

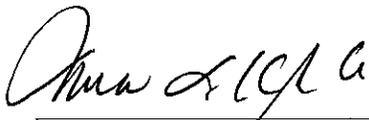
**2026 State of Hawaii GIA
CIP
Grant Application**

**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:

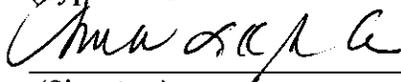
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide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

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

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

Adult Friends for Youth

(Typed Name of Individual or Organization)



(Signature)

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

This grant will be used to acquire a building that will be used to provide target youth with Redirectional Therapy (RT) services. The building will provide youth with a safe space to reduce/terminate their violent tendencies and support their academic achievement. The building would ultimately help to create safer communities for everyone.

(3) The services to be supported by the grant

In addition to the purchase and renovation of the proposed building, services that would be conducted at the building include but are not limited to community outreach and engagement, assessment, group and individual counseling, referrals, case planning, educational support (i.e. tutoring), connections to other service providers, and case closure. A special focus would be providing youth with experiential learning opportunities involving community partners and providing complementary services at the location.

(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 status-offending youth on the Leeward Coast, HPD District 8.

(5) The cost of the grant and the budget

The overall project cost will be approximately \$3,000,000. The total budget requested for the State Grant in Aid is \$2,000,000.

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) was established in 1986 as the result of a federal initiative to address and redirect the destructive behaviors of Hawaii's highest-risk youth. For nearly four decades, AFY has grown into one of the state's leading violence prevention and youth development organizations, recognized for its deep community presence and proven ability to reduce violence, interrupt the school-to-prison pipeline, and foster long-term positive outcomes for youth in Oahu's most disadvantaged communities.

AFY's mission is to eliminate violence and create peace in schools and neighborhoods by breaking the cycles of incarceration, poverty, and hopelessness that disproportionately impact high-risk and system-involved youth. The organization accomplishes this through intensive outreach, therapeutic intervention, educational engagement, and experiential learning opportunities that support youth in building healthy, meaningful, and productive lives.

All AFY services are grounded in Redirectional Therapy (RT), the organization's evidence-informed, field-tested, and replicable therapeutic model adapted from Carl Rogers' Person-Centered Therapy. RT is trauma-informed and strengths-based, emphasizing social-emotional development, self-determination, accountability, and academic success as critical pathways away from violence and criminal involvement. The model is guided by core principles that affirm every young person's capacity for change and prioritize a non-judgmental, caring, and youth-centered environment, with trust, empathy, and consistency as foundational.

AFY's work is driven by practice and philosophical principles. They include but are not limited to:

- Gang youths have the potential to enter the social and economic mainstream but may not believe that they have the capacity to do so
- Youths who believe in their capacity to enter the mainstream will choose to do so when provided with the opportunities
- Formal and informal education are means for achieving freedom, thinking critically, and becoming aware of a greater universe within which to make decisions
- It is best to work with multiple gangs in a community, especially rivals, if peace and stability are to occur

AFY currently serves high-risk youth from Kaimuki to Waianae through a continuum of prevention, intervention, and diversion programs. These include: school and community-based group and individual RT counseling designed to reduce violence and improve academic outcomes; the Mobile Education Center, which reconnects truant and chronically absent youth ages 10–25 to educational and career pathways; and the Mobile Assessment Center, a diversion program operated in partnership with Hawaii Police Department District 8 that prevents justice system involvement by addressing the root causes of status offenses. In addition, AFY convenes the annual PEARL Convention (Promoting Peace, Empathy, Acceptance, Love, and Respect), a statewide violence prevention initiative that equips youth and educators with tools to promote safe, inclusive, and compassionate school and community environments.

Through these integrated services, AFY has demonstrated sustained organizational capacity, trusted partnerships, and measurable impact in serving Hawaii's most vulnerable youth—positioning the agency to effectively steward capital investments that expand access to safe, stable, and trauma-responsive spaces essential to its mission.

2. The goals and objectives related to the request;

Adult Friends for Youth (AFY) is requesting capital funding to acquire a permanent, purpose-built facility that will serve as a secure, trauma-responsive hub for high-risk, gang-involved youth across Oahu. The overarching goal of this request is to create a safe, neutral, and adequately sized environment that enables AFY to expand and strengthen its violence prevention, therapeutic intervention, educational support, and

experiential learning services—thereby reducing violent and criminal behavior while increasing long-term stability, academic engagement, and positive life outcomes for the highest-risk youth.

