

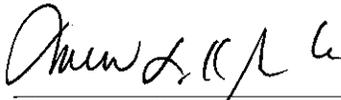
**2026 State of Hawaii GIA  
Operating  
Grant Application**

**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

PRINT NAME AND TITLE

1/20/2026

DATE





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:** 01/20/2026

**Status:** Compliant

**Hawaii Tax#:** [REDACTED]

**New Hawaii Tax#:** [REDACTED]

**FEIN/SSN#:** [REDACTED]

**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 REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

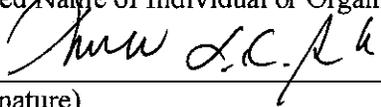
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide 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, Hawai'i 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, Hawai'i 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, Hawai'i 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)

1/20/2026

(Date)

Deborah L.K. Spencer-Chun

(Typed Name)

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 \$448,862, and the total budget requested from the Hawaii State Grant-in-Aid is \$448,862.

## 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, 2025.

#### **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;**

Adult Friends for Youth (AFY) is a community-based nonprofit organization founded in 1986 with a long-standing commitment to reducing youth violence and strengthening family and community safety across Oahu. 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."*

For nearly four decades, AFY has worked with the island's highest-risk youth—many of whom are gang-affiliated and deeply impacted by trauma, poverty, and exposure to violence. AFY's services are designed to interrupt cycles of violence, incarceration, and hopelessness by addressing the root causes of destructive behavior and supporting lasting behavioral change. Through a relationship-based, trauma-informed approach, AFY stabilizes violent and delinquent behavior and helps youth develop the skills, mindset, and confidence needed to pursue positive futures.

AFY delivers its mission through four integrated programs. Redirectional Therapy (RT) Counseling provides group and individual counseling in schools and communities to reduce violence, improve emotional regulation, and support academic success. The Mobile Assessment Center (MAC) diverts status-offending youth on the Leeward Coast from entering the juvenile justice system by connecting them to services that address underlying family, educational, and emotional needs. The Mobile Education Center (MEC) reconnects truant and chronically absent youth ages 10–25 to educational and career pathways, reducing risk factors associated with violence. The PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love) is an annual prevention initiative that reaches thousands of elementary and middle school students with anti-bullying and anti-violence education.

Together, these programs reflect AFY's comprehensive, prevention-to-intervention continuum and its proven capacity to create safer schools, healthier families, and stronger communities throughout Oahu.

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

Adult Friends for Youth's (AFY) overarching goal is to create safer schools and communities throughout Oahu by interrupting cycles of violence and redirecting the mindset and behavior of the island's highest-risk youth. Many of the youth AFY serves are deeply impacted by trauma, chronic school disengagement, and exposure to community violence, which manifests in behaviors that place themselves and others at risk. Through long-term, relationship-based intervention and prevention services, AFY helps youth stabilize, heal, and develop the skills needed to reach their full potential while strengthening the well-being of the communities in which they live.

AFY's programs address the root causes of violence by responding to youths' mental and emotional health needs, promoting education as a pathway to opportunity, and increasing protective factors that reduce delinquency and justice system involvement. Central to this work is AFY's community- and street-based outreach model, which allows staff to engage youth who are often disconnected from traditional systems of care. Through outreach and referrals from schools, law enforcement, community partners, and families, AFY identifies and engages youth at the highest risk of causing or experiencing harm and connects them to Redirectional Therapy (RT) services and supportive educational programming.

The goals of this project are to:

- Conduct targeted community and street outreach, including referrals from community partners and stakeholders, to identify high-risk youth who pose a threat to public safety or are vulnerable to victimization.
- Engage youth through consistent relationship-building, trust development, and rapport so they meaningfully participate in AFY's programs and services.
- Address, stabilize, and redirect youths' mental and emotional health challenges to reduce or eliminate violent, disruptive, and destructive behaviors.

- Strengthen protective factors and reduce risk factors to support healthy youth development and improve family and community stability.
- Reconnect chronically absent or truant youth to traditional or alternative educational programs.
- Provide academic and educational support services to youth at high risk of academic failure to promote school completion.
- Divert status-offending youth on Oahu's Leeward Coast from entering the Juvenile Justice System, disrupting the school-to-prison pipeline and reducing future justice involvement.
- Conduct a PEARL (Promoting Peace, Empathy, Acceptance, Respect, and Love) Convention for targeted elementary and middle school youth on Oahu and Kauai to prevent bullying and violence and promote positive school and community climates.

### Project Objective

Funding from the 2026 State of Hawaii Grants-in-Aid program will support AFY in serving approximately 3,600 youth annually through an integrated continuum of services, including the Redirectional Therapy (RT) Counseling Program, the Mobile Assessment Center (MAC), the Mobile Education Center (MEC), and the PEARL Convention. Collectively, these services will reduce youth violence, improve educational engagement, divert youth from involvement with the justice system, and contribute to safer schools and communities statewide.

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

Hawaii is facing a growing public safety crisis marked by a sharp rise in gun and other weapons-related violence involving both adults and youth. From 2014 to 2023, gun violence in Hawaii increased 84%, the highest of any state in the U.S. This was compared to a 20% change nationwide (Everytown for Gun Safety). City lawmakers have convened numerous times in legislative sessions and with community stakeholders to develop strategies to combat this growing epidemic. 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).

This crisis directly threatens public safety, strains emergency and law enforcement systems, destabilizes neighborhoods, and undermines schools' ability to provide safe learning environments. 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 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 January 2026, in separate incidents, two men were robbed with a machete
- In January 2026, a man was arrested for attempted murder after attacking his mother with a machete
- In November 2025, a man was shot while walking near Mayor Wright Homes
- In November 2025, a security guard at Mayor Wright Homes was stabbed in the shoulder
- In November 2025, a man was arrested for stabbing another man in the shoulder in Kalihi

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 perpetrators. The Pittsburg 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 rather than 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 January 2026, a 22-year-old male suffered gunshot wounds during a large fight at the Ewa Beach Community Park
- In January 2026, a 14-year-old boy was shot during a drive-by shooting in the Kalihi Valley Homes area
- In January 2026, a 24-year-old male was shot and injured in Kalihi by an assailant wearing all black, a black face mask, and athletic shoes
- In December 2025, a 19-year-old was shot multiple times and killed by masked gunmen as he ran into a housing complex in Halawa
- In November 2025, a 15-year-old girl was robbed at gunpoint in Maili
- In November 2025, a 13-year-old boy was shot while walking near Mayor Wright Homes
- In October 2025, an 18-year-old female and her father were arrested for assaulting police officers outside of Farrington High School in Kalihi

- In October 2025, an 18-year-old female was arrested for stabbing a 13-year-old girl at Beretania Community Park near downtown Honolulu. The 18-year-old's 13-year-old sister was also arrested for assault
- In September 2025, a 21-year-old male was dropped off and left at a Honolulu hospital in critical condition with a gunshot wound
- In September 2025, a 16 and 15-year-old were arrested for attempted murder after a fight with a 23-year-old in Kalihi
- In September 2025, police responded twice in one week to gunshot incidents at Kuhio Park Terrace that damaged vehicles and the school library
- In September 2025, a 17-year-old male was killed and a 19-year-old was wounded and arrested for murder in a shootout that occurred at a party in Nanakuli. A second 19-year-old was also arrested for the crime
- In September 2025, a 24-year-old was shot and critically injured in Ewa Beach

"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 in finding answers and de-escalating situations.

AFY collaborates with community partners to meet community needs. For example, each year, HPD asks AFY for support to prevent youth violence on Halloween night in Waikiki, which they identify as the most dangerous night of the year. In 2025, Staff searched for and engaged 37 AFY youths, either bringing them home or influencing them to leave. In advance, AFY worked with our youth counseling groups to offer alternatives to entering Waikiki. This was to ensure their safety and the safety of the wider community.

HPD and public school officials have also recognized the increase in violence impacting Oahu's campuses. Recently retired HPD Sergeant Chris Kim stated that Student CrimeStoppers has received a significant number of reports of cases ranging from bullying and sexual assault to weapons being brought to campus. "The list goes on and on" (HawaiiNewsNow).

Social media is amplifying conflicts and normalizing destructive, dysfunctional behavior. Videos of fights and brutal bullying on campuses have become increasingly common on Hawaii social media pages, reflecting more frequent student altercations (CivilBeat). According to the most recent Youth Risk Behavior Study (YRBS), 40% of high school and 56% of middle school students think that bullying and harassment are problems on campus. 13% of those youth skipped school because they felt unsafe. Highlighting this trend, Superintendent Keith Hayashi warned lawmakers in 2023 that threats to schools were "rising dramatically" in a school-safety briefing (securityinfowatch.com). In 2025, AFY staff responded to two separate incidents involving threats of large-scale violence at two different high schools.

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 a positive role model. 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 costs related to social dynamics and community safety, financial costs can be a significant burden on 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 programs 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 the nation 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**

Adult Friends for Youth (AFY) serves Oahu's highest-risk youth, ages 11–17, with continued support beyond high school when needed. These are young people growing up in communities where poverty, violence, crime, and substance abuse are not only present but often normalized as a means of survival. Many are actively involved with gangs or are closely connected to gang-involved peers and family members. Without

timely, intensive intervention, they are at extreme risk of academic failure, incarceration, serious injury, or death.

