

## Adult Friends for Youth

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January 17, 2012

Senate Committee on Ways and Means  
State Capitol, Rm. 215  
Honolulu, HI 96813

Attn: Roderick Becker

Dear Mr. Becker:

Enclosed is a copy of Adult Friends for Youth's application for a Fiscal Year 2012 – 2013 Grant-in-Aid.

Sincerely,

  
Deborah L. K. Spencer-Chun  
President and CEO

House District 32  
Senate District 15

THE TWENTY-SIXTH LEGISLATURE  
HAWAII STATE LEGISLATURE  
APPLICATION FOR GRANTS & SUBSIDIES  
CHAPTER 42F, HAWAII REVISED STATUTES

Log No. 1-0

For Legislature's Use Only

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:  
ADULT FRIENDS FOR YOUTH

Dbas: same as above

Street Address: 3375 Koapaka Street, Suite B290, Honolulu, HI 96819

Mailing Address: 3375 Koapaka Street, Suite B290, Honolulu, HI 96819

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name ADRIAN KWOCK

Title Grant Coordinator

Phone # 833-8775, 685-7866

e-mail afy@afyhawaii.com adrian@afyhawaii.com

3. TYPE OF BUSINESS ENTITY:

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

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

YOUTH GANGS AND HIGH-RISK YOUTH PREVENTION AND INTERVENTION PROGRAM

4. FEDERAL TAX ID #: \_\_\_\_\_

5. STATE TAX ID #: \_\_\_\_\_

7. AMOUNT OF STATE FUNDS REQUESTED:

FY 2012-2013: \$ 274,111

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 \$ 0

FEDERAL \$ 0

COUNTY \$ 0

PRIVATE/OTHER \$ 0

AUTHORIZED SIGNATURE

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

1/27/12  
DATE SIGNED

## Application for Grants and Subsidies

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

### 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:

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

Adult Friends for Youth (AFY) has been providing therapeutic prevention and mental health programs for high-risk youth/gang members for 25 years. The mission of AFY, a 501(c)(3) non-profit tax exempt corporation, is to reduce and eliminate substance abuse, gang-related activities, and family dysfunction in an effort to *enhance the potential for all youth to achieve a rewarding life and become productive members of society.*

Initially established at the University of Hawaii School of Social Work in 1985 under a federal grant, then becoming an independent entity, AFY has been helping build stronger communities and safer schools by providing services to youth in need, receiving wide recognition from the community for its work with the highest-risk youth.

Staffed by professional clinical staff, most at the master's degree or with an equivalent level of experience, AFY believes that no youth or child is beyond hope. AFY's therapeutic approach, Redirectional Therapy, has helped some of the highest-risk youth on Oahu, and its outreach services have focused on communities with some of the highest levels of critical youth issues, including drug use, unemployment, crime, poverty, gang involvement, family dysfunction, teen pregnancy, and truancy, helping redirect their pent-up energy from destructive to constructive activities.

The Redirectional Therapy is unique. It is a non-judgmental, non-threatening, replicable model AFY developed that has been field-tested and refined over 25 years to combat negative youth behaviors (e.g., violence, drugs, no academic motivation). A core belief of Redirectional Therapy is that people have the capacity to change. Redirectional Therapy deals with these gang members not by trying to separate an individual from the gang, which is fruitless as the gang is his/her supportive community, but by addressing the gang as a group, the entire entity. AFY provides services to rival gangs and often mediates between gangs. In addition to group sessions and working with youths, AFY also makes collateral contacts as necessary to help the client that include, but are not limited to, school officials, probation officers, attorneys, and parents/guardians.

In addition to helping youth make better decisions and smoother transitions into adulthood, the agency also helps struggling teens avoid becoming school drop outs and achieve their high school diplomas and move on to higher education and/or careers, enhancing self-confidence, esteem, and teamwork capabilities.

In the past 25 years, AFY has gained a notable reputation for its overwhelming success in working with youth gangs and the highest-risk youth, integrating most members into society with a high school diploma in hand. AFY's outreach services are able to enhance the potential for achieving community goals, such as reducing extreme poverty, improving health and access to educational and other opportunities, and to enhance the quality of life for struggling families by accessing low-income minority youth at the grassroots. These are youth who believe they have no place in the dominant social system.

The group therapy approach, Redirectional Therapy has been applied to 40 gangs in Honolulu and has a success rate of approximately 80 percent (as measured by a reduction or termination of violence, a reduction or termination of substance abuse, and improved academic performance). High-risk youth and ex-gang members who have participated in AFY's programs have graduated from college, e.g., specializing in electrical engineering, welding, automotive mechanics/technology, or liberal arts. Some are now working as a pilot, social worker, office manager, sous chef, waiter, and/or entertainer; others have completed specialized apprenticeships and joined the work force as plumbers, sheet metal workers, and carpenters through the unions; and many are serving the state and country as proud members of the U.S. Air Force, Army, Navy, and Marines.

AFY is in a unique position to reach a youth population that most needs therapeutic guidance and solid role models. AFY has been successful for more than 25 years because its staff is trusted by the target population. It is the agency's hope to reach greater numbers of high-risk youth who are prone to destructive and addictive behaviors, before they settle into a lifelong pattern of neglect, despair, substance abuse, crime, and poverty.

Adult Friends for Youth has received wide recognition over the years for its work with high-risk youth, including the Outstanding Community Mental Health Agency Award by Mental Health America of Hawaii for its "pioneering therapeutic approach in the field." AFY was also saluted by the Hawaii State Legislature's Keiki Caucus, McDonald's Restaurant, and Hawaii Children's Trust Fund with Hawaii's 2008 and 2011 Outstanding Advocate for Children and Youth Award. The Hawaii Psychological Association awarded Adult Friends for Youth the Po'okela Award for excellence in promoting "educational achievement and offering a prescription of hope for significantly reducing poverty and destructive behaviors among youth gang members."