To establish a permanent, neutral, and secure facility that supports intensive Redirectional Therapy (RT) services and holistic youth development for high-risk, violent, and gang-involved youth, while ensuring safety, continuity of services, and long-term organizational sustainability.

Objective 1: Expand and strengthen violence intervention services in a secure and neutral setting.

The acquisition of a dedicated facility will allow AFY to expand existing services in a location intentionally selected to minimize exposure to violence, retaliation, and gang conflict. The site will not be a storefront property and will be situated on neutral ground where youth from different affiliations can safely participate without fear of threat or intimidation. This objective directly supports AFY's ability to work with rival youth simultaneously, de-escalate conflict, and prevent violence through structured, supervised, and therapeutic engagement.

Objective 2: Increase service capacity and continuity, including during public health or community emergencies.

The proposed facility will provide sufficient square footage to safely serve multiple groups at once, increasing the number of youth reached across AFY's programs. Unlike AFY's current limited office space, the new facility will allow for physical distancing, flexible room use, and hybrid service delivery, ensuring continuity of care during emergencies such as pandemics, natural disasters, or community crises. This objective mitigates service disruptions and protects both youth and staff while maintaining critical intervention services.

Objective 3: Provide dedicated space for Redirectional Therapy and the Six-Point Experiential Learning Plan.

The facility will support the full implementation of AFY's RT model and Six-Point Plan, which provides experiential learning opportunities in:

- Education
- Employment and career readiness
- Recreation and sports
- Social development
- Culture and spirituality
- Community service

Dedicated rooms and flexible spaces will allow youth to engage in real-world learning experiences that build social-emotional skills, accountability, and positive identity—key protective factors against violence and recidivism.

Objective 4: Create private, trauma-informed counseling environments that foster trust and engagement.

Private offices will enable individual and group RT sessions to occur in confidential, respectful settings. Many AFY youth have experienced repeated system involvement, stigma, and judgment, resulting in deep mistrust of adults and institutions. A space designed specifically for their safety, dignity, and growth helps dismantle emotional barriers, strengthens therapeutic relationships, and reinforces AFY's core principles of mutual respect, non-judgment, and youth-centered care.

Objective 5: Support staff wellness and prevent secondary trauma to sustain service quality.

The facility will include private workspaces where staff can decompress, document cases, and process the emotional intensity of serving high-risk youth. Preventing staff burnout and secondary trauma is essential to maintaining consistent, high-quality RT services and long-term organizational capacity. This objective ensures that the investment in physical infrastructure also protects the human infrastructure critical to AFY's mission.

Objective 6: Address basic needs and remove barriers to participation.

The facility will include showers, laundry equipment, and storage for essential items, addressing the realities of youth who experience housing instability and frequently couch surf. By meeting basic hygiene and material needs on site, AFY removes barriers to school attendance, employment readiness, and program participation. Consolidated on-site storage will also generate cost savings that can be redirected toward direct youth services.

Objective 7: Strengthen educational, career, and community connections through dedicated program spaces.

A technology-equipped education and career readiness room will support tutoring, credit recovery, job applications, résumé development, and college/FAFSA completion, while also hosting partner-led programming such as coding and GED preparation. Additional spaces will support restorative justice circles, cultural and spiritual healing activities, intergenerational programming with Kūpuna, and community service planning—addressing root causes of violence and repairing harm across generations.

Objective 8: Establish a centralized crisis response and coordination hub.

An interactive conference room will serve as AFY's Crisis Response Center, providing space for family meetings, multidisciplinary coordination, and trauma-informed response during incidents of violence or crisis. AFY will serve as a trusted coordinator, ensuring families and youth are connected to appropriate supports during critical moments.

In summary, this capital request is not solely about acquiring a building; it is about creating the physical conditions necessary for safety, healing, accountability, and transformation. A permanent, purpose-designed facility will allow AFY to reach more youth, reduce violence more effectively, strengthen community trust, and deliver measurable public benefit for Hawaii.

