

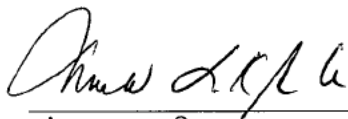
**2024 State of Hawaii GIA
Operating
Grant Application**

**Prepared by:
Adult Friends for Youth**

Application Submittal Checklist

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

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



AUTHORIZED SIGNATURE

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

PRINT NAME AND TITLE

1/19/2024

DATE

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Db:

Adult Friends for Youth

Amount of State Funds Requested: \$404,223

Brief Description of Request (Please attach word document to back of page if extra space is needed):

AFY will create safer schools and communities for all residents on Oahu through the Redirectional Therapy (RT) Counseling Program, Mobile Education Center, Mobile Assessment Center, and PEARL Convention. Proposed services will reduce/terminate youth violence, provide educational support services to help youth graduate from an educational program, and divert youth from the juvenile justice system.

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ _____

Private/Other: \$ _____

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$3,431,221

Unrestricted Assets:

\$1,376,409

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

- 501(C)(3) Non Profit Corporation
 Other Non Profit
 Other

Mailing Address:

3375 Koapaka Street, B-290

City: Honolulu State: HI Zip: 96819

Contact Person for Matters Involving this Application

Name:
Deborah L.K. Spencer-Chun


Title:
President & CEO

Email:
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Phone:
808-833-8775

Federal Tax ID#:
[REDACTED]

State Tax ID#
[REDACTED]



Authorized Signature

Deborah L.K. Spencer-Chun, President & CEO

Name and Title

1/19/2024

Date Signed



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

Vendor Name: ADULT FRIENDS FOR YOUTH

DBA/Trade Name: ADULT FRIENDS FOR YOUTH

Issue Date: 01/16/2024

Status: Compliant

Hawaii Tax#: [REDACTED]
New Hawaii Tax#: [REDACTED]
FEIN/SSN#: XX-XXX4581
UI#: XXXXXX5913
DCCA FILE#: 65860

Status of Compliance for this Vendor on issue date:

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

Status Legend:

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

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

The undersigned authorized representative of the applicant certifies the following:

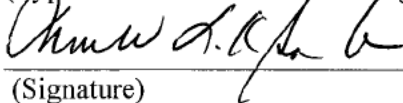
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide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

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

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

Adult Friends for Youth

(Typed Name of Individual or Organization)



(Signature)

1/19/2024

(Date)

Deborah L.K. Spencer-Chun

(Typed Name)

President & CEO

(Title)

SECTION 42F-102: PUBLIC PURPOSE

(1) The name of the requesting organization or individual

Adult Friends for Youth

(2) The public purpose for the grant

AFY's Redirectional Therapy (RT) services will create safer schools and communities on Oahu by redirecting the high-risk and violent behavior of target youth into peaceful and prosocial behavior. RT includes both intervention and prevention services.

(3) The services to be supported by the grant

This grant will support AFY's, RT Counseling Program, Mobile Education Center (MEC), Mobile Assessment Center (MAC), and PEARL Convention. Key service activities include but are not limited to: community outreach and engagement, assessment, group and individual counseling, referrals, case planning, educational support (i.e. tutoring), experiential learning opportunities, connections to educational programs, connections to other service providers, data management, and case closure.

(4) The target group

AFY's target population consists of disadvantaged youth, male and female, who come from low-income backgrounds, are prone to violence and criminal activity, and are at a high risk for academic failure. AFY's MAC program targets youth who commit status-offenses on the Leeward Coast of Oahu, HPD District 8.

(5) The cost of the grant and the budget

The overall project will cost \$404,223. The total budget requested from the State Grant in Aid is \$404,223.

Application for Grants

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

I. Certification – Please attach immediately after cover page

1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2023.

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;

Since 1986, Adult Friends for Youth (AFY) has eliminated youth violence and brought peace and safety to schools and communities across Oahu. Our purpose is to break the cycles of violence, incarceration, poverty, and hopelessness in disadvantaged and marginalized communities. We accomplish these goals through the outreach and engagement of Oahu's highest-risk youth who are known for their violent and criminal behavior. AFY's services address their destructive and risky behavior and provide them with the educational support they need to help them graduate from a traditional or alternative education program and build a better future for themselves.

Through our work, AFY has recognized the value of mobility. Transportation is one of the biggest barriers that prevent target youth and families from accessing the social services they desperately need. All of AFY's programs utilize company vehicles to provide services where youth and families feel safe and comfortable. Mobility has also allowed AFY to penetrate hard-to-reach and marginalized populations. Those

interactions have provided our agency with the opportunity to speak with community stakeholders, learn about the specific needs of each community, and create relationships and partnerships with key stakeholders to meet our objectives and create safer schools and communities for all students and residents.

AFY's mission is, "Redirecting lives to stop violence in order to strengthen family and community safety, while promoting well-being for all youth so that they can reach their full potential."

2. The goals and objectives related to the request;

Ultimately, AFY strives to create safer schools and communities for all residents by changing the mindset and behavior of high-risk youth who are known for their violence and wreaking havoc on neighborhoods and communities. AFY's programs' services address the mental/emotional health needs of those youth and promote education as a means to achieve a better life. AFY prefers to work with natural friendship groups or cohorts due to the influence of peer pressure. We conduct outreach and engage Oahu's highest-risk youth to provide them with Redirectional Therapy (RT) services (RT is detailed in the Service Summary and Outcomes section).

The goals of the project are to:

- Conduct community outreach (including referrals from community partners) to identify high-risk youth who need AFY's services
- Engage youth through building trust and rapport so they "buy-in" to AFY services
- Address, stabilize, and redirect youths' mental/emotional health issues so they reduce or terminate their destructive behaviors
- Enhance youths' protective factors to promote the healthy development and well-being of youth and families
- Reconnect chronically absent/truant youth to a traditional or alternative education program
- Provide youth with educational support services to help them graduate from an educational program
- Divert status offending youth on Oahu's Leeward Coast from entering the juvenile justice system
- Conduct a PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love) for targeted elementary and middle school youth to raise awareness of and prevent bullying and violence on school campuses and in communities

The objectives of this grant:

The 2024 State of Hawaii GIA will supplement the approximately 600 youth that AFY serves annually through the RT Counseling, MEC, and MAC programs:

RT Counseling Program

- 80% of youth served through the program will reduce or terminate their violence

- 70% of program youth will be promoted/graduate from high school or an alternative program
- 80% of program youth will participate in at least one experiential learning opportunity

Mobile Education Center (MEC)

- 50% of truant/chronically absent youth served by the MEC will be successfully (re)connected to a traditional school or an alternative education program
- 50% of MEC youth will receive preventative services (i.e. tutoring, credit recovery, etc.)
- 70% of MEC youth will be promoted/graduate from high school or an alternative program
- 75% of MEC youth will receive other services (i.e. employment/career, experiential learning)

Mobile Assessment Center (MAC)

- 75% of eligible youth will receive the YASI Assessment
- 75% of eligible youth will receive a comprehensive service plan
- 70% of eligible youth will successfully complete the program
- 65% of eligible youth who complete the program will not re-offend or become incarcerated

PEARL Convention

- AFY will conduct a PEARL Convention
- 85% of participants will express satisfaction with the event through a follow-up survey

3. The public purpose and need to be served;

The late Malakai “Mo” Maumalanga, AFY’s Director of Redirectional Services, always cautioned that once youths and youth gang members begin to use firearms to settle disputes, that would forever change the landscape/dynamic of youth violence in Hawaii, as it would become their weapon of choice and a “go to” means for conflict resolution. His words have proved to be prophetic. Hawaii is currently amid a crisis of rising gun and weapon-related violence (i.e., knives, machetes, etc.) perpetrated by both youth and adults alike. Mo dedicated his life to preventing this shift in behavior from occurring before his life was tragically cut short by the very phenomenon he fought so hard against, (gun) violence.

It seems like there is a new report of a homicide or violent crime every day. They occur so often that it has almost become the “norm”. For a variety of reasons that are difficult to pinpoint, youth and adults resort to violence with weapons to solve their problems. In a span of five days, the Honolulu Police Department (HPD) opened five attempted murder cases in as many days (four shootings and one stabbing). Underscoring the issue, between October 31, 2023, and November 26, 2023, there was a murder at a

Nanakuli beach park, a stabbing at Makaha Elementary School, and a robbery that resulted in a shooting near Maili Pill Box hike.

Revealed in an HPD commission meeting, between November 2022 and November 2023, HPD District 8, which spans from Ewa Beach to Kaena Point, saw an 80% increase in homicides and a 42% increase in weapons offenses. East Honolulu, which is stereotypically known as a safer part of Oahu, saw a 50% increase in homicides during the same period.

The prevalence of firearms in Hawaii is also alarming. According to the Police Chiefs Report, in 2020-2021, Honolulu police recovered 759 firearms, Hawaii Island police recovered 130, and Maui police recovered 199. Steve Alm, the Prosecuting Attorney for the City and County of Honolulu, stated that most violent crimes involving guns are not registered guns being used by its owner (KHON News).

According to the HPD dashboard on "Crime by Category", in 2022:

- Homicide offenses increased by 13.3%
- Murder and non-negligent manslaughter offenses increased by 38.9%
- Negligent manslaughter increased by 66.7%

These are just a fraction of the recent incidents involving adults (KHON News, Hawaii News Now):

- On January 3, 2024, a male motorist was arrested for attempted murder for chasing and striking a person on a moped in Makiki.
- On New Year's Day 2024, a man was killed in a shootout with police officers, in which two officers were shot after a high-speed car chase ended near the University of Hawaii at Manoa. In the days prior, in two separate incidents, he shot a woman multiple times and was involved in an argument that ended in him shooting one man and stabbing another.
- On New Year's Day 2024, a man murdered his ex-girlfriend by shooting her in her face before taking his own life on Hawaii Island.
- On New Year's Eve, 2023, a man was arrested for brutally attacking another man with an ax in Moilili. The victim was treated on the scene with advanced life support before being transported to a hospital.
- On Christmas Day, 2023, a man was shot and killed while sitting in a parked car in Halawa.
- Just before Christmas 2023, a man shot and killed his estranged wife in front of her daughter while they were on their way to do Christmas shopping at Pearlridge shopping center. He subsequently drove home where he took his own

life. Although a TRO was issued and his legally registered guns were confiscated, he quickly managed to illegally obtain the firearm he used to commit the murder.

- In December 2023, a man was shot and killed while driving in Mililani. Three people were subsequently arrested for murder. One suspect is a female who was a passenger in the victim's car at the time of the murder.

It is useful to examine adult violence within the context of this proposal because, without intervention and prevention, the youth that AFY works with have a high probability of becoming those perpetrators. The Pittsburg Youth Study found that 52 to 57% of juvenile delinquents continued to offend in adulthood. In addition, "For those who do persist, the transition from adolescence into adulthood is a period of increasing severity of offenses and an increase in lethal violence." Most of the violence is directed at victims of the same age, and the age period of 16-24 is a high-risk time for violent victimization (National Institute of Justice).

Experts in Hawaii have observed more community violence incidents involving firearms. University of Hawaii criminologist Meda Chesney-Lind found that between 2010-2019, Hawaii saw a 39% increase in gun deaths. In addition, between 2017 and 2022: Oahu saw an 85% increase in murders. She stated that violent criminals are getting younger and more likely to resort to using weapons versus fists. "Our gangs that used to just restrict themselves to knives or just fists or maybe baseball bats have apparently been getting guns and using guns in confrontations" (Hawaii News Now).