Adult Friends for Youth has also been delivering presentations, workshops, and training seminars on youth issues and youth gangs, both on the local and national levels for over two decades. The most recent presentations made on the national level were in 2011 at the Institute on Violence, Abuse and Trauma in San Diego; and in 2009 in Seattle-Tacoma and Des Moines, Washington; to Henderson Metro Police, Nevada; to the Mayor's Office in Salt Lake City, Utah;

and to the San Jose Rotary Club, California. Presentations made in recent years on the local level were: The Hawaii Chapter of the National Association of Pediatric Nurse Associates and Practitioners in 2008; the 5th (2007) and 7<sup>th</sup> (2009) Annual Hawaii Conference on Preventing, Assessing and Treating Childhood, Adolescent and Adult Trauma; and the 2010 International Society for the Prevention of Child Abuse and Neglect (ISPCAN) session for Innovative Programs for At Risk Youth to Prevent Trans-Generational Child Abuse and Neglect. AFY is scheduled to present in March 2012 at the Annual Hawaii Conference on Preventing, Assessing and Treating Childhood, Adolescent and Adult Trauma

2. The goals and objectives related to the request;

Redirectional Therapy takes the position that gang members, while experiencing all the normal adjustments required of adolescents, also suffer from specific deficits (handicaps), not unlike those experienced by others who are disabled, and that with appropriate intervention they can overcome those deficits. Among these deficits is the experience of living in a brutal social environment and in families who often exhibit the following characteristics and circumstances:

1. Historic poverty
2. Minority ethnic and/or racial status
3. No, or limited, traditions of learning and scholarship
4. Few, or no, educated role models
5. Crowded living conditions that provide little, if any, privacy
6. Second-class status, through several generations, with the consequence that the condition has become endemic
7. Few, if any, social, education or economic successes.

Growing up in this environment, gang members are prone to anger/violence, substance abuse, and poor academic performance, often on the cusp of becoming drop outs due to poor grades or expulsion due to their behavior. Such behaviors lead to the above characteristics and circumstances being perpetuated from generation to generation.

AFY seeks to end these generational binds that lead the youths to a future without hopes. It seeks to provide them with possibilities so these generational binds can be broken, and they can join main stream society. During the past decades, AFY has worked with 40 youth gangs and provided group therapy and gang prevention services to many schools. AFY's programs aim to halt the cycle of poverty, violence, abusive and destructive behaviors that are often passed on from generation to generation by working with the highest-risk youth from low-income, minority, and/or immigrant families. These youth are often already involved in gang-related activities posing a danger to the community, if not to themselves, and disruptive (through bullying, threats, violence, substance abuse) in school. Lacking stable role models and trying to find their way through life on 'survivor mode,' they are one miss-step away from slipping into a world of crimes. These youth believe they have no place in the dominant social system. So-called "problem youth" may disappear from the school campus, but they will not go away. They will surface in other parts of the community, possibly with more potential than ever before to inflict damage and destruction.

It is well to note that their support system is often not their families, but largely their peers, other gang members, who normally engage in high risk behaviors and are a negative influence. For this reason, AFY works with gangs and whole entities to redirect the destructive behavior of the entire group to constructive behavior. AFY staff serve as the positive role models.

GOAL: High risk youths involved in gang related activities will move from anti-social and destructive behaviors to becoming productive members of society.

The OBJECTIVES to reach these goals are:

- 80% of program participants will demonstrate reduced or ceased anti-social and destructive behaviors, including criminal behavior and gang activity.
- 80% of program participants will demonstrate reduced or terminated drug/alcohol use.
- 80% of program participants will demonstrate positive change in school attendance and performance.

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

Left without intervention, the behavior of high-risk youth/gang members takes a toll not only on themselves, but on their schools, neighborhoods, and society as a whole. Left without skills or education to find a better life, the generational bind of poverty will continue. However, AFY believes that in most cases, youth from low-income, minority, and high-risk environment/backgrounds want to find a path to a better life when provided with stable role models, guidance, and options. AFY helps these gang members move from anti-social, disruptive, and at times criminal behavior to becoming productive members of society with a plan and goals for their future. This contrasts with the lack of intervention that leads to welfare or incarceration and the inherent costs to society of both.

How big a problem are gangs? Last year AFY operated sessions for 30 groups, with 426 clients, at Farrington, Waipahu, Kapolei and Campbell High Schools. At Farrington, most of the clients were from housing projects such as Kuhio Park Terrace and Kalihi Valley Homes. AFY also proved services to 115 individual clients. School administrators have asked AFY to expand services, but AFY does not currently have the resources to do so.

When students, gang members, at various high schools were asked how many students they would guess were actual gang members or affiliated with the gangs, the guesses ranged from 50% to as high as 70%. Again, this is an estimate from known gang members. But even if the percentage were half of their estimate, and taking the low end, it would mean that 25% were gang members or affiliated with a gang in a given school. If the student enrollment was 2,000 it would mean 500 were gang members or affiliated with a gang.

In 2010, after a mass fight occurred at Kapolei High School, AFY was asked to intervene and mediate. This resulted in the situation being calmed and AFY picking up additional troubled youths to work with.

Also in 2010, three weeks of violence, including a beating and stabbing, came to a head with a shooting at Kalihi Valley Homes. An on-going feud between gangs from Kalihi Valley Homes and Kuhio Park Terrace prompted a curfew being imposed at both sites by the Hawaii Public Housing Authority. (KITV.com 3.30.10 *Shooting Allegedly Between Feuding Gangs Prompts Tighter Rules.*) AFY staff intervened in collaboration with Major Chur at the HPD Kalihi Substation. Working behind the scenes, AFY staff was able to bring key players from each side to the table to discuss the feud. Mediations took place in restaurants across the island, including Aina Haina. Eventually, the two main players agreed to a truce. Subsequently, AFY has enlisted 21 members of one side in a new Clinical/Competency Based (C-Base) class, and enrolled a key player from the other side into Honolulu Community College. This student received high grades and is now in his fourth semester. The C-Base class will enable AFY not only to help the members, who had dropped out of school, work towards a high school diploma, but also to address their personal issues that may have hindered their progress in the past.

Retired Principal of Farrington High School Catherine Payne has encountered many serious threats and acts of violence that “moved from the community” to her campus. She has seen injuries and deaths from gang violence and affiliations. Ms. Payne has worked for years with Adult Friends for Youth to bring campus violence under control and to help students turn away from drugs to enable them to safely complete high school education. In a Honolulu Advertiser article (3.07.09 Principal sees crime risk in cutting anti-gang cash), she openly aired her fears that fights, vandalism and crime by gang members will rise if budget cuts severely impact nonprofits such as AFY.

AFY’s success in changing the destructive behaviors of youth gangs has focused primarily on male groups in the past. Then an emerging development led AFY to start a female group. Now it has 4 strictly female groups and other mixed groups of boys and girls. Like the boys, these girls also demonstrate destructive behavior. Attention to these girls now are crucial, since one day, they will most likely become mothers and “role-models” to one or more offspring. This could indicate a “doubling” or “tripling” of a population with violent or destructive role-models/behaviors.

The youth with whom AFY works are in the highest risk categories and often engaged in substance-abuse, violence, and illegal activities. They are often youth who feel they have “nothing to lose,” and, consequently pose a danger to themselves and to the community; they are mostly from low-income minority backgrounds, struggling with poverty. No other organization has access to this population to the extent AFY does.

The cost for AFY to redirect these youths into productive lives is a wise investment in their future, and a small price especially if compared to the cost of an un-served gang member entering the juvenile justice system, with possible confinement at the Hawaii Youth Correctional Facility, or later entering the criminal justice system and possible incarceration.