AFY's youth are not simply "troubled" -- they are deeply traumatized. Most report being both victims and perpetrators of violence, a reality that research consistently confirms as the victim-offender overlap. Youth who experience repeated victimization often retaliate to protect themselves, and many turn to gangs for safety, belonging, and identity. AFY's decades of direct field experience align with national research demonstrating that this population is frequently overlooked, as many service systems are designed to serve either victims or offenders—but not both. As a result, these youth often fall through the cracks of traditional prevention, treatment, and diversion programs.

What distinguishes AFY's work is its commitment to long-term, relationship-based intervention. Healing trauma and breaking cycles of violence cannot occur through short-term or episodic services. AFY provides the consistency, stability, and trust that many of these youth lack in every other part of their lives. For some, AFY is the only environment where they feel safe, seen, and valued. Preventive efforts also extend upstream through initiatives such as the PEARL Convention, which engages elementary and middle school youth to reduce the likelihood that they will later become high-risk or system-involved.

The majority of youth served by AFY come from historically marginalized communities, as defined by U.S. federal standards. Approximately 35% are Native Hawaiian, 30% are Micronesian/Chuukese, 13% are other Pacific Islander, and 14% are Asian/Filipino, with the remaining youth identifying as African American, Hispanic, or White. Notably, half of the youth served through AFY's Mobile Assessment Center are Hawaiian or Part-Hawaiian, reflecting the disproportionate burden of trauma and system involvement borne by Native Hawaiian youth. Geographically, AFY serves youth across Oahu, from Kaimuki to Waianae, with a strong presence in communities with high concentrations of public housing, homelessness, and economic instability. According to the Hawaii Public Housing Authority, Oahu has 43 public housing project communities; AFY currently provides counseling services to youth from 79% of those locations. Many AFY youth reside in public housing, transitional shelters, or homeless encampments, including areas such as Waipahu, Waianae Valley, Kalihi, Palolo, Salt Lake, and Kalaeloa.

These youth are often suspended or excluded from school, disconnected from positive peer networks, and viewed by society primarily as threats rather than children in need of care. The population AFY serves requires specialized, intensive, and secure environments—spaces where rival youth can safely coexist, where trauma can be addressed without judgment, and where young people can practice new ways of thinking, behaving, and relating to others.

This project provides the most vulnerable youth population on Oahu with the skills, tools, and, most importantly, the mental and emotional health support they need to overcome their obstacles to living a healthy, productive, and happy life.

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

Adult Friends for Youth (AFY) provides services to high-risk youth across the island of Oahu, from Kaimuki to Waianae, with concentrated service delivery in school complex areas experiencing the highest levels of youth violence, academic disengagement, poverty, and community instability. The proposed facility will serve as a centralized, neutral hub supporting island-wide intervention, crisis response, mediation, and therapeutic services.

To ensure equitable access, AFY operates six agency vehicles, allowing youth from all service regions to safely attend programming regardless of transportation barriers—one of the most significant obstacles families in crisis face.

AFY's geographic coverage includes the following school complex areas, each presenting distinct but compounding risk factors that necessitate intensive, facility-based intervention:

### **Farrington Complex Area**

- (Serving over 56,000 residents, including 'Alewa Heights, Kalihi Valley, Kalihi Kai, Kapalama, Palama, and parts of Kamehameha Heights)
- High prevalence of multigenerational households, with adults frequently co-residing with grandchildren
- New immigrant population at more than twice the state average
- Over 70% of residents identify as Filipino, Native Hawaiian/Part-Hawaiian, or other Pacific Islander
- Economic well-being significantly below state averages
- Public school students perform below state averages in language arts and math
- Lower on-time high school graduation rates

### **McKinley Complex Area**

- (Serving over 77,000 residents, including Chinatown, Kalihi, Mayor Wright Homes, Palama, and Lower Makiki)
- Higher percentage of families with children living in poverty
- Three times the state average of English Language Learners
- Lower proportion of students graduating on time
- Violent and property crime rates are double the state average
- Nearly twice the state average of students report feeling unsafe at school

### **Kapolei Complex Area**

- (Serving over 46,000 residents, including Kapolei, Kalaeloa, Makakilo, Honokai Hale, and Ko 'Olina)

- Lower percentage of adults with post-graduate education
- Adults are more likely to be raising grandchildren
- Higher-than-average property crime rates
- Student reports of feeling unsafe at school are at or near the state average, indicating emerging risk factors in a rapidly growing region

#### Campbell Complex Area

- (Serving approximately 72,000 residents in 'Ewa, Honouliuli, Ocean Pointe, and parts of Waipahu)
- A larger proportion of children living in immigrant families
- Math proficiency rates below state averages
- Student reports of feeling unsafe at school are near the state average
- Lower proportion of adults holding bachelor's or post-graduate degrees

#### Waianae Complex Area

- (Serving over 36,000 residents, including Ma`ili, Makaha, Makua, and Ulu Wehi)
- Higher proportion of families receiving public assistance
- Unemployment rate is more than double the state average
- Students meeting language arts and math standards are approximately half the state average
- Lower on-time graduation rates
- Violent crime is more than double the state average; property crime also exceeds state levels

#### Waipahu Complex Area

- (Serving approximately 61,000 residents)
- Below-average per capita income
- English Language Learners at twice the state average
- Lower percentage of adults with bachelor's or post-graduate degrees
- Violent crime rates near the state average, with increasing youth involvement

#### Kaimuki / Palolo Complex Area

- (Serving approximately 77,000 residents)
- Lower-than-average high school graduation rates
- Higher-than-average enrollment in special education
- Lower percentage of students reporting they feel safe at school
- Higher prevalence of adult depressive disorders
- Violent and property crime rates are double the state average
- Island-Wide Impact and Public Benefit

AFY also operates the Mobile Assessment Center (MAC) in HPD District 8 ('Ewa/Makaha), providing diversion and crisis response services in one of Oahu's most violence-impacted regions. Across all service areas, many youths live in public housing, transitional shelters, or homeless encampments—conditions that further elevate risk and limit access to safe spaces.

### **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 interrupt cycles of violence, trauma, and incarceration that destabilize communities and limit the futures of high-risk youth, Adult Friends for Youth (AFY) proposes to deliver Redirectional Therapy (RT) services to Oahu's highest-risk and highest-potential youth. Through this request, AFY will implement RT across four integrated initiatives: the RT Counseling Program, the Mobile Assessment Center (MAC), the Mobile Education Center (MEC), and the 12th Annual PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love). Together, these initiatives form a coordinated continuum of intervention and prevention designed to reduce violence, promote accountability, and restore hope.

#### **Redirectional Therapy (RT)**

Redirectional Therapy is the foundation of all AFY programs and services. It is an evidence-informed, field-tested approach that integrates trauma-informed care, restorative justice practices, and social-emotional skill development to address the root causes of violent and destructive behavior. RT helps youth regulate emotions, reflect on past actions, understand consequences, and rebuild healthy relationships with peers, families, schools, and communities. Education is emphasized throughout RT as a primary pathway away from violence, crime, and incarceration and toward long-term stability and opportunity.

Since 1986, AFY has used Redirectional Therapy to redirect youth behavior from destructive to constructive—often working with young people who have already been written off by systems and adults in their lives. RT recognizes that meaningful change takes time and trust. Many youths served by AFY have grown up in environments where violence is normalized, reinforced by peers, and, at times, modeled by adults. RT services intentionally challenge these narratives by helping youth confront the likely outcomes of continued violence—incarceration, serious injury, or death—while simultaneously supporting them in envisioning a different future.

Central to RT is a group-based approach that leverages the powerful influence of peers.

AFY learned early in its history that sustainable change cannot occur in isolation; youth behavior is deeply shaped by friendship groups and gang dynamics. Through RT, positive behaviors are modeled, reinforced, and gradually internalized. Over time, youth begin holding one another accountable, replacing negative peer pressure with pro-social norms that reduce aggression and promote responsibility.

AFY's scope of work is inherently mobile and community-based, recognizing that the youth most in need of services are the least likely to seek help on their own. RT is delivered where youth live, gather, and attend school, removing transportation barriers and allowing staff to respond quickly to emerging conflicts. This mobility also strengthens relationships with families, schools, law enforcement, and community stakeholders, ensuring that services are responsive, timely, and grounded in the realities youth face each day.

Guided by clearly defined philosophical and practice principles, Redirectional Therapy prioritizes empathy, nonjudgment, self-determination, and respect. It creates a safe, consistent, and nurturing environment in which youth can redefine who they are—not by their worst actions or affiliations, but by their capacity for growth, leadership, and change.

<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 Redirectional Therapy (RT) Counseling Program is AFY’s flagship intervention and the cornerstone of its violence reduction work. This program intentionally engages Hawaii’s most violent and highest-risk youth—young people whose behaviors pose a direct threat to public safety and who are often referred to AFY as a last resort. Many have already been expelled, suspended, court-involved, or disengaged from traditional systems of care. By the time they arrive at AFY, most carry deep trauma, a history of victimization, and little belief that a different future is possible.

