

House District 30

Senate District 15

THE TWENTY-EIGHTH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES

Log No:

For Legislature's Use Only

Type of Grant Request:

GRANT REQUEST - OPERATING

GRANT REQUEST - CAPITAL

"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.

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

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

Db:

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 NICOLE HORI

Title Executive Assistant

Phone # 808-833-8775

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3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION INCORPORATED IN HAWAII
- FOR PROFIT CORPORATION INCORPORATED IN HAWAII
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL
- OTHER

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

YOUTH GANGS AND HIGH RISK YOUTH PREVENTION & INTERVENTION PROGRAM, STUDENT ANTI BULLYING AND VIOLENCE CONVENTION

7. AMOUNT OF STATE FUNDS REQUESTED:

FISCAL YEAR 2017: \$ 540,000

4. FEDERAL TAX ID #

5. STATE TAX ID #:

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

DATE SIGNED

1/14/16



RECEIVED

1/19/16

NARRATIVE

Application for Grants

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. Please include the following:

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

The genesis of Adult Friends for Youth (AFY) is a Federal Grant in 1985. AFY has provided therapeutic services on the island of Oahu for the past 29 years. The mission of AFY, a 501 (c) (3) is 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, and then becoming an independent entity in 1986, AFY has helped to build stronger communities and safer schools. By providing services to youth in need, AFY has received wide recognition from the community for its work with the highest-risk youth.

Staffed by professional clinical staff, with master's degrees or with bachelor's degrees, AFY believes that no youth or child is beyond hope. AFY's therapeutic approach, Redirectional Therapy (RT), has helped some of the highest-risk youth on Oahu. 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. Creating success involves helping redirect clients' pent-up energy from destructive to constructive activities.

In the past 29 years, AFY has gained a notable reputation for its overwhelming success in working with youth at-risk, integrating most clients into healthy community living with a high school diploma in hand. AFY's outreach services help to heighten the potential for achieving community goals, such as reducing extreme poverty, improving health and access to educational opportunities and enhancing the quality of life issues for struggling families by accessing low-income minority youth at the grassroots level. The youth AFY services are those who believe they have no place in the community.

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

RT is a unique--non-judgmental, non-threatening, replicable model--and has been field-tested and refined over 29 years to combat negative youth behaviors (e.g., violence, drugs, and no

academic motivation). A core belief of RT is that people have the capacity to change. RT addresses the entire gang entity, not by trying to separate an individual from the gang, which is fruitless as the gang is his/her supportive community. AFY provides services to rival gangs and often mediates between gangs to stop and prevent violence in its tracks. In addition to group counseling sessions and outreach services to youth, AFY also makes collateral contacts as necessary to help empower and support each client. These collateral contacts include, but are not limited to school officials, probation officers, attorneys, and parents/guardians.

The group therapy approach, RT, has been applied to over 40 gangs on Oahu and has a success rate of approximately eighty (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, specializing in areas such as electrical engineering, welding, automotive mechanics/technology, or liberal arts. Some are now working as pilots, social workers, office managers, sous-chefs, waiters, and/or entertainers, while others have completed specialized apprenticeships and have joined the work force as plumbers, sheet metal workers, and carpenters through the unions. Many clients 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, professional role models. AFY has been successful for more than 29 years because the target population trusts its staff. It is AFY'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. In 2015, both CEO/President Deborah Spencer-Chun and Director of Redirectional Services Malakai Maumalanga received recognition from the Hawaii Business Magazine for their leadership in the community. At the same time, Program Developer and Fitness trainer Darin Kawazoe received the United State's Presidential Award on Fitness, Health, and Sports.

AFY has received wide recognition over the years for its work with high-risk youth, including the 2008 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 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 in 2006 for excellence in promoting "educational achievement and offering a prescription of hope for significantly reducing poverty and destructive behaviors among youth gang members." In 2015, AFY was awarded the Hawaii Psychological Association's Psychologically Healthy Workplace Award "in recognition of our commitment to fostering psychological health in the workplace".

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 2007, 2009, and 2012 Annual Hawaii Conference on Preventing, Assessing and Treating Childhood, Adolescent and Adult Trauma; 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; and the May 2013 Youth Violence and Gang Prevention: Creating Safer Communities.

2. The goals and objectives related to the request.

The exigency of circumstances surrounding high-risk youth dictates timely responses to empower, teach, help, and support youth in the state of Hawaii. Unfortunately, AFY cannot reach all youth with harmful behaviors to self and others. We believe that funding can change a community, give youth hope, and turn lives around. There are more than 200 youth on AFY's waiting list. Four underlying service components form the foundation of AFY's program and serve as the proposal's focus:

A. Redirectional Group Counseling

This proposal funds 100 group counseling program slots for students on the island of Oahu. The number of students served will be adjusted if funding varies. The duration of group counseling typically ranges between 9-12 months and service completion is determined primarily by behavioral change. During Phases I, II and III of the program, clients receive 1 hour of group counseling and 30 minutes of individual counseling per week.

In Phase I, clients are assigned to a clinician, who completes an individualized service plan with the clients; monitors program progress; and assists in evaluating client activities throughout the clients' course in the program. Phase II begins intensive work on problematic beliefs, values, and behaviors, which endanger clients and place them at-risk of trouble at home, school, and in the community. Simulated activities, games, role plays and skits are continued and used to allow youth to learn new skills, practice and rehearse (repetitiously) new behaviors, and develop alternative responses to at-risk behavior and educational failure in increasingly difficult situations. During Phase III, clients receive ongoing services in the community, as well as an array of maintenance and aftercare services. The maintenance stage is designed to prevent relapse to violence and drugs through onsite individual and group counseling.

