

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

Katy Chen President/CEO

PRINT NAME AND TITLE

01/21/2026

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: GOODWILL INDUSTRIES OF HAWAII, INC.*

DBA/Trade Name: GOODWILL HAWAII

Issue Date: 01/08/2026

Status: **Compliant**

Hawaii Tax#:



New Hawaii Tax#:



FEIN/SSN#:



UI#:

XXXXXX0730

DCCA FILE#:

7599

Status of Compliance for this Vendor on issue date:

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

Status Legend:

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

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

The undersigned authorized representative of the applicant certifies the following:

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

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

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

<u>Goodwill Industries of Hawaii, Inc.</u> (Typed Name of Individual or Organization)	
<u><i>Katy Chen</i></u> (Signature)	<u>1/21/2026</u> (Date)
<u>Katy Chen</u> (Typed Name)	<u>President/CEO</u> (Title)

Public Purpose Statement

Should Goodwill Hawaii receive funding through the Grant-In-Aid process, the grant will be used for a public purpose pursuant to Section 42F-102, Hawai'i Revised Statutes.

Goodwill Hawaii completed Grant-In-Aid application includes information on the requested information:

- (1) The name of the requesting organization or individual;
- (2) The public purpose for the grant;
- (3) The services to be supported by the grant;
- (4) The target group; and
- (5) The cost of the grant and the budget. [L 1997, c 190, pt of §3; am L 2014, c 96, §6]

DONATE STUFF. CREATE JOBS.

local

GOODWILLHAWAII.ORG

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;

Goodwill Industries of Hawaii (Goodwill Hawaii) is a nationally accredited 501(c)(3) human services organization that has served the people of Hawai'i for over 65 years. With a strong statewide presence, Goodwill Hawaii operates more than 20 social service programs, 13 retail stores, 30 donor convenience centers, and a public charter high school.

Our mission is to “help people with employment barriers to reach their full potential and become self-sufficient,” and we do exactly that.

In the 2024–25 program year, we served 8,887 residents statewide, including 3,800 participants in job training. During this period, 558 individuals were placed into jobs outside of Goodwill, collectively earning \$16.4 million in annual wages. In the past five years, Goodwill Hawaii has served more than 15,500 individuals and helped over 3,000 individuals secure employment statewide.

Goodwill Hawaii has maintained continuous accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) for nearly 40 years, consistently meeting national standards for quality and accountability. We are primarily funded through earned revenue from retail operations and service contracts, supplemented by city, state, and federal grants and private philanthropic support.

2. The goals and objectives related to the request;

The Mapunapuna warehouse and outlet is Goodwill Hawaii's primary O'ahu facility for donation processing, outlet sales, recycling, and salvage services, supporting high-volume operations that serve communities statewide. Goodwill Industries of Hawaii is requesting \$850,000 in State Grant-in-Aid funding to address critical infrastructure failures at this facility, with the majority of funds dedicated to regrading and reconstructing the parking lot, along with targeted interior safety and operational improvements.

The primary goal of this project is to restore safety and functionality to the parking and loading areas, which experience constant heavy use from box trucks, donation vehicles, customer traffic, and industrial equipment. The existing asphalt surface has deteriorated due to age, soil movement, and repeated heavy loads, resulting in sinking, cracking, and uneven conditions that pose safety risks. Temporary repairs have been performed repeatedly, including multiple asphalt resurfacings costing \$50,000–\$60,000 each and the frequent use of metal plating to stabilize failing sections. These short-term measures are no longer effective. Full regrading and concrete reconstruction are necessary to provide a durable, long-term solution that ensures safe vehicle access and protects staff, customers, and equipment.

A secondary goal is to improve overall operational safety within the facility. The project will rebuild two bathrooms that are 70 years old to meet modern building, ADA, and plumbing standards and will improve interior circulation to reduce congestion and equipment-related hazards. These upgrades will create safer, more accessible conditions for daily operations.

The project will also increase operational efficiency by stabilizing vehicle access and improving internal flow. Reliable parking and loading conditions are essential for uninterrupted donation intake, material movement, recycling, and outlet operations. Eliminating recurring infrastructure failures will reduce emergency repairs, operational disruptions, and downtime that currently divert staff time and financial resources away from mission-focused services.

Finally, the project supports long-term sustainability and economic activity by replacing recurring temporary fixes with permanent infrastructure improvements. Regrading the parking lot and making targeted interior upgrades will reduce long-term maintenance costs, protect heavy vehicles, and ensure the facility can continue supporting high-volume operations for decades.

