or an alternative education program
- 50% of MEC youth will receive preventative services (i.e. tutoring, credit recovery, etc.)
- 70% of MEC youth will be promoted/graduate from high school or an alternative program
- 75% of MEC youth will receive other services (i.e. employment/career, experiential learning)

#### PEARL Convention

- AFY will conduct a PEARL Convention
- 85% of participants will express satisfaction with the event through a follow-up survey

Project staff will collect all data for evaluation purposes through the following sources: 1) family/youth self-report, 2) staff ratings from observation, 3) official records (i.e. report cards), 4) reports from family members and friends, and 5) collateral contacts such as school personnel.

Official report cards/transcripts will determine graduation or promotion to the next grade level. In addition to grades, overall academic performance will be measured through attendance records, what youth share during counseling sessions, and collateral contacts with school personnel. Violence will be measured through fights, suspensions, and other violent criminal acts. All sources of data will be used to track youths' violence. Concerning the MAC program, recidivism rates will be collected through AFY's internal data collection process. Re-connection to educational programs will be measured through reporting from the MEC.

Data collected will be kept in physical folders in locked filing cabinets. The Data Management Specialist will enter the data into a database. AFY staff will then analyze the data every quarter. The Assistant Director of Redirectional Services will review each group/individual's folder for content and completeness. Should they find anything of concern, the Assistant Director will follow up with the Director of Redirectional Services for guidance.

AFY also can effectively prevent and intervene in brawls and large-scale altercations within communities. For example, we work with HPD District 5 to utilize our company

vans and extract youth from volatile situations. Instead of closing doors, AFY runs towards the violence for the safety of all.

#### **IV. Financial**

##### **Budget**

- 1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.**
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))

Please see the budget forms in the attachments.

- 2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$112,436.50	\$112,436.50	\$112,436.50	\$112,436.50	\$449,746

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.**
  1. City & County GIA
  2. Office of Juvenile Justice Delinquency Prevention
  3. New York Life Foundation
  4. Hawaii Community Foundation
  5. W.K. Kellogg Foundation
  6. Hawaiian Electric Industries Charitable Foundation
  7. Cooke Foundation
  8. First Hawaiian Bank Foundation
  9. Alexander & Baldwin
  10. Other private foundations
- 4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.**

Not applicable

- 5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2026 for program funding.**

Please see the table of Government Contracts, Grants, and/or Grants in Aid in attachments.

- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.**

\$2,384,921.07

## **V. Experience and Capability**

### **1. Necessary Skills and Experience**

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

RT is the foundation for AFY's work. Each staff member is trained in RT upon hire, and the knowledge, skills, and abilities from the training are reinforced during staff meetings and informal training opportunities such as shadowing and mentoring. Many of the youth that AFY serves have been victims of violence, and consequently, they perceive violence as a normalized behavior. RT's purpose is to change those norms and instill positive values, attitudes, and beliefs in the youth we serve. Since 1986, AFY has provided RT services to Oahu's highest-risk youth. RT services include but are not limited to group and individual counseling, community outreach, assessments, crisis intervention, and mediation.

AFY has been recognized for the agency's contributions to working with high-risk youth. In 2022, AFY was presented with the Frederic Milton Thrasher Award by the Journal of Gang Research "To honor and recognize outstanding scholarship, leadership, and service contributions by individuals and programs in dealing with public safety issues like that posed by gangs." Other awards include but are not limited to: Hawaii State Legislature: Outstanding Advocate for Children, U.S. Congress: Celebrating 30 Years of Redirecting the Lives of Hawaii's At-risk Youth, City & County of Honolulu: Serving the Community and At-risk Youth, and Mental Health America of Hawaii: Outstanding Community Mental Health Agency for (our) "Pioneering Therapeutic Approach" in the field.

AFY personnel have significant experience providing RT services to target youth. President & CEO Deborah L.K. Spencer-Chun, Vice President McKay Schwenke, Director of Operations & Special Programs Lisa Tamashiro, Director of Redirectional Services Siutiti Takai, and Assistant Director of Redirectional Services Solomona Levi make up the administrative team at AFY. They possess over 90 years of social work experience targeting high-risk youth with the agency. AFY's administration is responsible for hiring and training all staff, specialists, and support. They have established a standard of performance which all staff must reach and maintain. This ensures the quality of AFY's services remains consistent throughout the youth and over time.

AFY's administrative team members have gained recognition for their work with high-risk youth. The President Emeritus and the current President & CEO have co-authored two books that examine RT and its real-world application to therapeutic prevention/intervention with high-risk youth. Spencer-Chun has received multiple awards for her work with at-risk and high-risk youth. At the 2022 and 2023 National Gang Specialist Training Conference held annually in Chicago, Spencer-Chun was presented with the National Gang Research Center Spirit Award "For significant service directed at helping to set higher standards for gang prevention, gang intervention, and gang counseling programs." In 2015, she made Hawaii Business Magazine's 20 for the Next 20 list for her past contributions to Hawaii and her expected impact over the next two decades. In 2017, she was recognized as a Honolulu Community College Distinguished Alumni for her dedicated work to youth services and stopping violence in the community. In 2019, she was awarded HPD's Citizen of the Year honor.

The AFY administrative team actively participates in community events and working groups. AFY's President & CEO is a member of the Women Prisons Project, Visitor's Public Safety Committee, Family Reunification Working Group, Workforce Development Council-Youth Services Committee, and the Institute on Violence, Abuse and Trauma's Ho'omaluhia Advisory Council. Through those groups, AFY gains insight and provides input into issues related to at-risk youth and youth in the juvenile justice system.

AFY staff engage in regular training, including trauma-informed care and restorative justice. Specialists also attend training conferences on the mainland. Recently, staff attended a youth violence training panel in San Francisco, a violence and trauma training workshop in Washington, D.C., and a trauma, violence, and abuse summit in Hawaii.

For a list of verifiable experience related to projects or contracts for the most recent five years pertinent to the request, please see the "Government Contracts, Grants, and/or Grants in Aid" table in the attachments section.

## 2. Facilities

**The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.**

AFY's office is used to conduct administrative business and host youth for services, such as MAC intake, RT counseling, mediation, tutoring, etc. It is accessible to most youth and their families. The office is a safe space where everyone is welcome, allowing staff and youth of diverse backgrounds to feel safe and respected. AFY's office is centrally located, proximal to city bus lines, and has the following:

- ADA compliance
  - Drive-up access to the office and designated accessible parking
  - Ramp, elevator, and doors/hallways clearance provide accessible routes
  - Wheelchair-accessible restrooms
- 5 private parking spaces within 10 feet of the office and ample public parking
- Secured electronic and physical data
  - Protected computer and network services
  - Lockable filing cabinets secure personally identifiable information
  - Central location, proximal to city bus lines

One of the strengths of AFY's programs is its mobility and the ability to travel to meet youths' needs, such as respite care/ "time out", mediation, and RT counseling for victims, offenders, families, and other individuals involved with the crime. To conduct program services, AFY has six company vans and a car (all insured and in adherence to required coverages). Company vehicles are used to transport youth to/from service-related activities. Time spent traveling in vehicles is used to communicate with youth for outreach and assessment purposes.

