

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement`
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing

Katy Chen (DIGITAL SIG 01/21/2022)

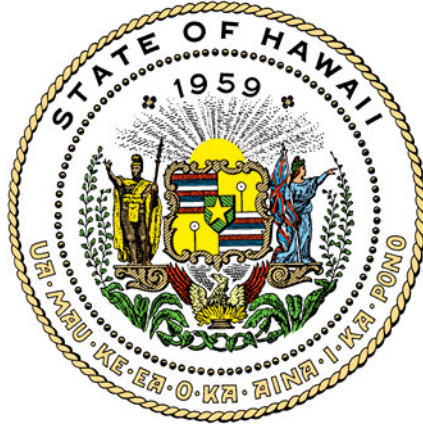
PRESIDENT AND CEO

01/21/2022

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE



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

GOODWILL INDUSTRIES OF HAWAII, INC.

was incorporated under the laws of Hawaii on 06/04/1959 ; 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: January 23, 2022

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAI'I REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i 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, Hawai'i 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, Hawai'i 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, Hawai'i 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.

Goodwill Industries of Hawaii
(Typed Name of Individual or Organization)

Katy Chen (Digitally Signed 01/21/2022)
(Signature) (Date)

Katy Chen , President & CEO
(Typed Name) (Title)

Public Purpose Statement

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

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

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

Application for Grants

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

I. Certification – Please attach immediately after cover page

1. 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, 2021.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes.

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

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

Goodwill Hawaii has served our state as a reputable non-profit organization for over 60 year, consistently delivering high quality services to diverse consumers on all islands. As a nationally accredited 501(c)(3) human services agency, as well as a trusted partner with a strong statewide presence, Goodwill operates over 20 community services contracts, 11 retail stores, and 18 donation centers, revealing the varied ways in which we support the local Hawai'i community. Goodwill Hawaii's mission is to "help people with employment barriers to reach their full potential and become self-sufficient."

In its 2020-21 program year, Goodwill's Community Services served 10,987 Hawai'i residents with job training, job counseling, and job placement. Over the past 5 years, Goodwill has served over 42,000 individuals with barriers to employment, successfully placing over 3,000 people in jobs statewide. Specifically, our community services include educational, case management, workforce development, acculturation, financial, life skills, academic, and social

services. We also offer community support and life skills training for adults with disabilities.

Our clients face barriers to steady employment including lack of secondary education, job skills, limited English language skills, or a criminal record. They include the disabled, those reintegrating or on parole, under-employed or unemployed, and/or receiving public assistance from the government. Services operate from our newly built and renovated Honolulu Career and Learning Center (HCLC) and neighboring offices, as well as six other offices statewide.

Along with helping people to obtain new jobs, our retail stores help our community by providing jobs and job training to many clients. In addition, the thrift stores help the community stay green by reducing, reusing, and recycling over 10 million pounds of household goods. Nearly 800,000 people shop and donate to our stores each year.

Goodwill has been fully and continuously accredited by The Community on Accreditation of Rehabilitation Facilities (CARF), which sets national standards for programs serving people with disabilities. Goodwill Hawaii is also affiliated with Goodwill Industries International, an organization that includes 156 community-based, autonomous member charities that serve people with workplace disadvantages and disabilities in the United States, Canada, and 11 other countries.

The primary funding stream for Goodwill Hawaii is through its earned revenue from its thrift stores, government service contracts, and city, state and federal grants. The remaining revenue is provided through individual, corporate and foundation contributions.

2. The goals and objectives related to the request;

Goodwill Hawaii respectfully requests \$800,000 for the design, purchase and installation of a photovoltaic paneled carport and rooftop system at our recently built HCLC – which consists of two co-located facilities on South Beretania Street near downtown Honolulu, housing a thrift store, donation drive-thru, community service offices and public computer lab. The system will reduce a considerable amount of our operational costs. In addition, it will bring our power grid into line with state goals to transition to renewable energy sources by 2045 and improve our ecological footprint.

This project is part of an ongoing clean energy and green infrastructure enhancements. It will reduce energy costs for the long-term, and thereby allowing Goodwill Hawaii to divert more of its resources to our lower-income clients.

The addition of this photovoltaic carport and rooftop system will allow us to:

- 1) **Offer community services to 5,000 people - nearly twice as many as before from this site.**

This year we plan to introduce financial literacy coaching and support to lower income families and provide our free seasonal tax clinic at HCLC. Many of our employment and training programs, services for youth, and programs supporting adults with disabilities also operate year-round from this location.