3. The public purpose and need to be served;

Across Oahu, many youth-serving organizations provide valuable services to adjudicated or general youth populations. However, there remains a critical gap for the highest-risk, most volatile youth—those whose violent behavior, gang involvement, and deep trauma often place them beyond the reach of traditional programs. AFY is widely recognized by schools, law enforcement, and service providers as the agency that works with youth that no one else can safely or effectively serve. The public purpose of this request is to ensure these youth—who pose the greatest risk to themselves, their families, and their communities—have a safe, structured, and therapeutic place to go before violence escalates further.

A permanent AFY facility would serve as a safe harbor for youth whose anger and instability frequently erupt in schools, neighborhoods, and homes. For families living in constant crisis, this space offers something rare and essential: respite, relief, and hope. It provides a place where youth can step away from conflict, where families can briefly breathe, and where trained professionals can intervene before harm occurs. This is not merely a service site—it is a stabilizing force for entire households and communities.

The need for this facility became especially clear during the COVID-19 pandemic, when closures of schools and community spaces left many high-risk youth without a safe place to go. AFY's limited office space allowed for only one counseling group at a time, restricting the agency's ability to respond to escalating tensions. A larger, purpose-built facility would ensure continuity of services during future pandemics or emergencies and allow AFY to safely de-escalate volatile situations involving multiple youth simultaneously—protecting public safety when other systems are unavailable.

AFY's target population includes youth who are frequently suspended from school, a response that often deepens rather than resolves the problem. Suspensions remove youth from structured learning, widen academic gaps, and reinforce feelings of failure and alienation. Many youths disengage entirely, fall behind academically, or drop out—placing them at higher risk for violence and criminal involvement. This facility would allow AFY to serve youth during suspension periods, providing academic support, emotional regulation, and therapeutic care in a safe environment where they remain engaged, supervised, and supported rather than pushed further toward harm.

The proposed building also fulfills a vital public safety function by enabling mediation and violence interruption between rival individuals, groups, and families. AFY regularly conducts multi-stage mediation to prevent retaliatory violence, but current space limitations restrict capacity. A larger facility would allow for simultaneous preparation sessions and safe, facilitated mediation—helping youth resolve conflict peacefully and reducing the likelihood of future violence in schools and neighborhoods.

Finally, the facility would support AFY's vision of a Crisis Response Hub for youth and families impacted by severe violence, including homicide within the family. Exposure to violence is a well-documented risk factor for future violent behavior if left unaddressed.

By coordinating immediate, trauma-informed responses alongside partners such as law enforcement and community organizations, AFY can interrupt cycles of violence at their most critical moment—serving not only the directly impacted youth but also younger children and extended families in need of coordinated care.

In sum, this capital investment serves a clear public purpose: it reduces violence, protects families, stabilizes schools and communities, and offers the most vulnerable youth a chance to pause, heal, and choose a different path. A permanent AFY facility is not simply a building—it is a lifeline for youth who have been failed by every other system, and a proactive investment in community safety and long-term public well-being.

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 capital project directly serves a population with the highest level of need and the fewest safe options, providing them with a stable place to heal, learn, and reimagine their future—while simultaneously advancing public safety and community well-being across Oahu.

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 'Ālewa Heights, Kalihi Valley, Kalihi Kai, Kapālama, Palāma, 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, Pālama, 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 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)
- 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 Mā'ili, Mākaha, Makua, and Ulu Wehi)
- Higher proportion of families receiving public assistance
- Unemployment rate 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 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.

Because crossing neighborhood boundaries can expose youth to retaliation or violence, the proposed facility will be strategically located on neutral ground, allowing youth from multiple regions and rival groups to safely access services. By pairing a permanent facility with mobile outreach and transportation capacity, AFY ensures island-wide coverage, continuity of care, and measurable public safety benefits.

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;

Adult Friends for Youth (AFY) seeks to acquire and develop a permanent facility that will meaningfully expand its capacity to serve Oahu's highest-risk youth—young people whose trauma, violence exposure, and instability require more than limited or temporary space. AFY's current office near the Honolulu International Airport is primarily administrative and includes only one conference room suitable for direct services, significantly constraining the agency's ability to meet growing demand. The proposed property will be intentionally designed to support trauma-responsive, experiential, and therapeutic programming at scale.