Communication and coordination with DOE schools allow Redirectional Specialists to provide direct services to youth on school campuses, such as individual and group counseling, mediation, and crisis intervention if violence should ensue on school campuses or in the surrounding areas. During the outreach and rapport-building process, public locations, such as community parks, may also provide services where the youth feel comfortable.

## **VI. Personnel: Project Organization and Staffing**

### **1. Proposed Staffing, Staff Qualifications, Supervision and Training**

**The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.**

Proposed staffing:

- Deborah L.K. Spencer-Chun, President & CEO
- McKay Schwenke, Vice President
- Lisa Tamashiro, Director of Operations & Special Programs
- Siutiti Takai, Director of Redirectional Services
- Solomona Levi, Assistant Director of Redirectional Services
- Jacqueline Espejo, Redirectional Specialist
- Isaiah Gundermann-Graham, Redirectional Specialist
- Maria Fian, Redirectional Specialist
- Kristian Atuatasi, Redirectional Specialist
- Trevor Shirai, Grant Associate and Special Programs Assistant
- DJ Hadley, Redirectional Associate
- Otto Tua, Redirectional Associate
- Mairwyn Forster, Redirectional Associate
- Crimson Ma'afala, Special Programs Associate
- Tiare Ma'afala, Executive Assistant
- Aaron Hare, Grant Coordinator
- Dominique Prado, Grant Specialist and Redirectional Associate
- Sean Chun, Grant Specialist
- Jason Nakamaejo, Data Management Specialist

Staff Qualifications

Please see the attached staff resumes.

Supervision and training

Upon hire, staff read the employee handbook, which includes policies and notifications regarding the agency's adherence to certifications. Through a slide presentation, they are familiarized with AFY's programs, target populations, and expectations. Staff must read *Turning It Around: Redirectional Therapy*, as it details RT's principles and provides case studies related to working with target youth.

Training occurs in the office or field. Administrators utilize weekly training/one-on-one meetings with the entire staff to discuss specific issues regarding direct services and develop strategies to resolve these issues and individual performance and developmental needs. The group-level intervention involves specialized training for

direct service staff to be able to address target youths' needs, including culturally responsive approaches, trauma-informed care (TIC) (the Director of Redirectional Services is TIC Certified to train other AFY staff), restorative justice, and assessment tools, such as the YASI. Other community organizations with similar target populations are regularly invited to discuss matters involving the communities we serve and how we can collaborate on services to serve youth best. AFY staff have engaged in restorative justice and TIC training to enhance their restorative practice skills and solution-focused approaches, as well as their ability to heal trauma and prevent re-traumatization.

## **2. Organization Chart**

**The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.**

Please see the attached Organization Chart.

## **3. Compensation**

**The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.**

President & CEO – \$125,000

Director of Operations & Special Programs – \$70,000

Director of Redirectional Services – \$61,000

## **VII. Other**

### **1. Litigation**

**The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.**

AFY has no pending litigation.

### **2. Licensure or Accreditation**

**The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.**

AFY staff receive YASI training and certification. The agency has received numerous awards and recognition from the federal, state, city, community, and professional organizations for its work.

### 3. Private Educational Institutions

**The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.**

This grant will not support or benefit a sectarian or non-sectarian private educational institution.

### 4. Future Sustainability Plan

**The applicant shall provide a plan for sustaining after fiscal year 2026 the activity funded by the grant if the grant of this application is:**

- (a) Received by the applicant for fiscal year 2026, but**
- (b) Not received by the applicant thereafter.**

AFY utilizes a diversified funding strategy that includes funding from city, state, and federal government sources, private foundations, corporations, and donations to sustain the program and provide long-term benefits to the community. We also hold fundraisers throughout the year. The hallmark event is our Annual Celebration of Youth, which entertains 500 guests. This grant award would enhance AFY's ability to serve additional youth who need our services.

AFY takes every opportunity to share our message with the public and increase our community reach for networking and donor opportunities. We also have an influential Board of Directors who use their networks to garner support for the young people we serve. Board members come from diverse professional backgrounds and play an important role in obtaining funding. AFY is constantly engaging and interacting with the community and with key stakeholders. Those stakeholders constantly communicate the need for AFY's programs, which help to bring recognition and credibility to our services.

Program sustainability also involves retaining and recruiting qualified staff who can relate to and create bonds with target youth. AFY's administrative team provides a supportive and challenging environment to those passionate about this work. Partnerships with universities and colleges provide students with internships at AFY that often lead to candidates for employment. Volunteers from different backgrounds (i.e. former clients, university students, etc.) also contribute their knowledge and skill sets to achieve agency goals.

The long-term sustainability of AFY and our programs/services allows us to provide the State of Hawaii with long-term benefits. We help to break the devastating cycles that affect families for generations, thereby healing entire communities. Those cycles include violence, victimization, incarceration, and the school-to-prison pipeline.

## **Attachments**

# BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

App

Adult Friends for Youth

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	181,153			
2. Payroll Taxes & Assessments	20,434			
3. Fringe Benefits	19,451			
<b>TOTAL PERSONNEL COST</b>	<b>221,038</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	2,700			
2. Insurance	5,395			
3. Lease/Rental of Equipment	993			
4. Lease/Rental of Space	34,312			
5. Staff Training	3,600			
6. Supplies (Includes good, activities, office and other)	34,040			
7. Telecommunication	2,449			
8. Utilities (included in rent)				
9. Travel Local (includes gas, mileage, non-office parking, etc.)	5,895			
10. Contratual Fees	13,721			
11. Maintenance & Repair (inludes vehicle and office)	6,009			
12. Youth Stipends	5,000			
13. YASI (Youth Assesment Screening Instrument)	1,500			
14. Centralized Data Management System	2,500			
15. Lodging (includes per diem as allow by GSA)	3,744			
16. Vehicle Rental	1,250			
17. Transportation (off island)	600			
18. Program Evaluation	40,000			
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>163,708</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>5,000</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>60,000</b>			
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>449,746</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By: Deborah L.K.Spencer-Chun (808) 833-8775 Name (Please type or print) Phone  Signature of Authorized Official Date Monday, January 6, 2025		
(a) Total State Funds Requested	449,746			
(b) Total Federal Funds Requested				
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested				
<b>TOTAL BUDGET</b>	<b>449,746</b>	President and CEO Name and Title (Please type or print)		

# BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Adult Friends for Youth

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Redirectional Associate	1	\$33,800.00	25.00%	\$ 8,450.00
Redirectional Associate	1	\$37,000.00	25.00%	\$ 9,250.00
Redirectional Associate	1	\$45,000.00	25.00%	\$ 11,250.00
Redirectional Specialist	0.8	\$32,256.00	25.00%	\$ 8,064.00
Redirectional Specialist	0.45	\$18,144.00	25.00%	\$ 4,536.00
Redirectional Specialist	0.6	\$21,888.00	25.00%	\$ 5,472.00
Redirectional Specialist	0.45	\$16,416.00	25.00%	\$ 4,104.00
Redirectional Specialist	0.6	\$25,201.00	25.00%	\$ 6,300.25
Senior Redirectional Specialist	1	\$52,000.00	25.00%	\$ 13,000.00
Assistant Director of Redirecational Services	1	\$55,000.00	25.00%	\$ 13,750.00
Director of Rediretional Services	1	\$61,000.00	25.00%	\$ 15,250.00
Directional of Operations and Special Programs	1	\$70,000.00	25.00%	\$ 17,500.00
Speical Programs Associate	1	\$44,000.00	25.00%	\$ 11,000.00
Vice President (Direct Services)	0.6	\$45,000.00	25.00%	\$ 11,250.00
President	1	\$125,000.00	10.00%	\$ 12,500.00
Executive Assistant/ Redirectional Associate	1	\$46,000.00	25.00%	\$ 11,500.00
Grant Coordinator	1	\$55,000.00	25.00%	\$ 13,750.00
Data Management Specialist	0.375	\$15,480.00	10.00%	\$ 1,548.00
Grants Specialist	0.3	\$12,096.00	10.00%	\$ 1,209.60
Grants Associate	0.45	\$14,688.00	10.00%	\$ 1,468.80
<b>TOTAL:</b>				181,152.65
JUSTIFICATION/COMMENTS: Three (3) RA's and six (6) RS's will provide direct services to youth. There will be one (1) newly hired RS. The Asst. Director of RS, Director of RS, Director of Operations & SP, VP, and President will provide administrative services, as well as direct services to youth (President as needed). The SPA, EA, GC, DMS, GS, GA will provide program support, such as the completion of programmatic and financial reports, data management, and direct services as needed.				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Adult Friends for Youth

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
computer and accessories	5.00	\$1,000.00	\$ 5,000.00	5000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	5		\$ 5,000.00	5,000
<b>JUSTIFICATION/COMMENTS:</b>  Computers and or laptops utilized to store and access client data. It is also utilized for reporting and other relevant project tasks. Lastly, Laptops are utilized for youth to do school, career, experiential learning and other project activities.				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
mini van to do outreach	1.00	\$60,000.00	\$ 60,000.00	60000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 60,000.00	60,000
<b>JUSTIFICATION/COMMENTS:</b>  AFY vans are utilized to transport our youth (families as needed) to program activites, court cases, etc. In Hawaii, there is a limited supply of 15 passenger vans on island. With the mini van, AFY will be able to transport a small group of youth and families. It will also be utilized to conduct outreach in the schools and community.				

## **BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES**

Period: July 1, 2025 to June 30, 2026

S

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Adult Friends for Youth

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: Not applicable.						

**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Adult Friends for Youth

Contracts Total: 7,465,894

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Community-Based Violence Intervention and Prevention Initiative	10/1/2024-9/30/2027	Bureau of Justice Administration	U.S.	2,000,000
2	VOCA Victim Assistance Grant Program	7/1/2024-6/30/26	Dept. of AG	State	263,322
3	Hawaii State GIA	10/1/2024-9/30/25	OYS	State	200,000
4	City & County GIA	10/1/2024-9/30/25	DCS	Honolulu	74,556
5	Enhancing School Capacity to Address Youth Violence	10/1/23-9/30/26	OJJDP	U.S.	1,000,000
6	Hawaii State GIA	7/1/23-6/30/24	OYS	State	300,000
7	Hawaii State GIA - Operating	5/1/23-4/30/24	OCS	State	300,000
8	Hawaii State GIA - CIP	6/1/23-5/31/24	OCS	State	750,000
9	OYS PAL - Positive Alternative Learning	7/1/23-6/30/25	OYS	State	276,000
10	Girls in the Juvenile Justice System	10/1/22-9/30/25	OJJDP	U.S.	500,000
12	City & County GIA	11/1/21-10/31/22	DCS	Honolulu	200,000
13	City & County Gang Diversion	5/1/21-4/30/22	DCS	Honolulu	150,000
14	City & County GIA	11/1/20-10/31/21	DCS	Honolulu	125,000
15	Comprehensive Anti-Gang Programs for Youth	10/1/20-9/30/23	OJJDP	US	481,795
16	VOCA Victims Assistance Grant Program	7/1/20-6/30/22	Dept of AG	State	185,221
17	Outreach & Advocacy Project	7/1/19-6/30/21	OYS	State	70,000
18	Outreach & Advocacy Project Supplemental 1	7/1/21-6/30/23	OYS	State	70,000
19	Outreach & Advocacy Project Supplemental 2	7/1/23-6/30/25	OYS	State	70,000
	Outreach & Advocacy Project Supplemental 3	7/1/25-6/30/27	OYS	State	70,000
20	HI State GIA	7/1/19-5/31/21	OYS	State	380,000
21					
22					
23					
24					
25					
26					
27					
28					
29					

30				
----	--	--	--	--

## Timeline

RT Counseling Program	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Referral	x											
Assessment	x	x	x	x	x	x	x	x	x	x	x	x
Youth Outreach & Engagement	x	x	x	x	x	x	x					
RT Counseling		x	x	x	x	x	x	x	x	x	x	x
Experiential Learning		x	x	x	x	x	x	x	x	x	x	x
Support Services		x	x	x	x	x	x	x	x	x	x	x

MEC	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Outreach, Intake, and Assessment	x	x										
Service Planning - Individual Plan		x	x									
Monitoring/Follow-up, Case work, and Proper Documentation		x	x	x	x	x	x	x	x	x	x	
Support Services		x	x	x	x	x	x	x	x	x	x	
Case Closure						x	x	x	x	x	x	x

MAC	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Initial Parent/Guardian Contact	x											
Outreach, Intake, and Assessment	x	x										
Service Planning - Individual Plan		x	x									
Monitoring/Follow-up, Case work, and Proper Documentation		x	x	x	x	x	x	x	x	x	x	
AFY RT Counseling Services (if needed)			x	x	x	x	x	x	x	x	x	
Case Closure						x	x	x	x	x	x	x

## PEARL Convention Timeline

Month	Action
March	Implementation of hybrid PEARL Convention
April	Collect and gather evaluations from schools
May	Convention Evaluation Meeting
June	Secure venue and dates for next PEARL convention Send out flyers with new dates to schools
July	Planning of next PEARL Convention Committee to meet to incorporate feedback from evaluation for program context
August	Solicit for donors and sponsorship
September	Conduct second planning meeting Send flyers and invitation letters to school principals and student activity coordinators
October	Begin working with AFY youth (AFY youth provide first hand experiences to be incorporated into program skits. Youth also create and perform skits at the convention)
November	Conduct third planning meeting
December	Begin preparation for convention
January	Conduct fourth planning meeting
February	Preparation of PEARL Conventions and final planning meeting

# **Staff Resumes**

# Deborah L.K. Spencer-Chun

---

## Education

1990-1993: Masters of Social Work (MSW), University of Hawaii, Manoa, Honolulu, HI  
1987-1990: Bachelors of Social Work (BSW), University of Hawaii, Manoa, Honolulu, HI  
1983-1985: Associates of Arts (AA), Honolulu Community College, University of Hawaii, Honolulu, HI  
1981: Graduate of Farrington High School, Honolulu, HI