AFY's RT has philosophical principles and practice principles, which includes:

Philosophical Principles

- People have the capacity to change.
- People are perceived holistically as products of the sum total of their existence. Therefore, as experiences are altered, attitude and behaviors also change.
- Gang youth have the potential to enter the social and economic mainstream but may not believe that they have the capacity to do so.
- Youth 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

- 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.
- 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 groups' approach to change enable clients to express their feelings, construct new behaviors, and plan for the life that they want for themselves. Clients are normally reluctant to share these deep feelings and fears with friends and family. The group environment provides a setting where destructive behaviors can be re-evaluated and healthy behaviors are encouraged. The AFY "Six Point Plan" provides a guideline to expand the horizons of youth beyond their geographic and experiential boundaries, which illuminates new and rewarding potentialities beyond what clients know. 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 program goals:

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 three times a month depending on student and school schedules. Summer sessions are fewer but longer due to time constraints. 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, include and are not limited to school officials, probation officers, attorneys, and parents/guardians will also be conducted.

B. Student Anti-Bullying and Violence Convention

This proposal features the implementation of the 4th Annual Elementary Student Anti Bullying and Violence Convention (SABVC) and the 3rd Annual middle/high school convention, which includes a strong dissemination component to serve as a consortium model for replication by other Counties. The SABVC targets 4th, 5th, and 9th graders as well as 7th and 8th grades as requested by the schools. The SABVC will increase awareness and relegate the problems associated with bullying and cyber bullying. It is imperative that AFY equip students with the necessary skills to interrupt the cycle of bullying and put bullying to a halt.

The SABVC resonates kindness, empathy, friendship building, and responses to bullying (both face-to-face and online), which are the necessary skills students require for developing social-emotional competence. The conventions also include but are not limited to: addressing conflict resolution and effective decision making. Strategically, the lessons learned in the conventions will be presented through entertainment, guest speakers, student panels, and role plays. Hence, the agenda for the SABVC will be developmentally and age appropriate, which are shaped by a

committee involving AFY's staff, student leaders, teachers, school administrators, parent representatives, and other community agencies.

C. 11th Annual Aloha Youth Rugby 7's Tournament and HiroBuilt Fitness

The State GIA will be used to help augment funding for AFY's Rugby Tournament and HiroBuilt Fitness' strength and conditioning program. Participants of the Rugby Tournament come from all over the State of Hawaii as well as the U.S. mainland and overseas. The tournament is scheduled for June, 2017. The strength and conditioning program looks to train at-risk students from Farrington High School for one obstacle/mud race and two fun runs in 2016-17. In 2015, AFY took youth to a National Rugby tournament in Oregon. Five students were offered scholarships to play rugby at the collegiate level of which four made the commitment and attended Louisiana State University at Alexandria. The fifth attended Kapiolani Community College.

Prospective coaches and volunteers also offer training to mentor kids on and off the field. At the end of the day, the ultimate goal is for everyone to play safely and have fun. Young athletes are taught the foundational components of strength, speed, agility, and endurance through a series of fun, safe, dynamic, and motivating training sessions. In 2014, 10 youth from Farrington High School, an inner city school applied the skills learned in the conditioning program and entered the Hawaii Spartan Obstacle Race, a 3-mile mud run.

What was fascinating about the youth's participation in the Spartan Race was that they were joined by adult mentors from HiroBuilt Fitness on the mud run, who also donated all of our kid's shoes for the race. AFY's fitness program for youth increases athletic performance, reduces idleness and boredom, and offers endless, age-appropriate exercise techniques. The Youth Sports Conditioning program is delivered by Certified Personal Trainer, Darin Kawazoe. Rugby and sports conditioning greatly improves self-esteem, mental focus, attitudinal change, positive regard for each other, and perseverance.

When youth are focused, excited, and actively engaged in these activities, it contributes to the overall aim of the program that leads to 75% of its clients exhibiting a reduction or termination of violence and 75% of participants improving their academic performance by either graduating or advancing to the next grade level.

D. Program Evaluation

AFY will conduct an annual performance report by contracting with an experienced program evaluator. The report will address questions about the implementation and outcomes resulting from the proposed services.

Assessment of Program Implementation

AFY will address the following questions through its evaluation design, which are stated as follows: "Did AFY implement its services as proposed and does the agency meet its objectives?" What types of changes were made to the originally proposed program? What types of changes were made to address disparity of access, service use, and outcomes across the

population of students?" What led to the changes in the original plan? What effect did the changes have on the planned interventions and the agency's mission and goals? Who provided what services to whom, in what context, and at what cost?

Assessment of Program Outcomes

"What impact has the AFY had on reducing school violence? What individual factors were associated with outcomes including race/ethnicity/age/geographic location?"

AFY and the Evaluation Consultant will meet frequently throughout the data collection and analysis phases to review the findings and to begin to develop recommendations. The consultant will be required to develop a preliminary draft report that AFY will review. A final report will be published at the end of the grant period.

The goal of AFY supports these major initiatives:

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

The **OBJECTIVES** correspond with the program goals and include:

- a. 100 target clients will receive RT intervention services (to be adjusted if funding varies).
- b. 75% of target clients will reduce/terminate violent behavior.
- c. 75% of target clients will improve their academic performance (attendance and grades) leading to graduation or advancing to the next grade level.
- d. 2,000 elementary school students will participate in the SABVC.
- e. 2,000 middle and high school students will participate in SABVC.
- f. 200 youth will participate in AFY's Rugby Tournament.
- g. 25-50 youth will participate in AFY's fitness program.
- h. Program evaluation will be completed at the end of the grant period.