Scope of Work

The scope of work for this capital project is the purchase of a building/location that enables AFY to deliver comprehensive youth development and violence intervention services. The completed facility will contain dedicated spaces for counseling, mediation, experiential learning, education and career readiness, cultural and spiritual healing, crisis response, staff support, and basic needs services—each essential to addressing the root causes of youth violence and disengagement.

Once acquired and improved, the facility will serve as the central hub for AFY's RT services, including its Six-Point Plan, which provides experiential learning opportunities in education, employment and career readiness, recreation, social development, culture and spirituality, and community service. These activities are designed to help youth heal from trauma, develop pro-social skills, and build a realistic pathway toward long-term stability and success.

Tasks and Responsibilities

To successfully execute this project, AFY has established a property and building acquisition working group responsible for overseeing all phases of development, ensuring fiscal accountability, and aligning the facility with programmatic needs. Key tasks include:

- Identifying and securing a property that meets AFY's safety, neutrality, accessibility, and space requirements
- Conducting due diligence, legal review, and financial analysis related to the acquisition
- Designing the interior layout to support Redirectional Therapy, mediation, and Six-Point Plan activities
- Coordinating renovations and improvements to ensure the facility is trauma-informed, functional, and secure

- Leveraging volunteer labor and in-kind contributions to reduce overall project costs
- Preparing the facility for phased program expansion and long-term sustainability

Project Oversight and Staffing

AFY brings significant organizational capacity and expert guidance to this effort. The internal project team includes:

1. Deborah L.K. Spencer-Chun, Project Coordinator
2. Lisa Tamashiro, Program Working Group Member
3. Siutiti Takai, Program Working Group Member

AFY is further supported by experienced volunteer consultants who provide specialized expertise critical to capital project success:

- Kevin Ko, Real Estate Consultant (property identification and acquisition)
- Ernest “Ernie” Martin, Legal Consultant (transaction and compliance matters)
- Bradford Harrison, Financial Consultant (financial capacity and sustainability)
- Damien Kim, Building and Design Consultant (facility planning, renovation, and build-out)

Together, this team ensures that the acquired property will be financially sound, legally compliant, programmatically aligned, and ready to serve youth immediately upon completion.

In summary, the scope of this project extends beyond acquiring a building—it is about creating the physical foundation necessary for healing, accountability, and transformation. Through careful planning, expert oversight, and a clear division of responsibilities, AFY is prepared to deliver a facility that directly supports measurable youth outcomes and long-term public benefit.

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

Quarter 1: Acquisition of property

Quarter 2: Design

Quarters 3-4: Construction and Equipment

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) will implement a comprehensive quality assurance and evaluation process to ensure that the purchase of the proposed building fully achieves the intent of this capital request and delivers lasting public benefit.

AFY has established a Building Purchase and Acquisition Committee responsible for

overseeing all phases of the property acquisition and preparation process. This committee includes individuals with expertise in real estate acquisition, legal compliance, financial oversight, construction and renovation, and program operations. Their role is to ensure that the building selected is financially sound, legally compliant, operationally feasible, and programmatically aligned with AFY's mission.

The committee will meet to:

- Review and approve property options based on safety, neutrality, accessibility, and suitability for high-risk youth services
- Monitor adherence to the approved acquisition budget and funding sources
- Oversee due diligence activities, including inspections, legal review, and financial analysis
- Ensure that any renovations or improvements are cost-effective, trauma-informed, and aligned with intended program use
- Identify and address risks or delays and implement corrective actions as needed

All major decisions related to the building purchase will be documented and reviewed by AFY leadership to ensure transparency and accountability.

Following acquisition and occupancy, AFY will evaluate the success of the capital investment by assessing whether the building effectively supports expanded service delivery and improved outcomes for high-risk youth. Evaluation measures will include:

- Facility readiness indicators, such as compliance with occupancy requirements
- Utilization metrics, including the number of counseling groups, mediation sessions, crisis response meetings, and experiential learning activities conducted in the building
- Capacity measures, such as the ability to serve multiple youth groups simultaneously and respond to emergent situations
- Feedback from staff, youth, families, and partners regarding the functionality, safety, and accessibility of the space

These measures will be reviewed regularly to determine whether the building is being used as intended and to guide operational adjustments.