2) **Improve power efficiency** for the entire site and save money, long-term.

3) **Support 5,000 low- and mid- income families** with sales of donated goods. HCLC encompasses over 40,000 square feet and the power we use comes at a high cost: Hawai'i pays the highest price for our fossil-fuel based electricity in the United States. Solar energy cost savings will save us money and thereby increase our ability to direct more retail profits, donations, and grant funds towards services for vulnerable populations.

Once installed, the PV carport and rooftop system will provide clean, solar energy for the two connected buildings that make up HCLC at 1069 and 1075 South Beretania Street. The total cost of the planning, design and construction of the renovation is estimated at \$1,200,000. Goodwill is seeking alternate funding sources to support the other one-third of the project budget at \$400,000, including \$200k directly from Goodwill Hawaii. Moreover, the land and buildings are already owned by Goodwill and partial columns and the structural foundation for a PV carport have *already* been built on the second floor of the building's parking lot. The funds requested here from the State of Hawai'i would represent approximately 66% percent of the total project amount.

It is of note that Goodwill Hawaii rarely requests CIP GIA funds. In 2015, Goodwill was awarded \$1 million from the State for the construction and renovation of HCLC. This was more than 7 years from the previous State GIA award for the construction of a Kapolei campus. Goodwill does not request GIA funds to support its daily operations or programs - reserving our requests for only special projects, such as the planned solar carport installation discussed here.

3. The public purpose and need to be served;

Since its inception over 60 years ago, Goodwill Hawaii has become a lead agency for our community with a strong presence offering much needed programs throughout Hawai'i. Services empower members of our community to become financially stable, self-sufficient, identify and overcome barriers to work and life and address many gaps in services and supports available in Hawai'i for historically underserved and needy populations.

Goodwill Hawaii endeavors to have positive impacts, show initiative, and work for social change for the good in our communities. Our priority to upgrade to renewable energy is due to our agency's expressed environmental commitment, increasing costs of operations—energy being a large one, and the overall assessed benefit to the community. We seek to become not only energy efficient, but sustainable and poised for the renewable and clean energy future. Goodwill's

ongoing green plans include PV rooftop installations on other Goodwill buildings, conversions to LED lighting, energy efficient appliances and windows, installation of charging stations for store customers, and the future upgrade of our truck fleet to EV charging trucks. These green plans are consistent with our long term goal that all our facilities become more environmentally sound, more fiscally efficient, and to rely on solar or other renewable energy sources.

The HCLC site is the only facility we have that houses all of our programs and a thrift store. It also serves the most people out of all our locations. Last year, the programs located at this site served a total of 1,921 clients, placing 254 individuals into employment at an average placement wage of \$13.06, working an average of 33.3 hours per week, with 82% eligible for benefits.

The following programs are located at the Honolulu office:

Program Name	Description of Program and Activities
First To Work - Temporary Assistance to Needy Families & Vocational Rehabilitation:	Helps public assistance recipients to enter or re-enter the workforce. Our professional staff help clients develop social, life and employment skills which enable them to overcome barriers and transition from welfare to self-sufficiency. Evidence-based program services include job readiness training, individual job coaching and practical work experience. Our team also works closely with employers statewide to develop opportunities for clients to become successfully employed.
Supporting Employment Empowerment (SEE):	A State of Hawai'i subsidized employment program that matches public assistance recipients for on the job training opportunities with employers seeking to fill positions. It has the ultimate goal of self-sufficiency. The program provides a full spectrum of activities, including outreach, assessment, career counseling, pre-employment training, acculturation / English as a Second Language training, vocational training / post-secondary education support; and job development, placement, and retention.
Ola I Ka Hana Youth Program:	Works with at-risk youth under the age of 21 on their education and vocational goals. Youth participate in academic preparation for a High School diploma or G.E.D., community service, employment readiness, financial literacy, health and fitness instruction, cultural enrichment, and leadership development.
Volunteer Income Tax	To reduce the barriers to accessing tax refunds, and