## Professional Experience

July 2007-Present: President and C.E.O., Adult Friends for Youth, Honolulu HI

- Directly supervises directors and administrative staff
- Oversees clinical supervision for clinicians
- Manages fiscal matters
- Implements board policies
- Serves on all official committees
- Supervises C-BASE instructor
- Oversees the C-BASE program
- Maintains communication with clinical staff and board of directors
- Over 20 years of experience providing direct services to clients served by agency

## Other Professional Experience

- 1988-2007: Senior Master Practitioner (Group counseling services for male youth gangs as whole entities which included mediation between individuals, rival gang members and other violent youth)
- 2002-2009: Clinical Competency Based (CBASE) Alternative Education Director and Teacher (Supervised and taught the alternative education program for high-risk youth) Adult Friends for Youth, Honolulu, HI
- 1996: Part-time Graduate Instructor-SW 707 Methods of Group Psychotherapy University of Hawaii, Honolulu, HI Spring
- 1995-Present: Practicum Instructor Adult Friends for Youth conjunction with the University of Hawaii, Hawaii Pacific University and Chaminade University, Honolulu, HI

## Professional Presentation Experiences

- March 2017: Morning co-keynote speaker ECET2 (Elevating and Celebrating Effective Teaching and Teachers)

- July 2015: Hawaii State Department of Education (DOE) Safety, Security and Emergency Preparedness conference (Building relationships with high-risk reach students)
- May 2013: Youth Violence and Gang Prevention: Creating Safer Communities by the Coalition for Drug-Free Hawaii and Department of the Attorney General, Honolulu, HI
- March 2012: Forum on Human Services and Juvenile Justice, Honolulu, HI
- March 2012: Institute on Violence, Abuse and Trauma, Honolulu, HI
- September 2011: Institute on Violence, Abuse and Trauma, San Diego, CA
- March 2010: Institute on Violence, Abuse and Trauma, Honolulu, HI

## **Volunteer Experience**

- 1987-1988: Adult Friends for Youth Honolulu, HI
- 1987: Children and Family Services Group Home Honolulu, HI (Intern Student)
- 1986-1987: Big Brothers and Sisters of Hawaii Honolulu, HI (Big Sister)

## **Member Affiliations**

- 2021-Present: Women's Prison Project
- 2017-Present: Status Offense Reform Working Group
- 2014-Present: Juvenile Justice Oversight Advisory Council
- 2013-Present: Family Reunification Working Group
- 2012-Present: Co-Leader of Collective Impact At-Risk Youth Group (A Private/Public sector venture of Kui Kupa'a)
- 2012-Present: Hui Kupa'a Leaders Work Group
- 2012-Present: Kuhio Park Choice Neighborhood Initiative

## **Publications**

- 2011: Co-authored: Turning it Around: Redirectional Therapy, Vantage Press
- 1996: Co-authored: Toward a Gang Solution: The Redirectional Method, National Resource Center for Youth Service

## **Awards**

- 2022 and 2023: The National Gang Crime Research Center Spirit Award
- 2019: Honolulu Police Department Citizenship Award
- 2015: 20 for the Next 20 Hawaii Business Magazine
- 1999: Awardee of Three Outstanding Young Persons Award, Hawaii Business Jaycees

## **Training**

TIC Certified, RJ trained

# McKay Max Schwenke

---

## Education

June 1989: Bachelors of Science (BS), Brigham Young University, Hawaii Campus

## Professional Experience

2007-Present: Vice President, Adult Friends for Youth, Honolulu HI

- Supervises administrative staff
- Trained in the Redirectional Therapy as a Program Specialist and Master Practitioner for over 16 years before being promoted to Vice President
- Provides staff instructions
- Serves as a Liaison to the community
- Works directly with clients
- Establishes and maintains relationships with organizations that are relevant to addressing gang violence, victimization, and bullying
- Provides direct training and support to C-BASE Instructor
- Oversees C-Base program

1991-2007: Master Practitioner, Adult Friends for Youth, Honolulu, HI

- March 2005: Developed the first Adult Friends for Youth Aloha Youth Rugby “7-aside Rugby Tournament” to help unify communities and youth through rugby
- 1997-Present: Field Instructor for Adult Friends for Youth in conjunction with the University of Hawaii, Honolulu, HI

1983: Recreational Coordinator for the Polynesian Cultural Center’s Employee Recreation Division

- Organized and Coordinated Departmental sporting competitions for the center’s 1,200 employees

1982: Head Coach for Western Samoa’s National Women’s basketball team at the South Pacific Games

- Competed against national teams from Guam, Tahiti, Fiji, American Samoa, New Caledonia, Papua New Guinea, Tonga, and New Hebrides

## Other Professional Experience

- 1996: Contributor to the book, “Toward a Gang Solution” The Redirectional Therapy (National Resource Center for Youth Services, University of Oklahoma, Tulsa)
- 1989-1990: Health and Physical Education Teacher at Kayanta HS, Arizona

- 1988: First International Rugby Board Trainer of Referees from Hawaii
- 1988-1989: Head Rugby coach at BYU- Hawaii
- 1986-1989: Dance performer at world famous Polynesian Cultural Center. Performing in Samoa, Maori, Fijian, and Tongan sections of the show
- 1984-1986: Strength and weight training coordinator for BYU-Hawaii rugby team.  
Three-year letterman

### **Professional Presentation Experience**

- February 2009: Models for Change, Tacoma, WA
- April 2008: National Associate of Pediatric Nurse Associates and Practitioners, Honolulu, HI
- April 2008: Preventing, Assessing and Treating Childhood and Adult Trauma, Honolulu, HI
- 2001: Highway Traffic Safety Forum, Adolescent and young Adult High Risk Drivers, Honolulu, HI
- 1998: Child Welfare League of America, Troubled Youth Conference, Snowbird, UT

### **Hobbies**

- Teaching
- Coaching and training youth in all aspects of life
- Spending time with family, wife Angie and six children

# Lisa Tamashiro

---

## Education

2005-2011: Bachelors of Social Work (BSW), University of Hawaii, Manoa, Honolulu, HI

2001-2005: Kaimuki High School, Honolulu, HI (HS Diploma obtained)

1992-2000: Rainbow Gakuen (Japanese Language School)

## Professional Experience

2016-Present: Director of Operations and Special Programs, Adult Friends for Youth, Honolulu, HI

- Coordinates fundraising programs
- Manages the day-to-day operations of program to ensure agency goal to reduce violence and crime is being addressed
- Supervises and provides support to the C-BASE program and C-BASE Instructor

February 2010-April 2013: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Co-facilitated group counseling
- Applied agency model of Redirectional Therapy
- Assisted clients in areas of tutoring, job searching, and applying for college
- Participated in agency events
- Assisted staff with needs such as correcting homework for C-BASE class or inputting data for master client list
- Became C-BASE Instructor and taught children in program from April 2013- May 2016.