3. The public purpose and need to be served;

The public purpose of this grant is to strengthen Goodwill Hawaii's ability to serve the community by improving the safety, accessibility, and efficiency of its operations at the 2610 Kilihau St. facility. The grant will support renovations that directly benefit vulnerable populations, promote environmental sustainability, workplace safety, and strengthen local economic opportunities.

The Mapunapuna warehouse is home to Goodwill's AbilityOne program, where over a dozen individuals with disabilities are employed in shredding, facilities maintenance, and customer service roles that support federal, state, and private-sector contracts. These individuals often face barriers to traditional employment, and Goodwill provides structured support, coaching, and accommodations to help them earn steady wages. Last year, the warehouse serviced 859 customers and shredded and recycled 649,387 pounds of paper, reflecting steady growth in the contracts and services that sustain disability-inclusive employment.

This project also serves a clear public purpose by supporting Hawaii's environmental sustainability and waste-reduction goals. The Mapunapuna warehouse functions as a central processing hub for donated goods and recyclable materials, allowing usable items to be resold, salvaged, or recycled rather than sent to landfill. Last year, Goodwill Hawaii diverted 13 million pounds of goods from Hawaii's landfills. Warehouse salvage operations alone processed 2,113 bales (2.9 million pounds of textiles). Aging infrastructure now constrains the facility's ability to keep pace with growing donation and recycling volumes, creating a pressing need for capital investment.

In addition, the warehouse and outlet support local economic activity by providing extremely low-cost goods that are essential for low-income families while also fueling small-scale entrepreneurship, including online resellers and swap meet vendors. At the outlet, goods are sold by weight at just \$2.99 per pound, allowing families to purchase a full outfit or multiple essential items for under \$5. Families rely on this affordability for everyday needs, while resellers depend on consistent inventory to generate income. For many resellers, inventory sourced from the outlet is their primary source of livelihood. Expanding and stabilizing warehouse operations allows for higher product throughput, more consistent inventory availability, and increased earned revenue that supports job creation and contract services.

Finally, this project addresses essential health, safety, and accessibility needs. Deteriorated parking and loading areas and outdated interior facilities pose safety risks to employees, customers, delivery vehicles, and industrial equipment. Addressing these issues through permanent improvements will reduce hazards, improve ADA accessibility, and ensure that the facility operates safely and reliably.

Through this one-time capital investment, the State will protect and strengthen a long-standing community asset that supports employment, environmental stewardship, and economic participation.

4. Describe the target population to be served; and

The target population served by this project consists of four primary groups whose daily needs and livelihoods depend on the continued operation of Goodwill Hawaii's Mapunapuna warehouse and outlet: individuals with disabilities employed through contract services, low- and moderate-income households seeking affordable goods, small-scale resellers and micro-entrepreneurs who rely on outlet inventory for income, and community partners and clients who depend on Goodwill's recycling and shredding services.

Individuals with disabilities are a primary population served at this facility. The Mapunapuna warehouse supports Goodwill Hawaii's AbilityOne contract service operations, providing supported employment in shredding, facilities maintenance, and customer service roles. These positions are designed for individuals who face barriers to traditional employment and require structured supervision, job coaching, and accommodations. The warehouse supports steady contract service activity, serving hundreds of clients annually and sustaining disability-inclusive employment tied directly to warehouse operations.

Low- and moderate-income households are also a key target population. The outlet supplied by this warehouse attracts families from nearby high-need areas, including Kalihi, a low-income neighborhood located approximately ten minutes from the facility. Families rely on the consistent availability of donated clothing, household goods, and everyday essentials. In the most recent year, Goodwill Hawaii processed 447,266 donor transactions, with unsold items from retail stores flowing to the Mapunapuna warehouse for outlet sale, salvage, or recycling—directly supporting access to affordable goods for households with limited resources.

The project also serves a growing population of small-scale resellers and micro-entrepreneurs who depend on outlet inventory to generate income through swap meets, online platforms, and small retail operations. One regular outlet customer shared, "I shop the Outlet most days and know the many other resellers that also are customers... They successfully support their families in this way." For many resellers, goods sourced from the outlet represent a primary or significant source of their livelihood. Consistent donation intake and processing are essential to maintaining the inventory flow that sustains this income-generating activity.