<p>Assistance:</p>	<p>thus assist families to build their assets, Goodwill offers its Volunteer Income Tax Assistance (VITA) Program to lower-income people. For the past 16 years, Goodwill’s free VITA tax clinics have enabled individuals who cannot afford the high cost of tax assistance to file a return. Since its inception, the VITA Program has trained over 375 volunteers to work in its tax clinics and has successfully assisted Hawai‘i’s lower-income residents to complete over 20,000 returns in total.</p> <p>In the most recent tax year, Goodwill assisted 2,259 individuals to file their tax returns, facilitating their receipt of over \$3.5 million in refunds, including in excess of \$850,000 as Earned Income Tax Credit and more than \$400,000 for Child Tax Credits for families. It is a notable accomplishment that in recent years, Goodwill’s dedicated team effectuated the return of \$2 to \$3.5 million dollars annually to residents of our state. GIH was distinguished as one of the top VITA sites in Hawai‘i in terms of the total number of low-income taxpayers served.</p>
<p>Community-Related Employee Services:</p>	<p>Goodwill’s Honolulu location also serves as an employment site for its “community related employees” – individuals with a disability or other barrier to employment. These employees gain valuable experience in customer service, retail sales, cashiering, production/warehouse, custodial maintenance and paper shredding. Goodwill provides entry-level employment for these individuals, enabling them to receive beneficial training and skills development.</p>

State and Federal monies and private grants have awarded funds for Goodwill to operate many human services programs. However, their funding levels for site operations and power costs have not risen at the same rates of inflation – including in the area of fuel and energy costs.

For program clients, especially those who live in an environment such as a shelter or clean and sober home for reintegrating individuals, where they have to be out of the home or shelter most of the day, our air-conditioned premises are a comfortable haven where they can shop, use a computer, and get services, unexposed to the outdoor sun and heat.

Installing Photovoltaic (PV) panels will help immediately reduce energy bills and limit future operation costs. This solution is sustainable, clean, forward-thinking, and aligns with our state-sponsored sustainability targets. The islands are working to achieve their mandate of 100 percent renewable energy, 100 percent clean ground transportation, and carbon neutrality, all by 2045.

An extra, part two, of the solar carport's benefits is a low-tech and immediate solution to heat, something we all deal with in Hawaii: shade. The additional shade offered by the new solar carport will be a public health benefit and relieve many people who park while shopping, donating and receiving community services.

4. Describe the target population to be served; and

Employment, education, and life skills training and services are one of our community's greatest needs and can create a pathway to increased financial stability and success, especially for individuals and families who are at-risk, vulnerable, or living in poverty.

Goodwill Hawaii's comprehensive array of Community Services support members of the community including:

- Adults who are economically disadvantaged, including Welfare-To-Work (TANF) and Food Stamp recipients (3,979 served annually)
- Individuals with mental illness or other disabilities (2,904 served annually)
- Native Hawaiian or Part Hawaiian individuals (1,689 served annually)
- English as a Second Language clients (1,854 served annually)
- Micronesian Immigrants (1,339 served annually)
- Individuals with a history of alcohol and other drug abuse (1,167 served annually)
- Individuals previously or currently incarcerated (1,146 served annually)
- Public Housing residents (633 served annually)
- Homeless individuals and/or families (273 served annually)
- At-risk, disabled, or economically disadvantaged youth (249 served annually)

Of the over 10,000 community members served annually statewide, almost half receive services from our Beretania Street facilities. Our programs have proven success in eliminating barriers to employment and impact many inequalities and disparities in our society.

Of the people served in the last program year at the Honolulu location, over 81% were 21-49 years of age with over half (52.3%) female. The five most prevalent ethnic origins included Chuuk, Hawaiian / Part Hawaiian, and White/Caucasian, Asian and Other Pacific Islander. Over 62% had a high school degree or GED

while one in five (20%) had no means of support and less than 35% were currently using their own earnings to support themselves or their household.

Generally, to be eligible, clients are overcoming significant barriers to work, such as histories of homelessness and/or incarceration, families from immigrant and/or limited English proficiency backgrounds, and adults with cognitive and/or learning disabilities. All clients are lower-income: most lack work and are seeking work. Many are struggling with housing: some are homeless or living in transitional, temporary, or subsidized housing. While some program clients have High School diplomas or GEDs, very few have any post-secondary education. Citizenship is mixed with a significant percentage of COFA migrants.

In addition, our social enterprise model of collecting donations, selling them in the stores, and recycling what is unsellable is a sustainable practice which engages and serves all sorts of members of our community. Donating unneeded items stops individuals and businesses from throwing them in our local landfill which is expected to be full by 2028. The program also brings awareness and protection of the environment. We regularly advertise our sustainable efforts and how the community can easily get involved through social media, news, and annual reports.