In summary, AFY's quality assurance and evaluation plan ensures that this capital investment is managed with discipline, transparency, and accountability, and that the purchased building directly strengthens AFY's ability to serve high-risk youth, reduce violence, and improve community safety over the long term.

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.**
 - a. Adherence to project timeline (i.e., completion of property acquisition)
 - b. Adherence to the stated project budget (i.e., financial records demonstrate expenditures align with approved line items)

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
\$0	\$0	\$1,000,000	\$1,000,000	\$2,000,000

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) possesses the skills, knowledge, and experience necessary to successfully carry out this capital request and to operate a permanent facility serving Oahu's highest-risk youth. Since its incorporation in 1986, AFY has provided intensive Redirectional Therapy (RT) services to youth with significant histories of violence, gang involvement, academic failure, and trauma. For nearly four decades, the organization has demonstrated sustained capacity to deliver complex, high-risk services consistently, credibly, and with measurable impact.

AFY's therapeutic model and service approach have been recognized statewide and nationally. In 2008, Mental Health America of Hawai'i awarded AFY the Outstanding Community Mental Health Agency Award for its "pioneering therapeutic approach in the field." In addition to violence intervention and counseling, AFY has a long history of providing and coordinating educational supports, diversion services, and experiential learning opportunities for system-involved and disconnected youth—experiences that directly inform the design and use of the proposed facility.

AFY is led by a highly experienced administrative team with deep institutional knowledge and continuity. The organization's leadership includes President & CEO

Deborah L.K. Spencer-Chun, Vice President McKay Schwenke, Director of Operations and Special Programs Lisa Tamashiro, and Director of Redirectional Services Siutiti Takai. Collectively, this team brings more than 80 years of direct social work and youth-serving experience within AFY, specifically focused on high-risk and violent youth populations.

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.

Adult Friends for Youth (AFY) currently operates from a small, primarily administrative office that is not adequate to support the scale, safety, or scope of services proposed in this application. AFY is therefore seeking to acquire a permanent facility specifically designed to safely serve high-risk, gang-involved youth.

While a property has not yet been secured, AFY has established clear criteria informed by decades of field experience. The facility is envisioned in a neutral area between Kalihi and Pearl City, with convenient freeway access to serve youth from Kaimukī to Waianae. Central accessibility is essential to ensure island-wide reach while minimizing transportation barriers for youth and families.

Equally important, the property must be off the main roadway and not a storefront or roadside location. Highly visible sites increase the risk of targeted violence, including drive-by incidents, and pose significant safety concerns for youth and staff. An off-street location allows services—particularly mediation and crisis intervention involving rival groups—to occur in a controlled and secure environment.

AFY's facility planning reflects the reality that gang dynamics on Oahu have evolved, with multiple rival groups now coexisting within the same neighborhoods and housing projects. When conflicts arise, they can escalate quickly and persist over time. In the past, AFY has had to transport youth to distant locations to safely conduct mediations, underscoring the urgent need for a designated, neutral, and permanent space.

The facility AFY seeks to acquire will support confidential counseling, group intervention, mediation, crisis response, and experiential learning within a trauma-informed and safety-conscious environment. AFY's current facilities are not adequate to meet these needs, and the acquisition of a purpose-designed building is essential to protecting youth and staff while advancing the public safety goals of this request.

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.

Deborah L.K. Spencer Chun

Deborah Spencer-Chun has been with AFY since its inception, and has been its President & CEO since 2007. She is involved in all aspects of the agency, both financial and operational, and understands the needs of AFY, the youth we serve, and the property/building being purchased.

Lisa Tamashiro

Lisa Tamashiro is AFY's Director of Operations & Special Programs. She is intimately involved in all aspects of AFY's operations and will provide valuable insight into the needs of the youth we serve and the physical (building/renovation) requirements necessary to meet them.

Siutiti Takai

Siutiti Takai is AFY's Director of Redirectional Services. She specializes in community outreach and providing direct services to youth. She has extensive knowledge of the gangs on Oahu and how they operate. Her community outreach has built relationships with youth and family members across Oahu, creating a network of information and support that enables AFY to fulfill its mission more effectively.

The individuals below are working in a volunteer capacity for this project.

Kevin Ko

Kevin Ko is a real estate agent with Commercial Asset Advisors, on a team specializing in industrial leasing and investment sales. He represents both local and institutional landlords and tenants.