Finally, the target population includes schools, nonprofits, government agencies, and private-sector clients who rely on Goodwill Hawaii's recycling and shredding services. The Mapunapuna warehouse supports islandwide sustainability efforts, including Goodwill's partnership with the Kōkua Hawai'i Foundation's 3R School Recycling Drives, which host collection events across O'ahu for donated goods, paper shredding, and recyclable materials. In the most recent year, Goodwill processed 3.5 million pounds of material through paper shredding, textile repurposing, and e-cycling

initiatives. These services depend on safe, reliable warehouse operations to support community participation and sustain environmental programs.

5. Describe the geographic coverage.

The facility at 2610 Kilihau Street in Honolulu serves as a central operational hub with impact that extends beyond its immediate location. The site supports core functions including warehouse operations, outlet sales, contract services, and social services support that enable Goodwill Hawaii's programs and activities across O'ahu.

As Goodwill Hawaii's primary O'ahu processing facility, the Mapunapuna warehouse supports donation intake, recycling, salvage, outlet operations, and document shredding services. Donated goods collected from retail stores and community drives across O'ahu are processed at this location for resale, reuse, recycling, or redistribution, ensuring materials are kept out of the waste stream and made available for community use. The outlet store serves customers and resellers islandwide, while contract services support government and private-sector clients.

Although the facility is physically located on O'ahu, the activities conducted at this site support broader organizational operations, sustainability efforts, and service delivery that benefit communities across the island. Improvements to this facility will strengthen infrastructure that supports Goodwill Hawaii's programs, partnerships, and environmental initiatives serving residents throughout O'ahu.

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;

The scope of work for this project involves capital renovations and site improvements at the Mapunapuna warehouse and outlet facility. The project focuses on addressing critical safety and infrastructure needs—particularly the parking and loading areas—while making targeted interior improvements that support safe, efficient warehouse and outlet operations. The scope is limited to construction, renovation, and site work necessary to stabilize and modernize the facility.

Planning and Permitting

Goodwill Hawaii will finalize a detailed project plan and construction scope, including engineering specifications for parking lot regrading and interior renovations. Required permits for site work, demolition, and construction will be secured. Goodwill will coordinate with qualified contractors, engineers, and consultants to finalize schedules, safety plans, and compliance requirements.

Parking Lot Regrading and Reconstruction

The primary construction activity will be the regrading and reconstruction of the existing asphalt parking and loading areas, which experience constant heavy use from box trucks, donation vehicles, and customer traffic. Work will address sinking, cracking, and uneven surfaces caused by soil movement and repeated heavy loads. This permanent reconstruction will replace recurring temporary patches and metal plating with a durable, long-term concrete solution that improves safety for vehicles, pedestrians, and equipment.

Interior Demolition and Renovation

Interior work will include the demolition of outdated and underutilized spaces to improve circulation and operational safety, as well as the reconstruction of two aging bathrooms to meet modern building and ADA accessibility standards. The existing restrooms are currently experiencing functional issues that cannot be addressed through minor repairs and require more comprehensive plumbing and infrastructure improvements. These upgrades will reduce interior hazards, improve accessibility, and support safe daily operations for employees and customers.

Project Completion and Operational Integration

Upon completion of construction, Goodwill Hawaii will conduct final inspections, close out permits, and transition operations fully into the improved facility. Interior layouts and workflows will be adjusted as needed to reflect the renovated space and stabilized site conditions. Project documentation and completion reports will be submitted to the State in accordance with GIA requirements.

Roles and Responsibilities

Oversight of the project will be provided by Goodwill Hawaii's executive leadership team, which will be responsible for budget oversight, contractor coordination, compliance, and reporting. Licensed contractors and professional consultants will be responsible for executing all demolition, site work, and construction activities in accordance with approved plans and timelines. Goodwill's Facilities team will coordinate on-site logistics, inspections, and operational transitions to ensure continuity of services during construction.

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

The Mapunapuna Warehouse and Site Improvement Project will be implemented over an approximately twelve-month period, beginning during the State fiscal year and structured to ensure that procurement, permitting, site work, construction, and project closeout occur in a logical sequence that supports operational continuity. The timeline reflects the expanded scope of work supported by State GIA funding, including parking lot regrading and interior renovations.

July–September 2026: Procurement and Pre-Construction

Goodwill Hawaii will finalize the project scope, develop Requests for Proposals (RFPs),

solicit competitive bids, and select qualified contractors and consultants. Pre-construction activities will include engineering review, site assessments, safety planning, and coordination to minimize operational disruption.

October 2026–January 2027: Permitting and Site Preparation

Goodwill will obtain all required permits for parking lot regrading, demolition, and interior construction. Approved permits and related documentation will be maintained for compliance and reporting purposes. Site preparation activities may begin as permits are issued.