Goodwill serves, employs, and involves individuals of all ages and abilities in our community and work. Our stores are frequented by many Kupuna. This renewable energy project's goals are to enhance operational efficiency and allow our community, including Kupuna, to shop and access services in a comfortable, accessible, clean environment. An added benefit is the new carport will keep people protected and less exposed to outdoor sun and rain.

Each year we see many older clients, in particular, for our seasonal free income tax preparation services. Kupuna also volunteer to support this important free community service. Helping community members living on a fixed income to gain access to tax credits and refunds is a program goal. When we offer seasonal free tax preparation services, volunteers and clients inform us they are glad for the comfort level and respite from the heat along with the services they offer and receive.

Furthermore, the expansion will enable Goodwill to support 35-45 retail staff, which include some community services clients who are in training and development experience. There is an additional 40 employees at the HCLC community services office, serving adults with disabilities and other vulnerable populations. Though their staff is relatively small, community services programs onsite plan to support over 5,000 clients, annually, offering resources and training to equip them with greater skills to advance in their work and life.

5. Describe the geographic coverage.

HCLC services people throughout Oahu. Data from the 2021 U.S. Census indicates the population of Urban Honolulu was 350,964. The majority of people served at the Honolulu location in 2020-21 resided in the following communities: Kailua, Kaneohe, Waimanalo, Punchbowl area, Kaimuki/Palolo, Kalihi/Palama, Hickam/Salt Lake, Moanalua, Makiki/Manoa, and McCully. Of the two largest zip codes represented in the Honolulu participant population, one in six residents was below the poverty line, as compared to one in ten for Honolulu County (U.S. Census). The specific zip code of the Honolulu office, 96814, has a lower median household income as compared to the State. Thus, the area served by this office encompasses a wide expanse of Honolulu, and low-income communities – indicating the strong need to expand the capacity of this facility to serve an increased number of Hawai'i's residents and help them to achieve economic stability for themselves and their families.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

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

The scope of work is to add a photovoltaic carport and rooftop panels over the 2nd Floor Parking Garage at 1075 S. Beretania Street as the renewable energy source for two connecting buildings at 1069 and 1075 South Beretania Street. These properties, both owned by Goodwill Hawaii, were recently built and upgraded to house both community services programs and retail operations. We will:

1. Purchase and Install a solar paneled photovoltaic energy carport and rooftop system.
2. Convert the (dual) site's power grid to run completely on solar energy.

The Executive Leadership team will provide project oversight. Outcomes of the addition of solar energy to Goodwill's Honolulu location will include the improved capacity of our highly-functioning community services programs. We will support 5,000 community services program clients and provide the following:

- At-risk youth / young adults will have the opportunity to obtain their high school diploma.
- Clients will learn effective résumé writing and interviewing skills through individual and group training, also acquiring valuable job search techniques and access to a wide variety of resources and employment opportunities.
- Adults with disabilities including intellectual, cognitive, and learning disabilities will receive case management services and participate in learning

labs, life and daily living skills training, music, craft, and art workshops, and employment training to support and further their independence and growth;

- Clients will be able to develop basic computer skills in the computer lab with state-of-the-art technology for job training and development, enhancing their ability for success in school or the workplace, with additional training and courses available on-line and through distance learning.

- Over 500 low- and mid- income individuals and households will access Free tax preparation services at our accessible Honolulu Career and Learning Center.

- Clients will be offered Financial Literacy education, specifically, intensive financial coaching and direct client counseling to promote independent living and self-sustainability.

In addition, as Goodwill strives for the greatest community impact and to be responsive to community needs, we will assess and innovate programs and services to meet arising needs. To illustrate how we continuously adapt to be supportive of the public needs, here is an example. Due to the Covid-19 pandemic over the past two years we acquired additional funding and pivoted some existing service models to add virtual training and community resource referrals and application supports. Community service programs offered clients access to many additional Covid-related resources available in the community for housing, health care, financial assistance, individual, family, and other supports--such as teen workshops and financial planning seminars. In the two years since COVID began, we have supported over 500 people from HCLC with these additional resources. As well, we offered clients access to computers and digital skills—many programs responding to COVID-related and other needs, including Federal and Hawai'i State Unemployment Insurance applications and many employer's job applications--required online applications or claims.