The RT Counseling Program is grounded in trauma-informed practice, recognizing that violent behavior is often rooted in unaddressed trauma, grief, and chronic exposure to harm. All full-time direct service staff are trained to respond with empathy, consistency, and accountability, creating a safe environment where youth can begin to heal while being held responsible for their actions. Through this approach, counseling strengthens self-esteem, self-determination, and personal agency, helping youth recognize their value, rediscover their potential, and reconnect to their communities—including opportunities for positive, non-adversarial engagement with law enforcement and other systems.

RT counseling is delivered through In-School Counseling Groups and Neighborhood Counseling Groups, ensuring continuity of care across the environments where youth live and learn. In-school groups are conducted in partnership with Hawaii Department of Education administrators and take place on school campuses during school hours. Neighborhood groups are held during out-of-school time within youths’ communities and

are typically organized around natural friendship groups or gangs as a whole. Groups may consist of a single gang or youth referred collectively by stakeholders such as HIDEOE, HPD, the Judiciary, legislators, families, or even former AFY participants seeking peace in their communities.

AFY's RT Counseling Program is guided by a 32-topic curriculum designed specifically for violent youth and gang-involved populations, and is implemented over an average of 3 to 4 years. The curriculum is developmentally adaptable and emphasizes social-emotional learning, critical thinking, and healthy coping skills. Sessions incorporate facilitated discussion, experiential learning, and role-play activities that allow youth to practice new behaviors in a supportive, nonjudgmental setting. For example, youth engage in role-plays that explore the difference between being a passive bystander and an active upstander—directly addressing the role peer dynamics and social media play in escalating violence. Other activities focus on processing grief and trauma through creative expression, such as art-based exercises that help youth safely explore loss and emotional pain.

Because lasting behavioral change does not occur quickly, AFY often works with youth for four years or longer, sometimes continuing support into early adulthood. Counseling services are provided year-round, including during school breaks, and are offered at no cost to youth or families. The RT curriculum is intentionally designed to complement traditional academic instruction, reinforcing the message that education is a viable and powerful pathway away from violence and toward long-term stability and success.

Key curriculum topics include, but are not limited to:

- Practicing conflict resolution
- Defining and reinforcing positive neighborhood norms
- Identifying and strengthening support systems
- Redirecting negative peer pressure into positive leadership
- Demonstrating commitment to school
- Healing from trauma and loss
- Empathy in conflict
- Critical thinking and decision-making
- Creating safety and maintaining accountability

A defining feature of the RT Counseling Program is its intensive educational support component. Once violent behaviors begin to stabilize and youth start healing from trauma, education becomes a primary tool for continued growth. Support includes access to digital technology, tutoring, assistance in navigating online learning platforms, coordination with teachers and school counselors, and connection to credit recovery or summer school programs. These services help youth remain engaged in school and envision achievable academic and career goals.

RT counseling also includes mediation and crisis response services. AFY provides conflict mediation to de-escalate volatile situations between individuals or groups, including rival gangs, peers, and family members. Mediation is offered as needed and is

often critical in preventing retaliation and further violence. Recognizing that crises do not adhere to business hours, AFY provides 24/7 crisis support, enabling staff to intervene quickly when situations escalate.

In addition to counseling and education, youth participate in experiential learning opportunities through AFY's Six-Point Plan, which addresses holistic development by expanding youths' exposure beyond their immediate environments. These experiences replace destructive behaviors with constructive activities and build confidence in youth who often view themselves as failures. The six focus areas include social activities, education, employment and career development, recreation and sports, spiritual and cultural engagement, and community service.

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

Finally, AFY connects youth to additional support services related to both their victimization and offending, including legal advocacy, transportation to essential appointments, and restorative justice processes that emphasize accountability, repair, and reconciliation. Services are provided directly by AFY or through trusted partners, ensuring that youth receive comprehensive, coordinated support. Those service areas 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

2025:

- 221 youth served
- 81% (178/221) of youths reduced or terminated their violence
- 70% (113/161) of youths successfully graduated or were promoted to the next grade level
  - 51 graduated from high school
  - 60 youths were older and were not part of an educational program
- 82% (181/221) participated in an experiential learning opportunity

### **Mobile Assessment Center (MAC) – Juvenile Justice Diversion**

Building on the intensive intervention provided through Redirectional Therapy counseling, AFY operates the Mobile Assessment Center (MAC) as a front-end juvenile justice diversion program designed to prevent deeper system involvement before harmful patterns become entrenched. The MAC operates in partnership with the Honolulu Police Department (HPD), District 8 (‘Ewa–Makaha)—the district with the highest number of youth status offenses in the state.

Status offenses are behaviors that would not be crimes if committed by adults, including truancy, running away from home, and underage drinking. While often dismissed as minor, these behaviors are early indicators of trauma, instability, and disengagement from school and family systems. Without intervention, they frequently escalate into more serious delinquency. The MAC was created to interrupt this trajectory by diverting youth away from formal court processing and into supportive, accountability-based services that address root causes rather than impose punitive consequences.

Research consistently shows that even minimal justice system involvement can have lasting negative effects on youth. The Urban Institute has found that a single court appearance significantly increases the likelihood of school dropout, while labeling youth as “delinquent” can reinforce negative self-identity and future offending through a self-fulfilling prophecy. The MAC directly counters this harm by offering youth a structured opportunity to take responsibility for their behavior while remaining connected to school, family, and community supports.

Equity is a central consideration of the MAC’s design. Approximately half of the youth served through the program are Native Hawaiian, a population that is disproportionately represented in both juvenile and adult justice systems in Hawaii. By diverting youth at the earliest point of contact, the MAC helps reduce disproportionate minority contact and disrupts the school-to-prison pipeline that has historically impacted Native Hawaiian families and communities.

The MAC diversion process is structured, timely, and youth-centered, ensuring accountability while minimizing disruption to a young person's life. Key tasks and responsibilities include:

### **Initial Contact and Referral**

When HPD cites a youth for a status offense, the citation directs the youth to contact the MAC within two business days. AFY receives the referral and follows up with the parent or guardian within 72 hours if contact has not already occurred.

### **Intake and Orientation**

MAC staff engage youth and families promptly to obtain consent, explain program expectations, and begin building rapport. Orientation provides a clear, developmentally appropriate overview of the MAC process, including potential outcomes for successful or unsuccessful completion, allowing families to make informed decisions and feel supported from the outset.

### **Assessment**

All participating youth complete the Youth Assessment and Screening Instrument (YASI) pre-screening, the same validated tool used by the State Judiciary. The YASI identifies risk and protective factors, enabling staff to build on strengths while addressing areas of concern in behavior, school engagement, family dynamics, and trauma exposure.

### **Individualized Service Planning**

Using assessment results, MAC staff collaborate with each youth to develop an Individualized Service Plan (ISP) that reflects the youth's goals, needs, and readiness for change. Plans include clear action steps and timelines and emphasize youth voice, accountability, and achievable progress.

### **Casework and Service Linkage**

During the casework phase, youth are matched to the level of intervention appropriate to their assessed risk:

Two 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.

### **Case Conclusion and Accountability**

Successful completion is determined by fulfillment of ISP goals and is formally reported back to HPD. This process reinforces accountability while allowing youth to avoid a

juvenile court record and its long-term consequences. Through this structured diversion model, the MAC identifies and addresses the underlying causes of status-offending behavior, connects youth and families to appropriate supports, and strengthens community safety. The program serves as a critical bridge between prevention and intervention—ensuring that youth who are not yet entrenched in violent behavior receive timely support, while those at highest risk are seamlessly connected to AFY’s more intensive RT services.

2025:

- 244 Citations (youth can have multiple citations)
- 156 Unduplicated youth
- 87% Runaway, 9% Truancy, 4% Other
- 57% Females, 43% Males
- 49% Native Hawaiian youth
- 17% Recidivism Rate (Active cases that receive multiple citations)

### **Mobile Education Center (MEC) – Educational Reengagement and Prevention**

While Redirectional Therapy counseling stabilizes behavior and the Mobile Assessment Center diverts youth from justice system involvement, AFY’s Mobile Education Center (MEC) addresses one of the strongest predictors of future violence and incarceration: chronic school disengagement. The MEC is an extension of AFY’s alternative education efforts, which have been implemented for more than 20 years to support youth from underserved, high-poverty communities at high risk of academic failure.

The MEC specifically targets youth who are truant or chronically absent, many of whom face significant barriers to school attendance, including trauma, family instability, unmet mental health needs, and lack of access to technology or academic support. Although the MEC is not a disciplinary or enforcement program, it plays a critical role in violence prevention. Research has consistently demonstrated the connection between truancy and criminal justice involvement; one University of Hawaii study found that approximately 80 percent of incarcerated individuals had histories of chronic truancy. By re-engaging youth in education, the MEC reduces idle time, restores routine and purpose, and redirects energy away from destructive behaviors.

The MEC is designed to meet youth where they are. Services are delivered through a retrofitted mobile van equipped with Wi-Fi, laptops, digital learning platforms, and instructional technology, enabling AFY staff to deliver educational support directly into communities. This mobile model eliminates transportation barriers and ensures that youth who are disconnected from school are not further marginalized by logistical obstacles.