Recent violent incidents involving youth include (KHON News, Hawaii News Now, Island News):

- In December 2023, a 21-year-old was arrested for a double shooting in a Kalihi game room.
- In December 2023, a 24-year-old male was arrested for stabbing a 23-year-old male at a party in Haleiwa.
- In November 2023, a 16-year-old male and a 21-year-old female were stabbed at a beach park in Makaha. They were stabbed in the abdomen and chest, and transported to the hospital with critical injuries.
- In November 2023, a 19-year-old male was nearly stabbed to death with wounds to his neck and chest near a skate park in Kapolei. Over four days, HPD was called to that area seven times for various incidents.
- In October 2023, a 19-year-old male was arrested for attempted murder with a firearm after an altercation with another group in Kakaako. In the same incident, his 26-year-old brother was arrested for murder.
- In September 2023, a 16-year-old violently robbed an elderly man in broad daylight in Kalihi.

- In August 2023, a 20-year-old male shot and killed two others in an exchange of gunfire in the parking lot of a well-known restaurant in Haleiwa.
- In July 2023, a 22-year-old male was arrested for shooting another 22-year-old male in the stomach at the corner of Keeaumoku and Young Streets.
- In July 2023, a shooting in Kalihi left a 20-year-old male in critical condition. A 15-year-old was also shot in the incident.
- In June 2023, a 17-year-old female was shot in the head at Maili Community Park. She suffered critical and long-term damage and is continuing to recover.
- In May 2023, a 17-year-old youth was fatally shot in a parking lot at Makaha Beach. He was also carrying a gun. A 20-year-old and a 16-year-old were charged with murder.
- In April 2023, a 16-year-old and 23-year-old were arrested in a shooting at a chicken fight in Waianae that killed two and wounded three others.

"We see a pattern here. We see these shootings in the same part of the island again and again and they always happen at the same time of day. What is happening between midnight and sunrise that's causing these shootings to happen," said Andrew Namiki Roberts, director of Hawaii Firearms Coalition. AFY has proven to be effective at finding those answers.

These incidents are just the tip of the iceberg. Many cases of youth violence go unreported or do not make it to the news. For the cases that are reported, HPD highlighted an "alarming rise" in crimes involving youth. Sgt. Chris Kim, of HPD's Student Crimestoppers shared many crimes occur on school campuses and include cases of violence, sexual assault, and weapons being brought to campus, among others. He stated, "The list just goes on and on."

Recent cases of violence on school campuses.

- In December 2023, several large fights in multiple locations occurred at Kapolei High School causing the school to go on lockdown. Police were forced to use pepper spray in the incident.
- In December 2023, a 15-year-old was the victim of an armed robbery on the Nanakuli High School campus.
- In December 2023, an 18-year-old female was sexually assaulted in the parking structure of Aiea High School.
- In October 2023, the high school football game between Castle and Waianae was canceled due to threats made toward both schools. Earlier that week Castle High School was placed on lockdown due to an "unauthorized group of students" threatening students on campus.

- In May 2023, Kapolei Middle School was placed on lockdown when a student brought a handgun on campus.

Due to AFY's partnership with Kapolei High School, when the incident occurred school personnel called the agency for crisis support. AFY staff immediately responded and charged straight into the middle of the melee. They identified AFY youth and separated them from the violence. They then engaged non-AFY youth to talk with them to de-escalate the conflict(s). School administrators praised those staff members as their actions helped bring peace onto their campus. No major injuries were reported.

HIDOE schools are constantly expressing their need for AFY services to intervene in the violent and destructive behavior of their highest-risk students which can wreak havoc on schools and communities and cause campuses to go on lockdown. Recently, AFY was asked by administrators of several middle schools to provide intervention services to some of their students who were "out of control". Some of those groups were for girls which shows they can have similar behavioral problems as their male counterparts. We currently partner with four middle and high schools from Kaimuki to Waianae to bring peace to campuses and surrounding communities.

In addition to schools, AFY also works with community partners to stop youth violence. At the request of HPD, each year we partner with them to prevent youth violence on Halloween Night in Waikiki. According to HPD, Halloween is the most dangerous night of the year. In 2023, there were few or no incidents of youth violence. Leading up, AFY worked with our youth groups to provide them with alternatives to going into Waikiki. This was for their safety and the safety of the community at large. AFY found a very small number of AFY youth at the event, which showed our relationship and ability to get through to this hard-to-reach population. In previous years, AFY regularly found and extracted between 50-100 youth from the festivities and gave them rides home for their safety and the safety of the community at large.

Both research and practice have shown that the juvenile-to-adult cycles of violence and incarceration do exist, and if not broken, can bring hopelessness to high-risk youth and stifle future generations. Adults model behaviors that impressionable youth imitate, both good and bad. That is why addressing generational cycles of violence within families and communities is also of paramount importance.

We must fight to address violence while youth are still young and change their violent and destructive ways. We cannot afford to wait until delinquent youth become felonious adults.

To do so would be at great cost to individuals, communities, and the State of Hawaii. In addition to the costs relating to social dynamics and community safety, housing an adult in prison is expensive. According to the State of Hawaii's S.B. NO. 2532, It costs the State, "about \$52,000 per inmate per year." AFY provides RT services to over 500 youth annually through our counseling program, Mobile Assessment Center, and Mobile Education Center. Preventing just a handful of youth from entering the adult prison system would result in great cost savings for the State of Hawaii in the long run.

4. Describe the target population to be served; and

AFY targets Oahu's highest-risk youth. They come from disadvantaged low-income backgrounds and neighborhoods where violence, crime, drugs, and poverty are normalized and part of everyday life. Many of them are involved with gangs. They are predisposed to violence, crime, incarceration, and academic failure. AFY primarily works with male and female middle and high school youth between the ages of 11 and 17. However, AFY has no termination policy and will work with youth beyond high school depending on their needs.

Many of the youth we work with report being both victims and offenders of violent crime and are traumatized by past experiences. At AFY, we understand there is a significant relationship between being victimized and in turn, victimizing others. To heal youth and break the cycle of victimization and re-victimization, it is crucial to work with youth on a long-term basis and provide the consistency and stability they may not receive anywhere else. The PEARL Convention targets a slightly younger demographic who are in elementary and middle school.

The vast majority of youth who are served by the AFY's counseling program, MEC, and MAC are from historically marginalized populations as defined by U.S. Federal Government standards. Approximately 35% are Native Hawaiian, 30% Micronesian/Chuukese, 13% other Pacific Islander, and 14% Asian/Filipino. The remaining percentage is comprised of African American, Hispanic, or White youth. Notable, 50% of MAC youth are of Hawaiian or pt. Hawaiian ancestry.

AFY serves a high population of youth living in low-income neighborhoods, homeless encampments, transitional shelters, or housing projects that include but are not limited to:

- Pupu`ole streets in Waipahu
- Lahaina St. in Waianae
- Cedar Farms in Waianae Valley.
- Kealahou Shelter in Kalaeloa.
- Mayor Wright Homes
- Palolo Valley Homes
- Kuhio Park Terrace
- Kamehameha Homes
- Kalihi Valley Homes
- Salt Lake Apartments
- Ka'ahumanu Homes

5. Describe the geographic coverage.

AFY provides RT services to communities ranging from Kaimuki to Waianae. The MAC program specifically works in HPD District 8, Ewa/Makaha. Information from the University of Hawaii's Center on the Family is provided on six of the major school

complex areas that we serve: Farrington, McKinley, Kapolei, Campbell, Waianae, and Waipahu.

The Farrington area consists of over 56,000 residents and includes 'Alewa Heights, 'Iwilei, Kalihi Kai, Kalihi Uka, Kalihi Valley, Kalihi Waena and parts of Kamehameha Heights, Kapālama and Palāma.

- There is a larger proportion of adults who are co-residing with their grandchildren
- The proportion of residents who are new immigrants is at least twice the state average
- Filipinos, Hawaiians/pt. Hawaiians and other Pacific Islanders comprise over 70% of the population
- Residents rank below state averages in economic well-being
- The proportions of public-school students who meet language arts and math grade-level standards are below the state average
- Lower rate of high school students that graduate on time

The McKinley area consists of over 77,000 residents, and contains 'A'ala, 'Ālewa, Chinatown, Lanakila, Liliha, Lower Makiki, Lower Nu'uuanu, Makiki, Mayor Wright Housing, Pālama and parts of Ala Moana, Bingham Tract, Iwilei, Kaka'ako, Kamehameha Heights, Pāwa'a and Queen Emma Gardens .

- A smaller proportion of children have both parents or their single parent in the labor force
- Higher percentage of families with children in poverty
- Three times the state's percentage of English language learners
- Smaller proportion of high school students graduate on time than the state average
- Rates are double the state average for both violent and property crime
- Almost double the rate of students who feel unsafe at school than the state average

The Kapolei area consists of over 46,000 residents from City of Kapolei, East Kapolei, Honokai Hale, Kahe, Kalaeloa, Kapolei Knolls, Ko 'Olina, Makakilo City, Makakilo Heights, Pālehua, Pālehua East, Pu' U O Kapolei, and Villages of Kapolei.

- A lower percentage of adults have post-graduate education
- Adults are more likely to live with grandchildren
- Higher rate of property crime than the state average
- Students who feel unsafe at school are roughly the state average

The Campbell area consists of 72,000 residents and includes the neighborhoods of Ewa, East Kapolei, Honouliuli, Ocean Pointe, West Loch, and parts of Iroquois Point and Waipahu.

- A larger proportion of children who live in immigrant families than the state average
- A lower percentage of students meet math standards than the state average
- Close to the state average for students who report feeling unsafe at school
- A smaller proportion of adults have a bachelor's degree or post-graduate education

The Waianae area consists of over 36,000 residents and includes the neighborhoods of Ma'ili, Makaha, Makua, Ka'ena, and Ulu Wehi. According to COTF.

- A larger proportion of children in families receiving public assistance and who live in poverty than the state average
- The unemployment rate is over twice the state average
- Students who meet language arts and math standards are half of the state's average
- The number of students who graduate on time is lower than the state's average
- Violent crime is more than double the state average; Property crime is also higher than the state average

The Waipahu area consists of 61,000 residents from Waipahu to parts of Village Park.

- Lower than average per-capita income
- Twice the amount of English language learners than the state average
- Lower percentage of adults have a bachelor's degree or post-graduate education
- Violent crime incidents are close to the state average

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;

To help break the cycles of violence and incarceration that terrorize our communities and keep high-risk/high-potential youth from believing they are capable of having a better future, AFY is proposing to provide Redirectional Therapy (RT) services to Oahu's highest-risk youth through four programs: 1) RT Counseling Program, 2) Mobile Assessment Center (MAC), 3) Mobile Education Center (MEC), and 4) the 12th Annual Pearl Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love). All four programs complement each other and possess elements of both intervention and prevention.

Redirectional Therapy

RT is the foundation and platform for all of AFY's programs and services. It includes trauma-informed care and a social-emotional development curriculum to improve coping skills. It involves youth regulating emotions, reflecting on past actions/behaviors, assessing the consequences of actions, and establishing good relationships in their community and with the people around them. RT is an evidence-informed, field-tested intervention that emphasizes education as a path to stay away from violence, crime, and incarceration to build a fulfilling and successful future.

Since 1986, AFY has utilized RT to redirect youth's behavior from destructive to constructive. Long-term change is not easy to accomplish. It takes time, effort, and patience from all stakeholders involved to generate that transformation. We are essentially undoing years of negative influence from their environments where violent, destructive, and risky behaviors were glamorized by peers and often family members.

To create change, RT services help them see that the path they are on eventually leads to prison or death. Too often they define themselves by the violent crimes they commit and the gang they belong to versus their positive qualities and attributes. RT services help youth recognize that there is a world outside of their immediate neighborhood and community. It instills in them the hope they can change their lives for the better and provides them with the tools, resources, and support to make those changes happen. Once youths' mindsets shift away from violence and toward their newly identified future goals, education is emphasized as a tool that will help them achieve those goals and build a pathway to a successful life.

RT is guided by philosophical and practice principles that over time, have been proven to effectively change the mindset, behavior, and lives of Hawaii's most violent youth.