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

Once the funds are fully in place, our facilities management team will coordinate to have the new carport designed and built - and photovoltaic panels installed by the chosen vendors. Additional support may be offered by our own maintenance staff, such as painting, labor, and signage. In the Fall of 2022 and Winter, 2022-23, we plan to transfer our existing electric power grids for the two sites over to utilize the new solar panel as our main and only energy source. Our projected timeline and milestones will be:

Timeline	Milestones
Winter 2021-2022	Apply for grant money, including Award of State of

	Hawai'i grant in aid of \$800,000.
Spring-Summer 2022:	<p>Campaign to raise any additional capital improvement funds needed: \$1,200,000 total is estimated based on current quotes.</p> <p>Gather quotes and select the vendor/s for this project. Schedule them for building during Summer and Fall.</p> <p>Ensure all building permits and contracts are in place.</p>
Summer 2022:	<p>Awarded and raised total \$1,200,000 to build new solar energy supports for Goodwill Beretania Sites.</p> <p>Begin building of new photovoltaic paneled carport structure.</p>
Fall 2022:	Complete building of solar carport structure to support HCLC and Goodwill's retail sites at Beretania Street, Honolulu.
Winter 2022-2023:	Transfer our entire power grid for both 1069 and 1075 S. Beretania Street Goodwill premises over to the solar power source.

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

Our human service program results, outcomes, audits, and continuous support from the local communities demonstrate that we operate valuable programs that make a difference in the lives of our clients. Goodwill continuously monitors and improves our program models in order to deliver the most focused, targeted and intensive services necessary to enable clients to overcome barriers, move out of poverty, and reach self-sufficiency.

Goodwill has a proven track record of securing and operating well-run facilities which meet all funder and ADA specifications and requirements and are accessible to the general public and meet local community needs.

For over 60 years, Goodwill has operated as a responsible non-profit organization whose finances are transparent to our funders and the public. Goodwill has instituted comprehensive quality assurance systems and an established methodology to ensure we are providing high quality services and

meeting and/or exceeding contract and other legal requirements. Goodwill's Quality Assurance Department routinely conducts internal audits and onsite reviews for all programs; while also providing guidance and consultation with staff in order to improve and enhance program effectiveness. Specific performance indicators are delineated and correlate to both achieving completion of task, timeframe, accuracy level, and other specifics as deemed community critical. Goodwill's tested Quality Management Program reinforces established contract procedures and collects, tracks, reviews and analyzes program performance for process improvement as needed and required by each contract. Reports are reviewed regularly and adjustments are made as needed.

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

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

An engaged and active Board of Directors that incorporates a wide range of professions, businesses, and community members governs Goodwill. The Board of Directors of Goodwill Industries of Hawaii is responsible for quality assurance and evaluation oversight. The board functions through active committees. The full board meets quarterly with the Executive/Finance and Finance/Investment Committees meetings on alternate months.

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

Goodwill proposes 2 categories of measures of effectiveness to enable the State to assess the impact of the requested funding. The first set of measures is related to the renovation/construction project which the requested funding will directly support; assessment of completion of these measures will afford an objective evaluation of whether the proposed funding was used for its intended purpose, and the timeliness for the project's completion. The renovation construction measures proposed are:

- Selection of vendor/s to install solar carport after thorough review and analysis of competitive quotes.

- Completion of the carport construction planning and design.
- Securement of needed permits required for renovation construction activities.
- Initiation of construction.
- Completion of solar paneled carport installation
- Conversion of energy grid for the combined Beretania Street sites to utilize solar energy.

The second set of measures is related to the community services programs, as it is purported the facility renovation will enable these programs to expand their capacity and serve more individuals. The Community Services outcome measurements at HCLC will include:

1. The diversion of over 1 million pounds of waste from the municipal landfill per year through reuse and reselling as well as recycling of unsellable donations.
2. The sale of \$2,000,000 worth of donated goods at low prices to lower and median income families living on Oahu.
3. Community Services programs will support 5,000 low-income and disadvantaged members of our community from Honolulu site, annually.
4. Retail Stores and e-Commerce sites will support 5,000 low and median income members of our community from Honolulu, site, annually.
5. Solar PV panel installation will measurably reduce the facility's energy costs.

The money saved will be diverted to improving services and, an added benefit, will be helping the public be comfortable under a carport, less exposed to heat, rain, and other weather conditions.