Grounded in AFY’s Redirectional Therapy principles, the MEC emphasizes relationship-building as the foundation for academic success. Staff engage youth through nonjudgmental, authentic, and empathetic interactions that rebuild trust in adults and systems. Educational support is paired with trauma-informed counseling, social-

emotional learning, and coping skill development, recognizing that academic failure is often a symptom of deeper unmet needs.

The primary purposes of the Mobile Education Center are to:

- Conduct outreach to identify truant or chronically absent youth and those at high risk of academic failure
- Build trusting, supportive relationships using RT principles that promote engagement and accountability
- Provide in-person academic support to help youth stabilize, progress, and complete their education
- Address social-emotional and trauma-related barriers that interfere with learning
- Connect youth to additional services that support their holistic development and long-term success

The MEC offers flexible programming pathways tailored to each youth's needs and circumstances. These include:

- Reconnecting youth to their home school through coordination with parents, guardians, and school administrators
- Linking youth to appropriate alternative education programs that better match their learning styles and life circumstances
- Providing preventative academic services, including tutoring, digital access, credit recovery, and educational counseling
- Referring youth to community-based partners for complementary supports such as career exploration, employment readiness, and skill-building opportunities

Through these pathways, the MEC reinforces the message that education is not only attainable but essential to building a safe, stable, and self-directed future. By restoring school engagement and academic momentum, the MEC strengthens the impact of AFY's intervention and diversion efforts and prepares youth to participate meaningfully in the broader prevention initiatives that follow.

2025:

- 29 youths received MEC services
- 100% (29/29) of youths who needed to be (re)connected to an educational pathway were (re) connected
- 79% (22/28) of youth graduated or were promoted in a traditional or alternative education program – 1 youth moved to Chuuk during the school year, so no data was available for them
- 100% (28/28) of youth who needed preventative services received those services
- 62% (18/29) of youth received other services/participated in an experiential learning opportunity

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

Complementing AFY's intensive intervention, diversion, and educational reengagement efforts, the PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and

Love) serves as the agency's primary community-wide violence prevention initiative. The 13th Annual PEARL Convention will engage elementary and middle school youth across Oahu and Kauai, reinforcing positive social norms and equipping young people with tools to prevent bullying, violence, and conflict before harmful behaviors take root.

The 2026 PEARL Convention will take place over one week, from February 24–28, culminating in an in-person event on March 4 for Kauai participants. Programming is designed to be accessible and developmentally appropriate: Oahu students will participate via a virtual format, while Kauai students will engage in a hybrid model combining virtual programming with an in-person celebration. Each day centers on one core PEARL value—Peace, Empathy, Acceptance, Respect, and Love—building progressively toward a shared understanding of nonviolence, compassion, and accountability.

The first four days of the convention feature 20–30 minute virtual sessions that blend live performances with pre-recorded content to maintain engagement and maximize reach. The final day, focused on “Love,” serves as a cumulative celebration of the week's learning and is delivered as an extended session highlighting unity, resilience, and hope. For Kauai participants, this final day includes an in-person gathering that deepens connection and reinforces the PEARL message within the local community.

A cornerstone of the PEARL Convention is the youth-led skits written and performed by AFY participants. Drawing from their lived experiences, AFY youth share powerful stories about bullying, violence, peer pressure, and conflict—offering authentic perspectives that resonate deeply with younger audiences. Each skit models peaceful, nonviolent solutions and demonstrates practical strategies youth can use when faced with real-world challenges. By elevating the voices of those who have personally navigated adversity, PEARL transforms youth from passive recipients of prevention messaging into active leaders and role models.

The PEARL Convention is guided by a multidisciplinary planning committee that includes AFY staff, Department of Education principals, the Attorney General's Youth Division, Honolulu Police Department Community Policing representatives, Kaleo Pilanca, and Tony Silva. The committee intentionally incorporates humor and creativity—including age-appropriate comedic routines—as tools for healing and engagement, recognizing that laughter can break down barriers, sustain attention, and create space for difficult conversations.

Feedback from previous PEARL Conventions has been overwhelmingly positive, with teachers and students reporting high levels of engagement and relevance. Educators consistently note that the content supports school-wide efforts to improve campus climate, strengthen peer relationships, and proactively address bullying and violence.

#### 2025 PEARL Convention Satisfaction Survey Results:

- 3,706 total participants

- 3,505 students
- 201 teachers
- Student Evaluation Results
  - 97% felt the PEARL week helped them to understand what bullying and violence is.
  - 96% felt that the PEARL week taught them how to accept and treat everyone with respect.
  - 95% felt that schools will be much safer if everyone lived PEARL values and that all schools should participate in PEARL week.
- Teacher Evaluation Results
  - 90% felt the PEARL week helped to define bullying and violence
  - 91% felt the PEARL week provided useful resources and tools for students and teachers
  - 96% felt the PEARL week shared information that was age-appropriate and worth participating in next year

As the final component of AFY's continuum of care, the PEARL Convention reinforces the lessons learned through RT counseling, diversion, and educational support—while extending prevention messaging to thousands of youths who may never require intensive services. Together, AFY's four programs create a comprehensive strategy that intervenes early, diverts, when necessary, re-engages youth in education, and fosters a culture of peace that strengthens schools, families, and communities statewide.

### **Collaboration and Partnerships**

Partnerships are central to Adult Friends for Youth's ability to reduce violence, strengthen protective factors, and support the healthy development of high-risk youth. AFY's work is grounded in the belief that no single organization can meet the complex needs of vulnerable youth alone. True violence intervention and prevention require coordinated, community-based responses that address trauma, education, accountability, and opportunity. As the saying goes, *it takes a village to raise a child*—and AFY's partners are essential members of that village.

Through long-standing collaborations with public agencies, schools, law enforcement, cultural practitioners, workforce providers, and individuals with lived experience, AFY delivers holistic, responsive services that extend beyond the scope of any one program. These partnerships enhance service quality, increase access to resources, and ensure that youth receive consistent support across the environments where they live, learn, and grow. Together, these collaborations help AFY create safer schools and communities for all residents.

Key collaborating partners include, but are not limited to:

- Hawaii State Department of Education (HIDOE)  
HIDOE partners with AFY by providing access to school facilities, relevant student information (as permitted), and ongoing communication with school

administrators and complex area superintendents. This collaboration supports in-school counseling, early identification of at-risk youth, and coordinated efforts to stabilize behavior and improve school engagement.

- Honolulu Police Department (HPD) - AFY works closely with HPD to prevent and de-escalate potentially violent situations in the community and to divert youth from entering the juvenile justice system through the Mobile Assessment Center. HPD also participates in AFY's Youth Task Force and serves as a planning partner for the PEARL Convention, strengthening police–community relationships and advancing shared violence prevention goals.
- Liliuokalani Trust - The Trust provides culturally grounded Hawaiian educational and healing programming that supports identity development, resilience, and connection to culture—critical protective factors for many of the youth AFY serves.
- Hawaii Attorney General's Office  
The Attorney General's Office - Supports AFY's work by providing data and insight related to youth violence trends and by participating on the PEARL Convention Planning Committee, helping ensure that prevention messaging is informed by statewide public safety priorities.
- Victims and Survivors of Violence - AFY intentionally centers the voices of individuals with lived experience. Former and current AFY youth who have been victims or survivors of violence contribute their perspectives to inform program design, prevention strategies, and peer education efforts. Their insight is invaluable in understanding how violence occurs—and how it can be prevented.
- Kinai 'Eha - Kinai 'Eha provides culturally based programming and job training opportunities that connect youth to employment pathways, reinforcing the link between economic stability, self-worth, and reduced involvement in violence.
- City & County of Honolulu Youth Services – YouthBuild - Through YouthBuild and related initiatives, AFY connects youth to workforce training, alternative education credentials, and skill-building opportunities that support long-term self-sufficiency and reintegration into the educational and economic mainstream.

Through these collaborations, AFY extends the reach and impact of Redirectional Therapy, juvenile diversion, educational reengagement, and prevention programming. Each partner plays a distinct role, yet all share a common commitment: to help youth recognize their value, change the trajectory of their lives, and contribute positively to their communities. Together, these partnerships form a coordinated network that strengthens public safety, advances equity, and builds lasting peace across Oahu and beyond.

## **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**

Adult Friends for Youth (AFY) maintains a comprehensive quality assurance and evaluation system to ensure services are delivered with integrity, effectiveness, and accountability. This system is designed to monitor program implementation, measure outcomes, ensure fiscal and administrative compliance, and support continuous improvement across all grant-funded activities.

AFY's quality assurance framework evaluates multiple dimensions of performance, including service delivery fidelity, alignment with AFY's mission, staff adherence to evidence-informed Redirectional Therapy practices, service utilization, youth outcomes, and administrative and fiscal compliance. Together, these processes ensure that youth receive high-quality, consistent, and responsive services while public funds are managed responsibly.