Ernest "Ernie" Martin

Ernie Martin has had an extensive career with the City and County of Honolulu, serving as a council member and chair. He has an in-depth knowledge of government and will be involved in the project's legal matters. He is an attorney at Sullivan Meheula Lee specializing in real property law and community engagement.

Bradford Harrison

Bradford Harrison recently retired as the senior vice president of First Hawaiian Bank's wealth management division. He has over 30 years of experience managing financial assets and formulating investment and business strategies, which equip him to oversee

the financial components of this project. He is an instructor at Hawaii Pacific University and Chaminade University in Marketing and Business Management, and was a past chair of AFY's board of directors.

Damien Kim

Damien Kim works at the International Brotherhood of Electrical Workers Local 1186, where he is the business manager and has served as its past president. His additional experience as a Foreman has provided him with extensive experience in construction projects, which he will apply to this grant project. Damien is also the President of the Hawaii Building and Construction Trades Council, AFL-CIO. He is also currently AFY's Vice Chair of the Board.

AFY's Board of Directors and Advisory Committee also possess skills and have access to resources in the following areas:

- Architecture
- Plumbing
- Sheet Metal
- Electricians
- Iron Workers

Please see the attached list of AFY's Board of Directors and Staff Resumes for the experience and capabilities of other individuals associated with AFY.

Supervision

The Project Coordinator and AFY President & CEO will supervise all aspects of this project. The Building Acquisition Working Group will monitor the building acquisition process (including timeline), financing, and development/renovation.

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.

Ernie Martin – Member of the Hawaii State Bar Association

Damien Kim – State of Hawaii Electricians License

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.

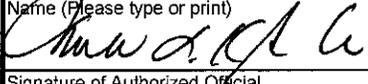
Human capital sustainability is equally vital. AFY invests heavily in staff retention, professional development, and succession planning to ensure the continuity and quality of services. The agency's leadership fosters a supportive and mission-driven culture that prioritizes staff well-being and professional 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)
A. PERSONNEL COST				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST				
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL	2,000,000			
TOTAL (A+B+C+D+E)				
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	2,000,000	Deborah L.K. Spencer-Chun		808-833-8775
(b) Total Federal Funds Requested		Name (Please type or print)		Phone
(c) Total County Funds Requested				1/20/2026
(d) Total Private/Other Funds Requested		Signature of Authorized Official		Date
TOTAL BUDGET	2,000,000	Deborah L.K. Spencer-Chun, President & CEO		
		Name and Title (Please type or print)		

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
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:			\$ -	
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:			\$ -	
JUSTIFICATION/COMMENTS: Not applicable.				

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:2022-2023	FY:2025-2026			FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION	750000	300000	2000000			
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:	750000	300000	2,000,000			
JUSTIFICATION/COMMENTS: For the acquisition of a property that will provide Redirectional Therapy services to high-risk youth to ultimately create safer schools and communities for all residents						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Adult Friends for Youth

Contracts Total:

7,262,378

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
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 Initiat	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		OJJD	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	OJJD	U.S.	500,000
17					
18					
19					
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Staff Resumes and Board of Directors List

Deborah L.K. Spencer-Chun

Education

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

Professional Experience

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

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

Other Professional Experience

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

Professional Presentation Experiences

- 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

Education

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

Professional Experience

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

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

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

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

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

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

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

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

Other Professional Experience

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

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

Professional Presentation Experience

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

Hobbies

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

Lisa Tamashiro

Education

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

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

1992-2000: Rainbow Gakuen (Japanese Language School)

Professional Experience

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

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

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

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

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

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

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

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

Education

Current: Enrolled at Kapiolani Community College, Honolulu, HI

2020: Farrington High School, Honolulu, HI

Professional Experience

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

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

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

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

Otto “Sa” Tua

Education

May 2000: Solon High School, Solon, IA

Skills

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

Professional Experience

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

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

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

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

Training

- YASI Certified
- Suicide Prevention

Eres Sylva

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

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

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

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

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

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

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
BOARD OF DIRECTORS MEMBERSHIP LIST