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds (Link)
 - b. Personnel salaries and wages (Link)
 - c. Equipment and motor vehicles (Link)
 - d. Capital project details (Link)
 - e. Government contracts, grants, and grants in aid (Link)

See attached budget documents.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2023.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
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\$800,000				\$800,000
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- The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2023.

Goodwill is pursuing other sources of funding to include City and County of Honolulu GIA, corporation and private foundation grants for a total of \$200,000. Another \$200,000 has already been secured from Goodwill Hawaii.

- 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.

NA

- The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2023 for program funding.

See attached.

- The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021.

The balance of Goodwill's unrestricted current assets, as of December 31, 2020 were \$12,978,000. Each year, a certified public accounting firm audits Goodwill's accounting system and financial statements. For the calendar year ending December 31, 2020, Goodwill received an unqualified audit opinion reflecting the soundness of the accounting system and financial records. In addition, we have been designated as a "low-risk" auditee, which indicates we have had no findings for over a three year consecutive period. In fact, Goodwill has had no audit exceptions and no findings or reportable conditions in over a 10-year period, indicating we hold to the highest accounting standards. To assure fiscal stability within our organization, we apply several ratios to our financial performance: a) The "Current Ratio" reflects whether a business is able to meet its current obligations. The standard current ratio for a healthy business is 2.0; Goodwill's current ratio is 2.17. b) The "Quick Ratio" measures a business' liquidity. The optimal quick ratio is 1.0 or higher; Goodwill's ratio is 1.98. c) The "Net Worth Ratio" indicates how much a business is leveraged (in debt) by comparing what is owed to what is owned. Goodwill's net worth ratio is at 0.65, again indicating a high degree of financial health.

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

Goodwill Hawaii is a 501 (c)(3) non-profit charity that helps people with employment barriers to reach their full potential and become self-sufficient for over 60 years. We serve over 10,000 Hawaii residents annually through its education, employment and career development programs and last year placed over 600 individuals into jobs, thereby relieving them from government assistance.

Goodwill Hawaii is accredited by The Community on the Accreditation of Rehabilitation Facilities (CARF). CARF sets national standards for programs serving people with disabilities and people who are economically disadvantaged. An organization undergoing CARF accreditation is scrutinized on the quality of services it provides to persons served. In August 2019, Goodwill was again awarded a three-year accreditation, the highest level of accreditation attainable. Goodwill's national certification in human services shows our commitment to validating the high quality of our program services delivered to Hawaii's residents.

Since its inception, Goodwill has developed strong working relationships with state and federal agencies and funders, including the Department of Human Services, Office of Community Services, Department of Public Safety, Department of Hawaiian Home Lands, Department of Health, Internal Revenue Service, Workforce Development Council, Department of Vocational Rehabilitation, County of Hawaii, City and County of Honolulu, County of Maui, and Workforce Investment Board. Goodwill has also formed partnerships and collaborations with numerous local nonprofits, and other community stakeholders.

Goodwill Hawaii has a proven track record of meeting and exceeding contractual requirements in offering our services. With a thorough understanding of their needs, barriers, and cultures, as well as the availability and accessibility of resources, Goodwill Hawaii has successfully served Hawaii's un- and under-employed low-income and legal permanent residents for nearly 30 years. Goodwill retains a comprehensive awareness and significant scope of experience in serving our State's dis-enfranchised residents, helping them to overcome practical barriers such as housing, transportation, child care, language, and emotional and psychological barriers such as low self-esteem and discrimination.

As noted above, Goodwill Hawaii is affiliated with Goodwill Industries International (GII). Last year, the GII network provided in person and mobile online services to 25.7 million

people and trained over 230,000 people for careers in various industries and got them the services they needed to be successful.

In addition to its depth of experience in administering its retail store, recycling, and donated goods operations, various service contracts, and community services contracts and programs, Goodwill has significant experience in managing construction and renovation projects.