4. Describe the target population to be served; and

AFY proposes to apply its expertise and skills by continuing to reach out to low-income minority high-risk youth/gang members who are at very high risk for crime, violence, and abuse. The youth come from public housing projects in Kalihi and other low income high crime neighborhoods, such as the “Pupu...” streets area in Waipahu. This population tends not to avail itself of services where it must reach out to the service. Therefore, AFY proposes to take its services to them in their schools and neighborhoods. The target population consists of alienated and aggressive youth, many of whom are in gangs and using drugs, who are dangerous to other students, the community at large, and to themselves.

5. Describe the geographic coverage.

AFY finds the urgent need to provide outreach services in Honolulu (notably Kalihi) and Leeward Oahu (including Waipahu, Ewa Beach, Kapolei). These areas are serviced by Farrington, Waipahu, Kapolei and Campbell High Schools and their feeder middle schools. As noted in the above section, the students AFY serves come from low income neighborhoods.

## **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.

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

Adult Friends for Youth is the only nonprofit agency in the state of Hawaii that works with youth gangs/high-risk groups as whole entities (versus individuals who belong to gangs). Working in collaboration with the State Department of Education, AFY’s clinical staff identifies children and youth with high-risk negative/gang behaviors, such as violence, truancy, drug or substance dependency, or group fights. After initiating communications, clinical staff work to establish a relationship of trust, becoming knowledgeable of their environment and issues, meeting their families, and organizing the children/youth into therapeutic groups. Gang members and high-risk youth participating in AFY’s group counseling/therapy sessions and programs have experienced a high school graduation rate of 80% (compared to 20% in 1990).

AFY uses an effective replicable therapy approach, Redirectional Therapy<sup>1</sup>, which has been tested and refined for 25 years, to combat negative youth behaviors, such as violence, drugs, crime, teen pregnancy, family dysfunction, learning disabilities, and other anti-social behaviors, both on and outside of the campus. Following two decades of experience with at-risk youth, AFY has found that the application of Redirectional Therapy has been overwhelmingly successful in helping them to become constructive people with a bright future. Most of its clients have

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<sup>1</sup> AFY has documented Redirectional Therapy in two books *Toward a Gang Solution: The Redirectional Method*, 1996, Rosen, Hingano, Spencer, National Resource Center for Youth Services, The University of Oklahoma; and *Turning It Around: Redirectional Therapy*, 2011, Rosen, Spencer-Chun, Vantage Press.



progressed from angry, violent, and anti-social people to individuals who are participatory, enterprising, and law-abiding, who have graduated from high school and gone on to higher education, the military, and successful employment.

AFY's Redirectional Therapy has philosophical principles and practice principles.

Philosophical principles include:

- People have the capacity to change.
- People are perceived holistically as products of the sum total of their existence. Therefore, as experiences are altered, attitudes and behaviors also change.
- Gang youths have the potential to enter the social and economic mainstream but may not believe that they have the capacity to do so.
- Youths who believe in their capacity to enter the mainstream will choose to do so when provided with the opportunity.
- Most people have the capacity to make decisions that are in their best interests, but may require support, encouragement, and information before they believe they are capable of doing so.
- A mutual and respectful relationship between the Redirectionalist and the client is a prelude to effective intervention. Part of this respect is working on the client's turf.
- The Redirectionalist and the agency provide an environment that is genuine, caring, and nurturing.
- The client is always first.
- Formal and informal education are means for achieving freedom, thinking critically, and becoming aware of a greater universe within which to make decisions.
- Children are capable of influencing their families.
- Youths can be effectively helped without family intervention.
- It is best to work with multiple gangs in a community, especially rivals, if peace and stability are to occur.
- Patience is a necessary virtue – it takes time to establish relationships, time to establish the climate for change, and time to facilitate the change.

Practice principles include:

- Turf. Service is provided on the turf of the youths being served. Turf is both a physical and psychological place; both a geographic area, and their emotional comfort zone.
- Referrals. Requests to AFY for service may be initiated by any system including an individual, school, police, courts, parents, and even other groups, including gangs that are hoping to relieve tensions by getting help for their rivals. However, a decision to engage in a relationship can only be made between AFY, its staff, and the client.
- Participation in the AFY program is fun and immediately rewarding.
- The Redirectionalist communicates care and love

- Redirectional Therapy is nonjudgmental. Students are accepted unconditionally, without regard to past or present behaviors, culture, or beliefs.
- Redirectional Therapy is nondirective (except in matters of health and safety). As opposed to telling the client what to do, the Redirectionalist helps clients assess their unique situations and work out solutions.
- The Redirectionalist is empathic.
- Active listening. The Redirectionists listens to both verbal and non-verbal messages.
- Modeling legal and healthy behaviors.
- Encouraging new social and activity experiences: The Six-Point Plan. (See below.)
- Food as therapy. In addition to resolving hunger and providing nutrition, food helps members relax, contributes to socializing and bonding, is recreational and a source of pleasure. It contributes to a sense of well-being. The clients are from poor families and the food satisfies hunger. Expecting them to concentrate during a group session while hungry makes no sense. In many cultures the offering of food conveys respect and love, and is a way to break down barriers.
- Self-determination.
- Nonintrusive, attentive style.

The group approach to change, Redirectional Therapy, enables group members to show their feelings, explore their behaviors, and plan for the life that they want for themselves. They normally are reluctant to share these deep feelings and fears with friends and family. It provides an environment where destructive behaviors can be re-evaluated and healthy behaviors can be encouraged. The AFY “Six Point Plan” that provides a guideline to expand the horizons of youth beyond their geographic and experiential boundaries illuminates new and rewarding potentialities beyond what they have known. The literature suggests that most low income youth have little experience outside of their homes/school neighborhoods. AFY provides experiences far distant from this limited space, geographically, socially, economically and educationally.

The following activities will be implemented to meet goals.

- Implementation of the Redirectional Therapy in group sessions.
  - The six point plan includes:
    1. social activities
    2. recreation and sports
    3. education
    4. employment and careers
    5. culture and religion (members may be unfamiliar with the values and practices of their culture as well as other cultures)
    6. community service (such as graffiti wipeouts, voter registration, and visits to senior care homes)
- Groups are encouraged to experience planning and implementing one activity within each category over the course of a year. However, the ability to do so depends on the stage of the group’s development, i.e., some will do more and some less.

- Groups will meet weekly or on average 3 times a month depending on student and school schedules. Meetings are generally held on the school campus, their turf. AFY has an office and conference room that can also be used.
- Individual conferences will also be conducted as required.
- Meetings and discussions as needed with all collateral contacts which include, but are not limited to, school officials, probation officers, attorneys, parents/guardians will also be conducted.

