

House District 15, 45, 46, 47, 51
Senate District 7, 21, 22, 23, 25

**THE TWENTY-SIXTH LEGISLATURE
HAWAI'I STATE LEGISLATURE
APPLICATION FOR GRANTS & SUBSIDIES
CHAPTER 42F, HAWAI'I REVISED STATUTES**

Log No. 113-0

For Legislature's Use Only

Rec'd JAN 28 2011

Type of Grant or Subsidy Request:

- GRANT REQUEST – OPERATING
- GRANT REQUEST – CAPITAL
- SUBSIDY REQUEST

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Subsidy" means an award of state funds by the legislature, by an appropriation to a recipient specified in the appropriation, to reduce the costs incurred by the organization or individual in providing a service available to some or all members of the public.

"Recipient" means any organization or person receiving a grant or subsidy.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN): _____
STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): _____

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual: Women In Need (WIN)

Db/a: Women In Need (WIN)

Street Address: 85-979 Farrington Hwy Unit D, Waianae, HI 96792

Mailing Address: PO Box 414 Waimanalo, HI 96795

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name MARY SCOTT-LAU

Title Executive Director

Phone # (808) 258-5706

Fax # (808) 259-6679

e-mail winhi@hawaiiantel.net

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION
- FOR PROFIT CORPORATION
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

WIN FAMILY RESOURCE CENTER

WIN WILL PROVIDE SUPPORT SERVICES TO THE HOMELESS OR AT-RISK OF BEING HOMELESS TO IMPROVE THEIR INDEPENDENT LIVING SKILLS TOWARDS SELF-SUFFICIENCY. WITH THE FUNDS WE WILL PROVIDE SERVICES TO THE PEOPLE OF OAHU AND KAUAL.

4. FEDERAL TAX ID# _____

5. STATE TAX ID# _____

7. AMOUNT OF STATE FUNDS REQUESTED:

FY 2010-2011 \$300,000

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ 86,400
 FEDERAL \$ _____
 COUNTY \$ 100,400
 PRIVATE/OTHER \$ 50,000

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE

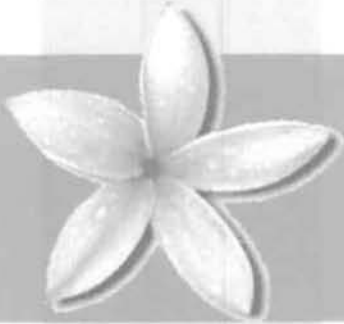
[Redacted Signature]

MARY SCOTT-LAU
NAME & TITLE

[Signature]
DATE SIGNED



women in need
SERVING HAWAII SINCE 1996



WIN's mission is to "empower families and individuals at risk by helping them develop the basic tools and skills of personal development and self-sufficiency that enable them to live in safe and stable environments, and in healthy relationships."

GRANT IN AID 2010 PROPOSAL

EXECUTIVE SUMMARY

Women In Need (WIN) is a 501(C) 3 nonprofit organization that provides stabilizing courses in parenting, domestic violence/anger management, self-esteem, computer skills, job readiness, and basic life skills to women, men and children in transition or at risk. Additionally, we assist our clients through our transitional housing and intensive case management. WIN Family Resource Centers are located in Waianae, Haleiwa, and Lihue.

WIN's community service programs improve the circumstances of at-risk families, individuals and communities as a whole. Our main goal is to help those in need to rise above their present predicaments to achieve self-sufficiency and become thriving members of the community. This doesn't benefit our just clients alone, but entire families and communities as well. The burden on taxpayers, communities and government resources will lighten by reducing recidivism, drug addiction and homelessness. When community members thrive everyone wins.

Due to the downturned economy there are more unemployed and homeless. In light of funding cut backs it is increasingly difficult for human service organizations like ours to continue operating. Yet, demand for services is very high. Lack of human service resources and the present economic state results in the rise of social problems and illicit activities committed out of desperation. Permanent employment benefits the economy and replenishes government resources through taxes as well as liberates these individuals. This allows them to continue healthier productive lives by breaking the cycle of dysfunction and improving individual and family circumstances leading to stronger communities. It is more important now than ever that human service organizations like ours continue to receive funding.

Women In Need requests a grant for \$300,000.00 in support of the general operating cost of our entire organization.

WIN serves approximately 450 clients state-wide yearly. WIN will provide participants with the tools, resources, and support they need to:

- ♥ Recognize and overcome past behaviors and triggers
- ♥ Remain drug-free
- ♥ Improve family functioning
- ♥ Obtain educational/vocational training
- ♥ Develop job skills
- ♥ Jobs search and interviewing techniques
- ♥ Build self-esteem and a strong work ethic
 - obtain safe and affordable housing

Our main indicator of success is that the individual does not return to their negative lifestyles and/or to prison. However, this is just the first step. In addition to staying clean, sober, and out of jail, the project will be determined successful by participants returning to school or to work, working through the destructive patterns, and becoming self-sufficient.

**DECLARATION STATEMENT
APPLICANTS FOR GRANTS AND SUBSIDIES
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant acknowledges that said applicant meets and will comply with all of the following standards for the award of grants and subsidies pursuant to section 42F-103, Hawaii Revised Statutes:

- (1) 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 or subsidy is awarded;
- (2) Comply 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;
- (3) Agree not to use state funds for entertainment or lobbying activities; and
- (4) Allow the state agency to which funds for the grant or subsidy 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 or subsidy.

In addition, a grant or subsidy may be made to an organization only if the organization:

- (1) Is incorporated under the laws of the State; and
- (2) Has bylaws or policies that describe the manner in which the activities or services for which a grant or subsidy is awarded shall be conducted or provided.

Further, a grant or subsidy may be awarded to a non-profit organization only if the organization:

- (1) Has been determined and designated to be a non-profit organization by the Internal Revenue Service; and
- (2) Has a governing board whose members have no material conflict of interest and serve without compensation.

For a grant or subsidy used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant or subsidy 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 or subsidy 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.

Women In Need
(Typed Name of Individual or Organization)



(Signature)

1/28/11
(Date)

Marcy Scott-Law
(Typed Name)

Executive Director
(Title)

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Application for Grants and Subsidies

I. 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. Include the following:

A. A brief description of the applicant's background;

Women In Need's (WIN) mission is to "empower families and individuals at risk by helping them develop the basic tools and skills of personal development and self-sufficiency that enable them to live in safe and stable environments, and in healthy relationships."

WIN's story began when Mary Scott-Lau, a successful media account executive with a background in modeling, attended a 1996 Soroptimist Club luncheon honoring the Mary Jane Program. The speaker, a young mother, described the long-time abuse she suffered at the hands of her father, her slide into narcotics use, and her recovery. In addition to extolling the virtues of the Mary Jane Program, dedicated to helping expectant unwed mothers, she also mentioned the need for a volunteer who could teach program participants how to act like ladies and how to present themselves in a job interview. Mary was a prime candidate as she was the owner of a modeling school tutoring women on how sit, walk, and dress. Moved by the speaker's experience and drawing from her own experiences as the child of an alcoholic mother and an absent father Mary found a new calling.

Mary soon began teaching classes at the Mary Jane Center. Her classes were all geared to imparting self-esteem to women at risk, and soon expanded to the Windward Spouse Abuse Shelter. Discovering that homelessness, domestic violence, substance abuse and incarceration all go hand in hand; she became certified as a domestic violence counselor and began to work in conjunction with organizations helping the homeless. Mary founded WIN that same year.

Since our inception in 1996 WIN has grown from just one woman teaching classes to a handful of women to a multi-function organization serving men, women, children and senior citizens. WIN has gone beyond the classroom to include transitional housing for women exiting the prison system and substance abuse treatment facilities, and family resource centers on both Oahu and Kauai. WIN operates two transitional homes on Oahu and two on Kauai. Each island has one house for single women and one family house for women with children. Additionally, WIN started an elderly outreach program in Haleiwa. Upcoming programs include Bridge to the Future, which is an outreach program for Hawaii's foster youth that are aging out of the system and No Hono Wai outpatient a

Therapeutic Living Program on Kauai. These projects are scheduled to launch within the next two years.

WIN supersedes the standard social services programs provided to many states. The “do only what you can do” attitude is not WIN’s approach to changing lives. Rather, “do all you can do”, changes everyone’s lives. We take a warm, holistic approach, considering the needs of the entire family and joining it with ours. WIN’s many successes in changing lives are attributed to an experienced staff where most have literally walked in the same shoes as the clients we serve. Since many of our staff members are former clients, their passion for WIN’s cause is great. The staff not only has the life experience necessary to mentor our clients but most have achieved or are working on higher education in various fields. They are literally living WIN’s mission as they have risen above their past and are continuing on to go above and beyond to help change lives for the better.

Serving approximately 450 clients statewide per year, most lifelong victims of domestic violence and narcotics addiction, we do everything we can to break the generational cycles of hopelessness. Our primary focus is the homeless and low-income population but our work extends well past these groups. WIN is Hawaii’s hidden Gem. With hope back to our people and take a stand, we are all family.

B. The goals and objectives related to the request;

WOMEN IN NEED - GOALS & OBJECTIVES

ORGANIZATION GOALS:

WIN’s goal is to educate, intervene, prevent domestic violence, homelessness, substance abuse relapse, promote self-sufficiency, empower clients to achieve a better quality of life and strengthen communities through services intended to address the needs of at-risk community members from youth to elderly.

Specific Objectives:

1. Reduce the drain on local and federal resources by supporting self-sufficiency and recovery
2. Be a positive influence in the community
3. Strengthen families and communities
4. Reduce homeless populations
5. Reduce recidivism

INDIVIDUAL PROGRAMS

FAMILY RESOURCE CENTERS OAHU AND KAUAI

GOAL: To provide an open door for all of Oahu and Kauai’s Ohana to receive the help and supportive services they need to achieve healthier positive living environments through recovery and self-sufficiency; ultimately creating healthier,

stronger families and thriving communities.

Specific Objectives:

1. Provide venue for persons in need to seek help
2. Offer resource referrals
3. Facilitate classes
4. Provide positive mentorship

BRIDGE TO SUCCESS OAHU AND KAUAI

GOAL: To provide safe transitional housing and mentorship for single women and women with children to successfully transition back into society after prior homelessness, incarceration, domestic abuse, and or substance abuse recovery.

Specific Objectives:

1. Create a workable service plan
2. Participate in programs as part of the service plan
3. Abide by house rules
4. Stabilize
5. Further education or vocational training
6. Acquire safe affordable housing
7. Achieve self-sufficiency

LIFE SKILLS

GOAL: To empower those in recovery need to maintain a sober and healthy lifestyle.

To educate at risk persons with the skills that will help them navigate more effectively through life.

Specific Objectives:

1. Living within routines and schedules
2. Become fiscally responsible
3. Plan and organize
4. Set achievable goals
5. Learn decision-making
6. Access proper resources
7. Make healthy lifestyle choices

SUBSTANCE ABUSE RELAPSE PREVENTION

GOAL: Empower individuals with addictions with the tools necessary to prevent relapse and live healthy sober lives.

Specific Objectives:

1. Identify high-risk situations and triggers
2. Learn alternate ways to respond to high-risk situations and triggers

3. Create a plan for healthy living
4. Prepare safety plan to avoid possible relapse

DOMESTIC VIOLENCE / ANGER MANAGEMENT

GOAL: To educate both victims and offenders with the tools to improve stress management, anger management, emotional stability, and effective communication as well as provide advocacy and a voice for victims and their children statewide.

Specific Objectives:

1. Identify triggers and stop violent behaviors
2. Obtain skills that de-escalate intense emotions
3. Obtain peaceful and effective conflict resolution
4. Acquire and apply skills to effectively respond to criticism/critiques
5. Learn constructive communication skills

ELDERLY OUTREACH

GOAL: To provide positive healthy social activities that will improve the quality of life for seniors. To provide support, referrals and assistance to seniors that will help them maintain wellness and independence.

Specific Objectives:

1. Engage seniors in positive healthy social activities
2. Reduce stress and depression
3. Build self-esteem
4. Encourage independence
5. Provide food and resource referrals for seniors who would otherwise go without

OUTREACH ON THE BEACH

GOAL: To seek out the homeless and provide basic survival items such as food, clothing, blankets, personal hygiene items and other necessities. To connect individuals and families to the programs and services that will assist them in becoming self-sufficient and to promote continuous and positive self-improvement through education and empowerment. To assess the needs and offer referrals to shelters and support services during intake. To reduce chronic homelessness.

Specific Objectives:

1. Build relationships with homeless individuals
2. Provide food to homeless who are going without
3. Offer services geared toward recovery and ending homelessness
4. Increase awareness of available services
5. Provide services to those who request and accept help

PARENTING

GOAL: Provide parenting classes, which addresses how parents can create more satisfying relationships with their children through effective communication, anger and stress management, and greater understanding of child development.

Specific Objectives:

1. Provide supportive counseling
2. Build upon family strengths
3. Reduce stress
4. Resolve conflict effectively
5. Learn peaceful alternatives in disciplining children
6. Learn positive relationship building activities
7. Facilitate open parent-child communication and interaction

KE ALA FOR YOUTH

GOAL: To mentor and aid at-risk and recovering youth in repairing family relationships and choosing an upright and healthy lifestyle. To help youth break the multi-generation cycle of addiction and violence through classes, mentorship and advocacy.

Specific Objectives:

1. Prevent drug and alcohol abuse
2. Increase personal value and potential within every youth and young adult
3. Prevent domestic violence
4. Develop social skills
5. Choose positive recreational activities
6. Choose positive peers
7. Learn life skills
8. Prepare for the future

BACKPACKS FOR KIDS

GOAL: To promote school readiness by supplying low-income and homeless children with the tools they need to attend school. Our goal is to get children excited about learning by approaching each new school year prepared.

Specific Objectives:

1. Collaborate with community sponsors for donated backpacks and school supplies
2. Provide free backpacks and school supplies to children in need

C. State the public purpose and need to be served;

Social problems teamed with tough economic times affect everyone in our island communities.

WIN like other human service providers is experiencing difficulties due to State and Federal budget cuts. This issue should concern us all. Most government contracting is for health and human services. In these tough economic times, they are forced to seek alternative funding, competing against other nonprofits, such as those working in the arts, education and the environment. A shortfall of funds means the much needed

resources and services will be limited and thousands of lives hang in the balance without anyone to help. Most transitional homes like ours already have long waiting lists. There are simply not enough human service providers and there will be less if budget cuts continue.

Substance abuse, domestic violence, homelessness, crime, incarceration, poverty, unemployment and child and elderly neglect are some of the most debilitating social challenges our island communities face today. In most cases individuals or families at risk are stricken with more than one and sometimes all of the afore mentioned problems. These issues affect virtually all Hawaii residents; either directly or indirectly.

Despite harsher penalties and longer sentencing, crime and incarceration remains high and recidivism is almost eminent. Hawaii is exporting many inmates to mainland facilities to avoid overcrowding our local prisons. Treatment facilities do not have enough beds; therefore, countless addicts are not getting the treatment they need in time. This creates a cycle of dysfunction. A lack of transitional care for persons exiting prison or rehab leads to a higher rate of recidivism.