3. The public purpose and need to be served.

The high-risk youth population in Hawaii is shockingly large. Challenges such as poverty, academic failure, participation in violence and bullying, and substance use places youth at challenging risk of numerous societal problems, especially criminality. According to the Hawaii State Department of Education Trend Report for school year 2011-2012, there were 172,104 students enrolled in the public school system. With a state drop out rate of 15.5%, 26,676 students were unable to reach graduation over a four-year period. Statistics on youth violence is also staggering.

A high school youth risk behavior survey in 2011 reveals that 22.3% of high school students were involved in at least one physical fight, while 16% have seriously contemplated suicide. The same survey pinpoints that 31.7% of high school students have been offered, sold, or given an illegal drug by someone on school property. Twenty-one (21%) percent of students used

marijuana one or more times and 15.4% had the experience of five or more alcoholic beverages in a row within a couple of hours within the span of 30 days.

AFY responds to the urgent needs of youth, schools, and communities. Due to funding issues, AFY only works with 23 groups, the tip of the iceberg, despite accounts of 21 gangs in the Kalihi area alone. Gang members are disruptive in schools and neighborhoods. Gangs contribute to bullying, threats, violence, and the safety of the City and County of Honolulu. Truancy also leads to possible gang affiliation. Occurrences of violence impacts the educational environment, the entire school and community, including students, teachers, administrators, and residents.

Violence in the school is truly a threat to non-gang members. Farrington Vice Principal Ronald Oyama is quoted in Reporter Minna Sugimoto's "Special Report: Youth Gangs in Hawaii," Hawaii News Now, May 22, 2011, that "when they get challenged, they are not going to back down...so a lot of things that we're, what the administration is concerned about is the fighting, the welfare of every student on our campus." Sugimoto noted that an October 2010 gang assessment report noted that gang membership in Hawaii is becoming widespread among urban youth and adults. The report identified 129 street gangs. It is a problem that has been hidden from public view.

At a Department of the Attorney General and Coalition for a Drug-Free Hawaii Conference , "Youth Violence & Gang Prevention: Creating Safer Communities", May 16, 2013, a Honolulu Police Department Officer spoke about the growing number of juveniles involved in gangs and violent crimes. He said there is a need to reach these youth and redirect their lives before they become further engaged in anti-social behavior. Without intervention, these youth become drop outs, wasting talent, capability, and productivity, while adding to Honolulu's burden with crime and endanger Hawaii's communities.

In 2006, the Honolulu Advertiser reported that Hawaiian Electric Company spent about \$6,000 to \$7,000 a month on graffiti cleanups. The Honolulu Board of Water Supply spent about \$3,000 on clean-up material alone. According to Hawaii News Now's story entitled, "Oahu Graffiti on the Rise", stated that Honolulu's Department of Transportation spent about \$50,000 a year cleaning graffiti on Hawaii's roads. In 2007, there were also 1,385 graffiti cases, which was 300 more cases compared to 2006.

The cost of non-intervention is staggering. The Hawaii State Department of Public Safety reports that the annual cost of incarceration is approximately \$46,407. The annual cost to incarcerate one youth at the Hawaii Youth Correctional Facility is close to \$200,000. Annually, the cost of intervention for one AFY client is \$4,500 per youth, an enormous savings and investment.

There is an overarching need to stop high-risk youth in their tracks. Immediate intervention is needed to prevent, reduce, and stop youth violence and school failure from increasing as youth are the driving force of healthy community living, which is a key component of this proposal.

4. Describe the target population to be served.

AFY proposes to apply its expertise and skills by continuing to help low-income minority, high-risk youth/gang members who are at extreme risk for crime, violence, and abuse. The target population comes from public housing projects and low-income, high-crime neighborhoods. AFY proposes to take its services to the streets by assisting youth in their schools and neighborhoods. The target population consists of alienated and troubled youth, many of whom are in gangs and use drugs – which are dangerous to students, the community at large, and to themselves.

Under this proposal, AFY will serve high-risk youth from the following districts: Kalihi, Kapolei, Waipahu, and Wahiawa. The impact of serving these students is broader as it creates safe school environments for all students in the school's targeted districts. The total number of clients served under this proposal is 100. AFY also proposes the implementation of the 4th Annual Elementary Student Anti-Bullying and Violence Convention (SABVC), which will reach approximately 2,000 students and the 3rd Annual middle/high school SABVC reaching 2,000 students from the targeted school districts/complexes we service.

5. Describe the geographic coverage.

AFY has geographic coverage in Honolulu (notably Kalihi), Leeward Oahu (including Waipahu, and Kapolei), and Wahiawa. AFY provides services to Dole and Central Middle Schools as well as Farrington, Waipahu, Kapolei, and Leilehua High Schools and their feeder middle schools. AFY's target population is characterized by having a difficult transition to adulthood, and in addition to experiencing all the normal adjustments with adolescents, our clients suffer from exposure to poverty, incredible peer pressure, and alcohol and drug use.

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. The applicant shall:

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

Adult Friends for Youth is the only non-profit 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 works tirelessly in establishing a relationship of trust, becoming knowledgeable of the client's environment and issues, meeting 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 75% (compared to 20% in 1990). In 2015, AFY's graduation rate was 92%.

AFY uses an effective replicable therapy approach, RT, which has been tested and refined for 29

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 RT has been overwhelmingly successful in helping youth to become constructive people with bright futures. Most of its clients have progressed from angry, violent, and anti-social people to individuals who are engaging, enterprising, and law-abiding, who have graduated from high school and gone on to higher education, the military, or successful employment.