December 2008-September 2009: Helpline Representative, Domestic Violence Action Center

- Conducted intake/assessment on possible clients
- Provided referrals to other services

December 2008- December 2009: Assistant, Japanese Cultural Center of Hawaii, Honolulu, HI

- Assisting PR Manager by logging media data
- Creating survey spreadsheets
- Conducting research for ongoing projects
- Attend events

September 2008-December 2011: Server, The Shack, Honolulu, HI

- Take orders

- Serve food and drinks to customers
- Responsible for carrying and calculating own bank

March 2008-September 2008: Server, Benihana of Tokyo Inc., Honolulu, HI

- Attended to drink orders and food orders
- Assisted chefs
- Calculated and distributed tips

September 2006-April 2008: Hall Staff, Yakiniiku Toraji, Honolulu, HI

- Served food and drinks
- Bused tables
- Helped management with Japanese translations

July 2004-July 2007: Waitress, Yamagen, Honolulu, HI

- Took food orders for takeout by phone or by walk-ins
- Cleared tables

## **Volunteer Experience**

2004-2005: Tutor at Kuhio Elementary, Honolulu, HI

- Assisted with the after school tutoring program for students referred by teachers
- Escorted younger students home if pick was unavailable

2003: Military Police assistant, Tripler Medical Hospital

- Learned the roles of the military police at the hospital
- Conducted data filing
- Made rounds around the hospital

## **Past Member Affiliations**

- Juvenile Detention Alternative Initiative (JDAI)
- Liliuokalani Trust - Youth Service Center (LT-YSC)

## **Training**

- YASI Certified
- TIC Certified
- RJ Trained

## **Presenter**

- National Gang Conference, Chicago, IL (2023, 2024)
- Institute on Violence, Abuse, and Trauma, Honolulu, HI (2024)

# Siutiti Telesiaongo Takai

---

## Education

August 2013: Bachelor of Science in Human Services, Montreat College, Montreat, North Carolina

## Skills and Abilities

- Experience with assessments
- Experience with conducting analysis
- Organizational skills
- Positive attitude
- Experience in filing and monitoring client progress
- Strong writing skills

## Professional Experience

April 2021-present: Director of Redirectional Services, Adult Friends for Youth, Honolulu, HI

- Practicum Instructor in conjunction with the University of Hawaii, Honolulu, HI
- Trains Redirectional Specialists
- Supervises clinical staff
- Provides individual and group counseling to clients
- Provides mediation for clients as needed
- Completes intake documentation for new clients
- Provides outreach to homeless youth
- Provides advocacy services for clients

April 2019-March 2021: Assistant Director of Redirectional Services

- Please see Position Descriptions

September 2015-April 2019: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Lead instructor for C-BASE program
- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed

March 2019: Youth Assessment and Screening Instrument (YASI) Certified

March 2019: Trauma-Informed Care Certified

February 2014-September 2015: Paraprofessional, Hawaii Behavioral Health, Honolulu HI

- Provided 1-on-1 adult supervision to students who have behavioral health challenges to help them function in school, home, and in community settings
- Followed each student's Individualized Educational Plan (IEP) of goals and objects in order to address certain skills

April 2012-September 2013: Front Desk Associate, Montreat Conference Center, Montreat, NC

- Hospitality: Provided friendly and professional customer service at all times
- Answered phone calls and responded to inquiries of residents and the general public
- Submitted IT and Housing work order requests
- Signed guests in and out of the halls
- Completed and maintained paperwork as it relates to guest records and front desk responsibilities
- Arranged and reserved reservations for guests
- Provided child care for guest who brought their children

2010-2012: Assistant Manager, Vtakai Masonry, Honolulu, HI

- Financed: Monitored and handled funds
- Supervised and managed
- Coordinated what workers should do
- Maintained time sheet of hours worked each day
- Contracted: set up agreements to work on construction

## **Hobbies**

- 2010-2011: Captain, Women's College Basketball Team
- 2000-present: Volunteer, St. Augustine Church
  - Assist in soup kitchen
  - Assist with church clean up
- Assist with youth activities

## **Training**

- YASI Certified
- TIC Certified
- RJ trained

# Solomona Daren Levi

---

## Education

December 2016: Bachelor of Arts in Political Science, University of Hawaii at Manoa, Honolulu, HI

December 2013: Associates of Arts in Liberal Arts, American Samoa Community College, Mapusaga, AS

## Skills and Abilities

- Proficient in Microsoft Office (work, PowerPoint, and Excel)
- Strong typing skills, 50WPM
- Fluent in Samoan

## Professional Experience

August 2020-Present: Assistant Director of Redirectional Services

- Please see position descriptions

August 2017-August 2020: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed

May 2014-August 2017: Student Intern, Department of Criminal Justice, Executive Office Building, Utulei, AS

- Managed front desk reception area to accommodate customers' needs
- Filed and organized budget documentation, and assembled session court cases
- Assisted in planning and division of budget funds to each facility supervised by the Department of Criminal Justice
- Assisted associated facility inspections for the juvenile facility, correctional facility, police department and more
- Monitored use of items purchased by funds approved and distributed to each facility and delivered documentation to prospective recipients

- Complete observations and note taking during public defender meetings with clients and in court sessions

January-December 2012: Office Assistant for Federal Work Study, American Samoa Community College Music Department, Mapusaga, AS

- Managed office reception to accommodate students' needs
- Filed and organized Professors' files
- Graded student assignments
- Cleaned and organized office area
- Assisted Professors in class session during exams, class activities, and choir practice
- Assisted in planning and implementing choir and a cappella performance for church functions, banquets, and graduations
- Organized and conducted errands for professors

### **Volunteer Experience**

- February-December 2010: Village Cleanup volunteered through National Honor Society
- March 2014: Manoa Experience volunteer through the Office of Multicultural Student Services
- April 2014: Samoan Language Program volunteer, Pacific Islanders in the Arts, University of Hawaii at Manoa
- April 2014: Traditional Umu Demonstrator with Samoan Language Program
- October 2014: Ala Mai Conference volunteer through Office of Multicultural Student Services
- October 2014: Data Auction Fundraiser volunteer, Rugby Club with University of Hawaii at Manoa

### **Awards**

- 2014: Internship Completion with Department of Criminal Justice
- 2011: Most Improved Academic Award in English and calculus
- 2011: Excellent Academic Performance Award in Physics, History, and Physical Science
- February-December 2010: Member of the National Honor Society

### **Training**

- Cardiopulmonary resuscitation (CPR) – Daren is capable of providing life-saving support to those who are experiencing heart-related crises
- Trauma-informed Care Certified
- Restorative-Justice trained

# Jacqueline L. Espejo

---

## Education

2019: Bachelor of Arts in Public Health, University of Hawaii at Manoa, Honolulu, HI

2016: Associate of Arts in Liberal Arts, Kapiolani Community College, Honolulu, HI

2013: High School Diploma, Farrington High School, Honolulu, HI

## Skills and Abilities

- Able to type 61 wpm
- Highly organized and task-oriented
- Proficient in Microsoft Office and PC systems
- Efficient written communication

## Professional Experience

February 2024-Present: Senior Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provide client tutoring as needed
- Assists in the creation and tracking of fiscal reports for grant awards
- Sits on AFY's Administrative Team

January 2020-January 2024: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed
- Assists in the creation and tracking of fiscal reports for grant awards