February–April 2027: Parking Lot Regrading and Reconstruction

Major site work will occur during this phase, including regrading and reconstruction of the parking and loading areas to address long-standing safety and structural issues caused by soil movement and heavy vehicle use. This phase will restore safe, reliable access for trucks, staff, and customers and eliminate the need for temporary patching.

April–June 2027: Interior Demolition and Renovation

Interior work will include demolition of outdated spaces and reconstruction of two aging bathrooms to meet modern building and ADA standards. Finishing and patching will prepare the interior for improved circulation and safer daily operations.

July 2027: Final Inspections and Project Closeout

The project will conclude with final inspections, punch-list resolution, and permit closeout. Goodwill will complete documentation, submit required reports, and fully integrate operations into the improved facility.

This timeline ensures that State GIA funds are used to initiate and substantially complete critical infrastructure improvements while supporting safe, uninterrupted operations and long-term public benefit.

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

For over 65 years, Goodwill Hawaii has operated as a responsible non-profit organization whose finances are transparent to our funders and the public. Goodwill has instituted comprehensive quality assurance systems and an established methodology to ensure we are providing high quality services and meeting and/or exceeding contracts and other legal requirements. Goodwill's Quality Assurance Department routinely conducts internal audits and onsite reviews for all programs; while also providing guidance and consultation with staff to improve and enhance program effectiveness. Goodwill's tested Quality Management Program reinforces established contract procedures and collects, tracks, reviews and analyzes program performance for process improvement as needed and required by each contract. Specific performance indicators are delineated and correlated to both achieving completion of task, timeframe, accuracy level, and other specifics as deemed mission critical. Reports are reviewed regularly, and adjustments are made as needed.

The following tools and systems are used to provide critical data and analytical information which demonstrates Goodwill's commitment to excellence:

- Ongoing quality inspections on-site at project level
- Weekly Quality Audits and Reviews
- Monthly Quality Reviews
- Quarterly Internal Reviews
- Customer Feedback
- Regular Management and Staff Meeting

Our comprehensive quality assurance and evaluation tools incorporate the strict requirements of each of our contracts, as well as other measurements to effectively evaluate program performance and document progress. An active Board of Directors that is made up of a wide range of professions, businesses and community members governs Goodwill. The Board is responsible for strategic direction and executive oversight. The full board meets quarterly with the Executive/Finance and Finance/Investment Committees meetings on alternate months.

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.

Goodwill Hawaii will report the following measures of effectiveness to allow the State to assess completion and performance of the funded capital improvements. Measures are aligned with the approved scope of work and focus on verification of project completion and facility functionality.

Project Completion Metrics

- Completion of all approved renovation and site improvement activities, including parking lot regrading, interior demolition and renovation, and restroom reconstruction
- Issuance of final inspections and permit closeout documentation for all funded work

Operational Readiness

- Confirmation that renovated areas are fully operational and integrated into daily warehouse and outlet activities
- Successful transition of operations into the improved facility without safety-related interruptions

Health, Safety, and Accessibility

- Verification that reconstructed facilities meet applicable building and ADA accessibility standards
- Elimination of recurring temporary parking lot repairs following completion of permanent reconstruction

Environmental and Community Use

- Continued use of the facility to support donation processing, recycling, salvage, outlet operations, and contract services following completion of renovations

These measures provide a standard and objective basis for evaluating whether the capital project was completed as proposed. If the final level of appropriation differs from the amount requested in this application, Goodwill Hawaii will update the scope and corresponding measures of effectiveness and transmit revisions to the expending agency as required.

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
\$550,000		\$300,000		\$850,000

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

For fiscal year 2027, Goodwill Hawaii intends to pursue a range of funding sources to support its overall operations, including corporate and private foundation grants, individual donations, and contributed revenue from Goodwill operations.

For this project, Goodwill is pursuing a diversified funding strategy and has demonstrated its commitment by setting aside \$150,000 of its own organizational funds toward the project. In addition to this State GIA request, Goodwill has applied for \$150,000 in City and County of Honolulu GIA funding for a more limited scope of

renovations and has secured additional support through other sources, including \$30,000 from SourceAmerica and \$15,000 from the Pettus Foundation.

While these funds will support discrete improvements, the full scope of renovations required—including major site work and infrastructure upgrades—exceeds the capacity of these sources, necessitating the requested \$850,000 in State GIA funding.