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 members 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 members go beyond the call of duty 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 the 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 an adult who was a client in high school. Now in the Army and looking towards going to college, he has come back to AFY to discuss his future plans, especially with the pressure of needing to be able to provide for his wife and children. If a client was incarcerated, AFY will work with him/her on re-entry issues, such as the example of R.A.

AFY followed R.A. for 13 years while incarcerated. We were his only lifeline to the outside world. AFY counseling staff helped him transition back into the community. He is currently employed (full-time) at a restaurant in Waikiki, while working part-time at another job. He continues to check in with the AFY staff member.

Progress in working with high-risk youth is not 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 a 75% 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 Community School for Adults Diploma through its Clinical Competency-Based Alternative Education program. Waipahu Community School for Adults 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, discipline and teamwork. AFY's Annual International 7-Aside Youth Rugby tournament has grown into a premier annual tournament. The safe, speedy, and great spectator sport has drawn both boys' and girls' teams from Canada to play with local teams from Oahu and the Neighbor Islands.

AFY educates students about graffiti through the group therapy sessions. Educational seminars focus on the negative effects of graffiti on communities and lead to a graffiti wipeout campaign in targeted neighborhoods. The community service project works to beautify selected communities in tandem with residents and businesses. Based off of AFY's experience with graffiti wipeouts, youth who remove their own graffiti keep the area graffiti free because of the ownership that they take for the area.

By helping youth establish an awareness of their potentialities, AFY's more than two decades of fieldwork 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 that desperately needs 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 insufficient.

A snapshot of the impact that AFY's programs makes in youth's lives are presented below:

L.B. was into frequent fights and drugs after 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. L.B. 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.

Growing up, gangs were a part of J.P.'s neighborhood. He got into 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 J.P. 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 Shipyard, he is also enrolled in the welding program at Honolulu Community College.

As a freshman, A.T. was immersed in the gang life. It appeared to be his destiny. He seemed angry at everything and everyone around him 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; a job he has held since graduation.

H.S. 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, 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. H.S. has served in the Army for the past nine years as a combat engineer and was deployed three times to Afghanistan. He is currently attending college as a business major.

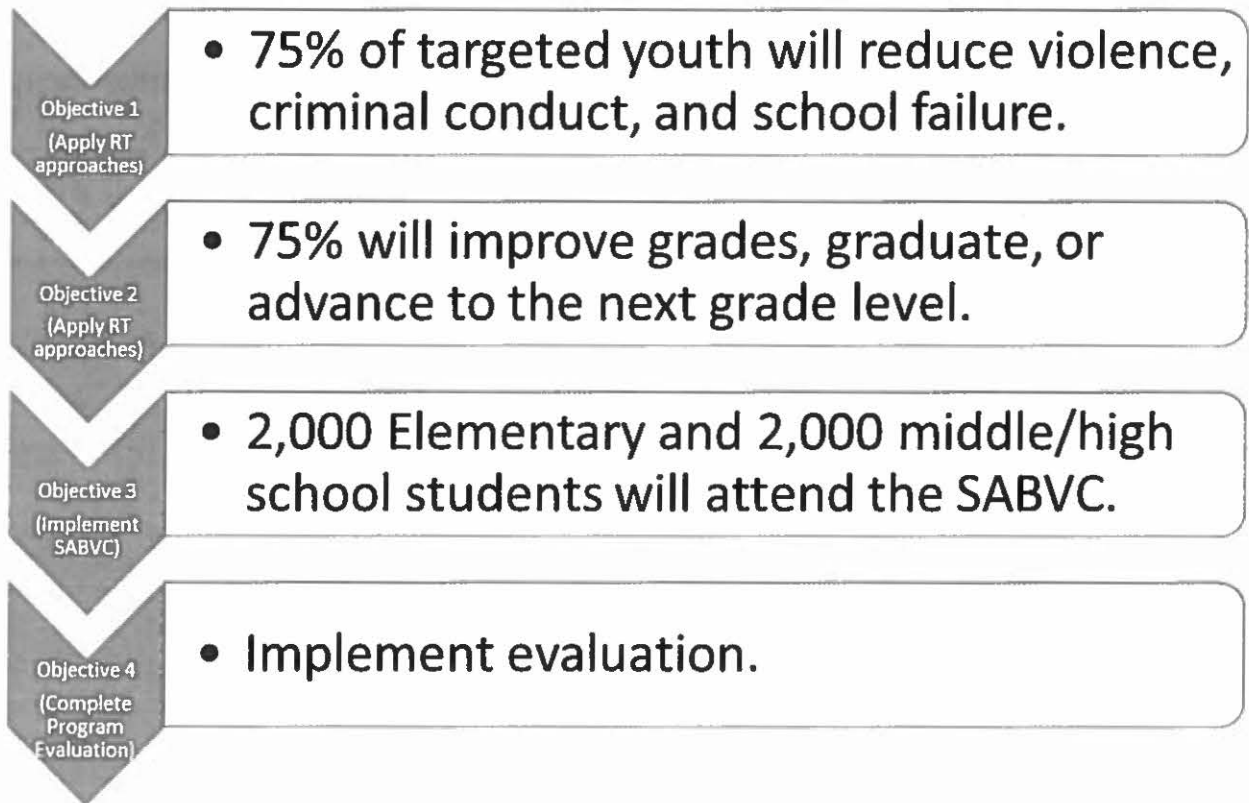
R.D. was referred to AFY by Waipahu High School because of his constant fighting. He struggled with controlling his violent actions and served time in the Hawaii Youth Correctional Facility. His AFY clinician worked with his group throughout high school and continued working with R.D. for several years after graduation. He is now married, has three children, and is in the Hawaii Air National Guard and works full time.