Most inmates and rehab patients leave prison or rehabilitations facilities with no savings, no stable housing, no health or unemployment benefits, and very limited job possibilities. They are at extremely high risk of falling back into a life of crime, drug use and homelessness. This devastating reality not only effects those at risk directly but also subjects their families to further stress and dysfunction and continues the burden on communities and taxpayers. More and more, communities, rehabilitation centers and correctional facilities are recognizing that all inmates and patients, especially those with substance abuse, mental health, or other problems, need help when they return to their communities.

The courts acknowledge that reintegration of our released inmates by existing agencies improve their chances of success. It also benefits corrections facilities, private, state and federally funded rehabilitation centers and communities by reducing drug use and crime. Transition services provide a crucial link to immediate sources of help to address these issues.

For people in the delicate time of transition affordable housing is increasingly difficult to find adding to the homeless population and leading to a cycle of hopelessness that is seemingly impossible to break. While much of the homeless population consists of exconvicts, mentally ill, and current or former addicts, a closer look shows that many people and often entire families whose only "crime" is that they cannot afford a place to live. This was the case for Ella Yamamoto five years ago, as she was homeless and employed at Big City Diner making only \$8.00 per hour.¹ The cost of living does not allow for low income persons to remain housed and there is not enough affordable housing available. Layoffs are also responsible for the growing

¹ Homeless Yes – Jobless No Honolulu Advertiser By Dan Nakaso Advertiser Staff Writer September 1, 2005

homeless population. The State cut 817 jobs alone in the beginning of April this year.² These are the types of situations that could happen to almost anyone.

Many homeless people are out of work and lack basic skills ranging from life skills through illiteracy to applying and interviewing for employment. Morale is low and frustrations are high for persons and families experiencing these types of hardships. The lack of resources to survive has caused certain families to engage in crimes during time of hardships. Theft and other illicit activities become a necessity for many families who are struggling. Many give up and give in to the endless cycle of dysfunction, or make poor decisions out of desperation that result in homelessness, unhealthy lifestyle choices or lead back to incarceration.

Homelessness is an undesirable condition, for the homeless and for society in general. The effects of homelessness on children are truly tragic. Compared to poor housed children, homeless children have worse health (i.e., asthma, upper respiratory infections, minor skin ailments, gastrointestinal ailments, parasites, and chronic physical disorders); more developmental delays; more anxiety, depression, and behavior problems; poorer school attendance and performance; and other negative conditions³. There are also indications that negative effects increase as the duration of homelessness continues, including more health problems (possibly from living in congregate shelters or in cars and other places not meant for habitation) and more mental health symptoms due to the loss of social support and poor school attendance.⁴

Effects of homelessness on parents in homeless families are similar to those of their children, with the exception of school-related problems.⁵ The effects of homelessness on single adults are also grim. Homeless individuals report poorer health (37% versus 21% for poor housed adults), and are more likely to have life-threatening contagious diseases such as tuberculosis and HIV/AIDS.⁶

Since most communities do not have anywhere near the amount of supportive resources needed for the numbers of homeless in their areas, the homeless will be forced to find alternate places to live and sleep. This could be in the doorways of businesses after closing hours, behind buildings, public benches, bus shelters, building hallways and the like. This type of visible vagrancy negatively impacts local businesses and tourism. Additional law enforcement is required to manage this growing epidemic, which is again a drain on state and local resources as well as the economy. The need for housing along with access to the supportive services necessary to bring stability back into their lives are primary for both the sheltered and unsheltered homeless.

² Hawaii State job cuts reach 817, Honolulu Advertiser by Sean Hao April 11, 2010

³ Buckner 2004; Shinn and Weitzman 1996

⁴ Buckner 2004

⁵ Shinn and Weitzman 1996

⁶ Weinreb et al. 2004

One way to truly reduce the numbers of homeless in our communities is to help them become productive, self-sustaining members of the community. Permanent employment benefits the economy and puts these individuals back on the "tax roll" thus, replenishing government resources as well as liberating these individuals and allowing them to continue healthier productive lives that would break the cycle and improve individual and family circumstances leading to stronger communities.

Homelessness and substance abuse are often linked and can lead to a number of dysfunctional behaviors such as domestic violence, broken families and or incarceration. An estimated 1.3 million women are victims of physical assault by an intimate partner each year.⁷ But it's not only the women experiencing the abuse that feel its impact: their children, friends, family and co-workers are affected as well. Domestic violence comes in many forms and impacts our entire community. It isolates survivors and victims from social and financial help, often leaving them to choose between returning to their abuser or becoming homeless.

When a woman leaves an abusive relationship, she often has nowhere to go. For many, the only choices are staying in the abusive environment, going to a shelter or living on the street. Studies show a connection between domestic violence to homelessness, particularly among families with children. One study has found that 50% of homeless women and children were fleeing abuse.⁸

Unfortunately the silent victims of domestic violence are children. Domestic violence is usually ongoing and tends to have greater impact on the individual's functioning. Chronic victimization can lead to clinical levels of anxiety or posttraumatic stress disorder in both children and adults.

According to Joseph S. Volpe, Ph.D., B.C.E.T.S. Director, Professional Development at the American Academy of Experts in Traumatic Stress; "children exposed to domestic violence are at significant risk for delinquency, substance abuse, school drop-out, and difficulties in their own relationships."⁹

Domestic Violence/ Anger Management and parenting classes help reduce incidences of domestic violence by teaching coping skills and effective communication which aid in conflict resolution. Parents and domestic partners will feel less overwhelmed; therefore, better able to process what would otherwise be intensely emotional situations. This fosters a healthy and compassionate family living environment in which children and adults can feel safe and thrive.

Like children, elderly persons are often silent victims despite the fact they are valuable as well as the wiser members of our community. In an age where youth is

⁷ Costs of Intimate Partner Violence Against Women in the United States. 2003. Centers for Disease Control and Prevention, National Centers for Injury Prevention and Control. Atlanta, GA.

⁸ Published by the National Coalition for the Homeless, August 2007

⁹ Effects of Domestic Violence on Children and Adolescents: An Overview Joseph S. Volpe, The American Academy of Experts In Traumatic Stress

coveted and life is busy, the elderly are often forgotten by society. Many live in poverty, as they are unable to continue working. The high cost of health care and lack of benefits puts many in the predicament of having to choose between necessary medications and food. Changes in benefits such as Medicare and Social Security elude much of the elderly, as they do not have the resources to keep informed. Younger family members, who should be helping to meet these needs, may be so preoccupied that they simply neglect their elders. Others may not have any surviving family members to look out for them. As a result many of them will not have their basic needs met.

The difficult changes that many elderly face—such as the death of a spouse or medical problems—can lead to depression, especially in those without a strong support system. A lack of engaging activities and too little contact with others can also lead to depression and other negative health effects. Depression, loneliness, neglect, physical ailments and poverty prevent them from experiencing the fullness and joy of life.

Facilitating environments that build social support systems is beneficial to the elderly in overall health, the ability to remain independent, and the opportunity to process negative events through social interaction. Social activities and exercise can help keep older adults engaged in the world. Taking part in group activities and social events helps elderly people maintain a sense of meaning and purpose in life, which boosts emotional well-being. While many aspects of age-related decline are inevitable, a growing body of scientific evidence shows that staying involved with physical, mental and social activities can help seniors maintain a healthy mind, body and spirit.

Organizations such as WIN are vital in helping to alleviate the burdens on the community and the suffering of our citizens by providing the supportive services to help guide at-risk persons back on the right path.

WIN's commitment to the long-term stability of the people we serve, distinguishes us from other programs. We believe the true bridge to success is not limited to a punch list of short-term accomplishments, but leads to the long term thriving of these individuals and families. WIN will make a difference by reducing the number of families needing welfare and shelter assistance, reduce the rate of recidivism, assist homelessness, coach families toward healthier domestic environments and tend to our youth and elderly populations.

D. Describe the target population to be served;

The population has been identified as individuals who are transitioning out of domestic violence shelters, substance abuse treatment facilities, other transitional housing, incarceration as well as others who are homeless or are at high risk for homelessness. The overwhelming majority of our clients come from lower socio-economic population groups. We target these groups as they are the segments most in need of the services because of a variety of factors including: time in prison, abusive

relationships, homelessness, and alcohol and drug dependencies. WIN's primary focus is to service the homeless and low-income population; however, it is not limited to just these families and individuals.

A majority of our clients have experience with homelessness, drug addiction, and/ or domestic violence. Most also fall into the category of low income. Our clients are considered sheltered or unsheltered homeless. Many are court ordered to take our classes. However, WIN is aware that dysfunction and misfortune do not single out any one economic, ethnic or social group.

E. Describe the geographic coverage.

WIN serves the island of Oahu and Kauai through our Family Resource Centers, transitional houses, outreach programs and classes provided at partner sites.

- Family Resource centers are located in Waianae, Haleiwa and Lihue
- The Bridge to Success transitional houses are located in Waianae, Kaneohe and Lihue
- WIN conducts classes at our partner sites. Please see attachments for a list of partners
- Outreach programs are conducted on the North Shore and the Leeward Coast of Oahu

II. 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.

A. Describe the scope of work, tasks and responsibilities;

WIN programs improve the business, social or surrounding environments and meet the needs of the community. This is accomplished by reducing the drain on community resources caused by crime, chronic homelessness, substance abuse, domestic violence and unemployment.

WIN's activities promote employment readiness by empowering individuals with the skills, tools and resources necessary to find employment and/or to continue education. Participants are coached in employment seeking skills, preparation of resumes and employment applications, job searching, and mock interviews, assistance with school and grant applications, and basic computer skills.

Transitional support services help WIN's participants, transition out of homelessness, by providing resource referrals. This is accomplished by improving awareness of resources available to those in need. The lack of awareness of basic resources is a

hindrance as homeless persons are unaware of available services, such as assistance with employment and housing placement.

FAMILY RESOURCE CENTERS

WIN Family Resource Centers are located in Waianae, Hale'iwa, and Kauai. Additionally each center has a classroom that is host of WIN supportive services in the form of Life Skills, Domestic Violence/Anger Management and Parenting programs. WIN also teams up with other like minded organizations to provide these programs at other locations such as Weinburg Village in Waimanalo, Maililand, Ohana Ola Kahumanu, One Malu, Kahikolu, and the Bobby Benson Center.

Each center has a "clothes closet". The "clothes closet" holds donated clothing, hygiene items, household goods and donated food. These items are offered for free to all homeless and low income persons in need. The "clothes closet" opens the door for services to be offered to those in need who may not be participating in WIN's programs yet. For example, a homeless mother may come in seeking supplies. She will also be offered assistance in applying for benefits and or affordable housing. These donated items are also taken to the beaches and other places where the homeless are taking up shelter as part of our Outreach on the Beach program. This not only aids those who are struggling with hunger and displacement, but allows WIN to get the word out about the services we offer and where we are located. This way individuals who are ready to make a change in their circumstances know that help is available and can seek it.

THE WAIANAE FAMILY RESOURCE CENER - Our main center is located in Waianae with open doors to all in need of services. Our staff meets here and collaborates on the performance of our existing programs, how to improve existing programs and develop new programs to better serve the community. This center is where all programs are reported on and continually evaluated for success. Additionally this center has a classroom that hosts some of the the Life Skills, Domestic Violence/Anger Management and Parenting programs. WIN also teams up with other like minded organizations to provide these programs at other locations such as Weinburg Village in Waimanalo and the Bobby Benson Center.

HALE'IWA FAMILY RESOURCE CENTER is located in the Wailua Community Association facility. This serves as a gathering place where persons in need can go to access services. Additionally, the Elderly Outreach Program operates out of this location.

KAUAI FAMILY RESOURCE CENTER is located in Lihue. Like our other family Resource Centers anyone needing services are welcome. This facility serves as the venue for our Life Skills, Domestic Violence/Anger Management and Parenting programs. The Kauai chapter of our organization actively partners with the community to assure all persons in need can find the help they need.

LIFE SKILLS - Life skills refers to skills one would learn to help navigate more effectively through life. What is often overlooked, are these skills that those in recovery need to maintain a sober and healthy lifestyle. We at Women In Need teach maintaining routines and schedules, fiscal responsibility, planning and organizing, goal setting, decision making, accessing resources, and healthy lifestyle choices. Mastery of basic life skills significantly adds to achieving self-sufficiency and boosts self-esteem. This is an important part of recovery and creates sustainability of long term success.

OUTREACH ON THE BEACH – WIN receives canned goods and other items generously donated from Whole Foods and various other business and community members. WIN takes this food along with other supplies, to the beaches. These items are then distributed to homeless individuals and families where they are residing. In addition to receiving the donated goods, these persons in need are advised of the programs and supportive services WIN offers. This allows them to start taking the necessary steps toward getting the help they need. Persons receiving assistance through Outreach on the Beach are encouraged to participate in programs and accept supportive services that will aid them in finding affordable housing, long term employment and overcome issues that may be affecting them like domestic violence and or drug/alcohol addiction.

DOMESTIC VIOLENCE/ANGER MANAGEMENT - WIN works to prevent violence within the home and in the community. Our goal is to help those whose lives are devastated by violence. We believe everyone has the right to live free of violence. Classes are available to both men and women separately. WIN's qualified staff assesses each client to determine if domestic violence has occurred in their history. The curriculum focuses on anger management, developing an effective safety plan, effective coping and communication skills and preventing triggers. The goal is for all our clients to live in safe stable environments as we aid them in developing positive relationships. This is especially important for their children because the youngest victims often go unseen.

PARENTING - Parents with children receive supportive counseling and case coordination services that build on family strengths and reduce parenting stress. This includes nutrition, meal planning, budgeting, communication skills, child nurturing, positive reinforcement, peaceful alternatives in disciplining children and creative inexpensive ways to spend quality time together. Parent-child interaction and hands on activities will include arts and crafts, role-playing and games that facilitate effective parent-child communication.

KE ALA FOR YOUTH – The Ke Ala for Youth (Path for Youth) program includes classes on drug and alcohol prevention, domestic violence prevention, teen building, social skills, personal development, time capsules, arts and crafts, volunteerism, and basic life skills. The skills gained through this project will strengthen the teenager's ability to make healthy choices. The program centers on positive choices, anger management, family relationships, understanding parents in recovery from substance

abuse, peer pressure and self esteem. The overall goal of this program is to break the cycle of domestic violence and substance abuse by teaching teens how to make responsible choices.

BACKPACK FOR KIDS - Every summer WIN partners with Prudential Locations to secure over 400 backpacks filled with school supplies to be donated to children in need for the new school year. The backpacks are distributed on both Oahu and Kauai to children of families who are residing in various housing programs.