AFY is focused on the clients' needs, and not on serving the agency's needs. AFY meets clients at their level. Troubled youth know that AFY serves their best interests, and their trust is based on the perception that, at AFY, they are treated as individuals who matter. Clinical staff are on 24-hour call so that youth can contact them in times of pressing situations (i.e., a possible fight brewing with other rival gangs, possibly violent confrontations with parents, girlfriends and/or boyfriends, etc.). Staff go out of their way to prevent violent conflicts and get the youth out of intensely emotional situations. Youth know that they can call staff at all times (clinical staff provide their cell phone numbers to clients), but they have never abused this privilege and have always been respectful to staff. It is part of the learning process by which they become keenly aware that consequences follow whatever course of action they choose. AFY also has a "once a client, always a client" policy. Years later as an adult, a former client may seek assistance from AFY. For example, AFY continues to work with two adults who were clients in high school. Their stories are told later in the application. One who is now in the Army is looking towards going to college and has come back to AFY to discuss his future plans, especially with the pressure of needed to be able to provide for his wife and kids. Another who is in his 4<sup>th</sup> year of college continued to work with AFY on improving his life.

Progress in working with high-risk youth is not in a straight line, often there are setbacks and ups and downs in a student's journey. It normally takes working with a student 3-4 years to achieve the goal. AFY aims for an 80% success rate, as measured by a reduction/cessation in destructive behavior such as violence and drug/alcohol abuse and improvement in academic performance.

AFY helps school dropouts obtain a high school diploma through its Clinical Competency-Based Alternative Education program. Farrington Adult Community School administers testing and grading, and confers diplomas. The program uses the Department of Education's Adult Community School curriculum in conjunction with AFY's clinical program. This therapeutic component helps troubled youth to get a handle on their often overwhelming personal issues that opens the door to academic success.

The agency also provides cultural experiences to youth, and athletics are emphasized as an outlet for pent-up energy and as a diversion from the monotony of "just hanging out in neighborhoods," offering a chance to take part in an out-of-school team activity and an experience of sportsmanship. AFY's 7-a-Side International Rugby Tournament has grown into a premier annual tournament. The safe, speedy, and great spectator sport has drawn both boys' and girls' teams from as far away as Canada, New Zealand, and Pennsylvania, playing with local teams from the Big Island, Maui, Kalihi, Radford, Waipahu, Laie, and Kahuku.

By helping youth establish an awareness of their potentialities, AFY's two decades of field work have found that not only do they give up destructive behaviors as a way of life, but they also give up substance abuse. This is the population who desperately need guidance, before they become entrapped in the web of violence and hard core criminals.

There is no short term solution for the problems that these students present. Persistence will be required for long-term behavioral changes to occur. Progress in some cases is already in evidence. Unfortunately, society is always looking for the quick fix, and funding for the hard and difficult work required for change is almost nonexistent.

A sample of the impact that AFY's programs makes in youths' lives can be seen by looking at its recent Young Persons of the Year honorees at its annual dinner.

Among AFY's 2009 Young Persons of the Year honorees are five exceptional young men who persevered harsh circumstances and survived the storms. Four are brothers: Jerome Sevilleja and Jeremy Sagadraca, Andrew "Bubba" and Anson Hodges. They hardly went to school, smoked weed, and got into constant trouble, when the eldest of the four, Jerome, encountered AFY. AFY was able to provide the guidance the brothers desperately needed. Jerome, who recently returned from his second tour of Iraq, looks back, "They helped us stay positive, made us stronger..." Jerome has been a proud member of the Army National Guard for seven years now. His brother Anson works for the popular Highway Inn restaurant; Bradda Bubba sings in the band Rebel Souljahz, winner of the prestigious 2009 Na Hoku Awards Best Reggae Album of the Year; and Jeremy recently moved back from Las Vegas and plans to return to his job there. Born in Kalihi, their childhood was a rough one. All of the brothers eventually graduated Waipahu High School. Jerome recalls, "One thing I really noticed, and so did my brothers, is that AFY never gives up." The brothers all agree that they now see life from a different perspective.

AFY's 5th honoree, Lerrick Beate, was into frequent fights and drugs, losing a friend to suicide, and seeing another get stabbed. He almost gave up on himself. He was ready to "go to war" with a rival group, when AFY stepped into his life. AFY's alternative education program provided him with new and positive experiences, and a fresh perspective on life. The program helped him earn his high school diploma. Lerrick is currently working as a security guard and aiming for a college certification in refrigeration and air condition maintenance. He is a scholarship recipient and attending Leeward Community College.

AFY's 2010 Young Persons of the Year honorees were Jonathan Puletasi and Arnold Tagalicud. Growing up, gangs were a part of Jonathan Puletasi's neighborhood. He got in numerous fights and found it difficult to walk away from confrontations. At the end of his sophomore year, he met an AFY counselor. Through regular sessions with AFY he started to believe that good things could actually come to fruition through perseverance, commitment and hard work. AFY helped Jonathan see his priorities in life. With his newly found focus and AFY's continued support, he graduated from high school in 2006 and played college football at Shasta Junior College in California. Currently employed at Pearl Harbor, he is also enrolled in the welding program at Honolulu Community college.

As a freshman, Arnold Tagalicud was immersed in the gang life. It appeared to be his destiny. He seemed angry with everything and everyone around them and seemed not to care about life. His attendance and grades were poor. After discussion with his high school counselor he dropped out of regular school and joined AFY's Clinical Competency Based Alternative Education Program where he developed the discipline he needed to pursue his studies. Initially struggling and failing, he made a goal of never failing an exam again. With AFY's support, he did it and earned the Most Improved Student Award at his graduation ceremony in 2005. He is currently employed at a botanical garden in Makakilo and hopes to attend college some day.

AFY's 2011 Young Persons of the Year Honorees were Holiformes Bal-Ed Dalingay Senen and Laupo Kivaha who were previously referenced above. Holiformes Bal-Ed Dalingay Senen came to Hawaii at the age of eleven with his father from the Philippines, leaving his mother and other family members. The separation from his mother and his struggles with language and the new environment led to frustration which deepened when he reached middle school. He joined others who shared the same frustration. Frustration turned to anger and led to destructive behavior. He and his friends began getting into fights, and his reputation as a gang member was starting to flourish as he hung out with older boys from his community. In high school as the older boys dropped out or were suspended, he became a leader. Fights in the community took a toll on him and his grades. Then in AFY's group therapy sessions he and his friends began to see life differently and worked hard to change their behavior. In his senior year he made the honor roll. Unable to afford college tuition, despite his attempts to get financial aid, he enlisted in the National Guard and later as a full time soldier was stationed in Germany. Holi has served in the Army for the past seven years as a combat engineer and is on his third deployment in Afghanistan. Upon his return in March 2012 Sgt. Senen hopes to pursue a degree in Radiologic Technology.