Philosophical Principles	Practice Principles
People have the capacity to change	Turf - Service is provided on the "turf" of the youths being served
People are perceived holistically as products of the sum total of their existence	Referrals - Requests to AFY for service may be initiated by any system/stakeholder
Gang youths have the potential to enter the social and economic mainstream but may not believe that they have the capacity to do so	Participation in the AFY program is fun and immediately rewarding
Youths who believe in their capacity to enter the mainstream will choose to do so when provided with the opportunities	The Redirectionalist communicates care and love
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	Redirectional Therapy is nonjudgmental
A mutual and respectful relationship between the Redirectionalist and the client is a prelude to effective intervention	Redirectional Therapy is nondirective
The Redirectionalist and the agency provide an environment that is genuine, caring, and nurturing	The Redirectionalist is empathetic
The Redirectionalist is primarily responsible to the agency and to its clients, not to other systems, including school, police, courts, and parents	Active listening
The client is always first	Modeling legal and healthy behaviors
Formal and informal education are means for achieving freedom, thinking critically, and becoming aware of a greater universe within which to make decisions	Encouraging new social and activity experiences: The Six-Point Plan
Children are capable of influencing their families	Food as therapy
Youths can be effectively helped without family intervention (but parents/guardians are required to give permission for clients to engage in services)	Self-Determination
It is best to work with multiple gangs in a community, especially rivals, if peace and	Nonintrusive, attentive style

stability are to occur	
Patience is a virtue	

AFY's Programs

Redirectional Therapy (RT) Counseling Program

The RT Counseling Program is AFY's flagship program. It seeks out Hawaii's most violent and dangerous youth for program participation. All youth are referred to this program because of their potential threat to public safety. Often AFY is a last resort as everyone else, including schools, family members, and other social service programs, has already given up on them. They come into AFY with little or no hope for their future. The vast majority of AFY Counseling Program youth share that they have also been victimized in the past and carry trauma from those incidents. This underscores the need for a trauma-informed approach to counseling which all full-time direct staff is trained in.

RT counseling contributes to the development of self-esteem, self-determination, and empowerment. It helps youth feel valued and helps them develop a sense of their potentialities and how to achieve them. It also connects them to their community, including opportunities for positive interaction with law enforcement.

While individual counseling services are provided as needed, group-level counseling is preferred due to the strength of peer influence. Shortly after the agency's inception in 1986, AFY realized that to have any meaningful impact on the behavior of youth, their friends needed to be involved in the process. Peers have more influence on one another than anyone else. Often peer influence or peer pressure reinforces negative behaviors. Through counseling sessions and the RT curriculum, prosocial behaviors are modeled and reinforced. Over time, maladaptive behaviors (i.e., violence, aggression, swearing, disrespect, etc.) are gradually reduced, and the mindset of the youth changes. Group members begin to hold each other accountable for their actions, exerting positive peer pressure on one another.

AFY is the only agency in Hawaii that works with natural friendship groups/gangs as whole entities. Since inception, AFY has worked with over 90 gangs, of which, 60 have dissolved or are no longer recruiting. This demonstrates our experience and ability to work with and successfully change the violent behavior of Hawaii's highest-risk youth.

The counseling program consists of In-School and Neighborhood Counseling Groups. In-School Counseling Groups are conducted in partnership with HIDOE school administrators and meet on school campuses during school hours. Neighborhood Counseling Groups meet during out-of-school time in our youths' communities and are generally comprised of natural friendship groups/gangs as whole entities. Both groups can be comprised of entirely one gang or they can be formed through referrals from agencies that include but are not limited to HIDOE, HPD/law enforcement, Legislators,

Judiciary, friends and family members, and even rival gang members who have used our services and would like to create peace in their community.

AFY developed an RT curriculum that is specialized to work with violent youth and gang members. It consists of a 32-topic curriculum that is designed to be taught over a 3–4 year period. The curriculum can be customized for different age groups and skill levels. It involves social-emotional learning and helps develop healthy coping skills. It facilitates knowledge and skill building through discussions, experiential learning, and activities such as role-play. For example, one role-play activity addressed being an upstander versus a bystander. An upstander is someone who proactively prevents or intervenes in conflict-type situations. A bystander is someone who passively watches what is taking place. This role-play is related directly to our youths' violence as oftentimes they show up at a fight just to watch or take videos and post them to social media. We try to provide our youth with the knowledge, skills, and tools to be an upstander in those types of situations. Another activity addressed past trauma and grief through a painting exercise. Youth were provided a blank canvas and were told to paint anything that reminded them of a loved one who had passed. This was an example of a healthy coping mechanism. The youth stated that "painting felt therapeutic."

Long-term behavioral change does not happen quickly, which is why it is common for AFY to work with youth over 4 years and in some cases into adulthood. The RT curriculum is designed to complement and engage them in the traditional academic curriculum that they learn in school. Counseling sessions and the curriculum reduce violence, promote healing from victimization, and emphasize education as a means to improve one's life. Counseling program services are provided year-round, during school breaks, and are completely free of charge to youth and families.

Example lesson topics include but are not limited to:

- Practicing resolution
- Defining neighborhood norms
- Identifying positive support systems
- Redirect negative peer pressure to positive peer pressure
- Demonstrating School Commitment
- Healing from past trauma/experiences
- Critical Thinking actions
- Empathy in Conflict
- Creating a safe place
- Maintaining Commitment.

A key component of AFY's RT Counseling Program is the intensive educational support which includes but is not limited to access to digital technology (i.e. iPads, laptops, Wi-Fi), in-person support (i.e. tutoring, help navigating online scholastic platforms, communication with teachers and school counselors), and other educational support services such as connecting youth to credit recovery or summer school courses. Once their violence and behavioral issues are brought under control and youth begin to heal from their victimization and exposure to violence, education is used as a primary tool to continue their positive development.

AFY's counseling program includes mediation services to peacefully resolve conflicts between two parties. It diffuses potentially dangerous, volatile, and/or violent situations involving individuals or groups. Past mediations have involved rival gang members, friends who have had a conflict with one another, and family members, among others. Mediation is provided on an as-needed basis. RT counseling also includes 24/7 crisis support as needed, because we know that crises do not always occur during regular working hours.

In addition to mental health counseling and educational support, counseling services incorporate experiential learning opportunities that provide new social and activity experiences through AFY's Six-Point Plan. Target youth who come from low-income, disadvantaged communities often have limited experiences outside of their immediate neighborhood. The Six-Point Plan is a means for broadening the experiences of groups and replacing destructive behaviors with prosocial activities. The six categories are: 1) Social Activities, 2) Education, 3) Employment and Careers, 4) Recreation and Sports, 5) Spiritual/Culture and Religion, and 6) Community Service. Experiential learning not only enhances youth development but builds self-confidence and self-esteem in youth who often view themselves as failures.

Examples of experiential learning include but are not limited to:

Education, Spiritual/Culture and Religion

- Na Pua No`eau – Hawaiian culture STEM activities
- Liliuokalani Trust – Cultural healing activities
- Oceanit – Design thinking workshops

Social Activities, Recreation and Sports

- InJoy Swimming – Swimming lessons
- Late Night Basketball Tournaments

Employment and Careers

- Kinai `Eha – CPR training, OSHA 30-hour certification, COVID cleaning
- University of Hawaii Community College 13 Year Scholarships – Provides one year of scholarship to students

The AFY counseling program also helps connect youth with other support services that are directly related to their victimization and offense. Other support services may be provided by AFY or an outside source. Those support services include but are not limited to:

- Legal
 - Temporary restraining orders
 - Parole Officer
 - Public defender
 - Court
- Transportation
 - To and from services/activities (i.e. hospital visits, courts visits, counseling sessions, etc.)
- Restorative Justice (RJ)
 - Solution-focused approaches
 - Restorative facilitation

2023 RT Counseling Program Results:

- 261 youth served
- 82% (213/261) of youths reduced or terminated their violence
- 199/261 youth were in a traditional academic program
 - 60% (119/199) successfully graduated or were promoted to the next grade level
- 24 youths were enrolled in an alternative education program
- 38 youths were older and not enrolled in a program
- 86% (225/261) of youths participated in experiential learning opportunities

Mobile Education Center (MEC)

The MEC is an extension of an alternative education program that AFY conducted for 20 years.

It provides intensive educational support to meet the needs of disadvantaged communities. The program targets youth who are truant/chronically absent and/or at a high risk of academic failure.

Where AFY's RT Counseling Program services target youths' violence, the MEC focuses on providing or connecting youth with educational support services so they graduate from high school or an alternative education program. The MEC utilizes a retrofitted van, equipped with essential technology (i.e. Wi-Fi, laptops, television screens, etc.). Although the focus of the MEC is not on violence or criminal behavior, it contributes to the creation of safer communities as truancy and crime are directly related. A University of Hawaii study found that 80% of prison inmates were truant from school (Honolulu Magazine). When youth focus on constructive activities such as their education, they devote less time and energy to violence and other destructive behaviors.

Purpose of the program:

- Outreach/identify youth who are truant/chronically absent or at high risk for academic failure
- Build a trusting relationship through AFY's RT principles (i.e. non-judgmental approaches to counseling that are authentic, genuine, and empathetic)
- Provide in-person educational support to achieve academic success
- Provide counseling services that are trauma-informed and develop social-emotional learning as well as coping skills
- Provide/connect youth to other services to meet their whole needs

Program options include:

- Option 1 – reconnect youth back to their home school through communication and coordination with schools and parents
- Option 2 – identify, communicate with, and link youth to an alternative educational program that best meets their needs (i.e. Youth Challenge)
- Option 3 – Provide youth with preventative services (i.e. tutoring, digital access, credit recovery, counseling)
- Option 4 – refer youth to community linkage providers to support them based on their needs (i.e. employment/career, coding)

2023 MEC Results:

- 53 youths received MEC services
- 100% (53/53) of truant/chronically absent youth were reconnected to an educational program
 - 46 traditional

- 7 alternative
- 100% (46/46) of youths enrolled in a traditional program graduated or were promoted to the next grade level
- 43% (3/7) of youth enrolled in an alternative program graduated or were promoted (4/7) and are in the process of being connected to a different alternative program that better fits their needs
- 100% (5/5) of youths who needed preventative services, received those services
- 100% (53/53) of youths received other services/participated in an experiential learning (6pt. Plan) opportunity

Mobile Assessment Center (MAC)

The MAC is a youth diversion program that is conducted in partnership with the HPD District 8, Ewa/Makaha, which has the highest number of status offenses in the state. A “status offense” involves conduct that would not be a crime if it were committed by an adult. Examples include truancy, running away from home, and underage drinking. The MAC was created to prevent youth who commit status offenses on the Leeward Coast of Oahu from entering the juvenile justice court system and avoid the burden and negative consequences inherent to the juvenile justice court process.

According to the Urban Institute, “just one court appearance increases the chance a young person will drop out of school” (Ricks & Esthappan, 2018). There is also anecdotal evidence that suggests once juveniles enter the justice system they are labeled as delinquent or criminal and face negative outcomes as a result. If youth begin to view themselves as delinquent, they begin to expect they will make bad choices and this expectation becomes true, simply because they believe it will. That is the principle of the Self-fulfilling Prophecy.

Because 50% of MAC youth are Native Hawaiian, it also helps to reduce the disproportionate minority contact of Native Hawaiians in the justice system as they are over-represented in both juvenile and adult detention facilities in Hawaii. Members of HPD have lauded the MAC’s effectiveness with target youth, and easiness of both agencies to collaborate. Every effort should be made to disrupt the school-to-prison pipeline and break the cycle of juvenile-to-adult incarceration.

The following steps illustrate the MAC diversion process:

1. Initial Contact

HPD arrests youth for a status offense and provides a citation. The citation states they need to contact the MAC program within 72 hours.

2. Referral to MAC

Upon receiving the citation, AFY reaches out to the parent/guardian within 72 hours (if they have not already contacted us).

3. Intake & Admission

Youth and their parents/guardians will be contacted within 72 hours of the initial contact to engage them in the MAC process (i.e., obtain consent, conduct orientation, administer assessment).