HALEIWA ELDERLY OUTREACH PROGRAM - Elderly Outreach is a program designed to enrich the lives of the older and wiser members of our community. WIN has a desire to become involved with and make a positive impact on those who we value greatly...our elders. WIN has partnered with the existing Haleiwa Senior Club, Wailua Community Center and Whole Foods to provide services to seniors. WIN was invited to put together a curriculum to assist and aid these important members of our society who often are neglected by busy or preoccupied family members or don't have a family or social support system. Many senior citizens are in the difficult and unfortunate predicament of having to choose between purchasing the necessary medications or food. Whole Foods has been generous enough to donate canned goods every Monday to help alleviate this problem. WIN organizes speakers and classes that keep these clients abreast of changes in Medicare and safety. Weekly classes are held for Hula, Yoga, Cooking, Recipe exchange and Arts and Crafts which help enrich the quality of life for the elderly. Outings are organized for shopping which is something simple that many may not have the opportunity to do. Fun field trips are organized as well to venues such as DOLE pineapple center, Polynesian Cultural Center, and Halemano Day Center.

HONOLULU ELDERLY OUTREACH – WIN has partners with Kalakaua Gym in Kalihi for the Honolulu chapter of our Elderly Outreach program. This program is different from our Haleiwa program as participants are rehabilitating stroke victims. The activities are geared toward social and healthy living.

All clients will verify their income and sources by completing the income verification form and submitting copies of acceptable forms of documentation. During the intake process staff and client will discuss all sources of income to decipher annual income.

B. The applicant shall provide a projected annual timeline for accomplishing the results or outcomes of service;

Project Implementation Schedule

Organization: Women In Need

Objectives and Major Tasks	Performed By (Position)	Month												
		1	2	3	4	5	6	7	8	9	10	11	12	
Supportive Services														
Intakes, Follow ups,	Case Manager	X	-	-	-	-	-	-	-	-	-	-	-	X
Resource referrals	Employment Specialist	X	-	-	-	-	-	-	-	-	-	-	-	X
7 cycles of Parenting classes	2 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
8 cycles of Domestic Violence/ Anger Management	3 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
4 cycles of Substance Abuse Relapse	2 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
3 cycles of Computer Training	2 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
4 cycles of Life Skills Training	2 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
5 Ke Ala for Youth	3 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
4 Elderly Outreach Classes	Facilitator/ Employment Speciali	X	-	-	-	-	-	-	-	-	-	-	-	X
50+ outings Outreach on beach - deliver food, clothing, create relationships	3 Case Managers	X	-	-	-	-	-	-	-	-	-	-	-	X
Clothes Closet - daily receive clients	Case Manger	X	-	-	-	-	-	-	-	-	-	-	-	X
450 + Back pack drive for Back to School	Facilitator	X	X											X
Ongoing Case Management	5 case managers	X	-	-	-	-	-	-	-	-	-	-	-	X
Domestic Violence Classes at Spouse Abuse shelter ongoing	Executive Director	X	-	-	-	-	-	-	-	-	-	-	-	X
<i>Classes are 12- 16 weeks in duration; each class is expected in enroll at least 10 participants. (approximately 350 clients in classes and 100+ outreach clients with over 800 encounters)</i>														
Bridge to Success Transitional Living														
Intake and assessment of needs	2 House mangers	X	-	-	-	-	-	-	-	-	-	-	-	X
Building self confidence through mentoring and workshops	Executive Director	X	-	-	-	-	-	-	-	-	-	-	-	X
Building workable service plans	3 House managers	X	-	-	-	-	-	-	-	-	-	-	-	X
Improve family functioning and building healthy relationships	3 Facilitators	X	-	-	-	-	-	-	-	-	-	-	-	X
Help participant build support system	House manager/Case Manager	X	-	-	-	-	-	-	-	-	-	-	-	X
Provide resources and educational guidance towards self-sufficiency	Employment Specialist	X	-	-	-	-	-	-	-	-	-	-	-	X
Provide activiites to bond and create positive community living	3 house managers	X	-	-	-	-	-	-	-	-	-	-	-	X
Provide Transitional living	4 Women In Need Houses	X	-	-	-	-	-	-	-	-	-	-	-	X
<i>Transitinal houses are located on Oahu and Kauai. Each island has two houses for a total of 4 houses. Each house accomidates 5 to 8 women. Each woman my stay up to two years. WIN provides individual counseling and supportive services to aid the women in transitioning to permanent housing and employment</i>														
Administrative Support														
Oversee Project	Executive Director	X	-	-	-	-	-	-	-	-	-	-	-	X
Accounting for funds and expenses	Bookkeeper	X	-	-	-	-	-	-	-	-	-	-	-	X
Reporting on Activiites	Operations & Grants Admin	X	-	-	-	-	-	-	-	-	-	-	-	X
Program Development	Program Development	X	-	-	-	-	-	-	-	-	-	-	-	X

- C. The applicant shall describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results;

WIN conducts both process and outcome evaluations on various aspects of the organization. This will ensure that our programs are meeting objectives and that a record of progress, successes and failures is maintained to improve future classes. WIN provides all participants with detailed evaluation forms. The forms records feedback to appraise WIN leadership, which services or classes were the most beneficial, and which services or classes clients would like to pursue further. To assure our results we offer service plans, consistent case management, outreach, and most importantly provide referrals and support services for long-term if necessary or requested.

The initial client intake forms serve as the Client File or Record and follow the client throughout their relationship with WIN. These forms are issued to all of WIN's clients in all of WIN's programs. The Client File will have the dates, services provided, progress, completion and closure notes. The files are maintained and updated with progress notes, modification of goals, input of relevant forms and data. Client service is an ongoing process for the duration of the program participant. Client progress is tracked through the case management entries. For classes, the Facilitator keeps all class records, attendance and progress notes and is responsible to submit to data personnel.

Case management is a key component in determining both the scope of services required and the gains being achieved on a participant-by-participant basis. Case managers and facilitators collect all data relevant to service delivery and client during meetings and incident meetings for all programs. All data is kept in individual confidential client files. The collected data is a tool to evaluate client's progress and is also used to measure individual success. Combined data is used to measure the success of each program.

The Bridge to Success Transitional Housing and Life Skills programs use the self-sufficiency assessment - their main measurement tool in addition to the standard client intake forms used by all other programs. The case manager assesses each client upon entry into the program. As they continue the program they are periodically reassessed and data is collected to track their successes or shortcomings. The collected information determines if the current service plan is working. The data allows the case manager to suggest additional programs and offer praise for successes. Upon exit the client's progress is evaluated against the initial assessment.

Exit forms, evaluations from participants, communications in the group and individual meetings are used to improve services by determining which services are relevant to the needs of the clients. The data relating to the program curriculum is continually re-evaluated and updated.

SELF-SUFFICIENCY ASSESSMENT SCALE

Developmental Domain	1 In Crisis	2 Vulnerable	3 Stable	4 Safe	5 Thriving
Housing/ Food	Homeless, eviction or cut-off notice. No food and at risk for malnutrition	In arrears, but no notice. Temporary housing. Food inadequate for nutritional needs.	Housing affordable with subsidy. Relies on assistance for basic nutritional needs.	Housing affordable and satisfactory without subsidy. Daily well-balanced meals with assistance.	Safe, affordable housing of choice without subsidy. Well-balanced meals without assistance.
Income/ Assets	No income, savings or assets. No marketable skills, unemployed.	Temporary or part-time job, income inadequate for basic needs. Poor credit.	Underemployed inadequate benefits. Limited career advancement opportunities.	Full-time employment, inadequate benefits. Debt within limits.	Permanent, sustaining employment with benefits. Savings account Good credit.
Education/ Skills	No GED, lack basic skills, functionally illiterate. No commitment to learning.	Working to attain GED or improve literacy. Recognizes value of education, skills	H.S. Diploma or GED. Marketable skills.	Actively pursuing post-secondary education or training.	Has attained post-secondary education or training. Positive attitude toward learning.
Environment	No childcare, transportation, or access to health care.	Transportation unreliable, child care and health care unreliable or unaffordable	Limited childcare and transportation, depends on Medicaid and other subsidies.	Transportation to meet basic needs. Access to health care and childcare.	Transportation, childcare, health care of choice without subsidy.
Relationships	No supportive system. Socially isolated. No communication, social skills. Frequent conflicts.	Little or no interaction with family. Limited social network. Unable to form friendships.	Some support from family and friends. Some community concern and awareness.	Physically safe and emotionally secure. Supportive relationships free from conflict. Family unit evident.	Strong supportive network and positive family identity. Actively involved and stakeholder in community.
Personal Attributes	Severe emotional, behavior dysfunctions. Low self-esteem, negative attitude, unethical behaviors.	Moderate dysfunction, low self-esteem, lack motivation and takes little responsibility for own actions.	Interventions in place to change behaviors. Learning to set realistic goals.	Good self-esteem, appropriate behaviors, sets realistic goals, resolves conflicts effectively.	Exemplary work ethic, positive attitude high self-esteem good sense of humor, integrity ethical behavior. Sets and achieves goals.

The comparison of the data from each of the programs shows which programs are the most successful. Each success for our clients is monumental as they all have great hardships to overcome. Many are trying to reestablish custody their children back while others are simply trying to remain employed, housed, sober and or out of jail. Data is compiled and compared bi-annually to determine the percentages of successes and failures in each of the programs. Program developers and administrators then meet to determine if any program or procedural changes are necessary.

Our main indicator of success is that the clients circumstances improves and that they do not return to their negative lifestyles and/or to prison. However, this is just the first step. In addition to staying clean and sober, housed and out of jail, participants returning to school or to work will determine the projects success, working through the destructive patterns, and becoming self-sufficient.

It is the policy of the WIN Program that evaluation will be a key component in measuring the success of this program and for making continuous improvements in the effectiveness and delivery of services. Evaluations in the form of surveys, feedback and closure forms are also used in creating new programs and for application and compliance purposes for grants.

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

The anticipated outcomes for the project are providing services to at least 450 unduplicated adults in need. These persons are identified as substance abusers, persons in need if training in life skills, domestic violence/angermanagement, and/or employment, homeless and/or transitional housing; and provide supportive service to elderly and youth.

The outcomes anticipated by providing services to the 450 persons will be that at least 50% complete the 12-16 week classes. In addition to them completing the classes we anticipate that out the participants that complete classes: 70% will have stable housing; 70% will be working towards financial stability (employment, GA, TANF, etc). Youth Engagement anticipated outcomes: 70% will have improved relationships with immediate family members; 80% increased self-esteem; and 75% will not engage in fights and resist peer pressure. Please see evaluation forms in the attachments.

WIN has and will continue providing supportive services to low- and moderate-income persons in need, persons who are substance abusers, persons involved in domestic violence and services to youth.

III. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.

Please see attachments for the budget.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2010-2011.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000	\$300,000

3. The applicant shall provide a listing of all other sources of funding that they are trying to obtain for fiscal year 2011-2012.

Funder	Program	Amount
Child & Family Services	WIN Family Resource Center	\$289,322
Hawaii Homeless Programs	WIN Bridge to Success	\$86,400
CDBG Kauai	Self-Sufficiency	\$50,000
CDBG Kauai	Substance Abuse Relapse Prevention	\$50,400
CDBG Oahu	WIN Family Resource Center	\$200,000
Grants & Donations	Operating Costs	\$80,706

IV. Experience and Capability

A. 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.

WIN is unique in the fact that we have already identified the population; and we are currently working with them and networking with community partners and resources; thus forming a solid foundation for trust and change. WIN is unique- we go to different sites. We are out there in the various shelters helping other agencies deliver more services to their clients.

The Executive Director of WIN, Mary Scott Lau has an extensive background in substance abuse counseling, domestic violence prevention training, advertising, and marketing. As a result, WIN and Lau are extremely qualified to run the organization.

Lau assists with case management and outreach, conduct the training in employment seeking skills, money management, goal setting, and personal development, coordinate employment and housing placements for participants with employers, homeless shelters, and low-income housing providers in the community.

WIN has been providing supportive services since 1996 successfully reaching out to those in need. We have a reputation of success and commitment to helping the communities of Hawaii.

Here is a list of our government contracts.

Contract	Scope of Services
HPS 07-43	Homeless Program Office Contract - WIN Provide Transitional Living to women with adequate cooking facilities, regular access to clothing bank, and sanitary facilities; providing case management, developing and implementing social service plan, monitoring and follow-up to at least 30 unduplicated single women and women with children from FY 2008 to FY 2011
DHS-05 POS-2186	Child & Family Services Contract - WIN Provide Supportive services to 300 clients per year in the form of family strengthening classes and 50 youth in the form of computer literacy and life skills training. Also providing crisis intervention, informal counseling, family strengthening and training in basic life skills, parenting and anger management. This project is ongoing since 2007 through 2011. This contract is a yearly contract
8142	Kauai County Housing Agency CDBG - provided case management individual counseling sessions to women to transition them into permanent housing through a variety of support services and transitional living
DHS-10-ETPO-162	Department of Human Services - Youth Services Branch Contract - WIN provide through the Women In Need (WIN) sites of Oahu and Kauai combined, 150 clients with intensive case management, stabilizing and family strengthening classes - including 50 youth life skills training. The population to be served includes transitioning women and women with children, integration into society from prison, drug treatment and/or emergency shelters, including domestic violence shelters.
F61937	CDBG Oahu Contract - WIN Provided stabilizing courses in parenting, domestic violence, anger management, life skills, computer skills and job readiness to adults, children, and families that are homeless, in transition, or at risk of homelessness. FY2007
CT-DCS-0700072	CDBG Oahu Contract - WIN Provided stabilizing courses in parenting, domestic violence, anger management, life skills, computer skills and job readiness to adults, children, and families that are homeless, in transition, or at risk of homelessness. FY2008

CT-DCS-
00900095

CDBG Oahu Contract - WIN Provided stabilizing courses in parenting, domestic violence, anger management, life skills, computer skills and job readiness to adults, children, and families that are homeless, in transition, or at risk of homelessness. FY2009

WIN is in compliance with all grant-making entities. WIN began using the HMIS database system in October 2007 with the contract from Hawaii Public Housing Authority.

B. 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. Also describe how the facilities meet ADA requirements, as applicable.

WIN Family Resource Center in Waianae is located at 85-979 Farrington Hwy Unit D, Waianae, HI 96792, Census Tract Number(s): 97.02, Tax Map Key Number(s): 8-5-008:015. This is our main office for our clients on the Waianae Coast. In addition to holding classes here, we also provide services at U.S Vets Homeless Shelter One Malu, West Side Hale, and Ohana Ola Kahumana.

WIN Family Resource Center on the North Shore is located at 66-434 Kamehameha Hwy Cottage 4, Haleiwa, HI 96712. This will be the central point for the clients on the North Shore. With the U.S. Vets building another shelter on the North Shore, we will be in place to provide services to their shelter.

All Oahu class room settings are on the first floor and are wheel chair accessible.

WIN Family Resource Center in Lihue is located at 3501 Rice Street, Suite 213 Lihue, HI. 96766. This is our main office for our clients on the island of Kauai. Classes and resource referrals are held here.