August 2019-December 2019: Special Programs Assistant, Adult Friends for Youth, Honolulu, HI

- Assist grant coordinator with writing, research, and compiling attachments for grant proposals and reports
- Provide outreach and tutoring services to high-risk youth
- Keep records of assessments and services provided
- File documents concerning sensitive information

June 2019-August 2019: Intern, Adult Friends for Youth, Honolulu, HI

- Provide supervised outreach and tutoring services to high-risk youth
- Assist grant coordinator with research, supporting documents, and reports

September 2017-August 2019: Sales Clerk Ladies/Handbags Department, The Navy Exchange Mall at Pearl Harbor, Honolulu, HI

- Greeted and assisted customers in a friendly and professional manner
- Responsible for up-to-date ticketing of merchandise
- Maintained stock of products
- Performed quick and accurate inventory

July-August 2016: Seasonal Sales Clerk Stationary Department, The Navy Exchange Mall at Pearl Harbor, Honolulu, HI

June 2014: Professional Healthcare Educators, Honolulu, HI

- Clinical training at Palolo Chinese Home
- HIPAA and blood borne pathogen training

## **Professional Presentation Experience**

April 2019: Poster Presentation at Office of Public Health Studies Undergraduate Summit, University of Hawaii at Manoa, Honolulu, HI

- Poster title: *Preventing Youth Violence in Hawaii through Community-Based Interventions*

## **Volunteer Experience**

2016: Volunteer, Hawaiian Humane Society, Honolulu, HI

- Assist customers with animal adoptions and services
- Maintain clean, safe, and comfortable living environment for animals

## **Training**

- TIC Certified
- RJ trained

# Isiah K.G. Graham

---

## Education

2021: Bachelor of Social Work (Cum Laude), Colorado Mesa University, Grand Junction, CO

2017: High School Diploma, Punahou School, Honolulu, HI

## Professional Experience

August-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

2021-Present: CARE.COM

- Provides home care to my 95 year-old Papa
- Provide child care which includes tutoring, swimming lessons, pickups from school, going on adventures

August 2020-May 2021: Intern, The Pro Bono Project of Mesa County, Grand Junction, CO

- Conducted biopsychosocial assessments
- Advocacy
- Assisted in filing Orders of Protection
- Conducted case management coordination
- Referred clients to community partner agencies

2018-Present: Camp Counselor, Camp Anuenue Hawaii: A Childhood Cancer Program, Waialua, HI

- Facilitated team building and social-emotional activities
- Promoted an atmosphere of safety and support
- Facilitated “lots of fun”
- Provided social-emotional counseling

# Maria Fian

---

## Education

2024: Bachelor of Arts in Psychology, University of Hawaii at Manoa, Honolulu, HI

## Professional Experience

August 2024-Present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Outreach services and youth engagement
  - Conducting group and individual counseling sessions
  - Communicating with youth and families regarding the detailed purpose of the intervention
  - Obtaining consent for services
  - Conducting assessments and evaluations
  - Developing action plans in partnership with the youth
  - Writing reports for each counseling session
  - Determining appropriate referrals to other supportive programs or activities (i.e., school sports teams)
  - Communicating with school administrators, parents, and other stakeholders on the progress of the youth, including grades, behaviors, and other related issues
  - Maintains collateral contacts in the best interest of the youth
  - Maintains all files for groups and individuals
- Provides crisis intervention and mediation as needed

August 2023-December 2023: Intern, Office of the Public Defender, Honolulu, HI

- Provided assistance to attorneys with client records, interviews, and creating and filing court motions

2022-2024: Teacher Assistant, University of Hawaii at Manoa, Honolulu, HI

- Assisted professor with record keeping, assignments, and leading discussion sections in Women, Gender, and Sexuality Studies 300 level courses

# Kristian Atuatasi

---

## Education

2023: Bachelor of Science in Business Management, University of Phoenix, Honolulu, HI

## Professional Experience

August 2024-Present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Outreach services and youth engagement
- Conducting group and individual counseling sessions
- Communicating with youth and families regarding the detailed purpose of the intervention
- Obtaining consent for services
- Conducting assessments and evaluations
- Developing action plans in partnership with the youth
- Writing reports for each counseling session
- Determining appropriate referrals to other supportive programs or activities (i.e., school sports teams)
- Communicating with school administrators, parents, and other stakeholders on the progress of the youth, including grades, behaviors, and other related issues
- Maintains collateral contacts in the best interest of the youth
- Maintains all files for groups and individuals
- Provides crisis intervention and mediation as needed

2017-2024: Independent Insurance Broker, Insurance Industry in the United States

- Successfully managed and grew a portfolio of clients across 14 states
- Provided expert advice on life insurance products and tailored solutions to meet clients' needs
- Developed and maintained strong client relationships, resulting in increased policy retention and referrals
- Conducted customer needs assessments to identify appropriate coverage levels and options
- Processed policy changes, renewals, cancellations, claims, and other related documents accurately
- Assisted in the development of training materials for new agents entering the field

2022-2024: Teacher Assistant, University of Hawaii at Manoa, Honolulu, HI

- Assisted professor with record keeping, assignments, and leading discussion sections in Women, Gender, and Sexuality Studies 300-level courses

# Trevor Shirai

---

## Education

Current (Expected Graduation Date – 2025): Bachelor of Arts in Psychology, University of Hawaii at Manoa, Honolulu, HI

2023: Associate of Arts in Liberal Arts, Honolulu Community College, Honolulu, HI

## Professional Experience

August 2024-Present: Grant Associate, Special Programs Associate, Adult Friends for Youth, Honolulu, HI

- Assists in the creation of grant reports
- Communicates with direct service staff to gather qualitative and quantitative information/data
- Responsible for grant report budget calculations
- Inputs information into grant reports
- Supports Grant Coordinator with general grant work
- Assists the Director of Operations & Special Programs in planning and coordinating special programs/events
  - Annual fundraiser, annual student convention
- Supports staff with logistical and administrative work
- Solicits for donations
- Maintains records related to events and programs
- Ad-hoc duties including but not limited to, guest list management, silent auction set-up, event break down, etc.