4. Orientation (Youth and Parent/Guardian)

MAC staff will present a simplified explanation of the MAC process for youth and parents/guardians to better understand the services that are being offered. Inform them of the two scenarios (program success or non-success), and what each of those outcomes could result in. Orientation provides MAC staff with the opportunity to quickly develop a rapport with the youth and parents/guardians.

5. Assessment

The YASI (Youth Assessment & Screening Instrument) pre-screening tool will be administered to all participating youth. The screening tool measures protective factors to help caseworkers build on the strengths of youth to buffer the negative impact of risk. It is also the same tool that the state judiciary uses.

6. Service Plan

Based on the results from the YASI assessment, an individualized service plan (ISP) is developed in collaboration with the youth. The plan will be youth-oriented, incorporate realistic goals that the youth create, and have actions steps, and a timeline to achieve those goals.

7. Casework

Three scenarios exist in the Casework Phase:

- a) Low to moderate-risk youth will be referred to community partner services that best meet their needs such as Boys and Girls Club, Family Counseling, Sports Clubs (in-school, outside leagues), YMCA, Liliuokalani Trust, workforce

development programs, etc. Referral forms will document the agencies and type of services the youth receive.

- b) The highest-risk youth will be referred to the AFY Counseling Program.
- c) Create a short-term cohort for 8-10 weeks for youths who are not deemed high or low risk, but need additional support for their needs.

8. Case Conclusion

Case conclusion will be determined by the completion of the goals stated in the service plan, and will be reported back to HPD.

The MAC helps identify and address the root cause(s) for youths' delinquent behaviors, connects them with service providers to heal their past trauma, and makes communities safer for all residents.

2023 MAC Results:

2023: July 2022- June 2023

- 397 Citations (youth can have multiple citations)
- 227 Unduplicated youth
- 97% Runaway
- 60% Females, 40% Males
- 42% Native Hawaiian Youth
- 12% Recidivism Rate (Active cases that receive multiple citations)

PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love)

AFY's 11th Annual PEARL Convention will span the course of a week throughout the dates of March 4th – March 8th, and March 12th (in-person on Kauai). It will serve middle and elementary school youth on Oahu and Kauai. The convention on Oahu will be virtual, while Kauai's will be a hybrid event. Each day will present a theme relaying the PEARL message. Monday will be Peace, Tuesday will be Empathy, and so forth. For the first four days, "P," "E," "A," and "R" will be virtual events that are between 20 to 30 minutes long consisting of both live performances and pre-recorded segments. The fifth and final day, "L," is meant to be a cumulative celebration of the entire PEARL week and will be an hour. For students on Kauai, the final day will be an in-person event on the Garden Isle.

A cornerstone of the convention is the skits that AFY youth create and perform to share their first-hand stories about bullying and violence. The skits are a powerful tool to communicate the message of PEARL as youth can best relate to other youth that have experienced similar obstacles. Each skit contains peaceful, non-violent resolutions and methods for approaching the presenting issues that many of our youth face on a regular basis.

The PEARL committee includes AFY staff, DOE principals, The Attorney General Youth Division, HPD Community Police, Kaleo Pilanca, and Tony Silva. The committee recognizes laughter as a healing mechanism in promoting the message of PEARL and utilizes comedic routines to keep participants actively engaged.

Overall, the content of the previous PEARL week was received well by both teachers and students.

2023 PEARL Convention Satisfaction Survey Results:

- 3,327 total participants
 - 3,151 students
 - 176 teachers
- Student Evaluation Results
 - 97% felt PEARL Week helped them understand what bullying (cyberbullying) and violence is.
 - 98% felt PEARL Week taught them how to accept and treat everyone with respect.
 - 94% felt they learned about the consequences of bullying and violence
- Teacher Evaluation Results
 - 93% felt PEARL Week defined and taught the values of PEARL
 - 85% felt PEARL Week provided useful resources and tools for students and teachers
 - 96% felt PEARL week was an enjoyable experience and worth attending next year

Key activities that are associated with each program are as follows:

Community Outreach – This involves “putting boots on the ground” and searching for high-risk/chronically absent youth on their “turf”, where crime and violence regularly occur. We inform them about our agency and let them know that we are there to support them.

Youth Engagement - This is the ongoing process of building trust and developing a genuine, caring, and trusting relationship, utilizing RT's philosophical and practice principals as guidelines. It is a crucial part of our work because if we are unable to build a trusting relationship with a youth, they will not "buy-in" to the program and no meaningful change can be made.

Assessment - Youth are assessed on a variety of factors such as: their environment (home, community, etc.), attitudes, behaviors, and other cues that allow RS to identify risk and protective factors that have an impact on their development. The assessment process is continuous and conducted on a group and individual level. Individualized service plans are modified as needed. AFY utilizes the Youth Assessment and Screening Instrument (YASI) to help analyze youths' behavior.

To holistically address the needs of our highest risk youth, AFY has four programs that have unique benefits which complement one another, and youth can participate in more than one. For example, Johnny, a runaway youth who was referred to the MAC program because of his status offense may also need MEC services because he is truant and needs to be re-connected to school. Through assessment and the creation of his individualized service plan, AFY also identifies that he is gang-affiliated and violent, and therefore is in need of RT counseling. In that case he would receive MAC, MEC, and RT Counseling Program services. The PEARL is AFY's purely preventative program that helps to create safer schools and communities in Hawaii.

Collaboration

Partnerships are essential to develop the character of our youth and enhance violence intervention and prevention within the communities we work in. Collaboration with other community-based organizations is a key component of our programming. *It takes a village to raise a child.* Every partner plays an important role in meeting the holistic needs of our youth and helping develop their self-confidence. Together we help create safer schools and communities for all residents.

AFY's collaborating partners include but are not limited to:

- Hawaii State Department of Education (HIDOE) – Provides facilities, access to student records, and communication with school administrators and complex superintendents for project purposes.
- Honolulu Police Department – In partnership, we prevent and intervene in potentially violent situations within the community, and we divert youth from entering the juvenile justice system. They are also part of the Youth Task Force and help plan the PEARL Convention.
- Liliuokalani Trust – Provides culturally based (Hawaiian) educational programming.

- Attorney General's Office – Provides data on youth violence. They are also on the PEARL Planning Committee.
 - Victims/survivors of violence – AFY will utilize former and/or current youth to provide their knowledge and experience to inform the services we provide. They are an integral part of understanding how to prevent and reduce violent crime in the community.
 - Youth Task Force/working group – Please see letters of commitment in attachments.
 - Kinai 'Eha – provides culturally based programming and job training opportunities.
 - City & County Youth Service Centers – Youth Build – Provides workforce training and alternative education certificates.
2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

Please see the timeline in attachments

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

AFY's quality assurance process is designed to ensure compliance with all administrative and fiscal aspects of the contract. The quality assurance process evaluates the delivery of services, adherence to the company mission, staff implementation of evidence-based practices, utilization of services, service outcomes, and numerous other areas to ensure the provision of quality care.

Each week the Administrative Team (President, Vice President, Director of Redirectional Services, Assistant Director of Redirectional Services, and the Director of Operations and Special Programs) along with all staff conduct a formal meeting where they: 1) review and analyze new cases, 2) provide updates on existing cases/record review, 3) develop strategies to address higher risk clients, and 4) Reassess program implementation to identify better ways to serve our clients.

Direct service staff are responsible for collecting data on the youth and generating assessment and progress reports. Indicators include the meeting of the program's outcomes and completeness of documentation (i.e. parent permission forms). Project Directors will ensure that RS submits appropriate data promptly. Administrators meet to evaluate service delivery and outcomes, staff implementation of evidence-based practices, and youth performance data to generate a summary of their findings and identify areas of improvement.

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.

The measures of effectiveness that will be used to evaluate the effectiveness of this proposal are as follows for each program:

RT Counseling Program

- 80% of youth served through the program will reduce or terminate their violence
- 70% of program youth will be promoted/graduate from high school or an alternative program
- 80% of program youth will participate in at least one experiential learning opportunity

Mobile Education Center (MEC)

- 50% of truant/chronically absent youth served by the MEC will be successfully (re)connected to a traditional school or an alternative education program
- 50% of MEC youth will receive preventative services (i.e. tutoring, credit recovery, etc.)
- 70% of MEC youth will be promoted/graduate from high school or an alternative program
- 75% of MEC youth will receive other services (i.e. employment/career, experiential learning)

Mobile Assessment Center (MAC)

- 80% of eligible youth will receive the YASI Assessment
- 80% of eligible youth will receive a comprehensive service plan
- 80% of eligible youth will successfully complete the program
- 65% of eligible youth who complete the program will not re-offend or become incarcerated

PEARL Convention

- AFY will conduct a PEARL Convention
- 85% of participants will express satisfaction with the event through a follow-up survey

Project staff will collect all data for evaluation purposes through the following sources: 1) family/youth self-report, 2) staff ratings from observation, 3) official records (i.e. report cards), 4) reports from family members and friends, and 5) collateral contacts such as school personnel.

Graduation or promotion to the next grade level will be determined by official report cards/transcripts. In addition to grades, overall academic performance will also be measured through attendance records, what youth share during counseling sessions, and collateral contacts with school personnel.

Violence will be measured through fights, suspensions, and other violent criminal acts. All sources of data will be used to track youths' violence.

Re-connection to educational programs will be measured through reporting from the MEC.

Concerning the MAC program, recidivism rates will be collected through AFY's internal data collection process.

Data collected will be kept in physical folders in locked filing cabinets. The data will be entered into a database by the database manager monthly. The database manager will then analyze data every quarter. The Assistant Director of Redirectional Services will review each group/individual's folder for content and completeness. Should they find anything of concern, the Assistant Director will follow up with the Director of Redirectional Services for guidance.

AFY also can effectively prevent and intervene in brawls and large-scale altercations within communities. For example, we work with HPD District 5 to utilize our company vans and extract youth from volatile situations. Instead of closing doors, AFY runs towards the violence for the safety of all.

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](#))

Please see the budget forms in attachments.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2025.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$101,055.75	\$101,055.75	\$101,055.75	\$101,055.75	\$404,223

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2025.

1. City & County GIA
2. Office of Juvenile Justice Delinquency Prevention
3. Victims of Crime Act (VOCA)
4. Harold K.L. Castle Foundation
5. New York Life Foundation
6. Hawaii Community Foundation
7. W.K Kellogg Foundation
8. Central Pacific Bank Foundation
9. Hawaiian Electric Industries Charitable Foundation
10. Cooke Foundation
11. First Hawaiian Bank Foundation
12. Bank of Hawaii Foundation
13. Alexander and Baldwin
14. Alaska Airlines Foundation
15. Other private foundations

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

Not applicable.

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2025 for program funding.

Please see the table of government contracts, grants, or GIA in attachments.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2023.

\$1,376,409

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.

RT is the foundation for AFY's work. Each staff member is trained in RT upon hire, and the knowledge, skills, and abilities from the training are reinforced during staff meetings and informal training opportunities. Many of the youth that AFY serves have been victims of violence and consequently, they perceive violence as a normalized behavior. RT's purpose is to change those norms and instill positive values, attitudes, and beliefs in the youth we serve. Since 1986, AFY has been providing RT services to Oahu's highest-risk youth. RT services include but are not limited to group and individual counseling, community outreach, assessments, crisis intervention, and mediation.

AFY has been recognized for the agency's contributions to working with high-risk youth. In 2022, AFY was presented with the Frederic Milton Thrasher Award by the Journal of Gang Research "To honor and recognize outstanding scholarship, leadership, and service contributions by individuals and programs in dealing with public safety issues like that posed by gangs." Other awards include but are not limited to: Hawaii State Legislature: Outstanding Advocate for Children, U.S. Congress: Celebrating 30 Years of Redirecting the Lives of Hawaii's At-risk Youth, City & County of Honolulu: Serving the Community and At-risk Youth, and Mental Health America of Hawaii: Outstanding Community Mental Health Agency for (our) "Pioneering Therapeutic Approach" in the field.