This facility is located on the second floor. It is wheel chair accessible through elevator access.

V. Personnel: Project Organization and Staffing

A. 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.

Staff Descriptions

Lack of support or connection to others may be the single most important reason why people are homeless. For many homeless people, outreach workers are the first to break through the isolation and begin to move people toward a life of greater health and personal stability.

WIN's staff possesses and utilizes a wide range of higher-level interpersonal and observational skills and has experience in client assessment. They demonstrate motivational skills and the ability to direct clients to appropriate resources. They work effectively with individuals of diverse backgrounds, cultures, religious beliefs, and lifestyles. WIN has the capacity to build rapport and work with substance abuse clients, domestic violence victims, homeless persons and individuals who may have criminal history in their backgrounds, a history of violence, and who may at times be less than willing to fully cooperate within structured services and systems. A unique fact and measurable outcome of our success as an organization is the fact that over half of our staff has been former clients.

Mary Scott-Lau Executive Director of Women In Need, Founder & Leader

Mary's dedication and lifelong passion is to improve of the quality of life for the families of Hawaii and beyond. As Executive Director she is responsible for overall strategic planning, revenue generation, financial management, organizational development, staff management, and program operations. She oversees and supports the development, design and delivery of programs, assuring the goals and objectives are aligned with WIN's mission. This includes managing the development of curriculum for classes, providing service plans and assessments for clients, facilitating courses, and administrative direction. She cultivates a strong partnership with the Board of Directors in setting policies, program development, fund raising, managing the procurement of charitable contributions and positive community representation of WIN. Additionally, she leads, motivates and develops the staff and board so that they are passionate about what WIN has achieved and is committed to working effectively toward continual improvement and growth. She actively and personally participates in every aspect of WIN's operations. Mary's motto is "making a big difference starts with a big vision". Within the mind set of being creative and not limiting WIN to what seems possible today, changing the world doesn't start by mediocre thoughts. It requires us to think big and to inspire others to help make the vision a reality. Mary's vision and commitment to changing lives daily makes WIN the organization it is today.

Monique Temblor-Lee - Assistant Executive Director

Monique assists the Executive Director in day-to-day activities and facilitates the efficiency, order and harmony of the organization. Monique collaborates with Executive Director Mary Scott-Lau to develop and create new programs and projects. Together they work to improve services by overseeing and evaluating programs. Additionally, they supervise, train and evaluate staff. Like Mary, Monique operates in a very hands on fashion personally managing and overseeing all areas of WIN's operations. Together, they have intimate knowledge of the programs and personal

relationships with each staff member; therefore, enabling the implementation of any necessary changes to help each area of WIN be as successful. Monique conducts case management services, creates class curriculum, attends community meetings, performs specialized training, facilitates parenting classes and domestic violence/anger management classes for both men and women. Monique has extensive training in substance abuse through the Department of Health Alcohol and Drug Abuse Division, The Pacific Institute for Chemical Dependency and has attended Human Services classes at Leeward Community College. As with many of WIN's staff Monique has been a woman in need. This life experience has given Monique the insight necessary to be an outstanding mentor to WIN's staff and clients. Monique has been serving the community through WIN since 2002.

Kimberly Cummings - Director-Kauai

A former Kauai Drug Court Program graduate, Kimberly oversees WIN's entire Kauai operation. This includes WIN Bridge II Success' two clean and sober transitional homes and management of WIN Kauai's staff. Kimberly collaborates with Executive Director Mary Scott-Lau to manage and develop programs to best serve the Kauai clients and community. Kimberly personally facilitates Domestic Violence/Anger Management, Life Skills and Job Readiness courses as well as Case Management. She is continually partnering with the community and local businesses for charitable contributions and community outreach. Kimberly actively participates in the planning and development of WIN's latest program, Na Hono Wai (Living Waters). This program will fill the need for additional drug rehabilitation facilities on the island of Kauai. She truly makes WIN an active and positive component of the Kauai island community. With continual efforts for training and education, she's presently participating in the Certified Substance Abuse Counselor Program at Kauai Community College and completed her practicum with Hina Mauka. Extracurricularly, Kimberly mentors inmates at the Kauai Community Correctional Center through a prison ministry program. Her life experience and education have honed her abilities to work with and mentor the at risk persons that WIN serves. In both her personal and professional life Kimberly lives WIN's mission.

Nina LaMonte - Marketing Director

Nina has over 20 years of Marketing and Advertising experience in the Hawaii and national market place. She went from being the Vice President of Hawaii's top advertising agency, AAI (Advertising Associates International) to being a publisher for the national power player and publishing giant, Morris Communications. In 2006, Nina was awarded by the State of Hawaii the "Distinguished Sales and Marketing Award." Nina's work for WIN is a labor of love as she works for this humble grass roots non profit organization with little or no budget to accomplish her mission of increasing the reach of WIN's voice. To accomplish this goal Nina partners with many television, radio, local publications and various other media outlets. Nina's network of relationships and hard work make it possible for her to continually discover new resources that will support operations and programs and continue the mission of Women In Need to be a voice to be heard.

Erika Teska - Operations and Grants Administrator

Erika formulates policies, monitors daily operations and plans the use of human resources and finances. She coordinates the work and activities of staff, monitors and controls resources, procures and manages charitable contributions, and develops and manages organizational information systems. Erika assists in the development of new programs and manages existing programs. She works closely with each facilitator and case manager to develop programs that prove most beneficial for WIN's clients. She collects and processes the reports from staff members to effectively evaluate the performance of each program. Then Erika is able to develop and train staff to implement necessary changes to existing programs based on staff and client feedback and facilitator/case manager reporting. Erika also designs new programs, then trains and prepares staff with the tools necessary to launch the program. As Erika is a former client of WIN she has the experience and knowledge necessary to mentor staff and tailor programs to best meet the needs of WIN's clients. Erika manages all inter-organization information and reporting through the technology systems she implemented. Additionally, Erika partners with many charitable foundations, government agencies and businesses to procure the funding necessary for WIN to operate. Through close work with the accountant and Executive Director, Erika creates and tracks program budgets. In November 2002, the Governor recognized Erika's efforts as one of the outstanding advocates for youth. She earned her Bachelor's Degree in Computer Science Information Systems at Hawaii Pacific University in May of 2009. Presently she is working towards her Masters in Business Administration. Erika is known for being an excellent motivational leader and the staff and clients embrace her as such.

Alice Newman Program Development Coordinator / Corporate Liaison

Alice assists in the management, development and implementation of new programs. She also oversees the progress of existing programs and develops and manages the implementation of new procedures and policies. Working closely with Erika, Alice assists in the preparation of proposals and assists in the research necessary to create and adhere to accurate program budgets. She also works with the finance team to gather information necessary to report to funders on current and completed grant programs. Additionally, Alice is constantly developing new partnerships with corporate sponsors for charity events and donations. Alice's prior experience as a General Manager for several local small businesses has given her the edge to create positive corporate relations for WIN. Having overcome her own tumultuous past of child abuse and neglect has made Alice passionate about WIN's mission.

Deverlyn Baquing Facilitator/ Administrative Director

Deverlyn manages WIN's Bridge to Success family transitional house in Kaneohe. Some of her duties include collecting of monthly fees, conducting weekly house meetings, random UA's, and individual case management. Her keen profiling abilities and perceptive insights make her a great mentor and case manager to these women and children. When Deverlyn is not working with the clients at the family house she tends to a multitude of administrative duties and facilitates classes in WIN's Waianae Family Resource Center. One of her administrative tasks encompasses processing the

data from her own and staff generated reports, entry and exit forms, and evaluations. This requires excellent organizational skills so the program management and development team have continual access to the most recent data. Additionally she performs standard office duties such as answering phones and more. The classes Deverlyn facilitates are the men's Anger Management/ Domestic Violence Awareness and Parenting. She has an excellent ability to mentor WIN's clients through their difficulties by teaching skills such as conflict resolution, conflict avoidance and objectivity. Clients are then able to remove the barriers and prejudices that lead to destructive behaviors. Above and beyond her "duties", Deverlyn is able to relate to all her clients in a way that allows them to open up and really receive and benefit from the classes and services WIN offers. Deverlyn is presently pursuing her studies to become a Certified Substance Abuse Counselor at Kapiolani Community College.

Tonie Avrett Facilitator/Case Manager

Staff members and clients alike affectionately know Tonie as "Mama Tonie". Mamma Tonie is one of WIN's most diverse facilitators. She leads the classes at the Bobby Benson Center for our Ke Ala for Youth program. She also assists the elderly clients out of our Hale'iwa office by leading classes, taking them on field trips, and bringing them food that has been generously donated by Whole Foods. Additionally, Mama Tonie facilitates Self Esteem, Life Skills and Parenting classes. Mama Tonie also works to reduce homelessness and hunger by offering services to Hawaii's homeless and distributing the Whole Foods donated canned goods. She also participates in our back to school backpack and school supply distribution to underprivileged youth. As Case Manager, she provides ongoing support through comprehensive assessment, planning, implementation and overall evaluation of individual client needs and keeps the necessary reports to track client and program progress. Mama Tonie is committed to advocating respect and cooperation among participants and promotes enthusiasm for the program. Describing Tonie's work, as facilitator and case manager in clinical terms would not accurately convey the valuable work she does for WIN. WIN clients are all going through very tough times. Some may be self induced where as others may simply be victims. Tonie's gentle nurturing, inner warmth, and positive spirit teamed with a firm adherence to good values helps guide WIN's clients through their recovery and challenges. Outside of WIN, Mama Tonie is actively involved in the Lokahi Tree giving program by assisting in getting donations and distributing gifts to families who may have gone without. Mama Tonie is a mother of four. Her second was child born with a terminal neurological disorder, labeled "No Cure, No Hope for a Cure". She was his full time caregiver for twelve devoted years; Toni lost her son in 2006. Previously working as a Living Skills Instructor at Kahuku Hospital, she cared for long-term resident patients.

Marcia Bermoy Youth Facilitator/Case Manager

Marcia manages our WIN Bridge to Success House for single women in Waianae. This entails collecting of monthly fees, conducting weekly house meetings, random UA's, and individual case management. At 6:00 on Thursdays, Marcia leads a

spiritual support group for the residents at the single women's house. This helps the women in their recovery by allowing them to open up helping them towards resolution. Marcia also facilitates Ke Ala for youth classes, processes clients for intake, conducts outreach activities, maintains the client wait list and schedules classes. When Marcia is not managing the house she works in WIN's Waianae Family Resource Center where she answers the phone, handles clothes closet and donations, manages class schedules, and manages the wait list for services. As part of her duties as a facilitator and case manger she submits reports and manages data for the house and youth classes. She does not limit herself to a punch list of duties. Rather, Marcia does any work necessary such as picking up donations or just filling in the gaps administratively. Marcia was previously employed at Ho'omau Ke Ola Substance Abuse Treatment Center where she worked closely with the clients to ensure that their day to day living ran efficiently. Marcia not only brings with her the experience of working three years in the substance abuse treatment environment but also her personal experience. As a survivor of a 10 year domestic violent relationship and is also a former client of Women In Need, Marcia can relate to the needs of our clients and helps them to build their self-esteem and self worth empowering them to take positive control over their lives and.

Beverly LeStronge - Access to Recovery Case Manager

Beverly assists clients who have been involved with Child Welfare Services and in need of treatment for drug and alcohol abuse in accessing recovery support services. First she performs an assessment to determine the history of her clients. Then they discuss the client's individual needs and problems, and then guide them to meet those needs. After assessing the clients history, background, manner of thinking, and capabilities; she puts forth a wide range of choices to help each client overcome their problems. Beverly then guides each client in choosing the most appropriate course of action to meet his or her needs. Beverly possesses a Bachelor's Degree in Psychology, which allows her to draw upon her training in behavior modification to assure the success of those in recovery. Additionally, she provides referrals to meet needs in transportation, childcare, education, employment, housing and financial aid. Beverly has also helped the administrative staff to research and redesign the office and accounting manuals. Beverly's experience as a small business owner has given her the experience necessary to assist in this administrative task. Currently, Beverly owns a dry-cleaning business in the community and has worked with the homeless population providing clothing to individuals as needed. An active church member, Beverly has participated in teaching Sunday School and outreach activities at the beach parks offering food, clothing and prayer. Prior to her service with WIN Beverly was a teacher to special needs children and brings a wealth of patience and compassion to her position.

Jay Lee, CSAC- Certified Substance Abuse Counselor

Jay assists WIN in the Substance Abuse Relapse Prevention program. He offers WIN's Clients the tools they need to stay clean and sober. Jay has worked as a CSAC for the past 12 years and has worked in the field of substance abuse for the past 15 years. Currently Jay is employed with Kahi Mohala's Behavioral Health Hospital as

a Chemical Dependency Counselor working with dual diagnosed adults and adolescents. His prior experience includes working as a Clinical Director, Program Director and Primary Counselor for the Residential, Day and Outpatient programs at Ho'omau Ke Ola, where he facilitated didactic addiction education, relapse prevention and process groups. Jay also conducts substance abuse assessments and substance abuse education groups for Court, DHS and employer referred individuals through Assessments of Hawaii.

Tammy Lynn Cacal Case Manager

WIN's most recent recruit, Tammy is a student at Kauai Community College working towards her CSAC Certification (Certified Substance Abuse Counselor). The skills Tammy has acquired makes her an asset to WIN's Kauai operation as case manager. As case manager Tammy assesses WIN's clients to determine the correct program and services necessary to assist each individual in recovery. Tammy keeps records of her client's progress and generates the necessary reports for our program management and development teams. Along with her studies at the college, Tammy is an intern at Ke Ala Pono Recovery Center. At the recovery center, Tammy receives supervised practical training, in a work setting where alcohol and drug treatment counseling is provided. During her Fall 2009 semester, Tammy interned at the Kauai Community Correctional Center. While interning at the prison, her practical training targeted treatment and integration. The program consisted of a Level II substance abuse class, an alternative to violence class and a cognitive skills class. Tammy's motivation stems from her foster children who were removed from their home as their parents were abusing drugs and alcohol. As she attends college and does her internship; helping people who suffer from addiction has become a passion for her. Tammy is organized, patient, focused, caring in nature, independent and diligent in her work. These qualities coupled with her ability to overcome obstacles both professionally and personally have allowed her to juggle the priorities of family, career and educational goals.

B. 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 organizational chart that illustrates the placement of this request.

Please see the Organizational Chart in attachments.

VI. Other

A. Litigation

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

Women In Need is free from any litigation pending or otherwise.

B. Licensure or Accreditation

Specify any special qualifications, including but not limited to licensure or accreditation that applicant possesses relevant to this request.