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.

A complete listing of Goodwill's federal, state, and county government contracts, grants, and grants-in-aid is provided on budget form page 10. However, the warehouse renovation project proposed in this application has not received any federal, state, or county government contracts, grants, or grants-in-aid within the prior three years, nor is it scheduled to receive such funding for fiscal year 2027.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2025.

As of December 31, 2025, Goodwill's unrestricted current asset balance is not yet finalized. Based on the most recent audited financial statements, unrestricted current assets totaled \$37,659,000 as of December 31, 2024.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

Applicant: Goodwill Industries of Hawaii, Inc.

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	850,000		150,000	240,000
TOTAL (A+B+C+D+E)	850,000		150,000	240,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	850,000	Katy Chen 808 836 0313		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested	150,000	<i>Katy Chen</i>		
(d) Total Private/Other Funds Requested	240,000	Signature of Authorized Official Date		
		1/22/2026		
TOTAL BUDGET	1,240,000	Katy Chen, President/CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2026 to June 30, 2027

Applicant: Goodwill Industries of Hawaii, Inc.

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
		\$ -		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
TOTAL:				0
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
		\$ -		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
TOTAL:				0
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2026 to June 30, 2027

Applicant: Goodwill Industries of Hawaii, Inc.

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS				20000		
LAND ACQUISITION						
DESIGN				10000		
CONSTRUCTION	45000		850000	315000		
EQUIPMENT						
TOTAL:	45000		850,000	345,000		
JUSTIFICATION/COMMENTS: Construction includes demolition of first- and second-floor offices to expand warehouse floor space, regrading and reconstruction of the parking lot, renovation of bathrooms, and reconstruction of warehouse areas to support expanded storage, transportation, and security needs.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID					
Applicant: <u>Goodwill Industries of Hawaii, Inc.</u>				Contracts Total:	34,217,176
	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Agency Provided Trips, MA-DTS-2000091 V-5: Transportation for Clients	02/01/2020-01/26/2026	Department of Transportation Services	Honolulu	1,453,059
2	SEE (Supporting Employment Empowerment): Provides on-the-job training and meaningful employment opportunities for active First To Work participants (both citizens and non-US citizens) who may have little or no work experience. Services include pre-employment training, job development, placement, and follow up services. Participants can also get subsidized employment.	01/01/2024-06/30/2026	Department of Human Services	State	3,750,000
3	FTW TANF/VR: Case management, employment and support services to work eligible individuals of single and two parent non-citizen households receiving TANF public assistance, and people who are classified as having a disability. Employment training, support services, job development, placement, and follow up services. The program works closely with the SEE program in helping individuals obtain employment.	01/01/2024-06/30/2026	Department of Human Services	State	11,250,000
4	Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T): A work program designed to assist individuals receiving food stamps prepare for employment and become self-sufficient. Goodwill's program serves the islands of Maui and Oahu and provides omprehensive case	07/01/2024 -06/30/2026	Department of Human Services	State	1,166,000

	management, pre-employment training, job development, placement, and follow up services.				
5	Employment Services for Adult Offenders on Oahu and the Big Island: Services include employment training, job development, placement, vocational training, and follow up services (job maintenance/reassessment).	03/01/2021-05/31/2025	Department of Public Safety	State	1,050,000
6	Employment Core Services for Low-Income Persons and Legal Permanent Residents (Hawaii): Services include pre-employment training, job development, placement, vocational training, and follow up. Goodwill program serves island of Hawaii.	10/01/2023-09/30/2026	Office of Community Services, Department of Labor & Industrial Relations	State	570,785
7	Employment Core Services for Low-Income Persons and Legal Permanent Residents (Maui): Services include pre-employment training, job development, placement, vocational training, and follow up. Goodwill program serves island of Hawaii.	10/01/2023-09/30/2026	Office of Community Services, Department of Labor & Industrial Relations	State	110,100
8	Immigrant resource center (Maui): Provide easy access for immigrants to a variety of coordinated and integrated services that promote economic self-sufficiency and social adjustment.	6/16/2025 - 3/31/2026	Office of Community Services, Department of Labor & Industrial Relations	State	188,307
9	Immigrant resource center (Kauai): Provide easy access for immigrants to a variety of coordinated and integrated services that promote economic self-sufficiency and social adjustment.	6/16/2025 - 3/31/2026	Office of Community Services, Department of Labor & Industrial Relations	State	98,924
10	WIOA Youth Program / Ola I Ka Hana (Hawaii County): Engages Out-of School and In-School youth in healthy behaviors, empowers them with tools to reduce unhealthy risky behaviors, and develops opportunities for their continued educational achievement, successful transition to adulthood, and sustained, self-sufficient employment.	7/1/2024 - 6/30/2026	Office of Research and Development, County of Hawaii	Hawaii	786,605
11	WIOA Adult & Dislocated Workers Program (Hawaii County): Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and those who are basic skills deficient.	07/01/2024-06/30/2026	Office of Research and Development, County of Hawaii	Hawaii	1,389,560