AFY personnel have a significant amount of experience providing RT services to target youth. President & CEO Deborah L.K. Spencer-Chun, Vice President McKay Schwenke, Director of Operations & Special Programs Lisa Tamashiro, Director of Redirectional Services Siutiti Takai, and Assistant Director of Redirectional Services Solomona Levi make up the administrative team at AFY. Combined, they possess over 90 years of social work experience targeting high-risk youth with the agency. AFY's administration is responsible for hiring and training all staff, specialists, and support. They have established a standard of performance which all staff must reach and maintain. This ensures the quality of AFY's services remains consistent across youth and time.

Members of AFY's administrative team have gained recognition for their work with high-risk youth. The President Emeritus and the current President & CEO have co-authored two books that examine RT and its real-world application to therapeutic prevention/intervention with high-risk youth. Spencer-Chun has received multiple awards for her work with at-risk and high-risk youth. At the 2022 and 2023 National

Gang Specialist Training Conference held annually in Chicago, Spencer-Chun was presented with the National Gang Research Center Spirit Award, "For significant service directed at helping to set higher standards for gang prevention, gang intervention, and gang counseling programs." In 2015, she made Hawaii Business Magazine's 20 for the Next 20 list for her past contributions to Hawaii and her expected impact over the next two decades. In 2017, she was recognized as a Honolulu Community College Distinguished Alumni for her dedicated work to youth services and stopping violence in the community. In 2019, she was awarded HPD's Citizen of the Year honor.

The AFY administrative team actively participates in community events and working groups. AFY's President & CEO is a member of the Women Prisons Project, Visitor's Public Safety Committee, Family Reunification Working Group, Workforce Development Council-Youth Services Committee, and the Institute on Violence, Abuse and Trauma's Ho'omaluhia Advisory Council. Through those groups, AFY gains insight and provides input into issues related to at-risk youth and youth in the juvenile justice system.

AFY staff engage in regular training. They include trauma-informed care and restorative justice. Also, specialists attend training conferences on the mainland. Recently they attended a conference on trauma in Orlando, Florida, and a gang conference in Chicago, Illinois.

For a list of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request, please see the "Government Contracts, Grants, and/or Grants in Aid" table in the attachments section.

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.

AFY's office is used to conduct administrative business and host youth for services, such as MAC intake, RT counseling, and mediation, tutoring, etc., and is accessible to most of the youth and their families. The office is a safe space where everyone is welcome, allowing both staff and youth of diverse backgrounds to feel safe and respected. AFY's office is centrally located, proximal to city bus lines, and has the following:

- ADA compliance
 - Drive-up access to the office and designated accessible parking
 - Ramp, elevator, and doors/hallways clearance provide accessible routes
 - Wheelchair-accessible restrooms
- 5 private parking spaces within 10 feet of the office and ample public parking
- Secured electronic and physical data
 - Protected computer and network services
 - Lockable filing cabinets secure personal identifiable information

- Central location, proximal to city bus lines

One of the strengths of AFY's programs is its mobility and the ability to travel to meet youths' needs, such as respite care/ "time out", mediation, and RT counseling for victims, offenders, families, and other individuals involved with the crime. To conduct program services, AFY has five company vans and a company car (all insured and in adherence to required coverages). Company vehicles are used to transport youth to/from service-related activities. Time spent traveling in the vehicles is used to communicate with youth for outreach and assessment purposes.

Communication and coordination with DOE schools allow Redirectional Specialists to provide direct services to youth on school campuses, such as individual and group counseling, mediation, and crisis intervention if violence should ensue on school campuses or in the surrounding areas. During the outreach and rapport-building process, public locations, such as a community McDonald's, may also be used to provide services where the youth feel comfortable.

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.

AFY's skilled and experienced administration has the ability to identify, hire, train, and retain qualified Redirectional staff. The evidence is in the fact that over the past 37 years, AFY has implemented Redirectional Therapy services to high-risk youth with no break or interruption in services provided. Staff retention at AFY is critical to providing consistent services and a stable environment for high-risk youth to develop and thrive. As stated previously, AFY's administrative staff have been with AFY for over 90 combined years providing a stable foundation for the agency and the services that it offers to high-risk youth.

Proposed staffing:

Direct Staff

- Deborah L.K. Spencer-Chun, President & CEO
- McKay Schwenke, Vice President
- Lisa Tamashiro, Director of Operations & Special Programs
- Siutiti Takai, Director of Redirectional Services
- Solomona Levi, Assistant Director of Redirectional Services
- Skye Parker, Redirectional Specialist
- Jacqueline Espejo, Redirectional Specialist
- Gabe Fidow, Redirectional Associate

- Jason Nakamaejo, Redirectional Specialist
- Wyatt Young, Redirectional Specialist
- Tracie-Ann Lee, Redirectional Specialist
- New Hire (x1), Redirectional Specialist
- DJ Hadley, Redirectional Associate
- Tiana Ma'afala, Redirectional Associate
- Otto Tua, Redirectional Associate
- Chelsea Bangloy, Redirectional Associate
- Jazlin Baldoz, Redirectional Associate
- Crimson Ma'afala, Special Programs Associate
- Tiare Ma'afala, Executive Assistant/Program Support
- Aaron Hare, Grant Coordinator/Program Support

Staff Qualifications

Please see Staff Resumes in attachments.

Supervision and training

Upon hire, staff read the employee handbook, which includes policies and notifications regarding the agency's adherence to certifications. They are familiarized with AFY's programs, target populations, and expectations through a slide presentation. Staff is required to read *Turning It Around: Redirectional Therapy*, as it details RT's principles and provides case studies related to working with target youth.

Training occurs in the office or field. Administrators utilize weekly training/meetings one-on-one or with the entire staff to discuss specific issues regarding direct services to develop strategies to resolve these issues as well as individual performance and developmental needs. The group-level intervention involves specialized training for direct service staff to be able to address target youths' needs, including culturally responsive approaches, trauma-informed care (TIC) (the Director of Redirectional Services is TIC Certified to train other AFY staff), restorative justice, and assessment tools, such as the YASI. Other community organizations with similar target populations are regularly invited to discuss matters involving communities we serve and how we can collaborate on services, creating synergies to best serve youth. AFY staff have engaged in restorative justice and TIC training to enhance their restorative practice skills and solution-focused approaches, as well as their ability to heal trauma and prevent re-traumatization.

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 in attachments.

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.

President & CEO – \$125,000

Director of Operations & Special Programs – \$66,000

Director of Redirectional Services – \$57,000

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.

AFY has 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.

AFY staff receive YASI training and certification. The agency has also received numerous awards and recognition from the federal, state, city, community, and professional organizations for its work.

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.

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

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2024-25 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2024-25, but
- (b) Not received by the applicant thereafter.

To sustain the program and provide long-term benefits to the community, AFY utilizes a diversified funding strategy that includes funding from city, state, and federal government sources, as well as private foundations, corporations, and donations. We also hold fundraisers throughout the year. The hallmark event is our Annual Celebration of Youth which entertains 500 guests. This grant award would enhance AFY's ability to serve additional youth who need our services.

AFY takes every opportunity to share our message with the public and increase our community reach for networking and donor opportunities. We also have an influential Board of Directors who use their networks to garner support for the youth we serve. Board members come from diverse professional backgrounds and play an important role in obtaining funding. AFY is constantly engaging and interacting with the community and with key stakeholders. Those stakeholders constantly communicate the need for AFY's programs which help to bring recognition and credibility to the services we provide.

Program sustainability also involves the retention and recruitment of qualified staff who can relate to and create bonds with target youth. AFY's administrative team provides a supportive and challenging environment to those who have a passion for this work. Partnerships with universities and colleges provide students with internships at AFY that often lead to candidates for employment. Volunteers from different backgrounds (i.e. former clients, university students, etc.) also contribute their knowledge and skill sets to achieve agency goals.

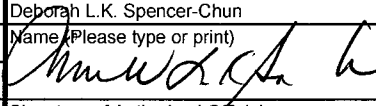
The long-term sustainability of AFY and our programs/services allow us to provide the State of Hawaii with long-term benefits. We help to break the devastating cycles that affect families for generations and generations, thereby healing entire communities. Those cycles include violence, victimization, incarceration, and the school-to-prison pipeline.

Attachments

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

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	198,764			
2. Payroll Taxes & Assessments	22,421			
3. Fringe Benefits	17,610			
TOTAL PERSONNEL COST	238,795			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island/Out-of-State	1,800			
2. Insurance	6,749			
3. Lease/Rental of Equipment	1,034			
4. Lease/Rental of Space	38,531			
5. Staff Training	6,000			
6. Supplies	26,558			
7. Telecommunication	3,258			
8. Utilities (included in Rent)				
9. Travel Local (includes gas, mileage, non-office parking, etc.)	6,868			
10. Contractual fees	18,656			
11. Maintenance and Repair (includes vehicle and office)	6,474			
12. Youth Stipends	2,000			
13. YASI	1,500			
14. Centralized Data Management System	8,000			
15. Program Evaluation	35,000			
16. Lodging	1,700			
17. Vehicle Rental	1,300			
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	165,428			
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	404,223			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	404,223	Deborah L.K. Spencer-Chun (808)833-8775		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		 1/17/24		
(d) Total Private/Other Funds Requested		Signature of Authorized Official Date		
TOTAL BUDGET	404,223	Deborah L.K. Spencer-Chun, President & CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2024 to June 30, 2025

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)
Redirectional Associate	0.4	\$11,520.00	40.00%	\$ 4,608.00
Redirectional Associate	0.4	\$11,520.00	40.00%	\$ 4,608.00
Redirectional Associate	0.8	\$27,648.00	40.00%	\$ 11,059.20
Redirectional Associate	0.6	\$19,872.00	25.00%	\$ 4,968.00
Redirectional Associate	0.4	\$11,520.00	40.00%	\$ 4,608.00
Redirectional Associate	1	\$43,000.00	25.00%	\$ 10,750.00
Redirectional Specialist	1	\$42,500.00	25.00%	\$ 10,625.00
Redirectional Specialist	0.4	\$13,056.00	40.00%	\$ 5,222.40
Redirectional Specialist	0.4	\$13,056.00	40.00%	\$ 5,222.40
Redirectional Specialist	0.375	\$15,120.00	25.00%	\$ 3,780.00
Redirectional Specialist	0.45	\$18,144.00	25.00%	\$ 4,536.00
Redirectional Specialist	1	\$42,000.00	20.00%	\$ 8,400.00
Redirectional Specialist	0.4	\$13,056.00	40.00%	\$ 5,222.40
Senior Redirectional Specialist	1	\$52,000.00	25.00%	\$ 13,000.00
Assistant Director of Redirectional Services	1	\$55,000.00	25.00%	\$ 13,750.00
Director of Redirectional Services	1	\$61,000.00	25.00%	\$ 15,250.00
Director of Operations and Special Programs	1	\$70,000.00	25.00%	\$ 17,500.00
Special Programs Associate	0.8	\$28,416.00	25.00%	\$ 7,104.00
Vice President	0.6	\$45,000.00	25.00%	\$ 11,250.00
President	1	\$125,000.00	10.00%	\$ 12,500.00
Executive Assistant/ Redirectional Associate	1	\$46,000.00	30.00%	\$ 13,800.00
Grant Coordintior/ Program Support	1	\$55,000.00	20.00%	\$ 11,000.00
TOTAL:				198,763.40

JUSTIFICATION/COMMENTS:

Six (6) RA's and eight (8) RS's will provide direct services to youth. There will be two (2) newly hired RS's. The Asst. Director of RS, Director of RS, Director of Operations & SP, VP, and President will provide administrative services, as well as direct services to youth (President as needed). The SPA, EA and GC will provide program support, such as the completion of programmatic and financial reports, data management, and direct services as needed.