Not applicable

BUDGET REQUEST BY SOURCE OF FUNDS
(Period: July 1, 2011 to June 30, 2012)

Applicant: Women In Need

BUDGET CATEGORIES	Total State Funds Requested (a)	CDBG Kauai (b)	Child & Family Services (c)	Other Funding (d)
A. PERSONNEL COST				
1. Salaries	150,400	75,000	125,000	23,584
2. Payroll Taxes & Assessments	22,048	10,995	18,325	1,745
3. Fringe Benefits	17,100	8,550	14,250	3,300
TOTAL PERSONNEL COST	189,548	94,545	157,575	28,629
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	5,100	3,000		4,800
2. Insurance	2,500		2,500	1,500
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	44,680		21,120	98,120
5. Staff Training	2,000			5,500
6. Supplies	1,852	3,600	4,900	7,935
7. Telecommunication		600		4,200
8. Utilities	11,980		5,280	15,740
9. Contractual Services - Subcontractors	38,840	8,655	77,447	104,642
10. Audit Services	3,500		8,500	
11. Lease Motor Vehicle			12,000	1,800
12. Transitional Housing Supplies				6,400
13. Outreach				2,000
14. Software/ Client Training Materials				15,640
15. Maintenance				2,500
16. Fundraiser				10,000
17. Client Savings				5,000
18. Business Meetings				7,200
19. Security Alarm Systems				500
20. Miscellaneous				25,000
TOTAL OTHER CURRENT EXPENSES	110,452	15,855	131,747	318,477
C. EQUIPMENT PURCHASES				10,000
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	300,000	110,400	289,322	357,106
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	300,000	Mary Scott-Lau	258-5706	
(b) CDBG Kauai	110,400	[REDACTED]		
(c) Child & Family Services	289,322	[REDACTED]		
(d) Other Funding	357,106	[REDACTED]		
TOTAL BUDGET	1,056,828	Signature of Authorized Official: _____ Date: _____		
		Mary Scott-Lau, Executive Director Name and Title (Please type or print)		

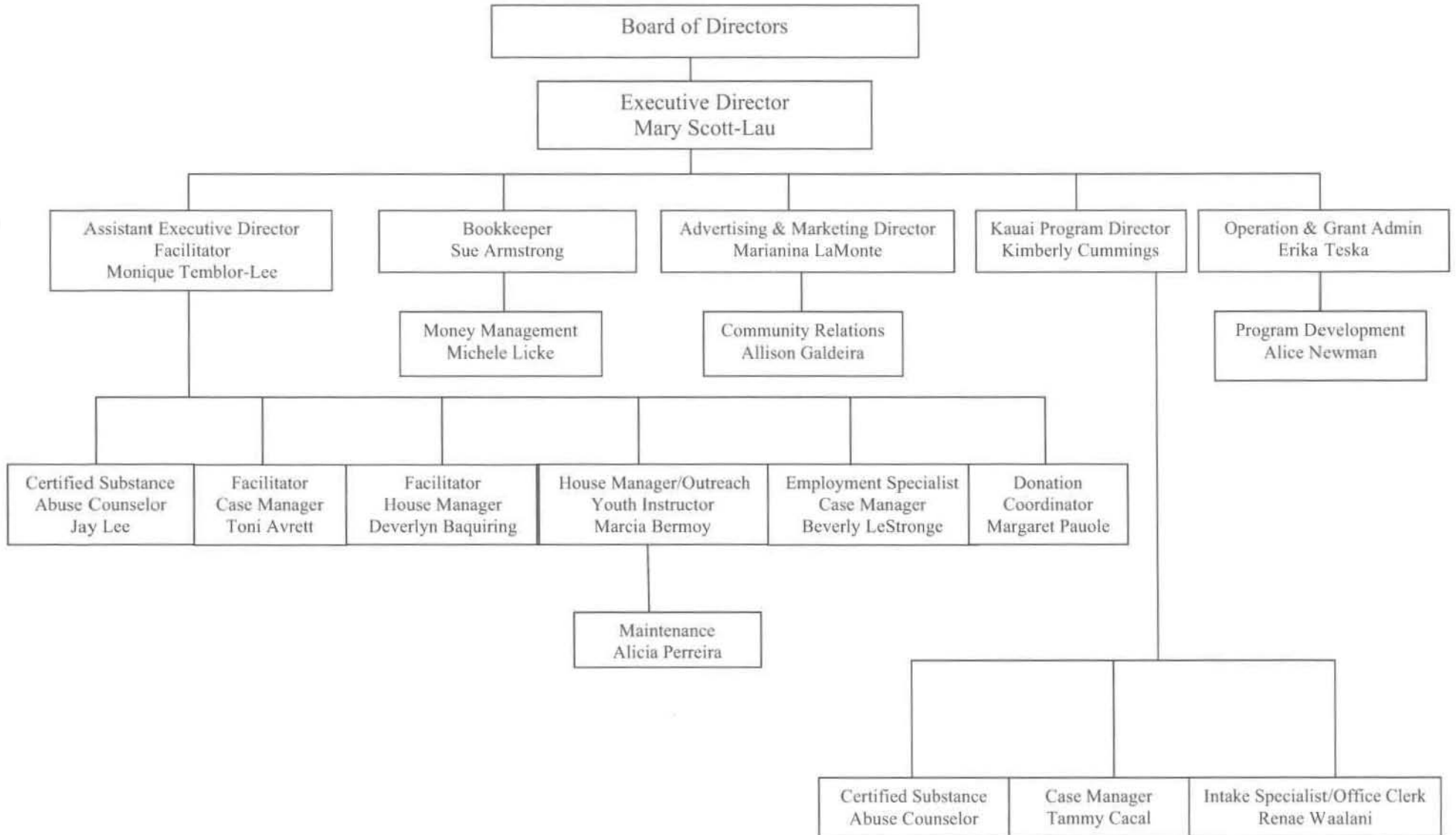
BUDGET JUSTIFICATION PERSONNEL - SALARIES AND WAGES

Applicant: Women In Need

Period: July 1, 2011 to June 30, 2012

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	FTE	\$108,000.00	20.00%	\$ 21,600.00
Assistant Executive Director/ Facilitator	FTE	\$50,000.00	20.00%	\$ 10,000.00
Facilitator/Case Manager/ House Manager	FTE	\$36,000.00	100.00%	\$ 36,000.00
Facilitator/Case Manager	FTE	\$36,000.00	50.00%	\$ 18,000.00
Facilitator/Case Manager	FTE	\$36,000.00	50.00%	\$ 18,000.00
Employment Specialist	PTE	\$14,400.00	50.00%	\$ 7,200.00
House Manager	FTE	\$36,000.00	50.00%	\$ 18,000.00
Program Development Coordinator	PTE	\$18,000.00	100.00%	\$ 18,000.00
Case Manager	PTE	\$14,400.00	25.00%	\$ 3,600.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				150,400.00
JUSTIFICATION/COMMENTS: Staff necessary to provided supportive services, transitional living, advocacy to the homeless and at risk homeless on Oahu and Kauai				

Women In Need Organizational Chart



Logic Model

Need

Substance abuse, domestic violence, homelessness, crime, incarceration, poverty, unemployment and child neglect are some of the most debilitating social challenges our island communities face today. A lack of transitional services, affordable housing and community outreach to those in need adds to the homeless population and leads to a cycle of hopelessness that is seemingly impossible to break. These types of social problems lead to dysfunction and suffering in families and drain local and national resources.

Inputs

Program - Domestic Violence/Anger Management Parenting, Life Skills, Ke Ala for Youth, Elderly Outreach, Backpack for Kids, Outreach on the Beach, Clothes Closet
Facilities - WIN Family Resource Center Waianae, WIN Family Resource Center Hale'iwa and Partner sites.
Staff - 8 members of WIN Staff
Funding - DHS, CFS, CDBG Oahu, and Charitable Donations
Community Partners & Resources - Ho'omau Ke Ola Treatment Center, Women's Community Corrections Center, Drug Court, Kauai Community Correction Center, Family Court, Adult Probations, Hawaii Paroling Authority, TJ Mahoney's Weinberg Village Waimanalo, Windward Spouse Abuse Shelter, Hina Mauka, Salvation Army, Waianae Housing Coalition, Partners in Care, Community

Activities

Domestic Violence/Anger Management Classes
Parenting Classes
Life Skills
Ke Ala for Youth
Elderly Outreach
Backpack for Kids
Outreach on the Beach
Clothes Closet

Outputs

Total # of clients
of Client intake
of Service Plans
of Parenting Class Cycles
of clients completing class cycles 50%
Follow up and evaluation
Domestic Violence/Anger Management Classes
Life Skills Classes
of Ke Ala for Youth Classes
of Elderly Outreach Participants
350 of Backpack for Kids Recipients
50 Outreach on the Beach trips or visits
The clothes closet is accessed approximately 864 times annually by approximately 80 to 100 first time clients.

Outcomes

Short Term Outcomes

Complete classes
Realistic goal setting skills
Families Reunited
Court ordered requirements fulfilled
Relationships repaired
Conflict resolution skills
Increased access to community resources
Healthy and positive decision making / solutions
Job readiness skills
Participating in outreach activities

Long Term Outcomes

Maintain positive attitude / behaviors
Applying newly learned skills
Family stability
Healthier living environments for children
Children perform better in school
Elderly persons experience better quality of life
Self-sufficiency
Clients overcome past and become productive members of the community

Measurement

50 % of clients enrolled will finish the classes
80% of clients that finish classes will report satisfaction with the program
Clothes closet contacts seeking services has approximately doubled from previous years
50 % of transitional living clients will remain in Permanent Housing for at least 6 months

Social Impact

Communities become stronger.
Economic toll on communities and local and federal government is lessened.

MARY SCOTT-LAU

winhi@hawaiiantel.net

P.O. Box 414
Waimanalo, HI 96795
(808) 258-5706

QUALIFICATIONS

- Certified Domestic Violence Counselor.
- Extensive background in Substance Abuse Counseling.
- Accredited instructor for mandatory Anger management for the Department of Public Safety.
- Member of the Community Alliance on prisons.
- Member of the Community Advisory Board on Female offenders for the Department of Public Safety.
- Domestic violence Instructor for Ameri-Corps members Volunteer Legal Services Hawaii.

EMPLOYMENT

- 1996 – Present **Women In Need (WIN) - Executive Director**
Founder and President of WIN. Women In Need brings Domestic Violence and Basic Life Skill classes to men, women, and children in transition, at risk and/or homeless. Active in board administration, classroom instruction. Partnering organizations include the Windward Spouse Abuse shelter. Ho'omauekeola, Hina Mauka, Ohana Ola, Weinberg, Maililand, Women's Community Correctional Center, One Malu, Queen Liliokalani Children's Center, Volunteer Legal Services of Hawaii, Department of Public Safety and Catholic Charities.
- 1995 – 1999 **Mary Jane Center - Advocate/Instructor**
Worked closely with unwed mothers during pregnancy and after childbirth to instill proper parenting skills, self-esteem, positive life choices, and job skills.
- 1994 – 1997 **Krater/KCCN/KINE - Senior Account Executive for Radio Stations**
Prepared marketing plans for clients, sold radio advertising and sponsorships. Created station and client promotions. Participated with clients during on-air promotions.
- 1992 – 1994 **Pacific Business News - Account Executive**
Prepared marketing plans and created new sections for clients to advertise in. Sold advertising and sponsorships and assisted in Sales training and implementing incentives.
- 1992 – Present **St. John Vianney Religious Education Program - Counselor/Instructor**
Worked with teens and youth in developing self-esteem, personal pride, and making positive life choices. Instruct weekly Sunday school classes.

REFERENCES: Upon request

Monique Temblor-Lee 84-918 Hana St* Waianae, HI * (808) 695-9641

EDUCATION: Leeward Community College, Honolulu, Hawaii
Major: Human Services, Office Administration Technology

Extensive training in:

- Substance Abuse Counseling
- Domestic Violence Awareness
- Anger Management Techniques

EXPERIENCE: **Women In Need Family Resource Center** 1/03- Present

Position: Facilitator/ Office Manager

- Create and implement 16 week curriculum
- Conduct Domestic Violence/Anger Management and Parenting Classes
- Collaborate with other service providers
- Refer clients to appropriate services
- Organize and conduct office meeting
- Maintain Staff schedule
- Train and oversee new employees and volunteers

Hoomau Ke Ola 7/98-3/02

Position: After Care Counselor/ Substance Abuse Counselor

- Create and Implemented an outreach program under an HDHCH grant
- Conducted Relapse Prevention classes
- Group and Individual counseling
- Caseload of up to 5 residential clients
- Conducted group process
- Report and record keeping
- Attended numerous Alcohol and Drug Abuse trainings

REFERENCES: Upon request

Erika Teska

4108-C Guadalcanal Ave. • Kapolei, HI 96707 • 808.354.2659 • eteska@gmail.com

OBJECTIVE: To use my 10 years experience as an advocate, grant writer, program developer, and communications in the human services field

EDUCATION: Master's in Business Administration (MBA)
University of Phoenix
Concentrations: Accounting and Technology
Grade Point Average: 3.0
Tentative Graduation Date: January 2012

Bachelor's of Science in Business Administration
Computer Science Information Systems
Hawaii Pacific University, Honolulu Hawaii
Major: Computer Science Information Systems
Grade Point Average 3.26
Graduation Date: May 2009

Kapi`olani Community College, Honolulu, HI
Major: Medical Assistant
Grade Point Average 3.43
Graduation Date: December 2003

California State University, Fresno
Major: Accounting
Completed Junior Year 1984

EXPERIENCE: Operations & Grants Administrator, 10/2002 – Present
Women In Need, Waianae, HI

- Provide executive administrative support
- Research funding opportunities
- Prepare and submit proposals for funding to private foundations and local, state, and federal governmental agencies
- Prepare reports to funding agencies
- Teach basic computer skills and basic life skills.
- Plan and implement programs
- Advise clients in transitional situations.
- Maintain computers/network
- Maintain database records of clients.
- Create and update networks with community partners.
- Assist with outreach activities
- Participate with Partners in Care Advocacy Group

- Intermediate Experience with MS Office, Windows, Macintosh, Adobe CS3
- Able to work independently or as part of a group,
- Able to Multi-task and organize with an eye for detail
- Leadership ability

Domestic Violence Victim Advocate, 9/2000 – 8/2002

Volunteer Legal Service Hawaii, Honolulu, HI

- Interviewed clients
- Updated case files
- Participated in community outreaches
- Advocate for clients in family and civil court

ACTIVITIES:

Volunteer - Oahu Community Correctional Center
Group Leader/ Lecturer – Happy Science Hawaii
Editor - Hawaii's Lifeguard & Water Safety Fund Magazine

REFERENCES:

Available upon request

SUESANN ARMSTRONG

6215 Keokea Place

Honolulu, Hawaii 96825

(808) 396-6404

Profile:

Self motivated individual with diversified experience in many companies. Proven skills in accounting and bookkeeping. A team player with great communication skills and a fast learner.