Laupo Kivaha earned his tough guy reputation on the streets of Kalihi where violence was a way of life. Through his interaction with AFY he began to explore some of his problems, but, unfortunately, was not a consistent member of an AFY therapy group until after he graduated from high school. After graduation he stayed involved with AFY. He wanted to change but didn't know how to do it. One morning he called and described a fight that put a client from another group into a coma. While AFY scrambled to resolve the issues, a stabbing and two shootings occurred in retaliation to the original fight. This is where Laupo began looking to change. He was under pressure to retaliate, but didn't want the situation to explode and wanted to take responsibility for the things he had done. He wanted to resolve the problem without anyone else getting hurt. With the help of AFY staff, a very successful mediation took place and issues were resolved. He entered Honolulu Community College with the goal of joining the Hawaii Electrician Union. After the first semester he found that he really enjoyed college. He is now in his fourth semester and is planning to enroll in a four year university. He is currently working as a mentor for the Pride Project at HCC.

AFY has been able to lift hundreds of high-risk youth out of their predicaments. Among other things, AFY's programs provide them with opportunities to have fun by exploring new positive experiences, to talk about any subject without being judged or lectured to, to reflect on

their lives, and to enjoy the luxury of having someone really listen to them. Preventive measures aimed at building resiliency among high-risk students and teaching our children to be safe, to make better choices, to be respectful of others can spare them the pain and suffering of substance-abuse, crime, and/or violence, while reducing the rising costs of incarceration.

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

Under the Youth Gangs and High-Risk Youth Prevention and Intervention Program, AFY’s primary objective is to work with a minimum of 60 very highest-risk students, both boys and girls (mostly youth gangs members) on Oahu, to reduce destructive and violent behaviors and replace negative behaviors with more socially acceptable behaviors. Start date and completion date will hinge on the program’s contract agreement. Otherwise, the start date is anticipated on July 1, 2012 and completion date on June 30, 2013.

AFY’s proposed 12-month timeline for its Group Therapy Program (GTP):

Months 1 – 3	Preparation involves working with schools, identifying students with high-risk behaviors, such as violence, truancy, drug or substance dependency, and gang involvement. Initiate communications and start ‘connecting’ with 60 high-risk youth (divided into groups); conduct discussions with individuals and group members to become familiar with their issues and establish a relationship of trust; groups begin to meet for therapeutic and educational sessions. If it is a continuing group, then this phase had already been done and clinical work can immediately continue.
Months 4 – 6	Clinical work includes continuous engagement of the high-risk youth groups in therapeutic group sessions where they can discuss their behavior and problems that are troubling them and impact their behavior. Clients in group sessions also are provided with individual counseling sessions as appropriate and needed. The clinician, on behalf of the student, may also make collateral contacts to help the students with, for example, parents, probation officers, attorneys, the Court, and other agencies. Group sessions may also be activities/field trips dealing with social activities, recreation and sports, education, employment and careers, culture and religion, community service – all activities that steer attention away from negative, anti-social, or violent activities. These activities are designed to broaden the narrow experience base of the students and give them more of an exposure to main stream society. AFY has vans to provide transportation for the students. The number and type of such activities depends on the maturity level of each group.
Month 7	Mid-project check of progress towards accomplishing the project’s objectives. Adjustments made as necessary.

Months 7 – 12	Continue clinical work as described in Months 4-6 above.
Months 12 – 13	Year end project evaluation and final report.

It should be noted that services to youth in gangs and school groups are indeterminate. They continue as long as there is mutual agreement that they are needed. It is common for service to gangs to be provided for two or more years.

3. 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; and

Evaluation, measures, and assessment instruments to be used to determine changes in behaviors and attitudes: Outcomes for gang and school therapy groups will be measured through oral and written self-reporting, school records and reports, a baseline study, and through on-going staff assessments that are reported in written records for each group and individual session. Feedback from school administrators, counselors, teacher and security are received. Staff also meet at least bi-weekly to discuss client progress. Meetings are both peer-to-peer and with a supervisor. Staff assessments and session records are reviewed by and discussed with a supervisor. Annual all-day or multi-day retreats are held to discuss issues in depth and to plan future work.

The analytical process is continuous. The increased clarity generated by this process led to writing the books, *Toward a Gang Solution: The Redirectional Method*, in 1996 and *Turning It Around: Redirectional Therapy* that were previously mentioned.

Both financial and program services are continuously monitored and evaluated. Quarterly financial reports are submitted and annual audits are conducted by the accounting firm of Carr, Gouveia and Associates, CPAs, Inc. The annual audits are formally presented to the AFY Board of Directors by the CPA firm at a meeting called for that purpose.

Improving results and training for staff: Working with the very high-risk youth population entails specialized skills that go beyond textbooks. Finding personnel with the required qualifications and character to defuse what could easily turn into dangerous or violent situations is a challenge. New staff will be trained in Redirectional Therapy. Training includes study of Redirectional Therapy through classroom dialogues and using AFY's two books, supervision by senior staff, "shadowing" veteran staff in the field, assisting in counseling sessions, and participating in staff seminars. When training has progressed sufficiently, as determined by the President and Chief Executive Officer, new staff will be assigned groups and clients of their own.

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.

Performance Targets:

- 60 clients will be enrolled in the program.
- 80% of program participants will reduce or cease violence and other criminal and delinquent behavior.
- 80% of program participants will demonstrate positive change in school attendance and grades.
- 80% of program participants will reduce or terminate drug/alcohol use.
- 80% of program participants will demonstrate increased protective factors and reduced risk factors.

**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 attached.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2012-2013.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$68,528	\$68,528	\$68,528	\$68,527	\$274,111

3. The applicant shall provide a listing of all other sources of funding that they are trying to obtain for fiscal year 2012-2013.

AFY is not aware of other sources of funding, at this moment in time, that will be available for FY 2012 – 2012.

4. The applicant shall provide a listing of all state and federal tax credits that have been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable / none.

**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.

As noted above, AFY worked with 30 groups last year, with 426 participants at Farrington, Waipahu, Kapolei and Campbell High Schools. In its past it has also worked with feeder schools such as Dole Middle School.