October 2022-June 2023: General Office Clerk, Carlsmith Ball LLP, Honolulu, HI 96813

- Assisted and supervised the moving, construction, and renovation of the company office

## Certifications

- QPR Suicide Prevention Gatekeeper (May 2024-March 2027)

# DJ Hadley

---

## **Education**

Current: Enrolled at Kapiolani Community College, Honolulu, HI

2020: Farrington High School, Honolulu, HI

## **Professional Experience**

July 2021-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

March 2020-July 2021: Educational Assistant, Adult Friends for Youth

- Tutored and provided overall educational support to youth in AFY's programs

# Otto “Sa” Tua

---

## Education

May 2000: Solon High School, Solon, IA

## Skills

- Office work
- Computer software
- Case managing/Working with people

## Professional Experience

Jan 2022-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

Jun 2015-Oct 2021: Guest Services Assistant, Institute for Human Services, Honolulu, HI

- Professionally interact with, support internal HIS policies and carry out daily site-specific and organizational procedures that create a culture of hospitality, trust, and respect
- Work collaboratively with respective IHS program staff and outside partners to ensure the consistent delivery of services to guests
- Observe guest behavior as needed to recognize behavioral changes in an effort maintain a safe environment
- Keep an accurate account of all events occurring during shift in the Daily Operations Log and ensure vital information is passed on during shift changes
- Diffuse verbal and physical altercations in a non-violent manner using Crisis Prevention Intervention techniques
- Answer phones at designated sites and/or perform reception duties as necessary

## Training

- YASI Certified
- Suicide Prevention

# Mairwyn Forster

---

## Education

Current (Expected Graduation 2025): Bachelor of Arts in Psychology, Minor in Spanish, University of Hawaii, Manoa, Honolulu, HI

## Professional Experience

August 2024-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

2022-2024: Resident Assistant, Office of Residential Life at the University of Hawaii at Manoa, Honolulu, HI

- Hosted active and passive programs to engage residents and foster a sense of community within the building
- Led as a supervisory figure on an entire floor of residents
- Dealt with roommate conflicts and breaches in conduct

2024: Keiki Kicks LLC, Honolulu, HI

- Worked with kids ages 1-8 on developing gross motor function as well as soccer-specific skills
- Coordinated practices with other coaches to develop a smooth and interactive practice
- Fostered connections between coaches, parents, and players

## Volunteer Experience

2023: Volunteer, Ka Lau O Ka Lahui, Honolulu, HI

- Participated in workdays and created a community in which people could reconnect with the `aina

# Crimson Maafala

---

## Education

May 2017: University Lab School, Honolulu, HI 96822

## Professional Experience

August 2022-Present: Special Programs Assistant, Adult Friends for Youth, Honolulu, HI

- Assists in planning and coordinating special programs/events
  - Annual fundraiser, annual student convention
- Supports staff with logistical and administrative work
- Solicits for donations
- Maintains records related to events and programs
- Ad-hoc duties including but not limited to guest list management, silent auction set-up, event breakdown, etc.

April 2020-Present: Home Baker, Pineapple Moons, Honolulu, HI

- Provide tasty homemade desserts for all customers
- Manage labor, maintenance and supply costs to maximize profitability
- Organize all orders for the day of sales (Friday & Saturday)
- In control of social media (Instagram page) making daily posts, updating availability/products et

January 20218-April 2020: Cleaner, Dream Team Cleaners, Honolulu, HI

- Provided excellent cleaning services as directed by homeowners, vacation rental owners and/ or construction clean-ups
- General duties included: interacting with property owners, laundry, fixing of beds, wiping down living areas, window cleaning etc.
- Developed solid relationship with staff, customers and vendors
- Kept all areas clean, organized and in line with company, professional standards
- Worked effectively with diverse team to accomplish daily objectives and meet long-term goals

August 2018-June 2019: Teacher Assistant, Grays Harbor College, Aberdeen, WA

- Created student work schedules on computer
- Compiled, maintained, and filed all reports and student work
- Troubleshoot problems and developed successful solutions
- Managed files and continuously updated and organized records

# Tiare Maafala

---

## Education

2009: Kalani High School, Honolulu, HI

## Skills and Abilities

- Project coordinator experience
- Call center supervisor experience
- Dedicated to process improvement
- Devoted to data integrity
- Strong problem-solving ability
- Telecommunications knowledge
- Training manual contributor
- Proficient in Microsoft Office: Word, Excel, etc.

## Professional Experience

November 2023-Present: Redirectional Associate

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

August 2020-Present: Executive Assistant, Adult Friends for Youth, Honolulu HI

- Conducts financial transactions
- Maintains financial records
- Serves as a liaison with the agency's accountants and auditors
- Complies and maintains agency database
- Provides administrative duties
- Assists with agency logistics

November 2015-August 2020: Contract Administrator, Johnson Controls, Honolulu, HI

- Book commercial fire alarm system projects
- Upkeep relationship and project status between customers and employer
- Organize floor plan drawings and submit for certification with the state
- Order and coordinate delivery of material to construction site
- Organize, monitor, and collect invoice payments

June 2012-November 2015: Lead Public Safety Dispatcher, Ala Moana Shopping Center Security, Honolulu, HI

- Determine between priority calls, requests, and/or complaints

- Train other Public Safety Dispatchers to properly multi task between radio transmissions, phone calls, and electronic record keeping
- Input electronic records of communications
- Answer, assist, and assess circumstances and situations with security personnel

June 2010-August 2012: Office Clerk, State of Hawaii Organization of Police Officers Union, Honolulu, HI

- Organized insurance files of past and present union members
- Created electronic record keeping system to match hard copy filing system
- Composed portfolios used in union negotiations and arbitration hearing
- Assisted office management with retrieving and distributing mail
- Answered and filtered general phone calls
- Provided training to incoming office clerks

# Aaron M. Hare

---

## Education

2011: Master of Arts in I/O Psychology, The Chicago School of Professional Psychology, Chicago, IL

2008: Bachelor of Arts in History, Bachelor of Arts in Psychology, University of Hawaii at Manoa, Honolulu, HI

## Professional Experience

September 2018-Present: Grant Coordinator, Adult Friends for Youth, Honolulu, HI

- Identifies grants that enhance the short and long-term funding of the agency
- Leads the grant team in the maintenance and expansion of a diverse funding base that includes but is not limited to corporate, foundation, and public sector support
- Writes effective federal, state, local, corporate, and private foundation grant proposals to help fulfill agency goals
- Maintains up-to-date files of grant proposals and award documents, including grant reports
- Conducts proposal research aligned to the needs, specifications, and requirements of the grant application/request for proposal
- Supervises practicum/part-time grant team staff to ensure all grant proposal and report-related material is submitted before the deadline
- Analyzes agency data for grant proposal and report purposes

September 2017-June 2018: Application Assistant, Kamehameha Schools, Honolulu, HI

- Examine custody documents and accurately tag information for organization-wide retrieval
- Analyze legal documents to determine custody and identify issues relating to custody
- Received extensive training from the Kamehameha Schools legal team on how to read and interpret legal documents from Family Court
- Work with the Legal Department to analyze custody disputes that could negatively impact the organization's ability to serve its mission
- Conduct sensitive phone conversations with families applying their children to Kamehameha regarding family dynamics and history
- Trained existing Kamehameha Schools Employees on the functions and responsibilities of the position of Application Assistant

2014-2016: Front Desk Representative, Honolulu Club, Honolulu, HI

- Meet and greet members, trouble shoot conflicts
- Coordinate housekeeping duties

- Responsible for monetary transactions within facility
- Assist training of new employees

2010-2011: Patient Relations Intern, Rush University Medical Center, Chicago, IL

- Supported the management of the Press Ganey survey process
- Provided leadership in the interpretation of the Press Ganey survey information and assistance in helping clinical departments make improvements
- Assisted in the organization and in the facilitation of several standing "Patient and Family Advisory Councils"
- Provided analysis and advising on an innovative new system to provide patient feedback to Rush's Stroke Center
- Created reports and PowerPoint presentations
- Collaborated in presenting important findings to key members throughout the organization