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2024 to June 30, 2025

Applicant: Adult Friends for Youth

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

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS: Not applicable.				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2024 to June 30, 2025

Applicant: Adult Friends for Youth

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: 2022-2023	FY: 2023-2024	FY:2024-2025	FY:2024-2025	FY:2025-2026	FY:2026-2027
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: Not applicable.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

App: Adult Friends for Youth Contracts Total: 4,858,016

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Enhancing School Capacity to Address Youth Violence		OJJDP	U.S.	1,000,000
2	Hawaii State GIA	7/1/23-6/30/24	OYS	State	300,000
3	Hawaii State GIA - Operating	5/1/23-4/30/24	OCS	State	300,000
4	Hawaii State GIA - CIP	6/1/23-5/31/24	OCS	State	750,000
5	OYS PAL - Positive Alternative Learning	7/1/23-6/30/25	OYS	State	276,000
6	Girls in the Juvenile Justice System	10/1/22-9/30/25	OJJDP	U.S.	500,000
7	City & County GIA	11/1/21-10/31/22	DCS	Honolulu	200,000
8	City & County Gang Diversion	5/1/21-4/30/22	DCS	Honolulu	150,000
9	City & County GIA	11/1/20-10/31/21	DCS	Honolulu	125,000
10	Comprehensive Anti-Gang Programs for Youth	10/1/20-9/30/23	OJJDP	US	481,795
11	VOCA Victims Assistance Grant Program	7/1/20-6/30/22	Dept of AG	State	185,221
12	Outreach & Advocacy Project	7/1/19-6/30/21	OYS	State	70,000
13	Outreach & Advocacy Project Supplemental 1	7/1/21-6/30/23	OYS	State	70,000
14	Outreach & Advocacy Project Supplemental 2	7/1/23-6/30/25	OYS	State	70,000
15	HI State GIA	7/1/19-5/31/21	OYS	State	380,000
16					
17					
18					
19					
20					
21					
22					
23					
24					
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26					
27					
28					
29					
30					

Timeline

RT Counseling Program	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Referral	x											
Assessment	x	x	x	x	x	x	x	x	x	x	x	x
Youth Outreach & Engagement	x	x	x	x	x	x	x					
RT Counseling		x	x	x	x	x	x	x	x	x	x	x
Experiential Learning		x	x	x	x	x	x	x	x	x	x	x
Support Services		x	x	x	x	x	x	x	x	x	x	x

MEC	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Outreach, Intake, and Assessment	x	x										
Service Planning - Individual Plan		x	x									
Monitoring/Follow-up, Case work, and Proper Documentation		x	x	x	x	x	x	x	x	x	x	
Support Services		x	x	x	x	x	x	x	x	x	x	
Case Closure						x	x	x	x	x	x	x

MAC	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
Initial Parent/Guardian Contact	x											
Outreach, Intake, and Assessment	x	x										
Service Planning - Individual Plan		x	x									
Monitoring/Follow-up, Case work, and Proper Documentation		x	x	x	x	x	x	x	x	x	x	
AFY RT Counseling Services (if needed)			x	x	x	x	x	x	x	x	x	
Case Closure						x	x	x	x	x	x	x

PEARL Convention Timeline

Month	Action
March	Implementation of hybrid PEARL Convention
April	Collect and gather evaluations from schools
May	Convention Evaluation Meeting
June	Secure venue and dates for next PEARL convention Send out flyers with new dates to schools
July	Planning of next PEARL Convention Committee to meet to incorporate feedback from evaluation for program context
August	Solicit for donors and sponsorship
September	Conduct second planning meeting Send flyers and invitation letters to school principals and student activity coordinators
October	Begin working with AFY youth (AFY youth provide first hand experiences to be incorporated into program skits. Youth also create and perform skits at the convention)
November	Conduct third planning meeting
December	Begin preparation for convention
January	Conduct fourth planning meeting
February	Preparation of PEARL Conventions and final planning meeting

Staff Resumes

Deborah L.K. Spencer-Chun

Education

1990-1993: Masters of Social Work (MSW), University of Hawaii, Manoa, Honolulu, HI

1987-1990: Bachelors of Social Work (BSW), University of Hawaii, Manoa, Honolulu, HI

1983-1985: Associates of Arts (AA), Honolulu Community College, University of Hawaii, Honolulu, HI

1981: Graduate of Farrington High School, Honolulu, HI

Professional Experience

July 2007-Present: President and C.E.O., Adult Friends for Youth, Honolulu HI

- Directly supervises directors and administrative staff
- Oversees clinical supervision for clinicians
- Manages fiscal matters
- Implements board policies
- Serves on all official committees
- Supervises C-BASE instructor
- Oversees the C-BASE program
- Maintains communication with clinical staff and board of directors
- Over 20 years of experience providing direct services to clients served by agency

Other Professional Experience

- 1988-2007: Senior Master Practitioner (Group counseling services for male youth gangs as whole entities which included mediation between individuals, rival gang members and other violent youth)
- 2002-2009: Clinical Competency Based (CBASE) Alternative Education Director and Teacher (Supervised and taught the alternative education program for high-risk youth) Adult Friends for Youth, Honolulu, HI
- 1996: Part-time Graduate Instructor-SW 707 Methods of Group Psychotherapy University of Hawaii, Honolulu, HI Spring
- 1995-Present: Practicum Instructor Adult Friends for Youth conjunction with the University of Hawaii, Hawaii Pacific University and Chaminade University, Honolulu, HI

Professional Presentation Experiences

- March 2017: Morning co-keynote speaker ECET2 (Elevating and Celebrating Effective Teaching and Teachers)
- July 2015: Hawaii State Department of Education (DOE) Safety, Security and Emergency Preparedness conference (Building relationships with high-risk reach students)
- May 2013: Youth Violence and Gang Prevention: Creating Safer Communities by the Coalition for Drug-Free Hawaii and Department of the Attorney General, Honolulu, HI
- March 2012: Forum on Human Services and Juvenile Justice, Honolulu, HI
- March 2012: Institute on Violence, Abuse and Trauma, Honolulu, HI
- September 2011: Institute on Violence, Abuse and Trauma, San Diego, CA
- March 2010: Institute on Violence, Abuse and Trauma, Honolulu, HI

Volunteer Experience

- 1987-1988: Adult Friends for Youth Honolulu, HI
- 1987: Children and Family Services Group Home Honolulu, HI (Intern Student)
- 1986-1987: Big Brothers and Sisters of Hawaii Honolulu, HI (Big Sister)

Member Affiliations

- 2017-Present: Status Offense Reform Working Group
- 2014-Present: Juvenile Justice Oversight Advisory Council
- 2013-Present: Family Reunification Working Group
- 2012-Present: Co-Leader of Collective Impact At-Risk Youth Group (A Private/Public sector venture of Kui Kupa'a)
- 2012-Present: Hui Kupa'a Leaders Work Group
- 2012-Present: Kuhio Park Choice Neighborhood Initiative

Publications

- 2011: Co-authored: Turning it Around: Redirectional Therapy, Vantage Press
- 1996: Co-authored: Toward a Gang Solution: The Redirectional Method, National Resource Center for Youth Service

Awards

- 2015: 20 for the Next 20 Hawaii Business Magazine
- 1999: Awardee of Three Outstanding Young Persons Award, Hawaii Business Jaycees

Training

- TIC Certified, RJ trained

McKay Max Schwenke

Education

June 1989: Bachelors of Science (BS), Brigham Young University, Hawaii Campus

Professional Experience

2007-Present: Vice President, Adult Friends for Youth, Honolulu HI

- Supervises administrative staff
- Trained in the Redirectional Therapy as a Program Specialist and Master Practitioner for over 16 years before being promoted to Vice President
- Provides staff instructions
- Serves as a Liaison to the community
- Works directly with clients
- Establishes and maintains relationships with organizations that are relevant to addressing gang violence, victimization, and bullying
- Provides direct training and support to C-BASE Instructor
- Oversees C-Base program

1991-2007: Master Practitioner, Adult Friends for Youth, Honolulu, HI

- March 2005: Developed the first Adult Friends for Youth Aloha Youth Rugby “7-aside Rugby Tournament” to help unify communities and youth through rugby
- 1997-Present: Field Instructor for Adult Friends for Youth in conjunction with the University of Hawaii, Honolulu, HI

1983: Recreational Coordinator for the Polynesian Cultural Center’s Employee Recreation Division

- Organized and Coordinated Departmental sporting competitions for the center’s 1,200 employees

1982: Head Coach for Western Samoa’s National Women’s basketball team at the South Pacific Games

- Competed against national teams from Guam, Tahiti, Fiji, American Samoa, New Caledonia, Papua New Guinea, Tonga, and New Hebrides

Other Professional Experience

- 1996: Contributor to the book, “Toward a Gang Solution” The Redirectional Therapy (National Resource Center for Youth Services, University of Oklahoma, Tulsa)
- 1989-1990: Health and Physical Education Teacher at Kayanta HS, Arizona

- 1988: First International Rugby Board Trainer of Referees from Hawaii
- 1988-1989: Head Rugby coach at BYU- Hawaii
- 1986-1989: Dance performer at world famous Polynesian Cultural Center. Performing in Samoa, Maori, Fijian, and Tongan sections of the show
- 1984-1986: Strength and weight training coordinator for BYU-Hawaii rugby team. Three-year letterman

Professional Presentation Experience

- February 2009: Models for Change, Tacoma, WA
- April 2008: National Associate of Pediatric Nurse Associates and Practitioners, Honolulu, HI
- April 2008: Preventing, Assessing and Treating Childhood and Adult Trauma, Honolulu, HI
- 2001: Highway Traffic Safety Forum, Adolescent and young Adult High Risk Drivers, Honolulu, HI
- 1998: Child Welfare League of America, Troubled Youth Conference, Snowbird, UT

Hobbies

- Teaching
- Coaching and training youth in all aspects of life
- Spending time with family, wife Angie and six children

Lisa Tamashiro

Education

2005-2011: Bachelors of Social Work (BSW), University of Hawaii, Manoa, Honolulu, HI

2001-2005: Kaimuki High School, Honolulu, HI (HS Diploma obtained)

1992-2000: Rainbow Gakuen (Japanese Language School)

Professional Experience

2016-Present: Director of Operations and Special Programs, Adult Friends for Youth, Honolulu, HI

- Coordinates fundraising programs
- Manages the day-to-day operations of program to ensure agency goal to reduce violence and crime is being addressed
- Supervises and provides support to the C-BASE program and C-BASE Instructor

March 2019: Youth Assessment and Screening Instrument (YASI) Certified

March 2019: Trauma-Informed Care Certified

February 2010-April 2013: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Co-facilitated group counseling
- Applied agency model of Redirectional Therapy
- Assisted clients in areas of tutoring, job searching, and applying for college
- Participated in agency events
- Assisted staff with needs such as correcting homework for C-BASE class or inputting data for master client list
- Became C-BASE Instructor and taught children in program from April 2013- May 2016.