NAME	TITLE	ADDRESS	PHONE
2011 Mr. Damien T. K. Kim Business Manager International Brotherhood of Electrical Workers	Chair of the Board	dkim@ibew1186.org	(B) (808) 847-5341 (R) (808) 676-3799 (F) (808) 847-2224
2018 Ms. Malia Peters Senior Director of Philanthropy Hawaii Community Foundation	Vice Chair of the Board	Malia.peters@uhfoundation.org	(B) (808) 537-6333 (C) (808) 479-3425
2019 Ms. Melanie Martin Deputy Director of Administration State of Hawaii Department of Public Safety	Treasurer	Melamart_2000@yahoo.com	(C) (808) 220-6732
1991 Ms. Jean McIntosh Computer Consultant	Secretary	jean-mcintosh@hawaii.rr.com	(R) (808) 396-0840
2002 Mr. Steven Baldrige President Baldrige & Associates Structural Engineering	Director	sb@baseengr.com	(B) (808) 534-1300 ext. 200 (B) (808) 748-7000 (C) (808) 478-3843
2000 *Mr. Arnold M. Baptiste, Jr. President AB and Associates	Director	arnie@hmaa.com	(B) (808) 591-0088 (F) (808) 591-0463
2004 Ms. Carolyn Berry Wilson Entrepreneur	Director	momcab@aol.com berryxecassist@gmail.com	(B) (808) 373-9033 (R) (808) 373-2980 (F) (808) 373-9035
2018 Mr. Reginald Castanares	Director	reggiecastanares@outlook.com	(C) (808) 330-4301
2013 Mr. Paul Cunney Law Office of Paul Cunney	Director	Paulcunney@yahoo.com	(C) (808) 551-6500

2015 Mr. Danny Dolan Entrepreneur J Dolans	Director	danieldolan82@yahoo.com	(B) (808) 537-4992 (F) (808) 398-9876
2005 Mr. Dennis Francis President and Publisher Honolulu Star Advertiser	Director	dfrancis@staradvertiser.com	(B) (808) 529-4700 (F) (808) 545-4918
2004 *Mr. Jeffrey A. Hawk District Court Judge, Hawaii State Judiciary	Director	jeffhawk@hawaii.rr.com	(B) (808) 532-3801 (C) (808) 256-1736 (F) (808) 532-3804
2014 Mr. T. Michael Hogan, Jr. (Timothy) Managing Director Chairman & Senior Consultant Hogan Consulting Group	Director	mhogan@hoganfinancialgroup.com	(B) (808) 791-7553 DL (F) (808) 535-8364 (C) (808) 372-6578
2012 *Mr. Brad Harrison Retired, First Hawaiian Bank	Director	Bharriso@hpu.edu	(C) (808) 724-0182 (H) (808) 674-1117
2007 Mr. Garrett Iha Retired, Accounting Manager, Family Promise of Hawaii	Director	Giha001@yahoo.com	(B) (808) 432-5217 (C-preferred) 808-927- 1339
2018 Ms. Keiko Kawaharada Restaurant Owner, Mr. Ojisan	Director	msskakahulu@gmail.com	(B) (808) 735-4455
2001 Mr. William "Bill" Kawashima Retired, Servco Pacific Inc.	Director	Kawashimw001@hawaii.rr.com	(C) (808) 265-5257
1997 *Mr. Brad Myers Retired, Myers Development, LLC	Director	myersb001@hawaii.rr.com	(C) (808) 371-0293
2018 Ms. Maura Okamoto Retired Judge, Hawaii State Judiciary	Director	mauraokamoto@gmail.com	(C) (808) 392-0698