**Program Monitoring and Case Review**

AFY conducts weekly, structured administrative and clinical meetings involving the President, Vice President, Director of Redirectional Services, Assistant Director of Redirectional Services, Director of Operations and Special Programs, and direct service staff. During these meetings, the team:

1. Reviews and analyzes new intakes and referrals
2. Provides updates on active cases and documentation status
3. Identifies and strategizes around higher-risk youth and emerging safety concerns
4. Assesses program implementation and modifies approaches as needed to improve outcomes

This regular review process allows AFY to respond quickly to challenges, strengthen interventions, and ensure services remain youth-centered and effective.

**Data Collection and Outcome Evaluation**

Direct service staff are responsible for collecting participant-level data, completing assessments, and documenting progress toward individualized goals. Data points include assessment results, service participation, outcome indicators, and required documentation such as parental consent forms. Project Directors oversee data quality and timeliness, ensuring that Redirectional Specialists submit accurate and complete information.

AFY's data management specialist enters all collected data into a secure data management system. Administrative leadership routinely reviews aggregated data to evaluate program performance, youth outcomes, and adherence to evidence-informed practices. Findings are summarized and used to identify trends, address gaps, and guide programmatic improvements.

**Continuous Quality Improvement**

AFY uses evaluation findings to inform staff training, refine service delivery strategies,

and strengthen partnerships. Internal quality reviews assess both program effectiveness and operational efficiency, ensuring that lessons learned are translated into actionable improvements. This continuous feedback loop supports adaptive, responsive programming that evolves with the needs of youth and communities.

### **Fiscal Oversight and Compliance**

AFY maintains rigorous fiscal controls to ensure compliance with all administrative and financial requirements. The organization undergoes annual independent audits conducted by Wikoff Combs & Co., LLC in accordance with Generally Accepted Accounting Principles (GAAP). Audit findings and recommendations are formally presented to AFY's Board of Directors, which provides oversight and ensures corrective actions are implemented as needed. AFY has established internal financial policies and procedures governing allowable costs, documentation, and internal controls. Administrators conduct internal reviews to ensure adherence to grant requirements and responsible stewardship of public funds.

Through this integrated quality assurance and evaluation system, AFY ensures that grant-funded services are delivered effectively, outcomes are measured objectively, and continuous improvement remains central to its work—ultimately strengthening results for youth, families, and communities.

- 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.**

Adult Friends for Youth (AFY) will report the following measures of effectiveness to the State agency through which grant funds are appropriated. These measures provide clear, objective indicators of program performance and are directly aligned with the goals of violence reduction, educational engagement, juvenile justice diversion, and prevention. Measures will be tracked continuously and reported as required by the expending agency. If the level of appropriation changes, AFY will revise and submit updated measures accordingly.

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

These measures provide the State with consistent, quantifiable indicators of AFY's effectiveness in reducing youth violence, preventing justice system involvement, strengthening educational outcomes, and promoting safer schools and communities. AFY remains committed to transparent reporting and continuous improvement to ensure responsible stewardship of public funds and meaningful outcomes for the youth and communities served.

## **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](#))**

- 2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2027.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$112,215.50	\$112,215.50	\$112,215.50	\$112,215.50	\$448,862

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2027.**

1. C&C GIA
2. State of Hawaii Department of the Attorney General
3. Office of Juvenile Justice and Delinquency Prevention
4. Cooke Foundation
5. Hawaii Community Foundation
6. Atherton Foundation
7. NFL Foundation
8. Alexander & Baldwin
9. 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 2027 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, 2025.**

\$2,113,584.35

## **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.**

Adult Friends for Youth (AFY) has been providing outreach and advocacy services to high-risk youth since 1986. Specifically, AFY targets the youth population that is identified as being gang-affiliated. These youths often struggle academically, are chronically absent or truant, struggle with substance abuse, are runaways, are labeled as being beyond parental control, and have first-hand experience with abuse or violence. Our programs aim to mitigate youths' destructive behaviors while enhancing their competence and confidence, thereby supporting their positive development and reintegration into mainstream society.

In a recent analysis, 79% of youth served were Pacific Islander (35% Hawaiian or part Hawaiian, 31% were Micronesian or Chuukese, 10% Samoan, 3% Tongan), 14% were Asian, 3% White, 2% African American, 1% Hispanic, and 1% unspecified. To address the necessity for cultural knowledge and competency, AFY employs a staff that is 100% people of color, including Redirectional Specialists and Associates, the staff who make direct contact with the at-risk youth, are Pacific Islander. The cultural background of our staff enables AFY to ensure an inclusive environment for all youths and to better understand the challenges they face, along with the corresponding perspectives on the world.

The spirit of aloha is a cornerstone of our work, and treating others with caring and compassion is paramount. These qualities enhance AFY's service delivery:

- "Akahai", meaning kindness to be expressed with tenderness;
  - Kindness toward youths facing gang-related adversity – should be treated as fellow human beings with the capacity to grow and change, not as being "bad"
- "Lōkahi", meaning unity, to be expressed with harmony;
  - Unity – both bringing the youths back into mainstream society and fostering and improving peer, familial, and community relationships for the youths.
- "'Olu'olu" meaning agreeable, to be expressed with pleasantness;

- Teaching youths how to function within their communities in ways that lead to mutual respect, care, and nurturing.
- "Ha'aha'a", meaning humility, to be expressed with modesty;
  - Both humility on the side of the RT/RAs – must be humble to arrive on someone else's turf and to build a relationship of trust with them
    - Additionally, to teach the youths that respect and trust are reciprocal in nature.
- "Ahonui", meaning patience, is expressed through perseverance.
  - Patience must be practiced with at-risk youth. Healing is not a linear path, and traumatic situations can happen in anyone's life. Patience should be exercised because these high-risk youth deserve the community's (and thus AFY's) care. They are human beings who deserve the chance to live their lives positively, which in turn contributes positively to society.

AFY's RT Counseling Program provides counseling services to youth across communities from Kaimuki to Waianae. The Mobile Assessment Center (MAC) program collaborates with the Honolulu Police Department District 8 to provide diversion services to youth and families along the Leeward Coast of Oahu, from Ewa/Kapolei to Makaha. Our experience working in diverse communities has enabled us to build relationships in these areas and gain a deeper understanding of young people's needs. For instance, our extensive communication with legislators and community members regarding the MAC program has helped us recognize the community's need for a diversion program to address the higher number of "at-risk for justice-involved" youth.

Redirectional Therapy (RT) forms the foundation of all AFY's services. More details about RT will be provided in the Service Delivery section. Every staff member is trained in RT upon hiring, with their knowledge, skills, and abilities reinforced during staff meetings and informal training opportunities. Many youths served by AFY have been victims of violence, leading them to view violence and delinquency as normalized behaviors. The goal of RT is to transform the negative norms these youth experience and instill positive values, attitudes, and beliefs in those we serve. RT is culturally informed, as AFY staff members collaborate closely with the Hawaiian and Micronesian populations and can draw on their own Hawaiian, Polynesian, and Micronesian backgrounds to connect with the youth on a deeper level.

Key activities of AFY's programs include, but are not limited to:

- Community Outreach and Youth Engagement – Identifying and connecting with at/high-risk youth in their schools, neighborhoods, and homes
- Advocacy and Case Management – Ensuring youth and families access critical supports
- Assessment and Individualized Planning – Using the Youth Assessment and Screening Instrument (YASI) to develop data-driven, goal-oriented service plans
- RT Counseling services – Including group and individual counseling, educational support, mediation, and 24/7 crisis intervention

- **Experiential Learning Opportunities (6-Point Plan) – Supporting holistic development through education, employment, sports and recreation, culture, and community service**

AFY has been recognized for its contributions to working with high-risk youth. In 2025, AFY's President & CEO received the Ho`owaiwai Award for dedication to transforming carceral systems and ending generational incarceration. In 2022 and 2023, AFY was honored with the Frederic Milton Thrasher Award by the Journal of Gang Research for outstanding scholarship, leadership, and service contributions by individuals and programs addressing public safety issues related to gangs. AFY has also received other awards and acknowledgments, including:

- 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 its pioneering therapeutic approach in the field.

AFY personnel have extensive experience providing RT services to high-risk youth. The administrative team at AFY consists of 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. Each staff member boasts years, if not decades, of experience in social work, with a specific focus on high-risk youth within the agency. AFY's administration oversees the hiring and training of all staff, specialists, and support personnel. They have established performance standards that all staff must meet and maintain, ensuring that the quality of AFY's services remains consistent for youth 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 applications to therapeutic prevention and intervention with high-risk youth. Spencer-Chun has received multiple awards for her work with at-risk and high-risk youth. At the 2022 National Gang Specialist Training Conference 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 was included on Hawaii Business Magazine's 20 for the Next 20 list for her past contributions to Hawaii and her anticipated impact over the next two decades. In 2017, she was recognized as a Honolulu Community College Distinguished Alumnus for her dedicated work in youth services and efforts to prevent 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 Firearm Crisis Intervention Advisory

Board, the Public Safety Advisory Committee, the Women’s Prison Project, the Status Offense Reform Working Group, and the Family Reunification Working Group. Through these groups, AFY gains insight and provides input into issues related to high-risk youth and youth involved with the juvenile justice system. Active participation in these groups also provides the disempowered youth and their families with a voice and platform on which to advocate on their behalf.