12	WIOA Adult & Dislocated Workers Program, and Quest (Maui County): Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and those who are basic skills deficient.	07/1/2024 to 6/30/2025	Office of Economic Development/WIOA Workforce Development County of Maui	Maui	1,709,743
13	WIOA Youth Program / Ola I Ka Hana (Maui County): Engages Out-of School and In-School youth in healthy behaviors, empowers them with tools to reduce unhealthy risky behaviors, and develops opportunities for their continued educational achievement, successful transition to adulthood, and sustained, self-sufficient employment.	07/1/2024 to 6/30/2026	Office of Economic Development/WIOA Workforce Development County of Maui	Maui	409,047
14	DHS Youth Program / Ola I Ka Hana: Asists Oahu's at-risk youth to develop necessary skills, make responsible and informed decisions, develop a positive sense of self, pursue and maintain positive relationships, continue their academic growth and gain employment.	01/01/2024-12/31/2026	Department of Human Services	State	600,000
15	OYS Youth Program / Ola I Ka Hana (Hilo): Implement and provide a cultural project-based program that enhances youth's competence and success in community, education, and personal life. Services include one-on-one case management components, classes, and team-based activities.	7/1/2023 - 6/30/2027	Office of Youth Services, Department of Human Services	State	480,000
16	Immigrant resource center (Hilo): Provide easy access for immigrants to a variety of coordinated and integrated servcies that promote economic self-sufficiency and social adjsutment.	4/1/2023 to 3/31/2026	Office of Community Services, Department of Labor & Industrial Relations	State	360,226

17	Participant Direct Coach Servcies: Provide coaching services to participants in the Veterans-Directed Care Program and the Community Living Program in East Hawaii County and Honolulu County.	7/1/2022 - 6/30/2026	Executive Office on Aging	State	330,000
18	Employment Core Services for Individuals Affecte by the Maui Wildfires: Services include pre-employment training, job development, placement, vocational training, and follow up.	10/16/2023 to 10/15/2025	Office of Community Services, Department of Labor & Industrial Relations	State	125,000
19	Volunteer Income Tax Assistance: Provide free tax filing services for people meeting income requirement	10/1/2024 to 9/30/2026	IRS	Federal	100,000
20	Hawaii County Non-profit Grant - Support Ho'olana Services/Work Experience with transportation and activities for people with Intellectual/Developmental Disabilitys	7/1/2024 to 6/30/2026	Hawaii County	County	100,000
21	Maui County ODE Grant - Provide Employment and Training Services to people receiving SNAP benefits	7/1/2024 to 12/31/2025	Maui County	County	150,000
22	Long Term Adults Supports and Resources - Individualized program to meet the needs of people with intellectual/developmental disabilities and to transition into receiving supports in the community.	12/28/2023 to 12/27/2029	Department of Health	State	6,300,000
23	Quality Jobs, Equity Strategy and Training (QUEST) - Develop paid internships for up to 20 particiapnts.	9/16/2024 to 9/15/2025	County of Hawaii	County	640,000
24	C&C GIA: To purchase a mobile shredding truck to expand service offerings for contract services	11/01/2024-10/31/2029	City & County of Honolulu, Department of Community Services	County	150,000
25	C&C GIA: HCLC construction project to install Photovoltaic system and carport at our Honolulu Career & Learning Center	9/01/2023-7/31/2025	City & County of Honolulu, Department of Community Services	County	49,820
26	State GIA: to install Photovoltaic system and carport at our Honolulu Career & Learning Center	7/01/2022-6/30/2023	State of Hawaii, Department of Accounting and General Services	State	300,000
27	State GIA: For improvements on Hilo property that houses new recycling initiatives, expanded and improved store/donation processing center, and mission services.	7/01/2024-6/30/2025	State of Hawaii, Department of Accounting and General Services	State	500,000

28	State GIA: purchase of PV electric van to support our mission, sustainability & recycling on Oahu	7/01/2023-6/30/2024	State of Hawaii, Department of Transportation	State	100,000

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.