Over the years AFY has redirected the behavior of more than 40 youth gangs and/or highest-risk youth groups including:

Junior Sons of Samoa	Peewees SOS	Baby Gangsters SOS
Young Original Bloods	Halawa Mobs	KVH Young Boys
INR	Fobmob	Sisters of Kuhio
Baby Hawaii Brothers	Pinoy Boys	Little Pinoys/Bad Boys of Ilocano
Flipside Pinoys	Hamocide	Young Terrible Kids
Born to Kill	Rapas	Bad Boys Bisayan
North Shore Boys	West Side Islanders	Kalihi Umi Boys
Backyard Boys	MMs	KPT Young Boys
Cross Sun	Black Guerrilla Army	KC
Ilocano Boys	Barcadas	Bad Hamo Bloods
Infamous	KPT	XBB
KIS	KAM IV ESPG	Tongan Crip Gang
BGA	Hard Knoccs (KPT)	PYG – Parkside Young Gangsters (KPT)
Soldier Boys	Barcadas	

The Young Persons of the Year Honorees mentioned above are testimony to AFY's ability and the success of Redirectional Therapy in turning lives from destructive to constructive behavior.

AFY's skills and experience can also be seen by how AFY is reviewed by professionals in the field that it works with. Here are their statements:

2009 -- then Farrington High School Principal Catherine Payne: "As the principal of Farrington since 1995, I have lived through many serious threats and acts of violence that have moved from the community to the school. There have been injuries and deaths from gang violence; most of the gang affiliations are associated with the different public housing projects, and in the last couple of years we have seen an expansion of gang involvement and activity. Since AFY began working with dozens of these youths from both KPT and KVH, campus and community violence has lessened. The potential is always with us, however, and not a day goes

by when we are not in communication with the outreach workers from Adult Friends for Youth. They follow up on rumors by going to the homes of gang members and often are able to prevent violence from breaking out. They help us with mediation when altercations occur. No group is doing what they are doing in the community. Suppressing gang activity has never worked, but working with these young people to help them see that they can choose a better way of life makes a difference for the community that is long-lasting.”

2009 -- Major William Chur, commander of District 5 (Kalihi) of the Honolulu Police Department: “The Kalihi police district welcomes the partnership and work of the AFY in helping to deter harmful gang activity and diffuse problems before violence erupts. AFY has a commendable record of providing long-term mental health approaches to the highest at-risk youth population in our district. Its efforts keep many young people out of trouble. AFY’s program of redirection therapy offers an important long-term preventive strategy, as well as intervention toward the proliferating youth gang problems before they grow into a criminal/law enforcement issue.”

2011 -- Ernest Abe, Vice Principal at Waipahu High School: “we presently have a school population of over 2,400 students. Many of these students are new to the islands so many of them join gangs to have a sense of belonging. Unfortunately, many times there are conflicts between gangs. AFY have been very instrumental in calming possible volatile situations between rival gang members...AFY has been providing an invaluable service to our youth and our school in helping to keep it safe for everyone.”

2011 -- Elton Kinoshita, Vice Principal at James Campbell High School: referring to fights between is students and students from other high schools, “...AFY took the lead in facilitating the successful mediation between the rival gangs. The threat of gang violence continues to be a problem with outsiders coming onto our campus and nearby parks. AFY is often able to work with each group individually, and then will bring them together for mediation. Their success rate is extremely high in these matters. This is evidence of the trust they have built over the years with gang members in various high crime areas on the island...In my ten years of public education, nothing has frightened me as much as seeing large masses of teens engaged in a brawl. I am convinced that the efforts of AFY have severely decreased these riots from occurring.”

2011 -- Elden Esmeralda, Principal Kapolei High School: “I have relied on Adult Friends for Youth to assist in mediation and provide intervention for our troubled teens. Their ability to connect with the multi-array of students, as well as be available when crisis occurs, has been extremely beneficial. They provide a vital service which in turn helps to provide a safer campus for all students.”

2011 -- Ed Kubo, Judge of the Hawaii First Judicial Circuit Court, former Hawaii U.S. Attorney: “Adult Friends for Youth not only talks the talk, they walk the walk. AFY can be relied upon not only by law enforcement, not only by our community, but especially by schools and principals to do great work in turning lives around. They've saved lives in our community.”

2011 -- Keith Kaneshiro, Honolulu Prosecuting Attorney: "I worked with AFY back in the early 1990s when the gang problem got pretty bad. As a result of their work the gang problems subsided. The concept of working with the whole gang is a good concept. From AFY working with the gangs I saw a tremendous impact on the community."

2011 -- Peter Carlisle, Mayor, City and County of Honolulu, former Honolulu Prosecuting Attorney: "I learned about the organization when I was in the Prosecutor's office. Its mental health approach has in my mind been very successful. Years ago I might not have been okay with schools calling AFY before the police, but you guys have proven your worth. In my opinion your approach has been transformative."

AFY has received funding contracts within the past three years from:

The Atherton Family Foundation; City and County of Honolulu CDBG Grant, Leeward Community Benefit Grant, Mayor's Task Force Grant, and Workforce Investment Act; Department of Health and Human Services – TANF Grant; George P. and Ida Tenney Castle Trust; Hawaii Children's Trust Fund; Hawaii Community Foundation Crystal Meth Initiative; State of Hawaii – Office of Youth Services; State of Hawaii – Department of Transportation; State of Hawaii – Department of Education; AES Hawaii; Alexander & Baldwin Foundation; Aloha United Way; Castle & Cooke Hawaii; Combined Federal Campaign; Farrington High School; Friends of Hawaii Charities; GEAR UP Hawaii; Harry and Jeanette Weinberg Foundation; Henry and Colene Wong Foundation; Hiroshi Asakawa Charitable Remainder Trust; James Campbell High School; Kaiser Permanente; Kaneta Foundation; Kapolei High School; KTA Super Stores; LikeLike Elementary School; Maryl Group; Schuler Family Foundation; Servco Foundation; 7-11 Hawaii; the Seto Foundation; Sidney Stern Memorial Trust; Waianae Intermediate School; Watamull Foundation; G. N. Wilcox Trust; the Frear Eleemosynary Trust; the Women's Fund; the Ouida and Doc Hill Foundation; the McInerney Foundation; George Mason Fund; Farmers Insurance; and Hawaii Iron Workers Stabilization Fund.

## **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.

Gang prevention and rehabilitation is conducted through schools and in the community. The program utilizes community facilities, including classrooms, recreation centers, beaches, parks, and a variety of commercial establishments, including bowling alleys, billiard parlors, and movie theaters. Staff use various sites depending on program requirements. AFY maintains a 4,287 square foot office at the Airport Industrial Park (3375 Koapaka Street, Suite B290). Classes and presentations are often held in our classroom/conference room. ADA requirements:

The AFY office is immediately off of the parking lot, Level B. There are no steps. The office is accessed by several doors: two double doors and a single door that can easily accommodate a wheel chair. No special equipment nor remodeling is necessary.