AFY staff participate in regular training sessions, including those on 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., the Institute on Violence, Abuse, and Trauma (IVAT) in Hawaii, and the National Center for Victims of Crime (NCVC) National Training Institute (NTI) conference in Florida.

For a list of verifiable experience related to projects or contracts for the most recent three 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 physical address is located on Oahu, near the airport, at 3375 Koapaka St., Suite B-290, Honolulu, HI 96819. The office is used to conduct administrative business and host youth for services such as RT counseling and mediation. Centrally located and close to city bus lines, the facility is easily accessible to youth and their families. The office serves as a safe space where everyone is welcome, allowing both staff and youth from diverse backgrounds to feel secure and respected. AFY’s office provides the following:

- ADA compliance
  - Drive-up access and designated accessible parking within 10 feet of the office door
  - Ramp, elevator, and door/hallway clearances allow accessible routes
  - ADA services for clients needing assistance traveling up the ramp to the JAC
  - Wheelchair-accessible parking
  - 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 for securing personally identifiable information
  - Central location, close to city bus lines

A significant part of AFY's philosophy is to support at-risk youth by offering services on their "turf." For AFY, "turf" refers to the physical and psychological spaces where at-risk youth feel relatively safe. This "turf" can encompass various locations, including school properties, neighborhood parks, or their homes. AFY provides outreach and RT services to these youths in such environments to create a sense of familiarity and calm. For instance, a Redirectional Therapist meets with the youth under a tree on the Farrington High School campus, which is their "turf." The same youths also receive services at local parks, such as Kalakaua District Park, where the therapist offers food and additional opportunities for engagement with AFY's therapeutic services on their "turf." Furthermore, if individual services are needed, the Redirectional Therapist will meet with the youths at their homes, such as at Kuhio Park Terrace or Mayor Wright's Homes.

## **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
- Elena Ginoza, Executive Assistant/Redirectional Specialist
- Maria Fian, Redirectional Specialist
- Kandis Tate, Redirectional Specialist
- Mairwyn Forster, Redirectional Specialist
- Annodomini Paul, Redirectional Associate
- DJ Hadley, Redirectional Associate
- Otto Tua, Redirectional Associate
- Eres Sylva, Redirectional Associate
- Azael Ramirez, Redirectional Associate
- Jason Nakamaejo, Data Management Specialist
- Will Sanders, Redirectional Report Specialist
- Sean Chun, Grant Specialist
- Aaron Hare, Grant Coordinator

Note: There will 3 new hires for Redirectional Associates and 1 new hire for a Special Programs Assistant

## **Staff Qualifications**

Please see the attached staff resumes.

## **Supervision and Training**

Adult Friends for Youth (AFY) maintains a structured, intentional approach to staff supervision and training to ensure high-quality, ethical, and effective service delivery. Upon hire, all staff are required to complete a comprehensive onboarding process that establishes a strong foundation in agency standards, program expectations, and Redirectional Therapy (RT) principles.

New staff are oriented through review of the AFY Employee Handbook, which outlines organizational policies, ethical standards, and compliance with required certifications and regulations. Staff are introduced to AFY's programs, target populations, and performance expectations through a formal orientation presentation. In addition, all direct service staff are required to read *Turning It Around: Redirectional Therapy*, which articulates the philosophical framework, core principles, and real-world case examples that guide AFY's intervention model.

Training and supervision are ongoing and embedded in daily practice. AFY administrators conduct weekly supervision and training meetings, held either one-on-one or in group settings, to review cases, address service challenges, assess staff performance, and support professional growth. These sessions allow supervisors to provide real-time guidance, reinforce fidelity to evidence-informed practices, and develop tailored strategies for working with high-risk youth.

AFY emphasizes field-based and experiential training, recognizing that effective intervention with the agency's target population requires skill development beyond classroom instruction. Direct service staff receive specialized training in group-level intervention, culturally responsive practices, and engagement strategies that reflect the lived realities of the communities served. Training content includes trauma-informed care, restorative justice principles, crisis response, mediation techniques, and the appropriate use of assessment tools such as the Youth Assessment and Screening Instrument (YASI).

The Director of Redirectional Services, who is certified to provide trauma-informed care training, leads internal capacity-building efforts to ensure staff can recognize, respond to, and avoid re-traumatization of youth. Staff also receive training in restorative justice and solution-focused approaches that promote accountability, healing, and conflict resolution rather than punitive responses.

AFY further strengthens staff capacity by engaging community-based partners and subject-matter experts to participate in training sessions. Organizations serving similar populations are regularly invited to share insights on emerging community issues, best

practices, and opportunities for collaboration. These cross-sector learning opportunities enhance staff understanding of community dynamics and foster coordinated, holistic support for youth and families.

Through consistent supervision, continuous training, and strong administrative oversight, AFY ensures that staff are well-prepared, supported, and accountable. This approach allows the organization to maintain high standards of service quality, staff professionalism, and program fidelity—ensuring the viability and effectiveness of the proposed project.

## **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 Attachments.

## **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 - \$137,813

Director of Operations & Special Programs - \$78,000

Director of Redirectional Services - \$69,000

## **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 2027 the activity funded by the grant if the grant of this application is:**

- (a) Received by the applicant for fiscal year 2027, but**
- (b) Not received by the applicant thereafter.**

Adult Friends for Youth (AFY) employs a diversified and strategic funding model that combines city, state, and federal grants with private foundation support, corporate partnerships, and individual donations to sustain long-term operations and program delivery. This multi-source approach ensures fiscal resilience and continuity of services even amid changing funding climates. AFY's portfolio currently includes contracts with the Department of Human Services – Office of Youth Services, the City & County of Honolulu Department of Community Services, and multiple federal grants from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and the Bureau of Justice Assistance (BJA). This stable funding base positions AFY to maintain essential youth and family services while expanding capacity through this RFP award.

In addition to grant funding, AFY conducts annual fundraising and donor engagement events, including the highly anticipated Annual Celebration of Youth, which attracts over 500 community supporters and raises both revenue and awareness for our mission. AFY also engages in ongoing outreach to private-sector donors and philanthropic partners to ensure sustainable investment in Oahu's youth and families.

Organizational sustainability is further strengthened through robust governance and community partnerships. AFY's Board of Directors is composed of influential community leaders, business professionals, and educators who actively leverage their networks to cultivate funding opportunities, in-kind resources, and strategic collaborations. Their leadership reinforces AFY's reputation as a trusted, long-standing community partner with nearly four decades of service to Hawaii's most vulnerable youth populations.

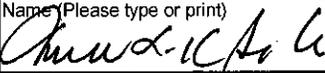
Human capital sustainability is equally vital. AFY invests heavily in staff retention, professional development, and succession planning to ensure the continuity and quality of services. The agency's leadership fosters a supportive and mission-driven culture that prioritizes staff well-being and professional growth. AFY maintains partnerships with local universities to host internships and practicums that often transition into full-time employment—developing the next generation of culturally competent Redirectional Specialists and Advocates. Volunteers, including former clients and community allies, also contribute valuable lived experience, strengthening AFY's peer-based engagement approach.

## **Attachments**

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

Applicant: 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	203,171			
2. Payroll Taxes & Assessments	20,195			
3. Fringe Benefits	21,603			
<b>TOTAL PERSONNEL COST</b>	<b>244,969</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	2,850			
2. Insurance	6,846			
3. Lease/Rental of Equipment	1,185			
4. Lease/Rental of Space	40,344			
5. Staff Training	3,600			
6. Supplies (Office and program)	29,804			
7. Telecommunication	3,299			
8. Utilities				
9. Travel local (includes gas, mileage, non office parking, etc.)	5,212			
10. Contractual fees	14,957			
11. Maintenance and Repair (includes vehicle and office)	7,773			
12. Youth Stipends				
13. YASI	500			
14. Centralized Data Management System	500			
15. Lodging/ Hotels for travel (includes per diem as allowable by GSA)	5,148			
16. Vehicle Rental	675			
17. Transportation (off island)	1,200			
18.				
19.				
20.				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>123,893</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>5,000</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>75,000</b>			
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>448,862</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	448,862	Deborah L.K. Spencer-Chun 808-833-8775		
(b) Total Federal Funds Requested		Name (Please type or print) Phone:		
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested		Signature of Authorized Official Date		
<b>TOTAL BUDGET</b>	<b>448,862</b>	Deborah L.K. Spencer-Chun, President & CEO Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2026 to June 30, 2027