December 2008-September 2009: Helpline Representative, Domestic Violence Action Center

- Conducted intake/assessment on possible clients
- Provided referrals to other services

December 2008- December 2009: Assistant, Japanese Cultural Center of Hawaii, Honolulu, HI

- Assisting PR Manager by logging media data
- Creating survey spreadsheets
- Conducting research for ongoing projects

- Attend events

September 2008-December 2011: Server, The Shack, Honolulu, HI

- Take orders
- Serve food and drinks to customers
- Responsible for carrying and calculating own bank

March 2008-September 2008: Server, Benihana of Tokyo Inc., Honolulu, HI

- Attended to drink orders and food orders
- Assisted chefs
- Calculated and distributed tips

September 2006-April 2008: Hall Staff, Yakiniku Toraji, Honolulu, HI

- Served food and drinks
- Bused tables
- Helped management with Japanese translations

July 2004-July 2007: Waitress, Yamagen, Honolulu, HI

- Took food orders for takeout by phone or by walk-ins
- Cleared tables

Volunteer Experience

2004-2005: Tutor at Kuhio Elementary, Honolulu, HI

- Assisted with the after school tutoring program for students referred by teachers
- Escorted younger students home if pick was unavailable

2003: Military Police assistant, Tripler Medical Hospital

- Learned the roles of the military police at the hospital
- Conducted data filing
- Made rounds around the hospital

Member Affiliation

- Juvenile Detention Alternative Initiative (JDAI)
- Liliuokalani Trust - Youth Service Center (LT-YSC)

Training

- YASI Certified
- TIC Certified

Siutiti Telesiaongo Takai

Education

August 2013: Bachelors of Science in Human Services, Montreat College, Montreat, North Carolina (GPA 2.86)

Skills and Abilities

- Experience with assessments
- Experience with conducting analysis
- Organizational skills
- Positive attitude
- Experience in filing and monitoring client progress
- Strong writing skills

Professional Experience

April 2021-present: Director of Redirectional Services, Adult Friends for Youth, Honolulu, HI

- Practicum Instructor in conjunction with the University of Hawaii, Honolulu, HI
- Trains Redirectional Specialists
- Supervises clinical staff
- Provides individual and group counseling to clients
- Provides mediation for clients as needed
- Completes intake documentation for new clients
- Provides outreach to homeless youth
- Provides advocacy services for clients

April 2019-March 2021: Assistant Director of Redirectional Services

- Please see Position Descriptions

September 2015-April 2019: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Lead instructor for C-BASE program
- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed

March 2019: Youth Assessment and Screening Instrument (YASI) Certified

March 2019: Trauma-Informed Care Certified

February 2014-September 2015: Paraprofessional, Hawaii Behavioral Health, Honolulu HI

- Provided 1-on-1 adult supervision to students who have behavioral health challenges to help them function in school, home, and in community settings
- Followed each student's Individualized Educational Plan (IEP) of goals and objects in order to address certain skills

April 2012-September 2013: Front Desk Associate, Montreat Conference Center, Montreat, NC

- Hospitality: Provided friendly and professional customer service at all times
- Answered phone calls and responded to inquires of residents and the general public
- Submitted IT and Housing work order requests
- Signed guests in and out of the halls
- Completed and maintained paperwork as it relates to guest records and front desk responsibilities
- Arranged and reserved reservations for guests
- Provided child care for guest who brought their children

2010-2012: Assistant Manager, Vtakai Masonry, Honolulu, HI

- Financed: Monitored and handled funds
- Supervised and managed
- Coordinated what workers should do
- Maintained time sheet of hours worked each day
- Contracted: set up agreements to work on construction

Hobbies

- 2010-2011: Captain, Women's College Basketball Team
- 2000-present: Volunteer, St. Augustine Church
 - Assist in soup kitchen
 - Assist with church clean up
- Assist with youth activities

Training

- YASI Certified
- TIC Certified
- RJ trained

Solomona Daren Levi

Education

December 2016: Bachelor of Arts in Political Science, University of Hawaii at Manoa, Honolulu, HI

December 2013: Associates of Arts in Liberal Arts, American Samoa Community College, Mapusaga, AS

Skills and Abilities

- Proficient in Microsoft Office (work, PowerPoint, and Excel)
- Strong typing skills, 50WPM
- Fluent in Samoan

Professional Experience

August 2020-Present: Assistant Director of Redirectional Services

- Please see position descriptions

August 2017-August 2020: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed

May 2014-August 2017: Student Intern, Department of Criminal Justice, Executive Office Building, Utulei, AS

- Managed front desk reception area to accommodate customers' needs
- Filed and organized budget documentation, and assembled session court cases
- Assisted in planning and division of budget funds to each facility supervised by the Department of Criminal Justice
- Assisted associated facility inspections for the juvenile facility, correctional facility, police department and more
- Monitored use of items purchased by funds approved and distributed to each facility and delivered documentation to prospective recipients

- Complete observations and note taking during public defender meetings with clients and in court sessions

January-December 2012: Office Assistant for Federal Work Study, American Samoa Community College Music Department, Mapusaga, AS

- Managed office reception to accommodate students' needs
- Filed and organized Professors' files
- Graded student assignments
- Cleaned and organized office area
- Assisted Professors in class session during exams, class activities, and choir practice
- Assisted in planning and implementing choir and a cappella performance for church functions, banquets, and graduations
- Organized and conducted errands for professors

Volunteer Experience

- February-December 2010: Village Cleanup volunteered through National Honor Society
- March 2014: Manoa Experience volunteer through the Office of Multicultural Student Services
- April 2014: Samoan Language Program volunteer, Pacific Islanders in the Arts, University of Hawaii at Manoa
- April 2014: Traditional Umu Demonstrator with Samoan Language Program
- October 2014: Ala Mai Conference volunteer through Office of Multicultural Student Services
- October 2014: Data Auction Fundraiser volunteer, Rugby Club with University of Hawaii at Manoa

Awards

- 2014: Internship Completion with Department of Criminal Justice
- 2011: Most Improved Academic Award in English and calculus
- 2011: Excellent Academic Performance Award in Physics, History, and Physical Science
- February-December 2010: Member of the National Honor Society

Training

- TIC Certified
- RJ trained

Skye Parker

Education

2019: Bachelor of Science in Behavioral Health Science, University of Maine at Fort Kent, Fort Kent, ME

2016: Associate of Arts in Communication Studies, Taft College, Taft, CA

Skills and Abilities

- Youth guidance and crisis management
- Paperwork and reporting
- Rapport building
- Solution-focused counseling
- Youth Assessment Screening Instrument (YASI)

Professional Experience

January 2019-present: Redirection Specialist, Adult Friends for Youth, Honolulu, HI

- Provided homework assistance to youth, helped prepare for tests, and signed off on projects and assignments
- Advised children and helped to foster improved levels of self-worth and confidence
- Advocated for at-risk youth individuals and promoted helpful resources and programs to foster progress
- Monitored behavior in individual and group sessions and intervened when necessary
- Collaborated with counselors and parents to report youth behavior and progress
- Supervised youth group members to maintain organized and safe environment
- Communicated with challenged and troubled children in effort to exact positive impact and influence

August-December 2018: Reading and Math Tutor, Fort Kent Elementary School, Fort Kent, ME

- Fostered relationships with students to increase engagement and periodically reported student progress to parents/guardians and school leadership
- Conducted small group and individual classroom activities with students based on differentiated learning needs
- Offered insightful feedback and motivation to inspire students to work towards reading goals
- Established reading goals and mapped out educational journeys for students showing literacy progress
- Instructed small groups of students in key subject concepts

January 2016-May 2018: Gym Attendant, University of Maine at Fort Kent, Fort Kent, ME

- Completed hourly custodial rounds, including floor sweeping and vacuuming, glass entryway cleaning and trash collection
- Provided assistance by directing patrons to various parts of facility, specific events and landmarks
- Collaborated with peers to deliver consistent service and promote customer retention
- Delivered high level of customer service through prompt issue resolution and dynamic attention to detail

January-May 2016: Daycare Assistant, Taft College, Taft, CA

- Cleaned toys, play equipment, dishes and other surfaces to keep facility sanitary
- Observed and monitored play to identify developmental strengths and target areas for enrichment activities
- Enhanced academic, social and emotional learning with use of structured playtime and unstructured free play
- Managed crafts and other hands-on activities to engage kids and promote development
- Helped prepare meals, snacks and refreshments for children, accounting for individual dietary needs and restrictions
- Discussed new developments, misbehavior and concerns with parents or guardians

January 2015-May 2016: Gym Assistant, Taft College, Taft, CA

- Replenished each guest room with necessary supplies including water glasses, toiletries, and paper products
- Made sure that each guest room was locked after performing housekeeping services and maintained complete security of such rooms at all times
- Vacuumed, dusted, and polished furniture in the common areas including hallways and waiting areas

Hobbies and Activities

- October 2019: Assistant Volleyball Coach, Hookino Volleyball Club
- August 2017-November 2019: Women's Volleyball Team, University of Maine at Fort Kent, Fort Kent, ME
- January 2015-May 2016: Women's Volleyball Team, Taft College, Taft, CA
- January 2013-May 2014: Orientation Chairperson, Kalaheo High School, Kailua, HI
- June 2010-May 2014: Girls' Volleyball Team, Kalaheo High School, HI

Training

- TIC Certified

Jacqueline L. Espejo

Education

2019: Bachelor of Arts in Public Health, University of Hawaii at Manoa, Honolulu, HI

2016: Associate of Arts in Liberal Arts, Kapiolani Community College, Honolulu, HI

2013: High School Diploma, Farrington High School, Honolulu, HI

Skills and Abilities

- Able to type 61 wpm
- Highly organized and task-oriented
- Proficient in Microsoft Office and PC systems
- Efficient written communication

Professional Experience

August 2019-Present: Special Programs Assistant, Adult Friends for Youth, Honolulu, HI

- Assist grant coordinator with writing, research, and compiling attachments for grant proposals and reports
- Provide outreach and tutoring services to high-risk youth
- Keep records of assessments and services provided
- File documents with respect to sensitive information

June 2019-August 2019: Intern, Adult Friends for Youth, Honolulu, HI

- Provide supervised outreach and tutoring services to high-risk youth
- Assist grant coordinator with research, supporting documents, and reports

September 2017-August 2019: Sales Clerk Ladies/Handbags Department, The Navy Exchange Mall at Pearl Harbor, Honolulu, HI

- Greeted and assisted customers in a friendly and professional manner
- Responsible for up-to-date ticketing of merchandise
- Maintained stock of products
- Performed quick and accurate inventory

July-August 2016: Seasonal Sales Clerk Stationary Department, The Navy Exchange Mall at Pearl Harbor, Honolulu, HI

June 2014: Professional Healthcare Educators, Honolulu, HI

- Clinical training at Palolo Chinese Home
- HIPAA and blood borne pathogen training

Professional Presentation Experience

April 2019: Poster Presentation at Office of Public Health Studies Undergraduate Summit, University of Hawaii at Manoa, Honolulu, HI

- Poster title: *Preventing Youth Violence in Hawaii through Community-Based Interventions*

Volunteer Experience

2016: Volunteer, Hawaiian Humane Society, Honolulu, HI

- Assist customers with animal adoptions and services
- Maintain clean, safe, and comfortable living environment for animals

Training

- TIC Certified
- RJ trained

Gabe Fidow

Education

2011: Associate of Applied Science in Criminal Justice

Skills and Abilities

- One and a half years of related academic credentials with courses in Security Management, Law Enforcement Operations, and Liability and Ethics Paperwork and reporting
- Excellent communication skills
- Ability to provide outstanding customer service and very friendly
- Hardworking and dependable
- Listens attentively and follows directions
- Handles confidential information with discretion
- Ability to create and write reports
- Proficient in Microsoft Office
- Bilingual – English and Samoan

Professional Experience

June 2022-present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Provides direct counseling services to clients
- Plans and documents therapy sessions conducted
- Conducts outreach and advocacy services
- Provides on-call support for clients
- Collaborates with outside professionals working with clients
- Provides client tutoring as needed

September 2020-June 2022: Volunteer & Veterans Activities Coordinator, U.S. VETS Barbers Point, Honolulu, HI

- Developed, promoted, and maintained a wide range of volunteer opportunities within the U.S. VETS site
- Coordinated volunteer application process in conjunction with Human Resources as needed and recruits, interviews, and places applicants for volunteer work to support site activities, events, and program departments Offered insightful feedback and motivation to inspire students to work towards reading goals

September 2013-September 2020: Case Manager, U.S. VETS Waianae Civic Center, Waianae, HI

- Completed hourly custodial rounds, including floor sweeping and vacuuming, glass entryway cleaning and trash collection
- Provided assistance by directing patrons to various parts of facility, specific events and landmarks
- Collaborated with peers to deliver consistent service and promote customer retention
- Delivered high level of customer service through prompt issue resolution and dynamic attention to detail

Jason Nakamaejo

Professional Experience

September 2023-Present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Advocacy and outreach for high-risk youth in the community
- Conduct Redirectional Therapy
- Data Entry

September 2020-May 2022:Metropolitan Police Lieutenant, Honolulu Police Department, Honolulu, HI

- Primary duties of field commander
- Experienced working all Watch Shifts
- Handled administrative duties for the entire patrol district
- Conducted and reviewed internal investigative reports
- Compiled weekly statistical reports for review by Patrol Bureau Chief

June 2012-September 2020: Metropolitan Police Sergeant, Honolulu Police Department, Honolulu, HI

- Supervised all runaway detail officers
- Reviewed and approved follow-up and arrest reports
- Created and implemented operational plans to apprehend and recover runaway juveniles
- Investigated financial and major crimes

November 1997-June 2021, Honolulu Police Department, Honolulu, HI

- Assigned to various patrol and specialized divisions

Tracie-Anne Lee

Education

2022: Bachelor of Science in Psychology – Minor in Social Work

Professional Experience

August 2023-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

April 2023-June 2023: Certified Nursing Assistant (CNA), Always Best Care Senior Services, Honolulu, HI

- Provides one-on-one care to help elderly individuals fulfill their physical and emotional needs.
- Assists with daily living activities including bathing, dressing, grooming, toileting, and feeding.
- Observe elderly individuals for any notable changes in behavior, emotion, or physique.
- Promotes independence of clients within reasonable and safe limits.
- Encourages transparency regarding any client concerns.
- Aims to foster emotional and mental comfort by recognizing clients' worth and well-being.