## **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.

Key staff in this program are:

Deborah L. K. Spencer-Chun, President and C.E.O., M.S.W., provides direct supervision to the Vice President, Clinicians, Grant writer/Communications Coordinator, and AFY operations/administrative staff; maintains the linkage between the Board of Directors and staff, and implements board policies. This position supervises all fiscal matters and oversees all aspects relevant to client services, recording instruments and other instruments required for practice accountability, and maintains close communication with the clinical staff on all issues. Minimum Qualifications: Master's Degree in Social Work or advanced degree in a related education, human service or health field and five years of direct practice/management experience. Preferably, a minimum of three years of experience will be with Adult Friends for Youth. Ten years of direct practice or managerial experience at AFY may be substituted for an advanced degree. This position is also responsible for providing staff services to the Board of Directors, which involves arranging meetings, providing materials and information, serving ex-officio on all committees, and implementing board policies. Ms. Spencer-Chun has been a staff member for 24 years. She also provides direct services as appropriate. She is co-author of AFY's two books on Redirectional Therapy.

McKay Schwenke, Vice President, B.S., provides, instruction for practicum students, the community service program, and helps establish and maintain relationships with organizations that are relevant to client services, develops recording instruments and other instruments required for practice accountability. He also provides direct services. The VP is in close communication with the C.E.O. on all issues related to clinical practice, and reports directly to the C.E.O. Minimum Qualifications: Master's Degree in Social Work or advanced degree in a related field of practice and five years of direct practice. A bachelor's degree and ten years of practice, at least three of which will have been at AFY, may be substituted for an advanced degree. Mr. Schwenke has been on staff for 21 years.

Malakai Maumalanga, M.S.W., Master Clinician, provides direct services to groups and individuals, mentors and directly supervises clinical specialists, conducts intake of clients, and reports directly to the Vice President or President. This position recognizes an intermediate level of practice requiring supervision of a collegial nature but also able to provide services independently. Minimum Qualifications: Master's Degree in Social Work or advanced degree in a related field and two years of clinical practice. A bachelor's degree and four years of clinical practice at AFY may be substituted for an advanced degree. Mr. Maumalanga has been on staff for 9 years.

Clinicians: Clinicians work under the close supervision of either the C.E.O., V.P., or a Master Clinician, providing the same direct services as those by their senior counterparts. Minimum Qualifications: Master's Degree in Social Work or advance degree in a related field. A Bachelor's Degree and two years of practice experience may be substituted for an advanced degree. In rare instances, an outstanding practitioner without a degree, but working toward one, may be hired at this level.) Three Clinicians will work on the program.

- Meja Kaniho, M.A., has been on staff for 4.5 years. She coordinates group and client records and data collection for the clinicians.
- Lisa Tamashiro, B.S.W., has been on staff for 1 year.
- Jonathon Cariaga, M.A. is in his first year on staff.

Sidney Rosen, M.S.W., Ph.D is the In-House Consultant/Trainer. Dr. Rosen is the Founder & President Emeritus of Adult Friends for Youth. Dr. Rosen's experience and knowledge are key in training staff in Redirectional Therapy and improving their skills in group counseling, individual counseling, and mediation work. Among the many courses that Dr. Rosen taught in 28 years at the University of Hawaii School of School Work were classes in community organization, group psychotherapy, and group theory. He is the co-author of AFY's two books previously mentioned.

Adrian Kwock, M.A., Grant and Communications Coordinator, is responsible for grant-writing and grant-related performance reports and invoices, as well as public relations/media communications of the program operation. Mr. Kwock retired from the State of Hawaii as Branch Chief of the Grants & Planning Branch, Crime Prevention & Justice Assistance Division, Department of the Attorney General. He was also Principal of a private high school in Honolulu. Minimum qualifications are a Bachelor's degree and/or a proven track record in grantwriting, communications, journalism, marketing, or related field. This position is supervised by the President and C.E.O. He has been on staff one year.

Jane Tampon, Office Manager, oversees fiscal matter including making payments and reimbursements required for program activities. She has been on staff 13 years.

Elizabeth Yonamine, Special Programs Assistant and Volunteer/Community Coordinator, oversees volunteers, community service workers, and youth stipend employees. She also orders

supplies needed for the group sessions and provides logistical support for staff. She has been on staff 11 years.

As noted in a previous section, working with the very high-risk youth population entails specialized skills that go beyond textbooks. Finding personnel with the required qualifications and character to defuse what could easily turn into dangerous or violent situations is a challenge. New staff are trained in Redirectional Therapy. Training includes study of the method, beginning with AFY's two books, previously mentioned, supervision by senior staff, "shadowing" veteran staff in the field, assisting in counseling sessions, and participating in staff seminars. When training has progressed sufficiently, as determined by the President and Chief Executive Officer, new staff will be assigned groups and clients of their own.

Training meetings are conducted bi-monthly when staff can discuss specific issues and cases. Case discussion includes comments from peers and supervisors regarding how a case was conducted and what improvements could be made. Trainings are also conducted in one-to-one meeting between the clinical staff and a supervisor. Finally, an annual retreat provides the opportunity for additional formal training.

Adult Friends for Youth has a 19-member Board of Directors. The annual audits are formally presented to the AFY Board of Directors by the accounting firm, Carr, Gouveia and Associates, CPAs, Inc. at a meeting called for that purpose.