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	0.4	\$12,288.00	50.00%	\$ 6,144.00
Redirectional Associate	1	\$49,000.00	25.00%	\$ 12,250.00
Redirectional Associate	1	\$53,000.00	25.00%	\$ 13,250.00
Redirectional Associate	1	\$43,680.00	25.00%	\$ 10,920.00
Redirectional Associate	1	\$39,500.00	25.00%	\$ 9,875.00
Redirectional Associate	0.4	\$13,824.00	25.00%	\$ 3,456.00
Redirectional Associate	0.4	\$14,592.00	25.00%	\$ 3,648.00
Redirectional Associate	1	\$45,000.00	25.00%	\$ 11,250.00
Redirectional Specialist	0.8	\$33,792.00	25.00%	\$ 8,448.00
Redirectional Specialist	0.6	\$20,736.00	25.00%	\$ 5,184.00
Redirectional Specialist	0.6	\$21,888.00	25.00%	\$ 5,472.00
Director of Redirectional Services	1	\$69,000.00	25.00%	\$ 17,250.00
Director of Operations and Special Programs	1	\$78,000.00	25.00%	\$ 19,500.00
Special Programs Associate	1	\$37,440.00	25.00%	\$ 9,360.00
Vice President (Direct Services)	0.8	\$64,800.00	25.00%	\$ 16,200.00
President and CEO (Direct Services as needed)	1	\$137,813.00	15.00%	\$ 20,671.95
Executive Assistant/Redirectional Specialist (Direct Service)	0.8	\$40,801.00	25.00%	\$ 10,200.25
Grant Coordinator	1	\$63,000.00	15.00%	\$ 9,450.00
Data Management Specialist	0.375	\$15,840.00	15.00%	\$ 2,376.00
Grants Specialist	0.3	\$14,784.00	15.00%	\$ 2,217.60

Redirectional Report Specialist	0.5	\$20,160.00	30.00%	\$ 6,048.00
<b>TOTAL:</b>				\$ 203,170.80

**JUSTIFICATION/COMMENTS:** This represents the largest and most critical cost item. We utilize extensive direct contact on both the group and individual levels. Only through our staff are we able to achieve program goals-Includes taxes and benefits.

# BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2026 to June 30, 2027

Applicant: Adult Friends for Youth

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
laptops and accessories	4.00	\$718.75	\$ 2,875.00	2875
ipads and accessories	5	\$425.00	\$ 2,125.00	2125
		\$ -	-	
		\$ -	-	
		\$ -	-	
<b>TOTAL:</b>	<b>9</b>		<b>\$ 5,000.00</b>	<b>5,000</b>

JUSTIFICATION/COMMENTS: For laptops and iPads to do school work, workforce development, etc.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Ford 15 passenger	1.00	\$75,000.00	\$ 75,000.00	75000
		\$ -	-	
		\$ -	-	
		\$ -	-	
		\$ -	-	
<b>TOTAL:</b>	<b>1</b>		<b>\$ 75,000.00</b>	<b>75,000</b>

JUSTIFICATION/COMMENTS: For a vehicle to transport youth to and from AFY program services.

# BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2026 to June 30, 2027

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:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
<b>TOTAL:</b>						
JUSTIFICATION/COMMENTS: Not applicable.						

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

Applicant: Adult Friends for Youth

Contracts Total:

7,262,378

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Outreach & Advocacy	11/2026-6/30/2027	OYS	State	172,500
2	ACT 310	12/1/2025-11/30/2026	OCS	State	400,000
3	City & County GIA	10/1/2025-9/30/2026	DCS	Honolulu	150,000
4	OYS PAL - Positive Alternative Learning	7/1/2025-6/30/2027	OYS	State	276,000
5	Hawaii State GIA - Operating	7/1/2025-6/30/2026	OYS	State	300,000
6	Hawaii State GIA - CIP	7/1/2025-6/30/2026	OCS	State	300,000
7	Community-Based Violence Intervention and Prevention Initiative	10/1/2024-9/30/2027	Bureau of Justice Administration	U.S.	2,000,000
8	VOCA Victim Assistance Grant Program	7/1/2024-6/30/2026	Dept. of AG	State	263,322
9	Hawaii State GIA	10/1/2024-9/30/2025	OYS	State	200,000
10	City & County GIA	10/1/2024-9/30/2025	DCS	Honolulu	74,556
11	Enhancing School Capacity to Address Youth Violence		OJJDP	U.S.	1,000,000
12	Hawaii State GIA	7/1/23-6/30/24	OYS	State	300,000
13	Hawaii State GIA - Operating	5/1/23-4/30/24	OCS	State	300,000
14	Hawaii State GIA - CIP	6/1/23-5/31/24	OCS	State	750,000
15	OYS PAL - Positive Alternative Learning	7/1/23-6/30/25	OYS	State	276,000
16	Reducing Risk for Girls in the Justice System	10/1/2022-9/30/2025	OJJDP	U.S.	500,000
17					
18					
19					
20					
21					
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## PEARL Convention Timeline

<b>Month</b>	<b>Action</b>
<b>March</b>	Implementation of hybrid PEARL Convention
<b>April</b>	Collect and gather evaluations from schools
<b>May</b>	Convention Evaluation Meeting
<b>June</b>	Secure venue and dates for next PEARL convention Send out flyers with new dates to schools
<b>July</b>	Planning of next PEARL Convention Committee to meet to incorporate feedback from evaluation for program context
<b>August</b>	Solicit for donors and sponsorship
<b>September</b>	Conduct second planning meeting Send flyers and invitation letters to school principals and student activity coordinators
<b>October</b>	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)
<b>November</b>	Conduct third planning meeting
<b>December</b>	Begin preparation for convention
<b>January</b>	Conduct fourth planning meeting
<b>February</b>	Preparation of PEARL Conventions and final planning meeting

# **Staff Resumes**

# Deborah L.K. Spencer-Chun

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## 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

- Institute on Violence Abuse and Trauma
- National Gang Crime Research Conference

- Morning co-keynote speaker ECET2 (Elevating and Celebrating Effective Teaching and Teachers)
- Hawaii State Department of Education (DOE) Safety, Security and Emergency Preparedness Conference (Building relationships with high-risk reach students)
- Youth Violence and Gang Prevention: Creating Safer Communities by the Coalition for Drug-Free Hawaii and Department of the Attorney General, Honolulu, HI
- Forum on Human Services and Juvenile Justice, Honolulu, HI
- Institute on Violence, Abuse and Trauma, Honolulu, HI
- Institute on Violence, Abuse and Trauma, San Diego, CA
- 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**

- 2024-Present: Firearm Crisis Intervention Advisory Board
- 2024-Present: Public Safety Advisory Committee
- 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: Co-Leader of Collective Impact At-Risk Youth Group (A Private/Public sector venture of Kui Kupa'a)
- 2012: Hui Kupa'a Leaders Work Group
- 2012: 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**

- 2025: Ho'owaiwai Award for dedication to transforming carceral systems and to end generational incarceration
- 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

**Trained and certified in:**

- Trauma-informed Care
- Restorative Justice
- Behavioral Health Response to Mass Violence Incidents
- Advancing Practices in Mass Violence Response: Cultural Competency, Psychological First Aid (PFA), and Skills for Psychological Recovery (SPR)

# McKay Max Schwenke

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## 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

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## 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

April 2013-2016: 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

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, Yakiniku 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

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## 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 inquires 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

# Maria Fian

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## 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

# Kandis Tate

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## Education

2019: Bachelor of Arts, Columbus State University

## Professional Experience

May 2025-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

2022-2023: Battery Executive Officer

- Coordinated logistical support on a daily basis to over 100 personnel
- Established a maintenance program that managed the repair and temporary storage of 14,000 items valued at over \$30 million
- Prepared daily reports, conducted weekly briefing on current operations, and recommended actions to senior leaders

2021-2022: Battery Platoon Leader, United States Army

- Responsible for the health, welfare, and professional development of 9 subordinate leaders and 28 soldiers
- Maintained property accountability and readiness worth an excess of \$10 million
- Implemented standards and methods to measure the effectiveness of training

# Mairwyn Forster

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## Education

2025: Bachelor of Arts in Psychology, Minor in Spanish, University of Hawaii, Manoa, Honolulu, HI

## Professional Experience

May 2025-Current: 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

August 2024-May 2025: 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

# Annodomini Paul

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## Education

2019: Waipahu Community School for Adults Diploma, State of Hawaii Department of Education

## Professional Experience

September 2025-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

April 2025-Current: Security Officer, PacArmed Security, Honolulu, HI

- Protects a safe home, facility, and assets
- Monitors surveillance system
- Controls access to buildings
- Responds to incidents and emergencies
- Enforces policies
- Writes incident reports
- De-escalates conflicts

August 2019-June 2025: Subcontractor, Shankkz Contracting, Ewa Beach, HI

- Provided janitorial work
- Assisted with touch-up renovations
- Helped clients bring their vision to life

June 2023-December 2023: Forklift Driver/Shift Lead, ADS-Advanced Drainage Service, Seattle, WA

- Assured temperatures were set at the proper temperature before heating the plastic
- Melted up drain pipes for floods or any plumbing maintenance
- Operated facility equipment and made sure the team was on task with required daily work
- Prepared shipments

# DJ Hadley

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## **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

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## **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

# Eres Sylva

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## Education

2025: General Liberal Arts Degree, Hawaii Pacific University, Honolulu, HI

## Skills and Abilities

- Strong motivation to succeed and achieve
- Communication, understanding, and connecting skills
- Adaptable to any circumstance
- Ability to be flexible within work environments
- Ability to be steadfast during high stress and pressure workloads

## Professional Experience

July 2025-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

2024-July 2025: Cashier Clerk/Grocery Clerk, Down to Earth, Kapolei, HI

- Handled cash, counted and deposited money
- High customer service skills, politeness, and kindness to customers
- Stocked shelves, freezers, and coolers
- Received store shipments, checked and read invoices
- Checked product dates, ensured freshness and quality of products within the store
- Performed daily duties to ensure store operations were met