### **Training**

- TIC Certified
- RJ trained

# Dominique Prado

---

## Education

Current (Expected Graduation Date – 2025): Bachelor of Arts in Anthropology, University of Hawaii at Manoa, Honolulu, HI

## Professional Experience

August 2024-Present: Redirecional Associate, Grant Specialist, Adult Friends for Youth, Honolulu, HI

- Assists in the creation of grant reports
- Communicates with direct service staff to gather qualitative and quantitative information/data
- Responsible for grant report budget calculations
- Inputs information into grant reports
- Supports Grant Coordinator with general grant work
- Co-facilitates Redirecional services with Redirecional Specialists
- Conducts intake and completes other necessary documents for clients

March 2024-August 2024: Team Member, Barnes and Nobel College, Honolulu, HI

- Established personal connections with customers, exceeding customer service expectations
- Executed company policies, procedures, and safety standards to ensure the proper cleanliness and safety of the office and equipment

May 2023-August 2023: Science Instructor, Mad Science, Santa Ana California

- Developed and implemented a variety of science-based activities for children aged 7-14
- Taught classes in physics, chemistry, biology, and astronomy
- Utilized hands-on materials and experiments out of basic household items
- Coordinated group activities to build rapport between students and to provide an enjoyable educational experience

# Sean Chun

---

## Education

2019: Bachelor of Science in Business – Human Resources, University of Phoenix, Honolulu, HI 96813

## Professional Experience

March 2024-Present: Grant Specialist, Adult Friends for Youth, Honolulu, HI

- Assists in the creation of grant reports
- Communicates with direct service staff to gather qualitative and quantitative information/data
- Responsible for grant report budget calculations
- Inputs information into grant reports
- Assists Grant Coordinator as needed

2003-Present: Staffing Clerk, Kuakini Hospital, Honolulu, HI 96817

- Responsible for employee scheduling
- Responsible for staffing hospital on a daily basis
- Responsible for accurate census reports
- Responsible for time entry payroll

# Jason Nakamaejo

---

## Professional Experience

September 2023-Present: Data Management Specialist, Adult Friends for Youth, Honolulu, HI

- Ensures data is accurately collected and stored
- Maintaining databases
- Creates reports based on data

September 2020-May 2022: Metropolitan Police Lieutenant, Honolulu Police Department, Honolulu, HI

- Primary duties of field commander
- Experienced working all Watch Shifts
- Handled administrative duties for the entire patrol district
- Conducted and reviewed internal investigative reports
- Compiled weekly statistical reports for review by Patrol Bureau Chief

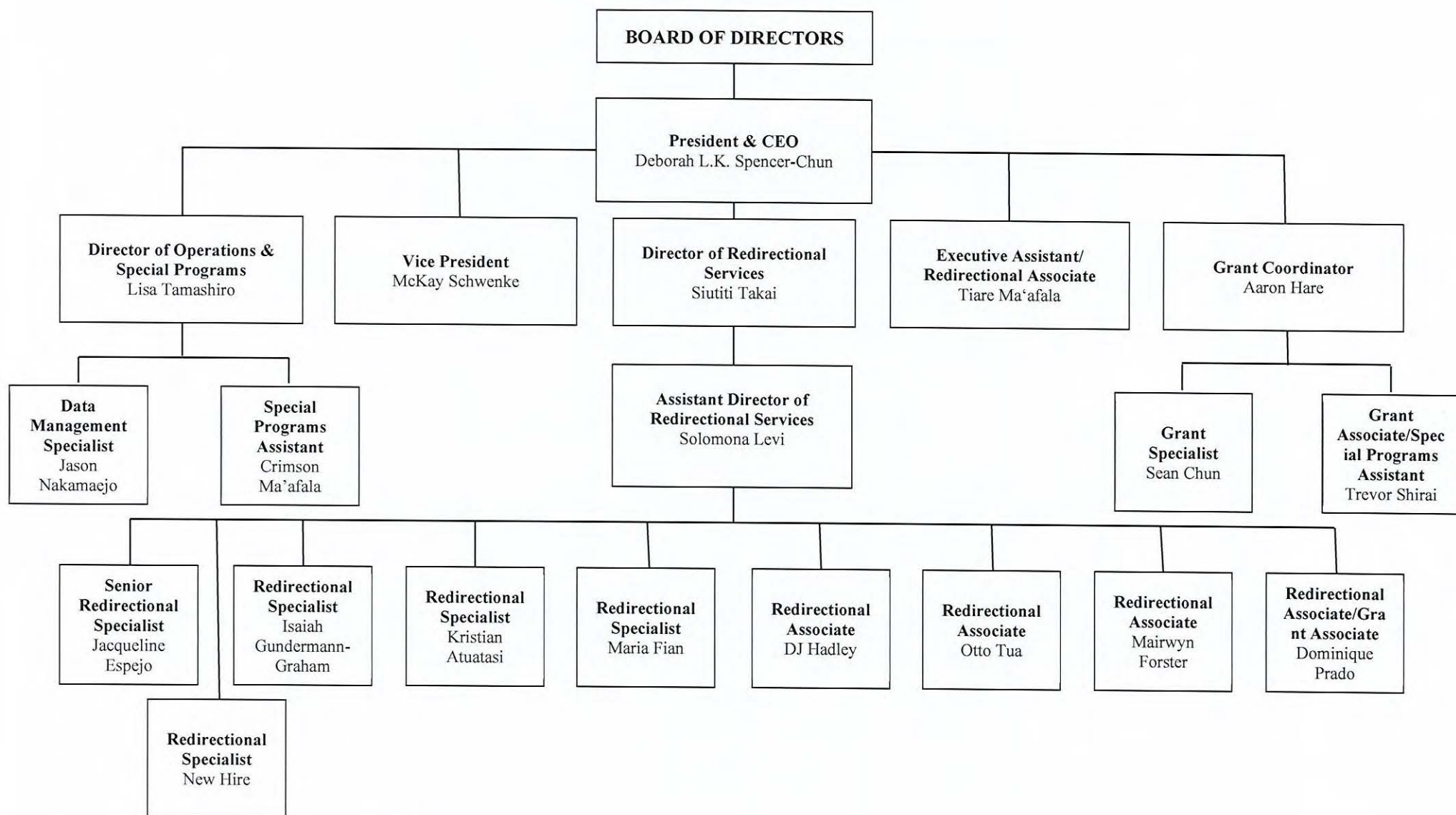
June 2012-September 2020: Metropolitan Police Sergeant, Honolulu Police Department, Honolulu, HI

- Supervised all runaway detail officers
- Reviewed and approved follow-up and arrest reports
- Created and implemented operational plans to apprehend and recover runaway juveniles
- Investigated financial and major crimes

November 1997-June 2021, Honolulu Police Department, Honolulu, HI

- Assigned to various patrol and specialized divisions

# Adult Friends for Youth Organization Chart



## Notes

- Special Programs include youth services, i.e. MAC (Mobile Assessment Center), social capital networking, community service, coding, college prep, and others except PEARL.
- President, Vice President, and Directors provide Redirectional services as needed – all have experience & training in providing direct services.