As a nationally accredited human services organization, Goodwill Industries of Hawaii has empowered more than 8,000 Hawai'i residents annually through its education, employment, and career development programs. In the past year alone, Goodwill assisted 558 individuals in securing employment, reducing reliance on public assistance and fostering long-term self-sufficiency. Goodwill Hawaii has maintained nearly 40 years of continuous accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), underscoring its commitment to high-quality services and sound organizational management.

In addition to its extensive experience operating retail stores, recycling programs, donated goods processing facilities, and government-funded social services contracts, Goodwill has demonstrated strong capacity in managing complex construction and renovation projects. Over the past three years, Goodwill has successfully planned and executed multiple facility improvement projects, reflecting its ability to oversee renovations efficiently, safely, and within established timelines and budgets.

A recent and highly relevant example demonstrating Goodwill's readiness to undertake the proposed Mapunapuna Warehouse renovation is the regrading and reconstruction of the inner courtyard parking lot at Goodwill's Hilo Campus. This parking area is comparable in size and function to the Mapunapuna Warehouse parking lot and required similar structural upgrades. The Hilo project commenced on October 1, 2025, and is scheduled for completion by February 1, 2026. The existing asphalt surface was removed and replaced with both asphaltic concrete and reinforced concrete to withstand the weight of heavy trucks and forklifts—conditions identical to those at the Mapunapuna site. The parking lot was regraded to improve drainage, and a new drainage well was installed at the center to efficiently manage rainwater. The total project cost was \$615,000. This completed project provides Goodwill with direct, recent experience in establishing realistic timelines, budgets, and construction requirements for the proposed Mapunapuna Warehouse improvements.

Additional verifiable projects completed within the past three years include:

- **Waikoloa New Store Development, Hawai'i Island (2023):** Construction of a new retail store, including the design and installation of ADA-compliant dressing rooms, a manager's office, back storage areas, and wall fixture installations. No public funds were used.

- **Kaimukī Store Development, Honolulu, O‘ahu (2023):** Construction of a new retail store and donation drive-thru, including ADA-compliant dressing rooms, manager’s office, staff breakroom, back storage areas, cash wrap, and store wall fixture installations. No public funds were used.
- **Mapunapuna Warehouse Phase I Renovation, Honolulu, O‘ahu (2023):** Installation of major safety equipment; removal of deteriorated storage racks; installation and relocation of new racking systems; addition of a warehouse roll-up door; installation of an additional bale machine for salvage operations; relocation and streamlining of paper shredding operations; and creation of additional usable warehouse space.
- **Hilo Campus Renovations, Hawai‘i County (2024):** Renovation of five building suites, including a former trophy retail shop, training gym, and karaoke bar, into office and training spaces to support Goodwill’s social services programs.

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.

Goodwill Industries of Hawaii operates a diverse network of facilities across the Hawaiian Islands, including administrative and program offices, retail production sites, donation centers, recycling centers, and retail stores. Currently, we manage more than 20 human services programs, 13 retail stores, and 30 donation centers statewide, demonstrating the organization’s operational scale and facility management capacity.

The proposed renovations will take place at 2610 Kilihou Street, Honolulu, a property that Goodwill Hawaii has occupied for 45 years. This site serves as a central operational hub, supporting retail operations, contract services programs, and administrative functions.

The planned renovations will significantly increase the capacity, efficiency, and safety of the retail and contract services programs housed at this facility. The upgrades will also ensure continued compliance with ADA requirements, building codes, and workplace safety standards. While Goodwill has consistently maintained this facility, the proposed renovation represents a necessary investment to address aging infrastructure and equipment and to ensure the site can meet current and future operational demands.

Key areas addressed through the renovation include:

Health and Safety:

Protecting employees, program participants, and customers is a core operational priority. Planned improvements include enhanced safety and security features, such as upgrades to the alarm systems and ventilation, to address increased break-ins and to provide a safer and healthier working environment.

ADA Compliance:

Goodwill Hawaii is committed to maintaining accessible facilities for individuals with disabilities. The renovation will comply with all ADA requirements, including upgrades to restrooms and other critical areas, ensuring continued accessibility for employees, participants, and the public.

Sustainability:

The renovation will incorporate sustainable practices and materials where feasible, reflecting Goodwill’s commitment to environmental stewardship while maintaining efficient, cost-effective operations.

Collectively, these improvements will ensure that the Mapunapuna facility remains safe, accessible, and operationally adequate to support Goodwill Hawaii’s mission and service delivery for years to come.