Within the past 5 years, Goodwill successfully managed the following projects, exemplifying its expertise in renovating both retail and community services office space:

1. Land Acquisition & Construction of the Honolulu Career & Learning Center, Honolulu: Completion of a \$20 million project to purchase land and construct a 23,000 square foot community service office, training and retail facility. Project was completed in 2021 currently serves over 3,000 Honolulu low-to moderate income individuals annually. Public funds included a \$1 million GIA in 2015.
2. Maui, Kapolei, Pearlridge, Wahiawa, and Kaimuki Retail Stores Renovation: Renovation of an existing space to serve as a retail store. Renovations included removal and installation of walls; installation of new HVAC, flooring, and lighting.
3. Hawaii Energy upgrades: a multifaceted energy-efficiency initiative to install new equipment and reduce energy costs and use efficient refrigeration, lighting, window treatment, HVAC, and electrical equipment at multiple facilities statewide.
4. Installation of rooftop photovoltaic energy system at Kapolei Charter School campus.
5. 1085 S Beretania Community Office: Renovation of an existing leased space including painting and newly installed donated carpeting to update facilities service a variety of clients including people with disabilities, reintegrating individuals, people affected by COVID job loss or in need of other resources such as rent and utility relief assistance or unemployment insurance (including our own employees in all areas of the organization) and SNAP food stamp recipients.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

Goodwill Hawaii runs multiple office, retail production, donation sites, recycling centers, and store facilities across the Hawaiian island chain and currently operates over 20 community services contracts, 11 retail stores, and 18 donor convenience centers.

The facility to house the PV carport and rooftop system is already owned by Goodwill Hawaii on Beretania Street. Moreover, the half columns and structural foundation of a PV carport are *already* built as part of the current design and construction of HCLC. The building has functional, efficient, ADA accessible facilities.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

Personnel Name, Position	Project /Responsibility	BIO
Katy Chen, President & CEO	Full Project and Agency Oversight	Katy Chen has been with Goodwill for the past 7 years. Chen holds a Bachelor's of Political Science and a law degree from the University of Washington and has successfully managed nonprofits for 25 years. A licensed attorney, Chen's additional community work includes service as the Chair of the City & County of Honolulu Ethics Comcommunity and on the Board of local and national non-profits, including the Joint Council for the Welfare of Immigrants and the Hawaii Book and Music Festival.
Brent Arakaki, CFO	Financial and Budget Oversight	Goodwill's Finance Department is led by the CFO, Brent Arakaki. Brent is responsible for the overall direction and management of Goodwill's accounting and finance functions.
Jamie Kahalepuna, VP Retail & Contract Ops	Retail Store Management	Ms. Kahalepuna has over 15 years of experience in recycling, donated goods retail, and transport logistics
Emily Lau, VP of Community		As VP of Community Services, Emily Lau oversees Goodwill's human services programs. She holds a B.A. in Business Administration from the Chinese University

Services		of Hong Kong, and MBA from the University of Hawaii at Manoa. Lau is trilingual in English, Mandarin, and Cantonese. Emily has 25 years of experience with Goodwill and has been a past CARF surveyor.
Keith Ohira, Director of Facilities		Keith oversees the maintenance of all Goodwill facilities and has for 7 years, managed many green energy projects, including rooftop solar. He has over 30 years of experience in facilities management and logistics.

2. Organization Chart

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

Please see attached Organization Chart.

3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Position	Annual Salary Range
President and CEO	\$180k – 250k
Chief Financial Officer	\$125k – 165k
Vice President of Mission Services	\$95k – 125k

VII. Other

1. Litigation

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

There is no pending litigation.

2. Licensure or Accreditation

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

Goodwill has been fully accredited by The Community on Accreditation of Rehabilitation Facilities (CARF), which sets national standards for programs serving people with disabilities. An organization undergoing CARF accreditation is scrutinized on the quality of services it provides to persons with disabilities and economic disadvantages. In August of 2019, Goodwill was again awarded the highest accreditation attainable of three years with a perfect audit score. Goodwill's national certification in human services shows our commitment and validates the high quality of our program services delivered to Hawaii's residents.

3. Private Educational Institutions

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

Not applicable.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2022-23 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2022-23, but
- (b) Not received by the applicant thereafter.

The activity is the design and construction of a PV carport and rooftop system to provide renewable energy for two connected buildings. This is an one-off project and therefore, no additional funding is necessary to sustain the activity beyond 2022-23. In fact, the PV carport will generate solar power thereby reducing Goodwill Hawaii's energy consumption and costs for many years to come.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Goodwill Industries of Hawaii, Inc.

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST				
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL	800,00		200,000	200,000
TOTAL (A+B+C+D+E)	800,000		200,000	200,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	800,000	Virginia Lord	808-836-0313 x1028	
(b) Total Federal Funds Requested		Name (Please type or print)		Phone
(c) Total County Funds Requested	200,000	Katy Chen (Digitally signed 1/21/2022)		1/21/2022
(d) Total Private/Other Funds Requested	200,000	Signature of Authorized Official		Date
TOTAL BUDGET	1,200,000	Katy Chen, President & CEO		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2022 to June 30, 2023

Applicant: Goodwill Industries of Hawaii, Inc.