## **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 attached.

## **VI. Other**

### **A. Litigation**

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

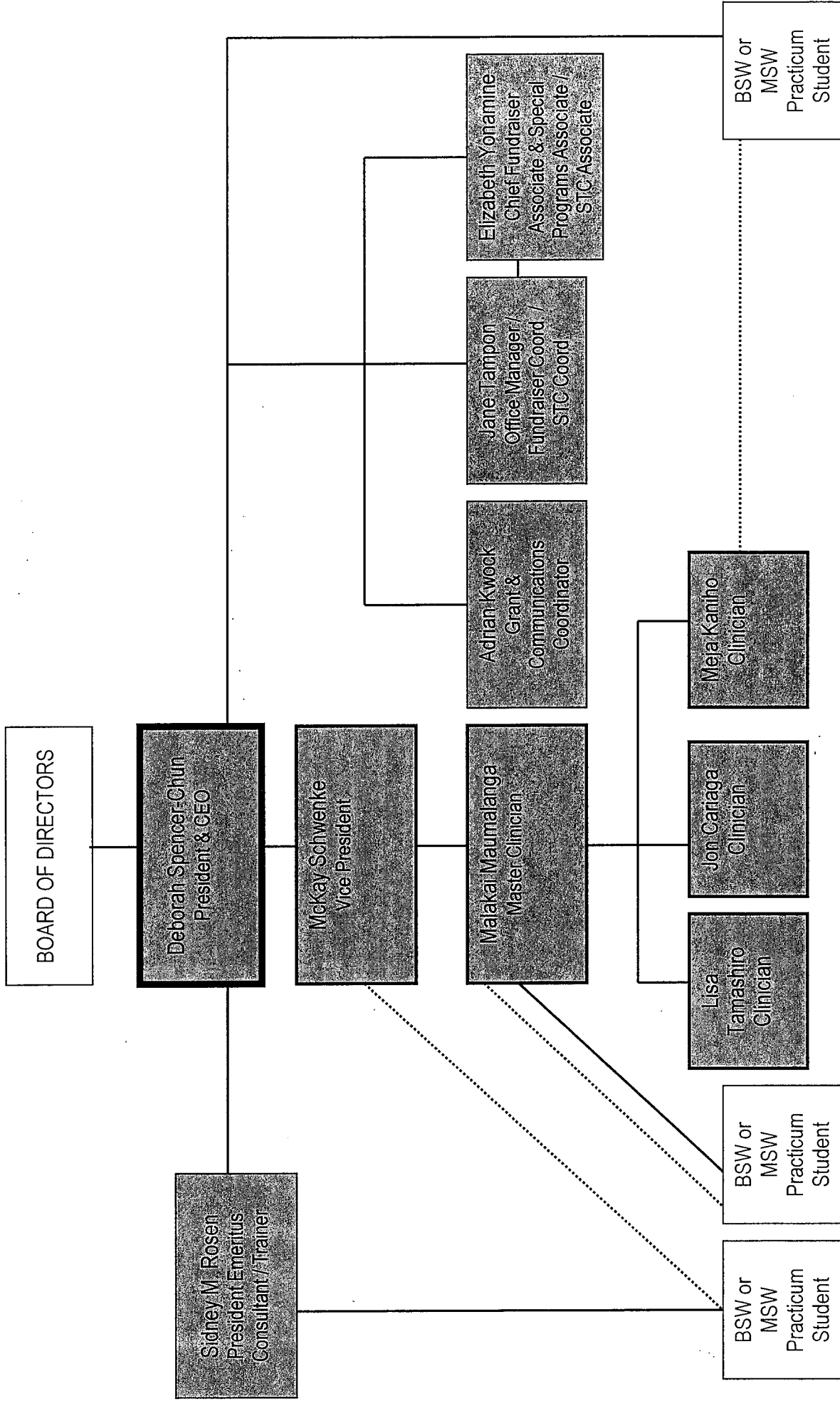
Adult Friends for Youth is not a party to any litigation.

### **B. Licensure or Accreditation**

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

Adult Friends for Youth provides a one-of-a-kind service for which there is no licensing or accreditation body. However, the agency has received numerous awards and recognition from the State, community, and professional organizations for its work. Please see pages 2, 3.

Adult Friends for Youth  
 Organization Chart  
 2011 – 2012



PRACTICUM SUPERVISION


Academic Supervision  
 Clinical Supervision





**BUDGET REQUEST BY SOURCE OF FUNDS**  
(Period: July 1, 2012 to June 30, 2013)

Applicant: Adult Friends for Youth

<b>BUDGET CATEGORIES</b>	<b>Total State Funds Requested (a)</b>	<b>(b)</b>	<b>(c)</b>	<b>(d)</b>
<b>A. PERSONNEL COST</b>				
1. Salaries	140,025			
2. Payroll Taxes & Assessments	17,433			
3. Fringe Benefits	26,510			
<b>TOTAL PERSONNEL COST</b>	<b>183,968</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance	5,882			
3. Lease/Rental of Equipment	1,140			
4. Rental of Space incl electric & parking	44,276			
5. Staff Training (conference, meetings)	967			
6. Supplies (office/program)	7,143			
7. Telecommunication	3,389			
8. Utilities (incl in rent)	0			
9. Gas for Vans	4,365			
10. Cleaning & Maintenance	1,746			
11. Postage	662			
12. Accounting Fees	6,997			
13. Professional Fees	698			
14. Payroll Prep Fees	1,255			
15. Equipment and Furnishings	780			
16. Vehicle Rentals	935			
17. Vehicle Maintenance & Repair	1,247			
18. Youth Stipends	1,122			
19. Printing, Publications	234			
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>82,838</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>625</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>6,680</b>			
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>274,111</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	274,111	Deborah L.K. Spencer-Chun 833-8775		
(b)				
(c)				
(d)				
<b>TOTAL BUDGET</b>	<b>274,111</b>	Deborah L.K. Spencer-Chun, President & CEO Name and Title (Please type or print)		

## BUDGET JUSTIFICATION PERSONNEL - SALARIES AND WAGES

Applicant: Adult Friends for Youth

Period: July 1, 2012 to June 30, 2013

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Clinician	1	\$35,000.00	50.00%	\$ 17,500.00
Clinician	1	\$39,000.00	50.00%	\$ 19,500.00
Grant Coordinator	0.7	\$35,500.00	10.00%	\$ 3,550.00
Clinician	1	\$42,000.00	40.00%	\$ 16,800.00
Master Clinician	1	\$50,000.00	50.00%	\$ 25,000.00
Trainer/Consultant	0.7	\$60,000.00	10.00%	\$ 6,000.00
Vice President	1	\$63,000.00	50.00%	\$ 31,500.00
President & CEO	1	\$81,000.00	20.00%	\$ 16,200.00
Office Manager	1	\$45,000.00	5.00%	\$ 2,250.00
Program Associate	1	\$34,500.00	5.00%	\$ 1,725.00
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				<b>140,025.00</b>

**JUSTIFICATION/COMMENTS:**

Staff provide direct services, administrative and supervisory functions, training and consultation on cases, grant support, support to staff and clients.

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Applicant: Adult Friends for Youth

Period: July 1, 2012 to June 30, 2013

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Computers including monitors	4.00	\$500.00	\$ 2,000.00	625
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	4		\$ 2,000.00	625

JUSTIFICATION/COMMENTS: used by staff to create activities, research for resources to help students, case management and reports.

Used by students for school work, research for job searches and colleges.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
New or Used (e.g., 2007) 15 Passenger Van	1.00	\$16-28,000	\$ 22,000.00	6680
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 22,000.00	6,680

JUSTIFICATION/COMMENTS:

Used for transporting students for project activities. Replaces aging high mileage van which is often out of service for repairs.

**BUDGET JUSTIFICATION  
CAPITAL PROJECT DETAILS**

Applicant: Adult Friends for Youth

Period: July 1, 2012 to June 30, 2013

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED FY:2012-2013	OF FUNDS REQUESTED FY:2012-2013	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2010-2011	FY: 2011-2012			FY:2013-2014	FY:2014-2015
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						
Not Applicable.						

**DECLARATION STATEMENT  
APPLICANTS FOR GRANTS AND SUBSIDIES  
CHAPTER 42F, HAWAII REVISED 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.

Adult Friends for Youth

\_\_\_\_\_  
Deborah L.K. Spencer-Chun

(Signature)

\_\_\_\_\_  
President & CEO

(Date)

(Typed Name)

(Title)