L.S. was referred to AFY by Campbell High School after a huge fight between his Ewa group and a large group from Kalihi. He was suspended often during his early high school years, but after years of work with AFY he settled down and joined the football team his senior year. He became one of the team captains and got a scholarship to play football at a junior college on the mainland. Missing Hawaii, he came home and is currently employed with Pearl Harbor Shipyard.

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

The desired outcome of AFY's program is to reduce youth violence, substance use (including underage drinking), and school failure, which correspond with the AFY's objectives and milestones:



AFY presents a clearly started timeline, which is presented below. The timeline identifies specific events and reinforces the program objectives. The first quarter begins in July, 1 2016 - June, 30 2017. Each quarter lasts for 3 months: July, August, September (JAS); October, November, December (OND); January, February, March (JFM); and April, May, June (AMJ).

Implementation Activities	JAS	OND	JFM	AMJ
Execute the contract and work closely with key stakeholders to implement service requirements.	✓			
Provide ongoing training to staff.	✓	✓	✓	✓
Ensure that quality of assurance from the start to the end of the program's implementation.	✓	✓	✓	✓
Implement services.	✓	✓	✓	✓
Provide ongoing reporting.	✓	✓	✓	✓

Collaborate with allied partners to plan the SABVC (for both the elementary & middle/high school conventions)	✓	✓	✓	
11 th Annual Rugby Tournament.				✓
Implement the SABVC with emphasis on gang involvement, anti-violence, and anti-bullying (including cyberbullying).			✓	
Provide the State with outcome analysis and impact of AFY's service on the target population.	✓	✓	✓	✓

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

AFY will conduct an annual performance report by contracting with an experienced program evaluator. The report will address questions about the implementation and outcomes resulting from the proposed services.

Assessment of Program Implementation

AFY will address the following questions through its evaluation design, which are stated as follows: "Did AFY implement its services as proposed and does the agency meet its objectives?" What types of changes were made to the originally proposed program? What types of changes were made to address disparity of access, service use, and outcomes across the population of students?" What led to the changes in the original plan? What effect did the changes have on the planned interventions and the agency's mission and goals? Who provided what services to whom, in what context, and at what cost?

Assessment of Program Outcomes

"What impact has the AFY had on reducing school violence? What individual factors were associated with outcomes including race/ethnicity/age/geographic location?"

AFY and the Evaluation Consultant will meet frequently throughout the data collection and analysis phases to review the findings and to begin to develop recommendations. The consultant will be required to develop a preliminary draft report that AFY will review. A final report will be published at the end of the grant period.

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, teachers, 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.

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.

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

Service Outcomes

- A. 100 target clients will receive RT intervention services (to be adjusted if funding varies).
- B. 75% of target clients will reduce/terminate violent behavior.
- C. 75% of target clients will improve their academic performance (attendance and grades) leading to graduation or promotion to the next grade level.
- D. 2,000 elementary school students will participate in the SABVC.
- E. 2,000 middle and high school students will participate in the SABVC.
- F. 200 students will participate in AFY's Rugby Tournament.
- G. 25-50 students will participate in fitness conditioning.

Benefits

The benefits to the target population are abundant. The reduction of youth violence and enhancement of school performance presents benefits to the individual, family and the entire City. AFY's interventions save lives. The proposed work creates interconnecting advantages to both schools and neighboring districts. School success affects employment. AFY's interventions mitigate youth brawls in the community. AFY's interventions reduce the onset of school bullying, which compromises the welfare of students and the community.

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 2017.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$115,161	\$115,161	\$150,161	\$120,161	\$500,644

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2017.**

AFY is not aware of other sources of funding at this moment in time, which will be available for FY 2017.

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

Not applicable/none.

- 5. The applicant shall provide a listing of all government contracts and grants it has been and will be receiving for program funding.**

AFY has been receiving program funding from City and County contract CT-DCS-1500349. This contract completed on October 31, 2015. The State Office of Youth Services is currently providing program funding through contract DHS-15-OYS-546. The contract is scheduled to end on March 31, 2016.

- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2015.**

AFY's balance of unrestricted current assets is \$831,743.10.

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 352 youth last school year (SY15-16), with participants from Farrington, Waipahu, Kapolei and Leilehua High Schools, as well 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	

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:

Former 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."

Major William Chur (2009), 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."

Ernest Abe, former 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."

Elton Kinoshita, former Vice Principal at James Campbell High School: referring to fights between his 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."

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."

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."

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." Peter Carlisle, Former 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/grants within the past three years from:

The Atherton Family Foundation; City and County of Honolulu Grant-in-Aid, and Workforce Investment Act; Department of the Attorney General – JAG Grant, Office of Youth Services Grant – Truancy Prevention, State Grant-in-Aid; Alexander & Baldwin Foundation; Aloha United Way; Combined Federal Campaign; First Hawaiian Bank Foundation; Friends of Hawaii Charities; Harry and Jeanette Weinberg Foundation; Henry and Colene Wong Foundation; James Campbell High School; Kaiser Permanente; Great Aloha Run; NFL Charities; Kapolei

High School; Farrington High School; Waipahu High School; Dole Middle School; G.N. Wilcox Trust; Women's Fund of Hawaii; Hawaii Community Foundation- Flex Grant (i.e., Reverend Takie Okumura Family Funds, The Omidyar 'Ohana Funds, and the Discretionary General Funds), Ouida and Doc Hill Foundation; McInerney Foundation; Central Pacific Bank Foundation; George Mason Fund; Farmers Insurance; Hawaii Iron Workers Stabilization Fund; Cades Foundation; Malaghan Family Foundation; Hawaii Women's Legal Foundation; Friends of Hawaii Charities; James Campbell Company Community Foundation; Windward Oahu Sunrise Rotary and Hawaii County Office of the Prosecuting Attorney.