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.

Goodwill Hawaii’s Executive Leadership Team brings extensive experience in managing construction, facility improvements, and complex operational projects. President and CEO Katy Chen has 27 years of nonprofit executive leadership experience and provides overall strategic oversight for capital initiatives. Chief Operating Officer Casie Bui brings over 18 years of experience in operations, logistics, and capital project management and oversees systems and workflows to ensure operational continuity during construction. Chief Financial Officer Brent Arakaki, CPA, contributes more than 30 years of financial leadership experience and oversees procurement, budgeting, financial controls, and compliance.

Day-to-day project management will be led by Goodwill’s Director of Facilities and Risk Management, Randy Lueder, who brings more than 15 years of experience overseeing construction projects, building systems, contractor supervision, and code compliance. Randy will coordinate contractors, manage construction timelines, and ensure adherence to safety and regulatory requirements throughout the renovation.

Goodwill has a proven record of successfully managing construction and renovation projects of similar scale. The organization has completed multiple phases of upgrades at its Mapunapuna warehouse, including a major warehouse optimization project in 2023 that reorganized salvage and staging areas, expanded vertical storage, and improved operational flow. That project confirmed that non-structural efficiencies have been maximized and that additional capacity now requires physical renovation.

Goodwill is experienced in competitive procurement and contractor oversight. The Facilities Team routinely develops and manages requests for proposals, evaluates bids, selects qualified vendors, and oversees construction schedules, permitting, safety requirements, and contractor performance. Longstanding relationships with experienced contractors further support efficient project execution.

Goodwill’s fiscal and administrative capacity is well established. The organization manages more than \$40 million annually and maintains strong internal controls, clean audits, and decades of experience administering federal, state, and county funding. Together, Goodwill Hawaii’s leadership structure, construction management experience, financial oversight, and operational capacity demonstrate its ability to supervise, train, and provide administrative direction necessary for the successful completion of this renovation project.

2. Organization Chart

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

Please see attached Organization Chart at the end.

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.

Position	Annual Salary Range
President/CEO	\$153,000 – \$256,000
Chief Finance Officer	\$133,244 – \$216,950
Chief Operating Officer	\$133,457 – \$216,415

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.

Goodwill Hawaii is the Plaintiff in litigation with the architecture firm, Ushijima Architects. The subject matter of the litigation is the alleged negligent architecture design and contract violations of Ushijima Architects regarding the design and build of the Honolulu based Career & Learning Center.

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.

Goodwill Industries of Hawaii is fully accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF), reflecting compliance with nationally recognized standards for quality and accountability.

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.

No. This grant will not be used to 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.

Goodwill Hawaii is requesting a one-time capital investment to support the renovation and refurbishment of its warehouse located at 2610 Kilihau Street. This investment will strengthen Goodwill's long-term operational capacity by increasing earned revenue through retail operations and contract services, thereby supporting the sustainability of its social services beyond fiscal year 2027.

Goodwill operates under a self-sustaining social enterprise model in which net revenue generated through retail sales and contract services directly supports workforce development and social services programs. This model reduces reliance on ongoing government or grant funding. The proposed renovations and equipment upgrades will further strengthen this model by improving operational efficiency, workplace safety, and facility capacity.

Approximately half of the warehouse is dedicated to contract services, which primarily employ individuals with disabilities to perform services such as paper shredding and other operational contracts. These activities generate consistent earned revenue while advancing Goodwill's mission. Facility improvements funded through this grant will allow Goodwill to safely expand contract capacity, improve workflow, and pursue additional revenue-generating opportunities.

Following completion of the renovation, Goodwill will sustain the benefits of this investment through increased earned revenue and improved operational efficiency.

Strategies include:

- **Increased Retail Revenue:** Enhanced outlet operations will support higher sales volume and improved customer experience, resulting in increased net revenue.
- **Expanded Contract Services:** Improved facilities will allow Goodwill to secure and fulfill additional contracts, creating employment opportunities for individuals with disabilities while generating steady income.
- **Operational Efficiency:** Investments in durable infrastructure and equipment will reduce long-term maintenance costs and improve operational reliability.

Through these strategies, Goodwill Hawaii will sustain the activity supported by this grant without reliance on additional State GIA funding. This one-time investment will strengthen Goodwill's infrastructure and enable continued service to the community for years to come.

As of: 1/2/26

Attachment: Goodwill Industries of Hawaii, Inc.
Organizational Chart