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
N/A				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: Goodwill Industries of Hawaii, Inc.

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

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, 2022 to June 30, 2023

Applicant: Goodwill Industries of Hawaii, Inc.

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2020-2021	FY: 2021-2022	FY:2022-2023	FY:2022-2023	FY:2023-2024	FY:2024-2025
PLANS	0	0	0	0	0	0
LAND ACQUISITION	0	0	0	0	0	0
DESIGN	0	120000	0	0	0	0
CONSTRUCTION	0	80000	800000	200000	0	0
EQUIPMENT	0	0	0	0	0	0
TOTAL:		200000	800,000	200,000	0	0
JUSTIFICATION/COMMENTS: Solar panel carport construction to power Goodwill Hawaii's community service offices, training rooms, and learning labs and retail store sites.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Goodwill Industries of Hawaii, Inc.

Contracts Total: 9,385,736

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Community Recycling & Sustainability Program, Contract No. CT-DCS-2100028: Purchase a box truck for pick-up and recycling of goods	11/01/2020-04/30/2022	Department of Community Services	Honolulu	\$ 120,000
2	Agency Provided Trips, MA-DTS-2000091 V-5: Transportation for Clients	02/01/2020-01/31/2022	Department of Transportation Services	Honolulu	\$ 755,767
3	SEE (Supporting Employment Empowerment): Provides on-the-job training and meaningful employment opportunities for active First To Work participants (both citizens and non-US citizens) who may have little or no work experience. Services include pre-employment training, job development, placement, and follow up services. Participants can also get subsidized employment.	07/01/2021-06/30/2022	Department of Human Services	State	\$ 1,583,500
4	FTW TANF/VR: Case management, employment and support services to work eligible individuals of two parent household and non-US citizens receiving TANF public assistance, and people who are classified as having a disability. Employment training, support services, job development, placement, and follow up services. The program works closely with the SEE program in helping individuals obtain employment.	07/01/2021 -06/30/2022	Department of Human Services	State	\$ 4,500,000
5	Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T): A work program designed to assist individuals receiving food stamps prepare for employment and become self-sufficient. Goodwill's program serves the islands of Maui and Oahu and provides omprehensive case management, pre-employment training, job development, placement, and follow up services.	07/01/2021 -06/30/2022	Department of Human Services (State)	State	\$ 522,854

6	Employment Services for Inmates at Correctional Facilities Statewide: Services include pre-employment training, job development, placement, vocational training, and follow up services (job maintenance/reassessment).	03/01/2020-02/28/2023	Department of Public Safety	State	\$ 600,000
7	Employment Core Services for Low-Income Persons and Legally Permanent Residents: Services include pre-employment training, job development, placement, vocational training, and follow up services. Goodwill's program serves the island of Hawaii	10/01/2021-09/30/2022	Department of Labor & Industrial Relations	State	\$ 189,000
8	WIOA Youth Program / Ola I Ka Hana: Engages Out-of School and In-School youth in healthy behaviors, empowers them with tools to reduce unhealthy risky behaviors, and develops opportunities for their continued educational achievement, successful transition to adulthood, and sustained, self-sufficient employment.	11/1/2021-10/31/2022	Office of Housing and Community Development (OHCD), County of Hawaii	Hawaii	\$ 317,015
9	WIOA Adult & Dislocated Workers Program: Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and individuals who are basic skills deficient.	07/01/2021-06/30/2022	Office of Housing and Community Development (OHCD), County of Hawaii	Hawaii	\$ 481,086
10	WIOA Adult & Dislocated Workers Program: Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and individuals who are basic skills deficient.	07/01/2021-06/30/2022	Office of Housing and Community Development (OHCD), County of Hawaii	Maui	\$ 216,514
11	DHS Youth Program / Ola I Ka Hana: Assists Oahu's at-risk youth to develop necessary skills, make responsible and informed decisions, develop a positive sense of self, pursue and maintain positive relationships, continue their academic growth and gain employment.	01/01/2022-12/31/2022	Department of Human Services	State	\$ 100,000



Mission Services
As of October 28, 2021

Oahu
Big Island
Maui
Kauai

CONFIDENTIAL