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.

Gang prevention and intervention sessions are conducted in schools and in the students' neighborhoods (on their turf). 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 members use various sites depending on the sessions' or activities' program requirements. AFY maintains a 2,994 square foot office at the Airport Industrial Park (3375 Koapaka Street, Suite B290). Classes, presentations and meetings can be 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 or 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.

The experience and capability of AFY staff positions the program services to impact clients in a profound, professional manner. AFY has the necessary capacity and resources to achieve the desired outcomes. AFY has been providing group therapy, individual counseling, crisis intervention, and case management services to high-risk individuals since 1987. In 1989, AFY took up the charge and began working fiercely with youth gangs as well as violent and aggressive individuals.

Staff retention is vital at AFY as high-risk clients need professional stability and maturity in their lives. President and Chief Executive Officer Deborah L.K Spencer-Chun has been with AFY

over 28 years (20 years in direct services). She received her B.S.W in 1990 and her M.S.W in 1993. She has taught graduate social group work classes at the Myron B. Thompson School of Social Work at the University of Hawaii, Manoa. Spencer-Chun is responsible for overall leadership, administration, and management of AFY. She also co-authored two books in regards to working with gangs. She maintains a strong relationship with AFY's Board of Directors, and provides direct services to clients and supervision to key staff as required.

Vice President and Director of Marketing & Public Relations McKay Schwenke graduated from Brigham Young University, Hawaii in 1989 with his Bachelors of Science in Secondary Education. Mr. Schwenke began working at AFY in 1991 as a Redirectional Specialist with gangs and in school groups. Mr. Schwenke provides instruction to practicum students, serves as the liaison to the community, works with clients, and helps establish and maintain relationships with organizations that are relevant to client services.

Director of Redirectional Services Malakai Maumalanga has been with AFY for 13 years. He attained his Bachelor's Degree in Social Work in 2006, and graduated with a Master's Degree in Social Work in 2007. He currently provides direct services to groups and individuals; mentors, shadows, and directly supervises Redirectional Specialists and practicum students; conducts intake on all new clients; and reports directly to the President and CEO of AFY.

Lisa Tamashiro attended the University of Hawaii, Manoa earning her bachelor's in Social Work in spring 2011. Lisa joined AFY in February 2010 and is Director of Operations and Special Projects and Head Instructor for Clinical Competency Based High School Diploma Program (C-Base). Lisa is responsible for managing the day-to-day operations necessary to ensure that the organization achieves its objectives.

The remaining clinical staff consists of five (5) Redirectional Specialists.

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 meetings between the clinical staff and a supervisor. Finally, an annual retreat provides the opportunity for additional formal training.

The total number of clinical staff assigned, based on FTE (Full-time employee) scale, to the project is 4.1. The AFY facility is ADA compliant and is centrally located in the City and County of Honolulu to accommodate the needs of all clients. There is one Executive Assistant for this grant, Nicole Hori provides clerical, fiscal, and administrative duties at AFY. There is also one Assistant Grant Coordinator for AFY. This person conducts research; prepares grants for submission; and assists the Director of Program Development and Grants in preparing grant-related performance reports. Darin Kawazoe, MA, CSAC, ISSA, is the Director of Program Development and Grants for AFY. He is a certified addictions counselor and physical fitness trainer. The AFY organizational chart is exhibited in the Appendix.

AFY's organizational structure is equipped with features that ensure successful delivery of services to the target population. These features include a credentialed, highly-trained, diverse

staff with experience in providing gang intervention and services; ongoing training and supervision of program staff; a strong quality assurance program; accountability ensured by a data management system with data collection and tracking capabilities that can produce reports regarding AFY's services, outcomes, and client demographics; and a Board of Directors consisting of a wide cross section of professions that provide critical input and feedback regarding AFY services.

AFY has the expertise, skills, abilities, and knowledge to provide high-risk youth interventions. The depth and strength of AFY's experience has been published in two books on youth gangs and evidenced through training of community professionals. Staff are trained and supervised closely in the provision of gang intervention and services. Over the past 29 years, our agency has received funding from the following sources, which includes but is not limited to:

1. City and County of Honolulu, Department of Community Services.
2. Honolulu Police Department to provide gang and school therapy services in Mayor Wriarth Homes.
3. Hawaii Office of Youth Services to provide gang, school therapy, and parenting services throughout Oahu.
4. Hawaii Housing Authority Holo Mua Project.
5. Department of the Attorney General – Edward Byrne Memorial Justice Assistance Grant

The major weakness of AFY is the need to accommodate youth waiting for services, but cannot be helped due to limited resources. Sadly, limited financial resources has caused the target population to be overlooked and become transparent.

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 organization chart that illustrates the placement of this request.

Please see attached.

C. Compensation

The applicant shall provide the annual salaries paid by the applicant to the three highest paid officers, directors, or employees of the organization by position.

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 judgment. If applicable, please explain.

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

B. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

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 page 2.

C. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.

This grant will not be used to support or benefit a sectarian or non-sectarian private educational institution.

D. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2016-17 the activity funded by the grant if the grant of this application is:

(1) Received by the applicant for fiscal year 2016-17, but

AFY will continue to look for grant funders to help support our client's efforts to reduce substance use, eliminate violence, attain academic success, and position each youth for a prosperous future. There is an overarching need to break the generational cycle of poverty and desolation left in its wake. We will continue to rely on our annual fundraiser, individual donors, and support from private foundations to finance AFY's critical programs and services.

We will continue to solicit donations, explain how youth are detrimental to improving the quality of life in our communities as well as recruit and train student volunteers to offset program costs. Every effort will be made to ensure that the at-risk youth identified in this proposal meet their graduation requirements at the end of their senior year. The average client stays with AFY for the duration of their high school experience. Reducing services to these students in their

senior year of high school is not an option we are considering. We will look to our active Board of Directors and Annual Fundraising event to assist in increasing individual donations and gifts. We will implement this plan in the coming year with favorable outcomes expected in the following year.

(2) Not received by the applicant thereafter.

If the grant is not funded, AFY will pursue resources to intervene in the lives of the 100 high risk youth proposed in this request. AFY's active Board of Directors has great responsibility. The Board's fiduciary duty will be maximized to execute the sustainability plan by assuring that AFY has the necessary funds to carry out the program for targeted youth. AFY's President/CEO will communicate the needs of targeted youth to the Board of Directors.

Considering the fundraising potential of each Board member, the expectation is that they will aggressively open doors to other donor contributions. AFY's Board of Directors has incredible experience in finance, school administration, health care, marketing, law, unions, and human resources. AFY has also strived to increase revenue through its Annual Fundraising Event since 1986. We are often surprised by the generous sponsorship and donations when we least expect it. AFY will expand and improve current fundraising initiatives, pursue other grant opportunities, and acquire new sponsorship to maintain the proposed services.

F. Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2015.

Please see attached.

ATTACHMENTS

BUDGET ATTACHMENTS

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2016 to June 30, 2017

Applicant: Adult Friends for Youth

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	291,911			
2. Payroll Taxes & Assessments	25,863			
3. Fringe Benefits	50,439			
TOTAL PERSONNEL COST	368,213			
B. OTHER CURRENT EXPENSES				
1. Rent	55,792			
2. Insurance	11,098			
3. Telecommunications	5,072			
4. Travel - Local Gas	7,304			
5. Supplies - Office	2,739			
6. Supplies - Program	14,651			
7. Cleaning & Maintenance	3,195			
8. Postage	444			
9. Conferences & Meeting	1,975			
10. Accounting Fees	10,448			
11. Professional Fees	2,600			
12. Payroll Prep Fees	1,357			
13. Equip. Rent & Maintenance	1,698			
14. Equipment & Furnishings	1,279			
15. Audio Visual	1,180			
16. Vehicle Rental	2,000			
17. Vehicle Maint. & Repair	2,790			
18. Youth Stipends	1,775			
19. Printing Publications	1,684			
20. Venue Rental	2,600			
TOTAL OTHER CURRENT EXPENSES	131,681			
C. EQUIPMENT PURCHASES	750			
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	500,644			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	0	Deborah Spencer-Chun 808-833-8775		
(b) Total Federal Funds Requested	0	[Redacted] Phone		
(c) Total County Funds Requested	0	[Redacted] 1/19/16		
(d) Total Private/Other Funds Requested	0	[Redacted] Signature of Authorized Official Date		
TOTAL BUDGET		Deborah Spencer-Chun, President & CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2016 to June 30, 2017

Applicant: Adult Friends for Youth

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Senior Redirectional Specialist	1	\$44,290.00	50.00%	\$ 22,145.00
Redirectional Specialist	1	\$40,170.00	75.00%	\$ 30,127.50
Redirectional Specialist	1	\$36,565.00	50.00%	\$ 18,282.50
Redirectional Specialist	1	\$34,000.00	75.00%	\$ 25,500.00
Redirectional Specialist	1	\$35,500.00	80.00%	\$ 28,400.00
Redirectional Specialist	1	\$33,000.00	50.00%	\$ 16,500.00
Redirectional Specialist	1	\$36,565.00	80.00%	\$ 29,252.00
Data Management Specialist	0.4	\$16,320.00	20.00%	\$ 3,264.00
Master Redirectional Specialist	1	\$54,235.00	75.00%	\$ 40,676.25
Vice President/Master Redirectional Specialist	1	\$70,040.00	50.00%	\$ 35,020.00
President & CEO	1	\$81,000.00	25.00%	\$ 20,250.00
Grant Coordinator	1	\$32,000.00	20.00%	\$ 6,400.00
Director of Program Development & Grants	0.6	\$30,900.00	25.00%	\$ 7,725.00
Program Support/Executive Assistant	1	\$33,475.00	25.00%	\$ 8,368.75
TOTAL:				291,911.00
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2016 to June 30, 2017

Applicant: Adult Friends for Youth

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Computer Equipment	3.00	\$250.00	\$ 750.00	750
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	3		\$ 750.00	750
JUSTIFICATION/COMMENTS:				