2024-July 2025: Education Assistant, Nanakuli High and Intermediate School, Waianae, HI 96792

- Assisted teacher with lesson plans
- Provided students with support and help with classroom activities
- Assisting students with special education needs
- Managed behavior and attitudes during lessons

# Azael Ramirez

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## Education

Current (Expected Graduation Date – 2026): Bachelor of Arts in Social Work, Hawaii Pacific University, Honolulu, HI

## Professional Experience

July 2025-Present: Redirecional Associate, Adult Friends for Youth, Honolulu, HI

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

August 2023-May 2024: Program Leader, Operation Hero, Armed Services YMCA, Kailua, HI

- Lead Operation Hero, a free after-school resiliency program for military children
- Addressed topics relevant to military children, providing tools for positive adjustment to the hardships of military life
- Facilitated group discussions on identity, feelings, friendships, and conflict management
- Provided homework assistance, snack time, and themed activities during the 10-week course

August 2023-May 2024: Assistant Preschool Teacher, Armed Services YMCA, Kailua, HI

- Assisted in the daily management and supervision of children
- Supported lead teachers in planning and implementing educational activities
- Ensured a safe and nurturing environment for children

July 2021-April 2023: Section Leader of Mortar, United States Marine Corps, Kaneohe, HI

- Led and trained service members in the department and across multiple roles
- Conducted debriefing meetings with superiors
- Received a medal for exceptional performance

# Elena Ginoza

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## Education

May 2013: Associate of Science: Medical Laboratory Technician Kapiolani Community College/University of Hawaii Community Colleges, Honolulu, HI

May 2013: Certificate of Achievement: Biotechnician Kapiolani Community College/University of Hawaii Community Colleges, Honolulu, HI

May 2003: Bachelor of Science: Travel Industry Management University of Hawaii at Manoa, Honolulu, HI

## Professional Experience

July 2022-Present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Advocacy and outreach for high-risk youth in the community
- Conduct Redirectional Therapy

January 2014 to January 2025: Medical Laboratory Technician Kuakini Medical Center – Honolulu, HI

- Specialized in conducting chemistry, hematology, microbiology and blood banking tests with accuracy and precision.
- Performed routine maintenance and calibration of Laboratory instruments to produce accurate results.
- Record and maintain accurate data to facilitate tracking of results.
- Keep supplies organized and well-stocked, requesting more supplies and avoiding unnecessary testing delays.
- Utilized expertise in all lab discipline to help with diagnosis of medical issues.
- Prepare reagents and solutions, making it readily available during testing for convenience.
- Troubleshoot problems with equipment and recalibrated devices or for serious concerns notify supervisors for handling.
- Uphold laboratory protocols dictated by facility, governing agencies or special project requirements.
- Help management optimize laboratory processes for maximum efficiency and performance.
- Assist lab manager in shift scheduling to meet optimal operational needs.

May 2007 to May 2013: Manager Salon Bobbi and Guy, LLC – Honolulu, HI

- Managed and motivated employees to be productive and engaged in work.
- Opened and closed location and monitored shift changes to uphold successful operational strategies and maximize business success.
- Maintained professional demeanor by staying calm when addressing unhappy or angry customers.
- Trained personnel in equipment maintenance and enforced participation in exercise focused on developing key skills.
- Assisted in organizing and overseeing assignments to drive operational excellence.
- Managed shift schedules.

February 2004 to September 2007: Administrative Assistant – Property Operations (Rehab)  
Hilton Hawaiian Village Beach Resort and Spa

- Assist project managers in drafting bids for renovations on property for contractors.
- Drafted correspondence and other documents for project managers, Property Operations Director and CEO in company's voice.
- Organized logistics and materials for renovation contracts.
- Managed phone and email correspondence and handled incoming and outgoing mail and faxes.
- Coordinated and scheduled meeting and conference calls to optimize scheduling of project managers, Property Operations Director and CEO.
- Managed filing systems enter data and complete other clerical tasks.

## **Certifications**

- ASCP – Medical Laboratory Technician
- DxH 600 Hematology Analyzer, Beckman Coulter, 2017

# Aaron M. Hare

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## 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

# Jason Nakamaejo

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## 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

# Will Sanders

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## Education

2024: Youth Challenge

## Professional Experience

July 2023-Present: Redirectional Report Specialist, Adult Friends for Youth, Honolulu, HI

- Transcribes voice memos of various youth sessions weekly to secure state funds
- Write and process monthly reports relating to youth sessions
- Maintain daily correspondence with Redirectional Specialists

November 2023-Present: Grant Writer Assistant/Copywriter, Work Now Hawaii, Honolulu, HI

- Produce website copy with AI to help people with disabilities find independent living services in Hawaii
- Produce pamphlets, posters, and other social media marketing materials to showcase the company's vision, helping people living disabilities achieve independence

January 2024-April 2024: Copywriter, Lights on Digital, Honolulu, HI

- Wrote engaging email copy for its clients in their brand voice
- Built full email creatives within MailChimp and Revinatate to deliver for review

# Sean Chun

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## Education

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

## Professional Experience

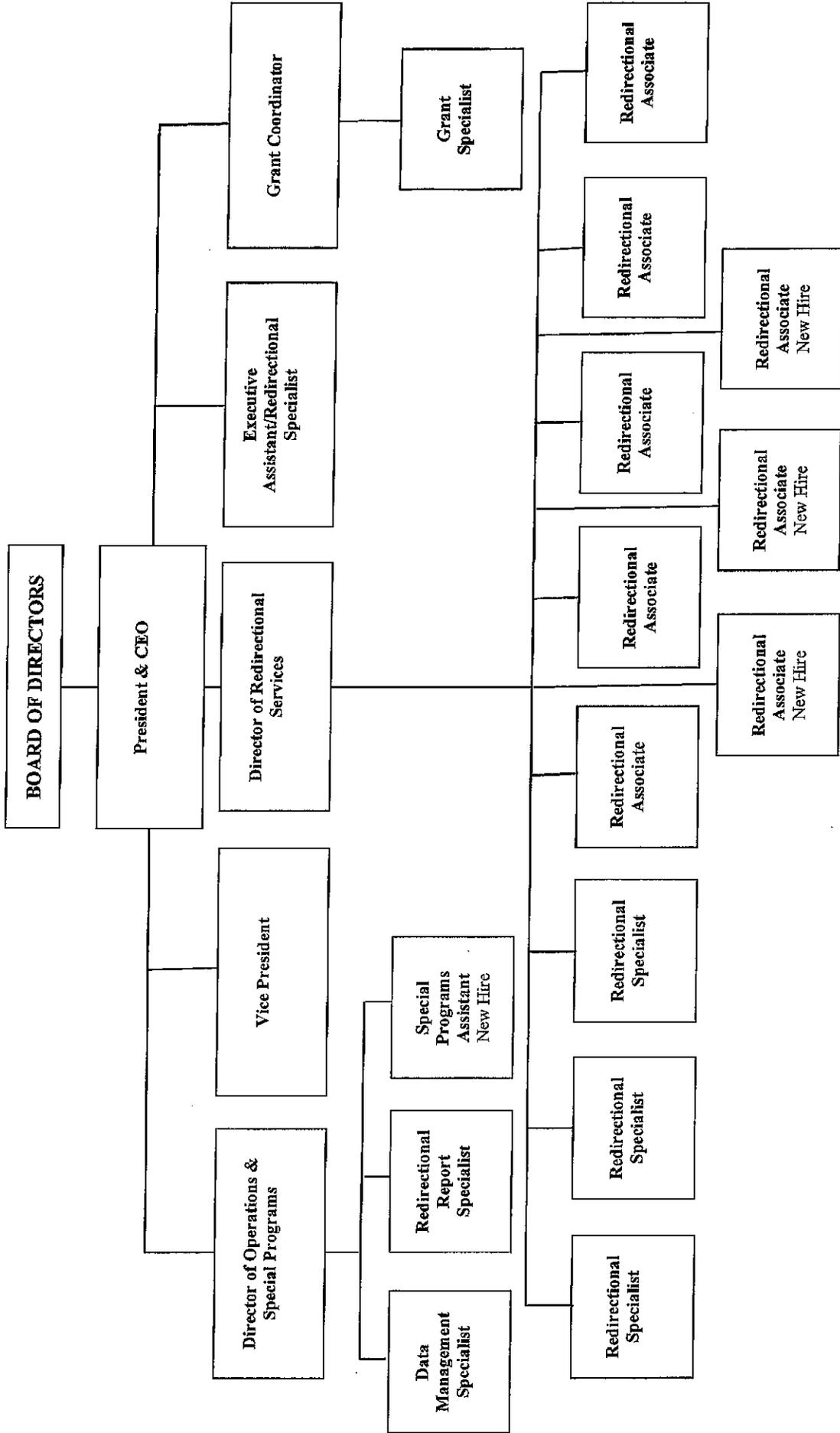
March 2024-Present: Grant Specialist, Adult Friends for Youth, Honolulu, HI

- 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

# 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.