Experience:

November 2007-Till present

- *Bookkeeper and case manager for a local non-profit organization*

January 1990-Octoer 2007

- *Media Buyer for an advertising company*
- *Purchased radio and print ads for clients, including doing insertion orders*
- *Invoicing and bookkeeping*

October 1980-November 1989

- *Manager of a small retail store*
- *Handled all personnel, did banking, helped with the bookkeeping.*

References are available on request

Kimberly P. Cummings

Post Office Box 1920, Kapaa, HI 96746

kimberlypcummings@yahoo.com

Tel (808) 651-1440

Profile: An energetic, self-motivated and hard working individual with experience in all aspects of management. Able to use own initiative and work as part of a team. Proven leadership skills, including managing and motivating other staff to achieve company objectives. An effective coordinator at all levels within an organization. Good problem solving, analytical and communication skills. Computer literate.

Human Resource Planning:

- Assessing the company's staffing requirements over the short, medium and long-term.
- Liaising with the company's senior management team to determine human resources requirements.
- Helping in the production of a comprehensive human resource plan for the company's expansion.

Reward Management:

- Devising new and effective company incentive schemes and games-these have reduced absenteeism and increased production levels by at least 10%.
- Liaising with the external fleet managers within the state.
- Managing the company's sales incentive scheme.

Recruitment and Selection:

- Preparing and placing advertisement at local level.
- Interviewing candidates and checking references.
- Producing job descriptions and contracts of employment.

Training and Development:

- Developing effective training programs in conjunction with other departments in the company.

- Organizing and conducting induction training sessions for all new employees.
- Appointing and monitoring external training organization for specialist training courses.

Employee Services:

- Managing and maintaining staff personnel records.
- Counseling staff as and when required.
- Organizing social activities for employees as a company

Experience:

2007- date	Women In Need, Director
2003- 2007	Vanguard Rental Agency, Supervisor/Administration
2000-2003	Waimea Brewing & Company, Manager
1995-2000	Poipu Partners, Ltd, Contracts Manager
1990-1995	Aloha Unlimited, Human Resources

Training:

Presentation Skills, Negotiation Skills, Team Leadership, Training the Trainer Course, Economic Empowerment, Domestic Violence, Administration in a Personnel Department

Qualifications:

18 years of employment working in Hawaii with multi-levels of professionals, in the Hospitality Industry including: car rental agencies, hotels, and timeshare, Food and Beverage.

13 years of customer service dealing with consumers on a daily basis, processing of rental contracts and returns, car assignments, filing and processing of accident and police reports, tow and charge assessing, fleet management, personnel and human resources, continuous support and prompt customer follow-ups, daily meetings and management of shift staffing.

5 years of experience in Re-integration from Incarceration Community, Substance Abuse, Domestic Violence and Anger Management and all Districts, Kauai Drug Court and Fifth Circuit Courts of Kauai.

Education:

High School Diploma (Waimea High School, Kauai, Hawaii)
Basic Airline Operations and Hotel Management Certificate of Completion (Travel Institute of the Pacific, Honolulu, Hawaii)

Reference:

Mary Scott-Lau, Director of Women In Need
85-979 Farrington Hwy
Waianae, HI 96792
Tel (808) 258-5706

Tina Albao, Secretary Board of Directors, Hope, Help and Healing- Kauai
7928 Haleko Road
Lihue, HI 96766
Tel (808)245-3740

Alton Amimoto, Kauai Drug Court Administrator
3970 Kaana Street Suite # 300
Lihue, HI 96766
Tel(808)245-2363

Toni Y. Avrett
6-320 Kiapoko Place
Waiialua, Hawaii 96791
(808) 551-7319

Education: Kaimuki High School, Honolulu HI
Graduation: 1982

Hawaii Job Corps, Honolulu, HI
Major: Culinary Arts
Completed: 36 months

Hawaii Red Cross
CPR- First Aid Certified

Experience: Live-In Nurse Aide/Dietitian

- Patient care
- Prepare menu & meals
- Create and maintain daily routine schedules

Living Skills Instructor

- Cared for long term resident patients in hospital setting
- Patient care
- Case Management

Food Prep/Fry Cook

- Chop, cut, slice, dice, fruit, vegetables & meats
- Prepare for the next shift
- Short order fry cook, run grill & deep fryer
- Made salads and sandwiches

Policy Council Representative HCAP

- Parliamentary Procedures
- Voice advocate
- Took detailed notes & delivered them back to home base

Case Management/Class Facilitator

- Intakes
- Follow-ups
- Case Management (notes and updates)
- Facilitate Life Skills Class
- Facilitate Parenting Class

Activities: Volunteer Women In Need (2001-2006)
Volunteer Women & Children Spouse Abuse Shelter (2002-2005)
Volunteer Head Start (1993, 1999, 2005)

94-466 Kahualena St
Waipahu, HI 96797

808-723-2738
dbaquiring@gmail.com

Deverlyn R. Baquiring

Objective A challenging position as an administrative assistant at a growth-oriented non-profit agency, which will allow me to both further utilize my skills and acquire new abilities.

Skills

- Advocacy for Victims of Domestic Violence
- Experience in TRO process
- Typing: 80wpm ; 10-key by touch
- Excellent organizational skills.
- Excellent interpersonal skills, phone manner, and office etiquette
- Software: Windows operating systems, Microsoft Word, Excel, WordPerfect.

Experience 2000-2002 AmeriCorp/Volunteer Legal Services Honolulu, Hawaii

Advocate For Victims of Domestic Violence

- Client Intakes
- Data Entry and maintenance
- Service Referrals
- Intervention Outreaches
- Bankruptcy Clinics
- Divorce Clinics
- Lawyer Referrals
- Legal Consultation

Education 1996-1998 Honolulu Community College
2000-2002 Kapiolani Community College
2007 Hawaii Literacy Program/ Tutor

Interests Reading, walking, volunteering for Kofuku-No-Kagaku,
Volunteering for Women In Need

References Available upon Request

MARCIA LYNN BERMOY
84-870 #C FARRINGTON HIGHWAY
WAIANA, HAWAII 96792
489-0749 (CELL)
696-1996 (WORK)

OBJECTIVE

An entry-level position where I can learn new tasks and grow within the company.

WAREHOUSING EXPERIENCE

Management of community-based clothes closet. Arrange store for maximum appeal. Receive donations and examine quality. Sort and display household items and clothing according to type. Greet customers and determine level of need. Assist in locating and bagging merchandise. Record transactions.

LANDSCAPING / MAINTENANCE EXPERIENCE

Maintain grounds at school and residential area. Mow, weed and water grass. Plant and transplant flowers and small trees. Use leaf blower, tree trimmer and other electrical power tools. Sand wall and railings. Apply primer and paint. Splice wires to repair electrical outlets.

CUSTODIAL EXPERIENCE

Clean offices, classrooms, kitchens and bathrooms at a variety of businesses. Sweep and mop floors. Wash inside and outside windows. Discard trash. Wipe down and disinfect tables and sinks.

COURTESY CLERK

Checking in Inventory, stocking, cleaning equipment, customer service and counting draw beginning and ending of shift. Discarding trash and out dated food. Preparing coffee and stocking condiments.

Counselor Aide

Monitoring and supervising client's behavior, enforcing directives, house rules and policy and procedures. Assists in maintaining accurate records of client activities, telephone logs, sign-in / sig-out logs and clinical files. Also monitoring proper medication schedule. Assists in accurate accounting of housekeeping, laundry, maintenance and cleaning supplies and recreational equipment. Conduct fire and disaster drills, inspection of facility and vehicles.

EMPLOYMENT HISTORY

Counselor Aide, Ho'omau Ke Ola, Waianae, Hawaii

Courtesy Clerk, Minit Stop, Kohala, Hawaii

Manager, Women In Need Clothes Closet, Waianae, Hawaii

Maintenance Worker, Ohana 'Ola O Kahumana, Waianae, Hawaii

Classroom Cleaner, Makaha Elementary School, Waianae, Hawaii

Egg Picker, Mikilua Poultry Farm, Waianae, Hawaii

EDUCATION

High School Diploma, Waianae High School, Waianae, Hawaii

Jay N. Lee, CSAC

84-918 Hana St. Wai'anae, Hawaii 96792 (808) 843-1499 mostlee@hawaii.rr.com

WORK EXPERIENCE

2002 – **Kahi Mohala Behavioral Health Hospital**

Present 91-2301 Fort Weaver Rd.
Ewa Beach, HI 96706 (808) 671-8511

Position: CSAC CD Counselor, Supervisor: Ms. Naomi Morgan

Duties: Assessments and counseling dual diagnosed adults and adolescents with chemical dependency on the acute and residential units. Facilitate chemical dependency education classes, part of a multi disciplinary team that coordinates patient care in clinical treatment teams and rounds.

8/00 – **Kahi Mohala Behavioral Health Hospital**

2002 91-2301 Fort Weaver Rd.
Ewa Beach, HI 96706 (808) 671-8511

Position: CSAC CD Counselor, Supervisor: Mr. Mark Fox

Duties: Assessments and counseling adults with chemical dependencies on the residential unit. Facilitate chemical dependency education classes.

7/98 – **Kahi Mohala Behavioral Health Hospital**

8/00 91-2301 Fort Weaver Rd.
Ewa Beach, HI 96706 (808) 671-8511

Position: Addiction Treatment Specialist CSAC, Supervisor: Mr. Ernest Reese, CSAC

Duties: Assessment, case management and counseling adults with chemical dependencies in IOP and relapse prevention programs. Co-Facilitate process groups and chemical dependency education classes.

10/98 – **Assessments of Hawaii**

Present PO Box 1128
Waianae, HI 96792 (808) 843-1499

Position: CSAC Assessment Counselor

Duties: Conduct substance abuse assessments on adults and adolescents referred by Family Court, Adult Probation, District Court Probation, Drivers Education, OCCC Intake Service, DHS, private employers and out of State court referrals.

Grant In Aid FY 2012

9/95 – **Ho'omau Ke Ola**
5/09 P.O. Box 837
Waianae, HI 96792 (808) 696-4266

Position: Clinical Consultant 2/08-5/09
Clinical Director 6/05 – 1/08
Residential Program Director 2002 - 6/05
Outpatient Program Director 12/98 - 2002
Certified Substance Abuse Counselor 5/98 – 5/09
Substance Abuse Counselor 9/95 – 5/98

Supervisor: Mr. James Siebert Ph.D.

Duties: Clinical Supervision of residential and outpatient treatment program clinical staff, member of the administrative management team that oversees program operations. Co-Facilitate process groups and chemical dependency education classes.

EDUCATION

1/96 – University of Hawaii
Present Leeward Community College

MAJOR: Human Services

8/78 – 5/92 University of Hawaii

MAJOR: Economics/History

9/74 – 6/78 Punahou High School

SPECIAL SKILLS

Completion of certification process for the Internationally Certified Alcohol and Drug Counselor 5/11/06 and NCAC/CSAC license for State of Hawaii in May 1998. Clinical Supervisor for the entire program and coordination of Residential and Outpatient Treatment Program at Ho'omau Ke Ola. In addition to being a key member, contributing to the integration of Hawaiian culturally relevant practices with Ho'omau Ke Ola and approved by the Alcohol and Drug Abuse Division, Department of Health. Successfully completed college accredited courses in Family Counseling, Ho'oponopono, Assessment and Basic Case Management and Record Keeping for Substance Abuse Professionals and Professional and Ethical Responsibilities for Substance Abuse Counselors. In addition to numerous workshops presented by the Department of Health's Alcohol and Drug Abuse Division and the Pacific Institute for Chemical Dependency.

References: Upon request

REFERENCES

Ms. Mari Ono, LSW/LCSW, Project Director, Hawaii State Hospital, 45-710 Kea`ahala Rd., Rm. A110, Kaneohe, Hawaii 96744, (808) 236-8220

Mr. Thomas Varese, LSW/CSAPA, Clinical Supervisor, Drug Addiction Services of Hawaii (Hilo clinic), P.O. Box 24, Hilo, Hawaii 96721, (808) 961-6822

Mr. Randall Like, CSAC, Substance Abuse Counselor, Drug Addiction Services of Hawaii (Hilo clinic), P.O. Box 24, Hilo, Hawaii 96721, (808) 961-6822

Alice Newman

404 A Kalama St. ♦ Kailua, Hi. 96734 ♦ (808)258-0161 ♦ freshoceanair@gmail.com

Objective

To obtain a position in a company, that can utilize my writing, verbal, administrative and presentation skills.

Profile

Motivated and personable business professional with many years experience in business management, sales and presentations. Talent for managing multiple projects and developing positive and lasting relations with clients. Diplomatic and tactful with professionals and non-professionals at all levels. Accustomed to handling sensitive, confidential records. Demonstrated history of producing accurate, timely reports meeting stringent guidelines and deadlines.

Flexible and versatile – able to adjust quickly and maintain a sense of humor under pressure. Poised and competent with demonstrated ability to easily transcend cultural differences. Excellent team-building skills.

Skills Summary

- ♦ Project Management
- ♦ Report Preparation
- ♦ Written Correspondence
- ♦ Networking
- ♦ Computer Savvy
- ♦ Customer Service
- ♦ Scheduling
- ♦ Marketing & Sales
- ♦ Photography
- ♦ Accounting/Bookkeeping
- ♦ Business & Financial Management
- ♦ Professional Presentations

Professional Experience and Employment History

LUCUMA PARTNERS LLC., DBA ANDEAN STONE 2005 TO MAY 2009

GENERAL MANAGER JANUARY

- ♦ Managed all company employees and operations.
- ♦ Developed and implemented company policies.
- ♦ Managed company finances.
- ♦ Managed accounts payable and receivable.
- ♦ Developed and implemented marketing plans.
- ♦ Managed sales and logistics.
- ♦ Managed all foreign procurements.
- ♦ Researched international suppliers.
- ♦ Developed and maintained relations with international suppliers.
- ♦ Prepared financial and sales reports.
- ♦ Managed inventory.
- ♦ Developed and maintained relationships with clients.
- ♦ Created and conducted presentations for clients and investors.

SHARON'S PLANTS 1997 TO 2002

SALES MANAGEMENT AND CUSTOMER SERVICE

- ♦ Contract sales for federal government and retail garden shops.
- ♦ Managed contract growing schedules and field employees.
- ♦ Customer service and sales.
- ♦ Schedule and coordinate shipments.
- ♦ Billing

Alice Newman

404 A Kalama St. ♦ Kailua, Hi. 96734 ♦ (808)258-0161 ♦ freshoccanair@gmail.com

Professional Experience and Employment History, continued

MAUI MARBLE AND GRANITE 1996

OUTSIDE SALES

- ♦ Serviced professional clients such as architects and designers.
- ♦ Created and conducted presentations.
- ♦ Customer service and sales.
- ♦ Develop and maintain positive client relations.

WALKER ZANGER 1995 TO 1996

CUSTOMER SERVICE AND SALES

- ♦ Manage and maintain samples.
- ♦ Sales and customer service.
- ♦ Place orders and track shipping from the mainland warehouses.
- ♦ Track inventory transfers and special orders.
- ♦ Develop and maintain positive client relations.

CHA'S ISLAND BISTRO 1996 TO 1997

WAITRESS, HOSTESS AND FOOD RUNNER

- ♦ Manage reservations and seating arrangements.
- ♦ Customer service.