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

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

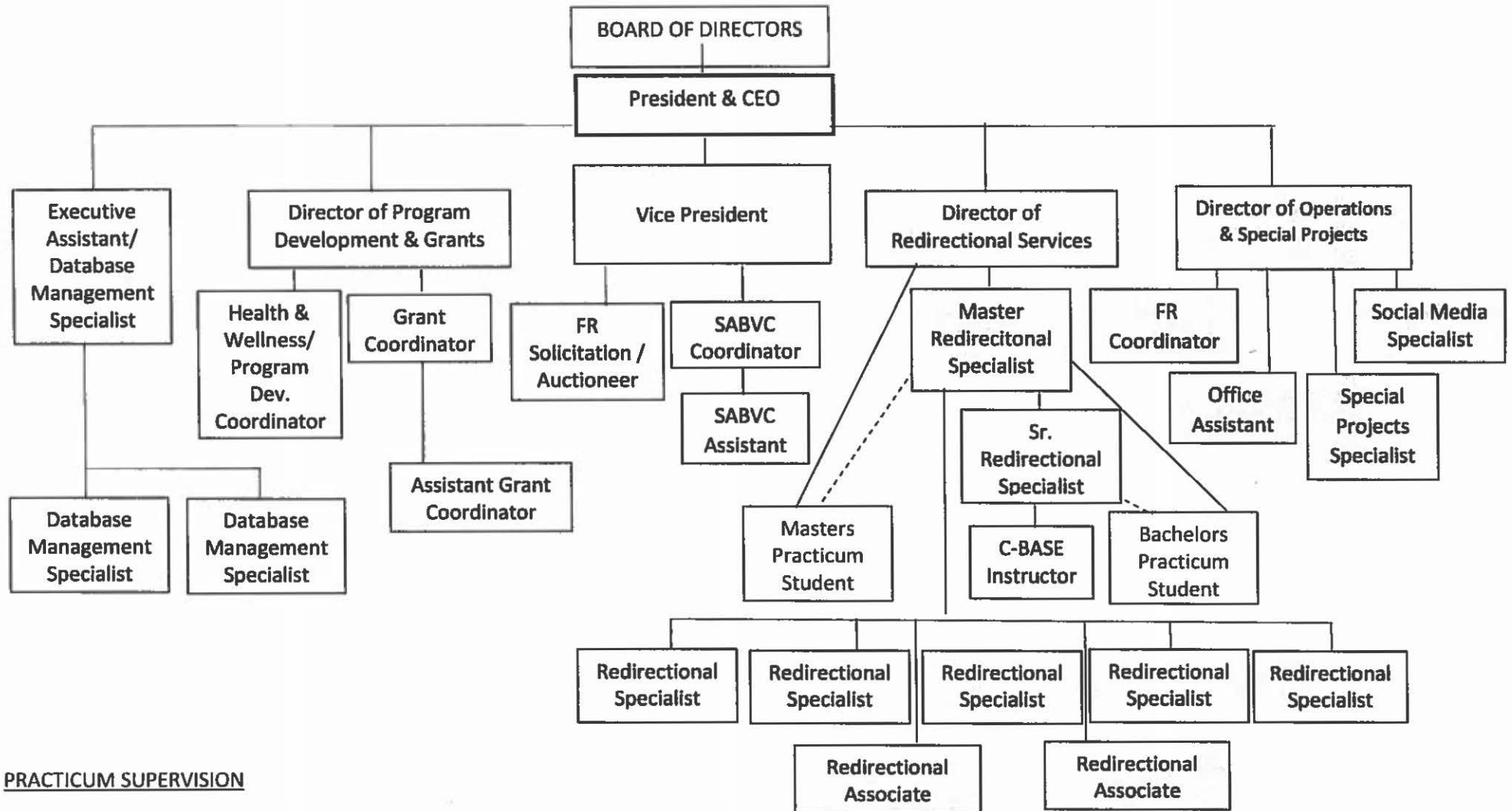
Period: July 1, 2016 to June 30, 2017

Applicant: Adult Friends for Youth

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2014-2015	FY: 2015-2016	FY:2016-2017	FY:2016-2017	FY:2017-2018	FY:2018-2019
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

ORGANIZATION CHART

**Adult Friends for Youth
Organization Chart**



PRACTICUM SUPERVISION

Academic Supervision

Clinical Supervision

Special Projects includes youth services i.e., Voter Registration, Rugby Tournament, Social Entrepreneurship, Community Service, CEO, WIA, and other except SABVC. ***President, VP and all Directors provide Redirectional services as needed (all has experience & training in providing these services.)

Figure 1

COMPENSATION ATTACHMENT

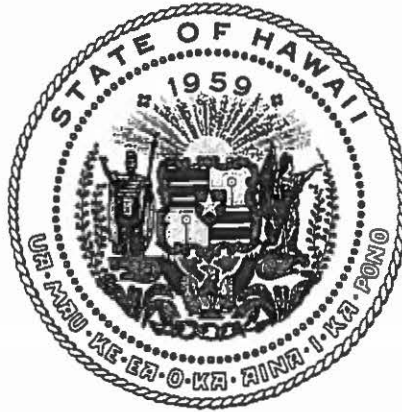
AFY's Top Three Compensated Employees

President and CEO- \$81,000

Vice President and Senior Master Clinician- \$68,000

Master Clinician- \$53,700

CERTIFICATE OF GOOD STANDING



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

ADULT FRIENDS FOR YOUTH

was incorporated under the laws of Hawaii on 12/08/1986 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: December 23, 2015



Director of Commerce and Consumer Affairs

GOVERNMENT CONTRACTS AND / OR GRANTS

Applicant: Adult Friends for Youth

Contracts Total: 175,000

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT VALUE
1	DHS-15-OYS-546	4/1/15-3/31/16	Department of Human Services	State of Hawaii	135,000
2	DHS-15-OYS-501, Supplemental Contract No.1	7/1/15-6/30/16	Department of Human Services	State of Hawaii	40,000
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**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

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

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

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

Adult Friends for Youth


(Signature)

1/14/16
(Date)

Deborah L. K. Spencer-Chun
(Typed Name)

President & CEO
(Title)