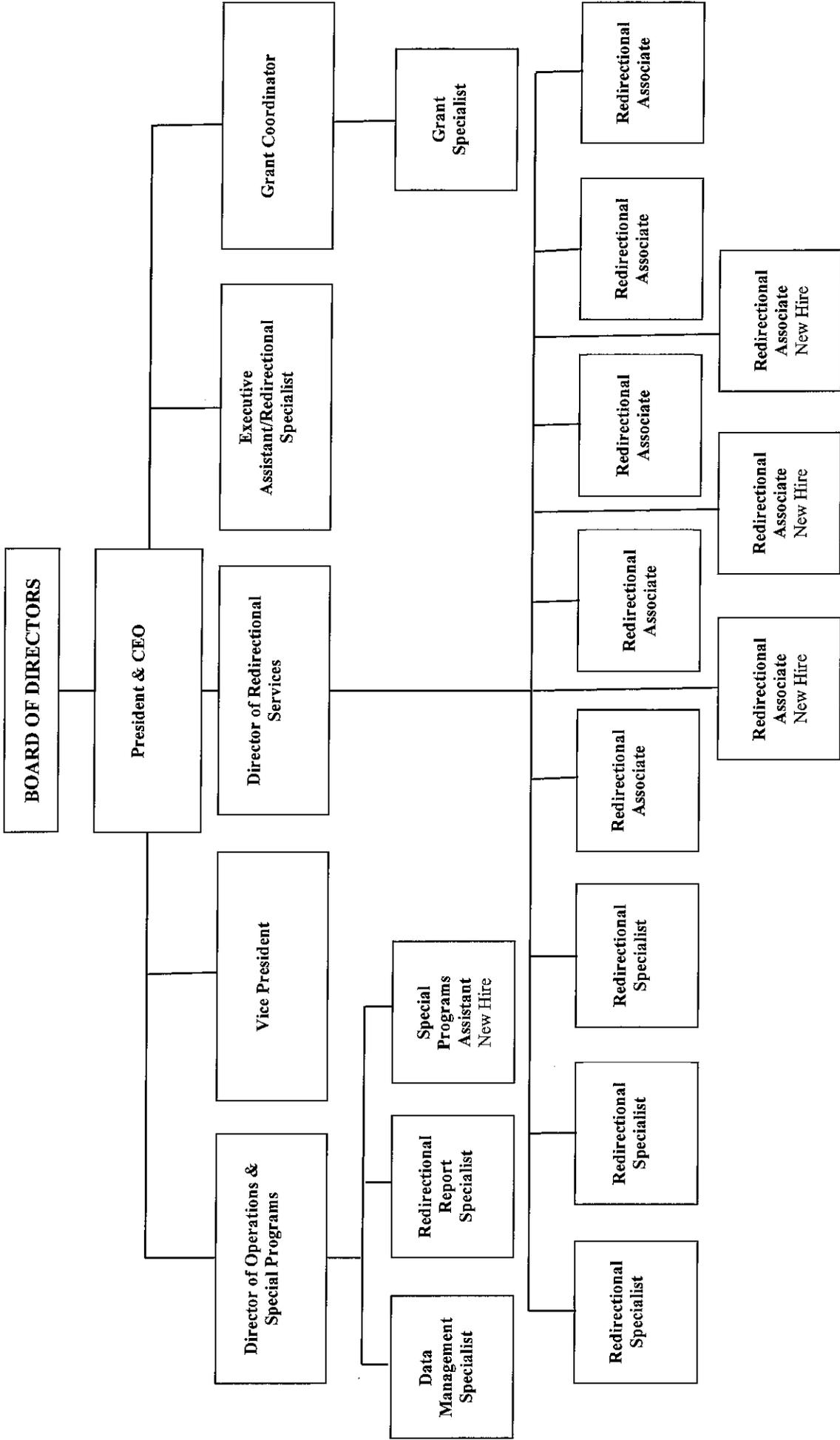
2013 Mr. T. George Paris (Thomas) Managing Director Hawaii Ironworkers Stabilization Fund	Director	kelley@hiilocal625.org	(B) (808) 671-4344 (F) (808) 676-1144
1996 Ms. Catherine Payne Former Principal Farrington High School	Director	catherinepaynehawaii@gmail.com	(R) (808) 488-9649
2023 Kelly Sanders Executive V.P. of Operations at Highgate	Director	KSanders@highgate.com	(B) (808) 921-6130 (C) (808) 518-5155
2009 Mr. Jason Shimizu Attorney at Law Hawaii Carpenters Union	Director	jasonshimizu@ymail.com	(B) (808) 847-5761 (C) (808) 220-3223 (F) (808) 440-9175
2023 Mr. Michael D. Wilson Retired Associate Justice, Hawaii State Judiciary	Director	Wilsonhawaii_2001@yahoo.com	(C) (808) 228-1250

PAST CHAIR OF THE BOARD*HONORARY BOARD MEMBER**

1991 Mr. Frank De Lima Entertainer		frankdelima@hotmail.com	(C) (808) 226-4914
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ADVISORY COMMITTEE

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.