3660 ON THE RISE 1992 TO 1996

WAITRESS, HOSTESS AND FOOD RUNNER

- ♦ Manage reservations and seating arrangements.
- ♦ Customer service.

Education

KAPIOLANI COMMUNITY COLLEGE

Liberal Arts

PEARL CITY HIGH SCHOOL

Graduated 1991

Tammy Lynn Cacal
4475 B Pio Street
Lihue, Hawaii 96766
(808) 651-1818

Professional Objective: To obtain a position with opportunity for growth, that will utilize my expertise and gain from my experience.

Summary of Qualifications

- 13 years customer service experience
- 6 years of supervisory/management experience
- Excellent organizational and communication skills
- Proficient in MS Office and Excel
- Reputation for working well under pressure and getting the "job" done

Professional History

Verizon Wireless – **Customer Service Rep. /Asst. Sales Ops.** 12/05–04/08

- 05/06–04/08 As an Asst. Sales Ops my responsibilities was to open and/or close the store. Deactivate and/or activate store and inventory alarms, designate POS stations, disperse and balance daily cash drawers for POS stations & Bill Payment Kiosk and prepare daily deposits for pick-up. Perform daily inventory counts, process pending items and status changes from previous day's work, stock work–stock inventory room and sales floor. On shipment day will receive and secure all inventory, file any discrepancies if needed. On a weekly basis will ship and process all used, DOA & field replacement unit phones and accessories. Manage and perform monthly physical inventory, employees demo log, equipment transfers, employees monthly performance report, monthly store reviews, monthly employee schedule and floor manager duties when needed and/or assigned.
- 12/05–05/06 As a Customer Service Rep, I would research and solve all billing issues, trouble–shoot and/or flash phones when needed. Process all warranty and WFG exchanges, all eligible upgrades, price plan changes, etc. I earned the "Pace Setter" award for 3 consecutive months (Feb., March and April) by performing "gem" customer service and highest retail sales and at the end of the year, named Top Customer Service Rep for 2006.

Homemaker

11/86–12/05

- Raising my children to be respectable citizens on the island of Kauai.

Professional History continued

Tammy Lynn Cacal

4475 B Pio Street
Lihue, Hawaii 96766
(808) 651-1818

First Hawaiian Bank - **Teller** 04/01-04/03

- Check cashing, account deposits & withdrawals and foreign currency exchange
- Opening new accounts & closing accounts
- Daily drawer & vault balancing and auditing when needed

Citifinancial Inc. - **Loan Officer** 04/00-04/01

- Processing loan applications for approval and closing of loans when approved
- Preparing all insurance claims for loan payments
- 30, 60 & 90 days past due collections

Allstate Insurance Co. - **Licensed Sales Agent/Office Mgr.** 09/97-04/00

- Write and maintain Property & Casualty, Life and Long-Term policies
- Perform automobile and home inspections
- Oversee daily office functions

McBryde Sugar Co., Ltd. - **Administrative Assistant** 05/93-12/94

- Administrative duties for the Gen. Mgr., 8 Dept. Mgrs. and 8 Gen. Supt.
- Create weekly newsletter
- Manage and process all agriculture land leases

Nezbeda Tile Inc. - **Office Manager** 05/91-05/92

- Daily cash balancing and deposits
- Managing and reconciliation of all business accounts
- Managing the general ledger and preparation of the financial worksheet
- Oversee daily sales operations

Westin Kauai Resort - **Lead Greeter** 09/87-10/90

- Oversee shift greeter at various positions
- Assign all amenity and luggage deliveries
- Process all gratuities

Education

Kauai Community College	2009-Present
Kauai Community College	1990-1991
Waimea High School	1986 Graduate

WIN Bridge to Success

Performance Measure	Definition (examples)
Knowledge	
Positive community living	% of participants who report they have learned to live in a positive communal living environment get along While in this program I have learn the importance of getting along with the people I live with
Budgeting	% of participants who report they have learned to create and follow a budget while participating in this program. While in this program I have learned to create and follow a budget
Goal Setting	% of participants who report they have learned to set and attain their goals while participating in this program. While in this program I have learned how to attain my goals
Confidence and self-efficacy in making healthy decisions	% of participants who report feeling more confident they can make healthy decisions While in this program I have gained confidence that I can make healthy decisions that support a positive lifestyle
Professional and personal relationship building	% of participants who report they have built positive professional and personal relationships While in this program I have gained more positive professional and personal relationships
Identify past destructive behaviors	% of participants who report was able to identify their past destructive behaviors While in this program I was able to identify my past destructive behavior
Tools for self-sufficiency	% of participants who report they were able to gain tools required for self-sufficiency While in this program I was able to gain tools necessary for me to become self-sufficient
Effective tactful communication	% of participants who report gaining effective communication skills While in this program I was able to gain more positive communication skills
Positive activities	% of participants who report they increased the amount of time spent on positive activities. While in this program I have increased the amount of time I spend on my hobbies, sports, exercise routine or nurturing activities.
Attitudes	
Compassion and patience towards myself and others	% of participants who report they have gained compassion and patience towards myself and others While in this program I have gained more compassion and patience towards myself and others
Desire productivity and self-sufficiency	% of participants who report they gained a stronger desire to become more productive and self-sufficient

Performance Measure	Definition (examples)
	While in this program I gained a stronger desire to become more productive and self-sufficient
Value a Positive Lifestyle	% of participants who report they value a positive lifestyle While in this program I gained a stronger value for a positive lifestyle
Skills	
Communication skills	% of participants who report gaining more effective communication skills as a result of the program While in this program I learned skills that help me communicate more effectively (e.g. <i>Assertive statements, I feel statements etc.</i>)
Positive relationship skills	% of participants who report gaining positive relationship skills While in this program I learned to respect other opinions and beliefs
Self-sufficiency skills	% of participants who report gaining self-sufficiency skills While in this program I learned skills that will enable me to become self-sufficient
Positive decisions making skills	% of participants who report gaining positive decision making skills <i>While in this program I learned skills to help me make more positive decisions</i>
Goal Setting	% of participants who report they have learned skills that enable them to set and attain their goals while participating in this program. While in this program I have learned skills to help me set and accomplish my goals
Behavior	
Participates in positive healthy recreational activities	% of participants who report they increased the amount of time spent on positive activities. While in this program I have increased my interest in the amount of time I spend on my hobbies, sports, exercise routine or nurturing activities.
Seeks healthy relationships	% of participants who report they sought out healthy relationships While in this program I learned the value of seeking healthy relationships
Contributes to the community	% of participants who report they contribute to the community in a positive or productive manner While in this program I gained a desire to contribute more to the community in a positive or productive manner (e.g. positive role model, volunteer or work in the community)
Relationships	
Staff-client relationships	% of participants who report a supportive staff in the program While in this program I felt supported by the staff in this program
Peer relationships	% participants who report positive peer relationships While in this program I made friends that will help me make positive choices in the future
Rebuild and repair strained relationships	% of participant who report they have rebuilt or repaired strained relationships While in this program I was able to rebuild or repair strained relationships

Domestic Violence Anger Management

Performance Measure	Definition (examples)
Knowledge	
Positive living environment	% of participants who report they have learned to live in a more peaceful and positive environment While in this program I have learn the importance of getting along with the people I live with
Confidence and self-efficacy in making healthy decisions	% of participants who report feeling more confident they can make healthy decisions While in this program I have gained confidence that I can make healthy decisions that support a positive lifestyle
Identify destructive past behaviors	% of participants who report was able to identify their past destructive behaviors While in this program I was able to identify my past destructive behavior
Effective tactful communication	% of participants who report gaining effective communication skills While in this program I was able to gain more positive communication skills
Attitudes	
Compassion and patience towards myself and others	% of participants who report they have gained compassion and patience towards myself and others While in this program I have gained more compassion and patience towards myself and others
Desire productivity and self-sufficiency	% of participants who report they gained a stronger desire to become more productive and self-sufficient While in this program I gained a stronger desire to become more productive and self-sufficient
Value a Positive Lifestyle	% of participants who report they value a positive lifestyle While in this program I gained a stronger value for a positive lifestyle
Skills	
Communication skills	% of participants who report gaining more effective communication skills as a result of the program While in this program I learned skills that help me communicate more effectively (e.g. <i>Assertive statements, I feel statements etc.</i>)
Positive relationship skills	% of participants who report gaining positive relationship skills While in this program I learned to respect other people's opinions and beliefs
Positive decisions making skills	% of participants who report gaining positive decision making skills While in this program I learned skills to help me make more positive decisions
Goal Setting	% of participants who report they have learned skills that enable them to set and attain their goals while participating in this program. While in this program I have learned skills to help me set and accomplish my goals
Behavior	

Performance Measure	Definition (examples)
Participates in positive healthy recreational activities	% of participants who report they increased the amount of time spent on positive activities. While in this program I have increased my interest in the amount of time I spend on my hobbies, sports, exercise routine or nurturing activities.
Seeks healthy relationships	% of participants who report they sought out healthy relationships While in this program I learned the value of seeking healthy relationships
Contributes to the community	% of participants who report they contribute to the community in a positive or productive manner While in this program I gained a desire to contribute more to the community in a positive or productive manner (e.g. positive role model, volunteer or work in the community)
Relationships	
Staff-client relationships	% of participants who report a supportive staff in the program While in this program I felt supported by the staff in this program
Peer relationships	% participants who report positive peer relationships While in this program I made friends that will help me make positive choices in the future
Rebuild and repair strained relationships	% of participant who report they have rebuilt or repaired strained relationships While in this program I was able to rebuild or repair strained relationships

Ke Ala For Youth

Performance Measures by Program Component

Sex Educations

Performance Measure	Definition (examples)
Knowledge	
Benefits of sobriety	<p>% of participants who report a gain in knowledge related to the benefits of abstinence as a result of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I learned the benefits of abstaining from mind altering substances."
Sexuality and healthy adolescent development*	<p>% of participants who reported gaining knowledge about healthy development as a result of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I gained new knowledge about sexuality and healthy adolescent development as a result of this program."
Accessing reproductive health and family planning services	<p>% of participants who know how to access services</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "As a result of this program, I know how to access family planning and other medical services if I need them." On a scale of 1 to 5, "The program gave me helpful information and resources should I need to access medical or family planning services."
Attitudes	
Confidence and self-efficacy in choosing abstinence	<p>% of participants who report feeling more confident they can and will long term or permanent sobriety as a result of this program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I have confidence I can abstain from mind altering substances On a scale of 1 to 5, "I think it is ok to say 'no' mind altering substances, even if I think others are using."
Confidence and self-efficacy in avoiding risky sexual behavior	<p>% of participants who report feeling more confident they can and will avoid risky sexual activity</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I have confidence I can avoid risky sexual behavior by abstaining or using condoms or other contraceptives consistently and correctly as a result of the program." On a scale of 1 to 5, "I can prevent getting pregnant or making someone pregnant as a result of the program."
Skills	
Communication skills*	<p>% of participants who report attaining communication skills as a result of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I learned how to effectively communicate my intentions and wishes" (e.g., "I am not willing to use mind altering substances," "I no like,").
Communication skills*	% of participants who report attaining communication skills

Performance Measure	Definition (examples)
	<ul style="list-style-type: none"> On a scale of 1 to 5, "I learned how to effectively communicate my intentions and wishes (e.g., "I am not ready for sex," "I will not have unprotected sex") as a result of the program."
Resistance and refusal skills*	<p>% of participants who reported attaining refusal skills</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I learned how to say 'no' to sex as a result of the program." On a scale of 1 to 5, "I learned how to say 'no' to unprotected sex as a result of the program."
Behavior	
Delay or discontinuation of sexual activity*	<p>% of participants who report abstaining from sex either by remaining abstinent or ceasing sexual activity since completing the program</p> <ul style="list-style-type: none"> "Because of this program, I have stopped sexual activity" (Yes, No, Not Applicable).
Avoidance of risky sexual behaviors	<p>% of sexually active participants who use condoms, other contraceptives, or both consistently and correctly</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of the program, I use condoms or other contraception consistently and correctly."
Relationships	
Staff-youth relationships*	<p>% of participants who report a supportive adult in the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I felt supported by the adults in this program."
Peer relationships*	<p>% participants who report positive peer relationships</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "The friends I made during this program will help me make positive choices in the future."

Academic Support

Performance Measure	Definition (examples)
Attitudes and Beliefs	
Confidence and self-efficacy in school success	<p>% of participants who report feeling more confident they can and will do well in school because of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "As a result of this program, I have confidence that if I apply myself, I can do well in school." On a scale of 1 to 5, "As a result of this program, I believe that if I study hard, I will get better grades."
Value education	<p>% of participants who report valuing education because of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "As a result of this program, I believe that education is important."
Skills	
Study skills	<p>% of participants who report they learned study skills in the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "As a result of this program, I learned skills that

	<p><i>will help me complete my homework on time."</i></p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "As a result of this program, I learned to ask for help when I need it."</i>
Behavior	
Homework completion	<p>% of participants who report completing their homework more regularly since the program began</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "Because of this program, I complete my homework on time more often."</i>
Time spent studying	<p>% of participants who report increasing the time they study since the program began</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "I spend more hours doing homework or school work since completing the program."</i>
Relationships	
Staff-youth relationships *	<p>% of participants who report a supportive adult in the program</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "I felt supported by the adults in the program."</i>
Youth-school relationship*	<p>% of participants who feel "connected" to their school due to program.</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "Because of this program I feel proud to belong to my school."</i>

Enrichment and Recreational Activities

Performance Measure	Definition (examples)
Attitudes and Beliefs	
Confidence and self-efficacy in learning something new	<p>% of participants who report feeling more confident they can and will learn a new skill or craft</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "Because of this program, I am confident that I can learn something new" (i.e., a skill, sport, craft).</i>
Value cultural heritage	<p>% of participants who report because of the program they value their cultural heritage more</p> <ul style="list-style-type: none"> ○ <i>On a scale of 1 to 5, "As a result of this program, I have an increased appreciation of my culture"</i> ○ <i>On a scale of 1 to 5, "As a result of this program, I have an increased appreciation of my culture."</i>
Skills	
Learned a new skill	<p>% of participants who report learning a new skill during the program</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "Because of this program, I learned a new skill."</i>
Behavior	
Participated in recreational activities	<p>% of participants who report increasing the time they participate in recreational activities since the program began</p> <ul style="list-style-type: none"> • <i>On a scale of 1 to 5, "I spend more hours participating in organized</i>

Performance Measure	Definition (examples)
	<i>recreational activities because of this program."</i>
Relationships	
Staff-youth relationships*	% of participants who report a supportive adult in the program <ul style="list-style-type: none"> On a scale of 1 to 5, "I felt supported by the adults in the program."
Peer relationships*	% participants reporting positive peer relationships <ul style="list-style-type: none"> On a scale of 1 to 5, "The friends I made during this program will help me make positive choices in the future."
Youth-school relationship*	% of participants who feel "connected" to their school due to program. <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I feel proud to belong to my school."

Decision-making Skills/Positive Choices

Performance Measure	Definition (examples)
Knowledge	
Effect of risky behavior on goal attainment	% of participants who report that risky behavior can affect goal attainment <ul style="list-style-type: none"> On a scale of 1 to 5, "As a result of this program, I understand better how risk-taking behaviors (e.g., drinking, drug use, sexual activity) can affect my long-term goals."
Attitudes and Beliefs	
Confidence and self-efficacy in making healthy decisions	% of participants who report feeling more confident they can and will make good decisions <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I am confident that I can make healthy decisions that will contribute to goals and success."
Skills	
Decision-making skills	% of participants reporting acquisition of decision-making skills <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I know how to weigh various options and make good decisions that will contribute to my goals and success."
Resistance and refusal skills*	% of participants who report attaining refusal skills <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I learned how to say 'no' to behaviors that can derail my goals" (e.g., drug and alcohol use, sexual activity).
Behavior	
Goal-setting	% of participants who report they set goals <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I developed goals for my future."

Performance Measure	Definition (examples)
Avoidance of risky behaviors	<p>% of participants who report abstaining from risky behaviors (e.g., drug and alcohol use, sexual activity or unprotected sexual activity)</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I currently abstain from using alcohol, tobacco, and other drugs." On a scale of 1 to 5, "Because of this program, I avoid risky sexual behavior, either by abstaining from sex or using condoms or other contraception consistently and correctly."
Relationships	
Staff-youth relationships*	<p>% of participants who report a supportive adult in the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I felt supported by the adults in the program."
Peer relationships*	<p>% of participants who report positive peer relationships</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "The friends I made during this program will help me make positive choices in the future."
Youth-school relationship*	<p>% of participants who feel "connected" to their school due to program.</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I feel proud to belong to my school."

Service Learning/Job Preparation

Performance Measure	Definition (examples)
Knowledge	
Understanding of the workplace environment	<p>% of participants who report they understand workplace norms and expectations</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I know what it takes to do a job well."
Attitudes and Beliefs	
Confidence and self-efficacy in getting and keeping a job	<p>% of participants who report feeling more confident they can get a job and retain employment</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I am confident that I know what it takes to get a job and to keep a job once I am hired." On a scale of 1 to 5, "Because of this program, I know I can succeed at work."
Skills	
New job-related skills	<p>% of participants who report they attained new job-related skills</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I know how to find a job." On a scale of 1 to 5, "Because of this program, I learned skills that will be useful in whatever work environment I choose."

Performance Measure	Definition (examples)
	<ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I have the skills to do a job well."
Behavior	
Practice job skills	% of participants who report practicing job skills, either on the job or in a work-like setting <ul style="list-style-type: none"> On a scale of 1 to 5, "Since the program began, I have practiced job-related skills in a 'real life' setting."
Participation in community service	% of participants who report participating in community service <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program I participated in one or more community service projects"
Relationships	
Staff-youth relationships*	% of participants who report a supportive adult in the program <ul style="list-style-type: none"> On a scale of 1 to 5, "I felt supported by the adults in the program."
Peer relationships*	% of participants who reported positive peer relationships <ul style="list-style-type: none"> On a scale of 1 to 5, "The friends I made during this program will help me make positive choices in the future."

Family Strengthening

Performance Measure	Definition (examples)
Knowledge	
Youth: Parents and adult family members viewed as a resource	% of youth participants who report increased knowledge that parents and adult family members are an important resource <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I learned that my parents or other adult family members are a good resource if I have important questions about school, work, risky behaviors, and my goals."
Adults: Parents and other adult relatives see themselves as a resource	% of parents and adult family members who as a result of the program understand they are an important resource to their children [if applicable] <ul style="list-style-type: none"> On a scale of 1 to 5, "If my child has important questions about school, work, risky behaviors, and goals, he or she should talk to me or another adult relative."
Adults: Effect of parents and families on school success	% of parents and adult family members who understand as a result of the program how to help children succeed in school <ul style="list-style-type: none"> On a scale of 1 to 5, "I know there are actions I can take to help my child succeed in school."
Attitudes and Beliefs	
Youth: Confidence and	% of participants who report feeling more confident they can talk to

Performance Measure	Definition (examples)
self-efficacy in talking to a parent or other adult family member	<p>a parent or other adult relative</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I am confident that I can talk to a parent or other adult family member about whatever is on my mind."
Adults: Confidence and self-efficacy in talking to a child	<p>% of parent or other adult family members who report because of the program they are able to talk to their children</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I am comfortable talking to my child about whatever is on his or her mind."
Skills	
Youth: Communication skills	<p>% of participants who report attaining communication skills</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I learned how to communicate effectively with my parents and other family members." On a scale of 1 to 5, "Because of this program, I learned how to talk to my parents or a trusted adult about whatever is on my mind."
Adults: Communication skills	<p>% of adult participants who report attaining communication skills</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Because of this program, I learned how to communicate effectively with my child." On a scale of 1 to 5, "Because of this program, I learned how to listen to my child and discuss whatever is on his or her mind."
Behavior	
Communication with parents and other family members	<p>% of participants who talked with their parents or other family members as a result of the program since the program began</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Since completing the program, I have talked with a parent or another trusted family member about an issue that was important to me."
Family time	<p>% of participants who report spending more time as a family as a result of the program</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "Since I completed this program, my family spends more time together." On a scale of 1 to 5, "Since I completed this program, my family participates in more social activities together."
Relationships	
Parent-child relationship	<p>% of participants who reported a supportive relationship with a parent or other adult relative</p> <ul style="list-style-type: none"> On a scale of 1 to 5, "I feel supported by my parents and the other adults in my life."

Job Readiness

Performance Measure	Definition (examples)
Knowledge	
Understanding of the workplace environment	<p>% of participants who report they understand workplace norms and expectations</p> <p>Because of this program, I know what it takes to do a job well</p>
Attitudes and Beliefs	
Confidence and self-efficacy in getting and keeping a job	<p>% of participants who report feeling more confident they can get a job and retain employment</p> <p>Because of this program, I am confident that I know what it takes to get a job and to keep a job once I am hired</p> <p>Because of this program, I know I can succeed at work</p>
Skills	
New job-related skills	<p>% of participants who report they attained new job-related skills</p> <p>Because of this program, I know how to find a job</p> <p>Because of this program, I learned skills that will be useful in whatever work environment I choose</p> <p>Because of this program, I have the skills to do a job well</p>
Behavior	
Practice job skills	<p>% of participants who report practicing job skills, either on the job or in a work-like setting</p> <p>Since the program began, I have practiced job-related skills in a 'real life' setting</p>
Participation in community service	<p>% of participants who report participating in community service</p> <p>Because of this program I participated in one or more community service projects</p>
Relationships	
Staff-youth relationships*	<p>% of participants who report a supportive adult in the program</p> <p>I felt supported by the adults in the program</p>
Peer relationships*	<p>% of participants who reported positive peer relationships</p> <p>The friends I made during this program will help me make positive choices in the future</p>

Family Strengthening

Performance Measure	Definition (examples)
Knowledge	
Youth: Parents and adult family members viewed as a resource	<p>% of youth participants who report increased knowledge that parents and adult family members are an important resource</p> <p>Because of this program, I learned that my parents or other adult family members are a good resource if I have important questions about school, work, risky behaviors, and my goals</p>
Adults: Parents and other adult relatives see themselves as a resource	<p>% of parents and adult family members who as a result of the program understand they are an important resource to their children [if applicable]</p> <p>If my child has important questions about school, work, risky behaviors, and goals, he or she should talk to me or another adult relative</p>
Adults: Effect of parents and families on school success	<p>% of parents and adult family members who understand as a result of the program how to help children succeed in school</p> <p>I know there are actions I can take to help my child succeed in school</p>
Attitudes and Beliefs	
Youth: Confidence and self-efficacy in talking to a parent or other adult family member	<p>% of participants who report feeling more confident they can talk to a parent or other adult relative</p> <p>Because of this program, I am confident that I can talk to a parent or other adult family member about whatever is on my mind</p>
Adults: Confidence and self-efficacy in talking to a child	<p>% of parent or other adult family members who report because of the program they are able to talk to their children</p> <p>I am comfortable talking to my child about whatever is on his or her mind</p>
Skills	
Youth: Communication skills	<p>% of participants who report attaining communication skills</p> <p>Because of this program, I learned how to communicate effectively with my parents and other family members</p> <p>Because of this program, I learned how to talk to my parents or a trusted adult about whatever is on my mind</p>
Adults: Communication skills	<p>% of adult participants who report attaining communication skills</p> <p>Because of this program, I learned how to communicate effectively with my child</p> <p>Because of this program, I learned how to listen to my child and discuss whatever is on his or her mind</p>
Behavior	
Communication with parents and other family members	<p>% of participants who talked with their parents or other family members as a result of the program since the program began</p> <p>Since completing the program, I have talked with a parent or another</p>

Performance Measure	Definition (<i>examples</i>)
	trusted family member about an issue that was important to me
Family time	<p>% of participants who report spending more time as a family as a result of the program</p> <p>Since I completed this program, my family spends more time together</p> <p>Since I completed this program, my family participates in more social activities together</p>
Relationships	
Parent-child relationship	<p>% of participants who reported a supportive relationship with a parent or other adult relative</p> <p>I feel supported by my parents and the other adults in my life</p>

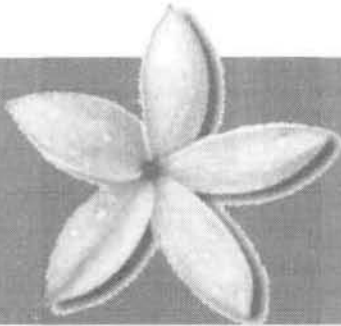
Substance Abuse Relapse Prevention

Performance Measure	Definition (examples)
Knowledge	
Benefits of sobriety	% of participants who report a gain in knowledge related to the benefits of abstinence as a result of the program I learned the benefits of abstaining from mind altering substances.
Effects of risky behavior on goal attainment	% of participants who report a gain in knowledge related to the effects of risky behavior on goal attainment I learned that using drugs prevents me from attaining my goals
Confidence and self-efficacy in making healthy decisions	% of participants who report feeling more confident they can and will avoid risky behavior I have confidence I can avoid risky behavior by evaluating the rewards or consequences of my choices
Identify triggers	% of participants who report they can decrease risk of relapse by identifying their personal triggers I learned how to identify my personal triggers that can lead to relapse
Realize the affect of substance abuse on family, friends and community	% of participants who have realized the affect of substance use on family, friends and community I have learned that using mind altering substances effects not only me but effects others as well
Attitudes	
Value sobriety	% of participants who report valuing abstinence because of the program "As a result of this program, I believe that abstaining from mind altering substances are important."
Confidence and self-efficacy in learning something new	% of participants who report feeling more confident they can and will have long term or permanent sobriety as a result of this program "I have confidence I can abstain from mind altering substances, "I think it is ok to say 'no' to mind altering substances, even if I think others are using."
Value Positive Lifestyle changes	% of participants who report that because of the program they value positive lifestyle changes As a result of this program, I believe I can have a positive lifestyle without drugs
Skills	
Communication skills*	% of participants who report gaining more effective communication skills as a result of the program I learned how to effectively communicate my intentions and wishes" (e.g., "I am not willing to use mind altering substances," "No thank you, I choose not to use today")
Goal setting and attainment	% of participants who report they can set and reach their personal goals I learned how to set goals and work towards attaining the goals
Resistance and refusal skills*	% of participants who report attaining refusal skills as a result of the program

Performance Measure	Definition (examples)
	I learned how to say no to mind altering substances.
Learned new skills	% of participants who report they have gained skills that support their recovery I am confident that I can use skills (e.g. assertive statements and support system etc) to avoid relapse
Decisions making skills	% of participants who report they can make healthy decisions that support positive life style changes I have confidence that I can make healthy decisions
Behavior	
Avoidance of risky behaviors	% of participants who report abstaining from mind altering substances either by avoiding risky environments or active users. Because of the support and skills I learned I have not relapsed since starting this program
Participates in recreational activities	% of participant who report they increased the amount of time spent on recreational activities. Because of this class I have increased the amount of time I spend on my hobbies, sports, exercise routine or nurturing activities.
Relationships	
Staff-client relationships*	% of participants who report a supportive facilitator in the program I felt supported by the staff in this program.
Family relationships	% of participants reporting they have a closer relationship with at least one or more family member as a result of this program As a result of this program, I have a stronger relationship with at least one family member.
Peer relationships*	% participants who report positive peer relationships The friends I made during this program will help me make positive choices in the future.



women in need
SERVING HAWAII SINCE 1996



WIN's mission is to "empower families and individuals at risk by helping them develop the basic tools and skills of personal development and self-sufficiency that enable them to live in safe and stable environments, and in healthy relationships."

GRANT IN AID 2010 PROPOSAL

EXECUTIVE SUMMARY

Women In Need (WIN) is a 501(C) 3 nonprofit organization that provides stabilizing courses in parenting, domestic violence/anger management, self-esteem, computer skills, job readiness, and basic life skills to women, men and children in transition or at risk. Additionally, we assist our clients through our transitional housing and intensive case management. WIN Family Resource Centers are located in Waianae, Haleiwa, and Lihue.

WIN's community service programs improve the circumstances of at-risk families, individuals and communities as a whole. Our main goal is to help those in need to rise above their present predicaments to achieve self-sufficiency and become thriving members of the community. This doesn't benefit our just clients alone, but entire families and communities as well. The burden on taxpayers, communities and government resources will lighten by reducing recidivism, drug addiction and homelessness. When community members thrive everyone wins.

Due to the downturned economy there are more unemployed and homeless. In light of funding cut backs it is increasingly difficult for human service organizations like ours to continue operating. Yet, demand for services is very high. Lack of human service resources and the present economic state results in the rise of social problems and illicit activities committed out of desperation. Permanent employment benefits the economy and replenishes government resources through taxes as well as liberates these individuals. This allows them to continue healthier productive lives by breaking the cycle of dysfunction and improving individual and family circumstances leading to stronger communities. It is more important now than ever that human service organizations like ours continue to receive funding.

Women In Need requests a grant for \$300,000.00 in support of the general operating cost of our entire organization.

WIN serves approximately 450 clients state-wide yearly. WIN will provide participants with the tools, resources, and support they need to:

- ♥ Recognize and overcome past behaviors and triggers
- ♥ Remain drug-free
- ♥ Improve family functioning
- ♥ Obtain educational/vocational training
- ♥ Develop job skills
- ♥ Jobs search and interviewing techniques
- ♥ Build self-esteem and a strong work ethic
 - obtain safe and affordable housing

Our main indicator of success is that the individual does not return to their negative lifestyles and/or to prison. However, this is just the first step. In addition to staying clean, sober, and out of jail, the project will be determined successful by participants returning to school or to work, working through the destructive patterns, and becoming self-sufficient.