September 2021-December 2021: Registered Behavior Technician (RBT), Autism Comprehensive Educational Services, Waipahu, HI

- Integrated Applied Behavior Analysis (ABA) to execute a personalized therapy program.
- Fulfilled tailored treatment plans by working one-on-one with children diagnosed with autism.
- Continuously assessed children's behaviors using Central Reach ABA software.
- Clarified rules, set boundaries, and recognized ideal behavior progression encouragingly.
- Participated in group activities with other children and RBTs to maximize social exposure.
- Created a nonjudgmental, positive environment for children to thrive in.
- Communicated professionally with children's families to ensure awareness of progress.

Wyatt Young

Education

Current: Current: Masters of Social Work, Hawaii Pacific University, Honolulu, HI – Expected graduation date: 2024

2021: Bachelor of Arts in Psychology, University of Hawaii at Manoa, Honolulu, HI

Professional Experience

September 2023-Present: Redirectional Specialist, Adult Friends for Youth, Honolulu, HI

- Advocacy and outreach for high-risk youth in the community
- Conduct Redirectional Therapy

January 2022-November 2023: Team Lead/Lead Trainer, eWorld Enterprise Solution, Honolulu, HI

- Provided dynamic and efficient training sessions
- Exhibited proficiency to train others in various topics
- Successfully resolved high-stress calls and escalated situations
- Supported operations manager in maintaining oversight of operations
- Ensured efficient and knowledgeable handling of SNAP and financial assistance calls

December 2020-January 2022: Server, Panya Bistro, Honolulu, HI

- Provided exceptional customer service and maintained professionalism
- Enhanced communication skills and problem-solving abilities
- Exhibited leadership qualities while delivering outstanding hospitality

June 2015-November 2020: Supervisor/Team Leader, Honolulu Coffee Company, Honolulu, HI

- Demonstrated leadership, hospitality, and organizational skills
- Developed effective communication and problem-solving abilities
- Cultivated an open-minded and patient approach in a fast-paced environment

Skills

- Hospitality
- Technology proficiency
- Communication
- Organization and prioritization
- Collaboration and teamwork
- Microsoft programs
- Problem solving

DJ Hadley

Education

Current: Enrolled at Kapiolani Community College, Honolulu, HI

2020: Farrington High School, Honolulu, HI

Professional Experience

July 2021-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

March 2020-July 2021: Educational Assistant, Adult Friends for Youth

- Tutored and provided overall educational support to youth in AFY's programs

Tiana Kamakana Mary Maafala

Education

Current: Enrolled at the University of Hawaii, Manoa, Honolulu, HI

2021: Damien Memorial School, Honolulu, HI

Professional Experience

August 2021-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

Volunteer Experience

2015-present: New Hope Oahu

- Prayer and data entry ministry

2020: Teacher's Assistant, St. Patrick's School-Summer Program, Honolulu, HI

- Teacher's assistant for 3rd and 4th grade students in the afterschool program
- Teacher's assistant for Pre-K through 4th grade in Hawaiian studies

2018: Administrative Assistant, Damien Memorial School, Honolulu, HI

- Provided administrative and miscellaneous support

2017: Teacher's Assistant, St. Patrick School-Summer Program, Honolulu, HI

- Teacher's assistant for Pre-K students in the afterschool program

2017: Kapolei Public Library

- Filed and organized books

Awards and Acknowledgements

2018-2021: 2nd Honors

2021: Volunteer hours recognition

2021: Joseph Kovaloff Inspirational Award

Otto “Sa” Tua

Education

May 2000: Solon High School, Solon, IA

Skills

- Office work
- Computer software
- Case managing/Working with people

Professional Experience

Jan 2022-Present: Redirectional Associate, Adult Friends for Youth, Honolulu, HI

- Co-facilitates Redirectional services with Redirectional Specialists
- Conducts intake and completes other necessary documents for clients

Jun 2015-Oct 2021: Guest Services Assistant, Institute for Human Services, Honolulu, HI

- Professionally interact with, support internal HIS policies and carry out daily site-specific and organizational procedures that create a culture of hospitality, trust, and respect
- Work collaboratively with respective IHS program staff and outside partners to ensure the consistent delivery of services to guests
- Observe guest behavior as needed to recognize behavioral changes in an effort maintain a safe environment
- Keep an accurate account of all events occurring during shift in the Daily Operations Log and ensure vital information is passed on during shift changes
- Diffuse verbal and physical altercations in a non-violent manner using Crisis Prevention Intervention techniques
- Answer phones at designated sites and/or perform reception duties as necessary

Jazlin Baldoz

Education

Current: Bachelor of Social Work, Hawaii Pacific University, Honolulu Hawaii – Expected graduation date: 2024

Professional Experience

October 2022-May 2023: Paraprofessional Tutor for Students with Special Needs, Palolo Elementary School, Honolulu, HI

- Supported students in developing life skills, following classroom routines and managing behavior
- Developed strategies to meet the needs of students with a variety of disabilities
- Created an inclusive learning environment by demonstrating respect for diverse cultural backgrounds

May 2022-August 2022: School Age Teacher, Livermore Laboratory Employee Services Association, Livermore, CA

- Implemented behavior management policies while promoting respect among peers
- Communicated effectively with parents and guardians regarding student's progress or concerns
- Collaborated with teachers on lesson planning and instructional strategies
- Developed positive relationships with families and colleagues

December 2020-May 2021: Office of Student Assistant, Hawaii Pacific University, Honolulu, HI

- Developed effective methods for data entry and filing paperwork in an organized manner
- Created spreadsheets using Microsoft Excel for tracking inventory levels or budgeting expenses
- Utilized various computer software applications to manage office operations efficiently

Chelsea B. Bangloy

Education

Current: Bachelor of Social Work, Hawaii Pacific University, Honolulu, HI

August 2016-May 2020: Associates of Human Services, Honolulu Community College, Honolulu, HI

Professional Experience

July 2014-February 2015: Radio Shack, Honolulu, HI

February 2015-July 2017: First Hawaiian Bank, Honolulu, HI

August 2017-September 2019: Hale Nani Rehabilitation Nursing Center, Honolulu, HI

Tiare Maafala

Education

2009: Kalani High School, Honolulu, HI

Skills and Abilities

- Project coordinator experience
- Call center supervisor experience
- Dedicated to process improvement
- Devoted to data integrity
- Strong problem-solving ability
- Telecommunications knowledge
- Training manual contributor
- Proficient in Microsoft Office: Word, Excel, etc.

Professional Experience

August 2020-Present: Executive Assistant, Adult Friends for Youth, Honolulu HI

- Conducts financial transactions
- Maintains financial records
- Serves as a liaison with the agency's accountants and auditors
- Complies and maintains agency database
- Provides administrative duties
- Assists with agency logistics

November 2015-August 2020: Contract Administrator, Johnson Controls, Honolulu, HI

- Book commercial fire alarm system projects
- Upkeep relationship and project status between customers and employer
- Organize floor plan drawings and submit for certification with the state
- Order and coordinate delivery of material to construction site
- Organize, monitor, and collect invoice payments

June 2012-November 2015: Lead Public Safety Dispatcher, Ala Moana Shopping Center Security, Honolulu, HI

- Determine between priority calls, requests, and/or complaints
- Train other Public Safety Dispatchers to properly multi task between radio transmissions, phone calls, and electronic record keeping
- Input electronic records of communications
- Answer, assist, and assess circumstances and situations with security personnel

June 2010-August 2012: Office Clerk, State of Hawaii Organization of Police Officers Union, Honolulu, HI

- Organized insurance files of past and present union members
- Created electronic record keeping system to match hard copy filing system
- Composed portfolios used in union negotiations and arbitration hearing
- Assisted office management with retrieving and distributing mail
- Answered and filtered general phone calls
- Provided training to incoming office clerks

Aaron M. Hare

Education

2011: Master of Arts in I/O Psychology, The Chicago School of Professional Psychology, Chicago, IL

2008: Bachelor of Arts in History, Bachelor of Arts in Psychology, University of Hawaii at Manoa, Honolulu, HI

Professional Experience

September 2018-Present: Grant Coordinator, Adult Friends for Youth, Honolulu, HI

- Conducts research for grants
- Conducts writing for grant requests
- Completes grant reports

September 2017-June 2018: Application Assistant, Kamehameha Schools, Honolulu, HI

- Examine custody documents and accurately tag information for organization-wide retrieval
- Analyze legal documents to determine custody and identify issues relating to custody
- Received extensive training from the Kamehameha Schools legal team on how to read and interpret legal documents from Family Court
- Work with the Legal Department to analyze custody disputes that could negatively impact the organization's ability to serve its mission
- Conduct sensitive phone conversations with families applying their children to Kamehameha regarding family dynamics and history
- Trained existing Kamehameha Schools Employees on the functions and responsibilities of the position of Application Assistant

2014-2016: Front Desk Representative, Honolulu Club, Honolulu, HI

- Meet and greet members, trouble shoot conflicts
- Coordinate housekeeping duties
- Responsible for monetary transactions within facility
- Assist training of new employees

2010-2011: Patient Relations Intern, Rush University Medical Center, Chicago, IL

- Supported the management of the Press Ganey survey process
- Provided leadership in the interpretation of the Press Ganey survey information and assistance in helping clinical departments make improvements

- Assisted in the organization and in the facilitation of several standing “Patient and Family Advisory Councils”
- Provided analysis and advising on an innovative new system to provide patient feedback to Rush’s Stroke Center
- Created reports and PowerPoint presentations
- Collaborated in presenting important findings to key members throughout the organization

Training

- TIC Certified
- RJ trained

Crimson Maafala

Education

May 2017: University Lab School, Honolulu, HI 96822

Professional Experience

August 2022-Present: Special Programs Assistant, Adult Friends for Youth, Honolulu, HI

- Assists in planning and coordinating special programs/events
 - Annual fundraiser, annual student convention
- Supports staff with logistical and administrative work
- Solicits for donations
- Maintains records related to events and programs
- Ad-hoc duties including but not limited to, guest list management, silent auction set-up, event break down, etc.

April 2020-Present: Home Baker, Pineapple Moons, Honolulu, HI

- Provide tasty homemade desserts for all customers
- Manage labor, maintenance and supply costs to maximize profitability
- Organize all orders for the day of sales (Friday & Saturday)
- In control of social media (instagram page) making daily posts, updating availability/products et

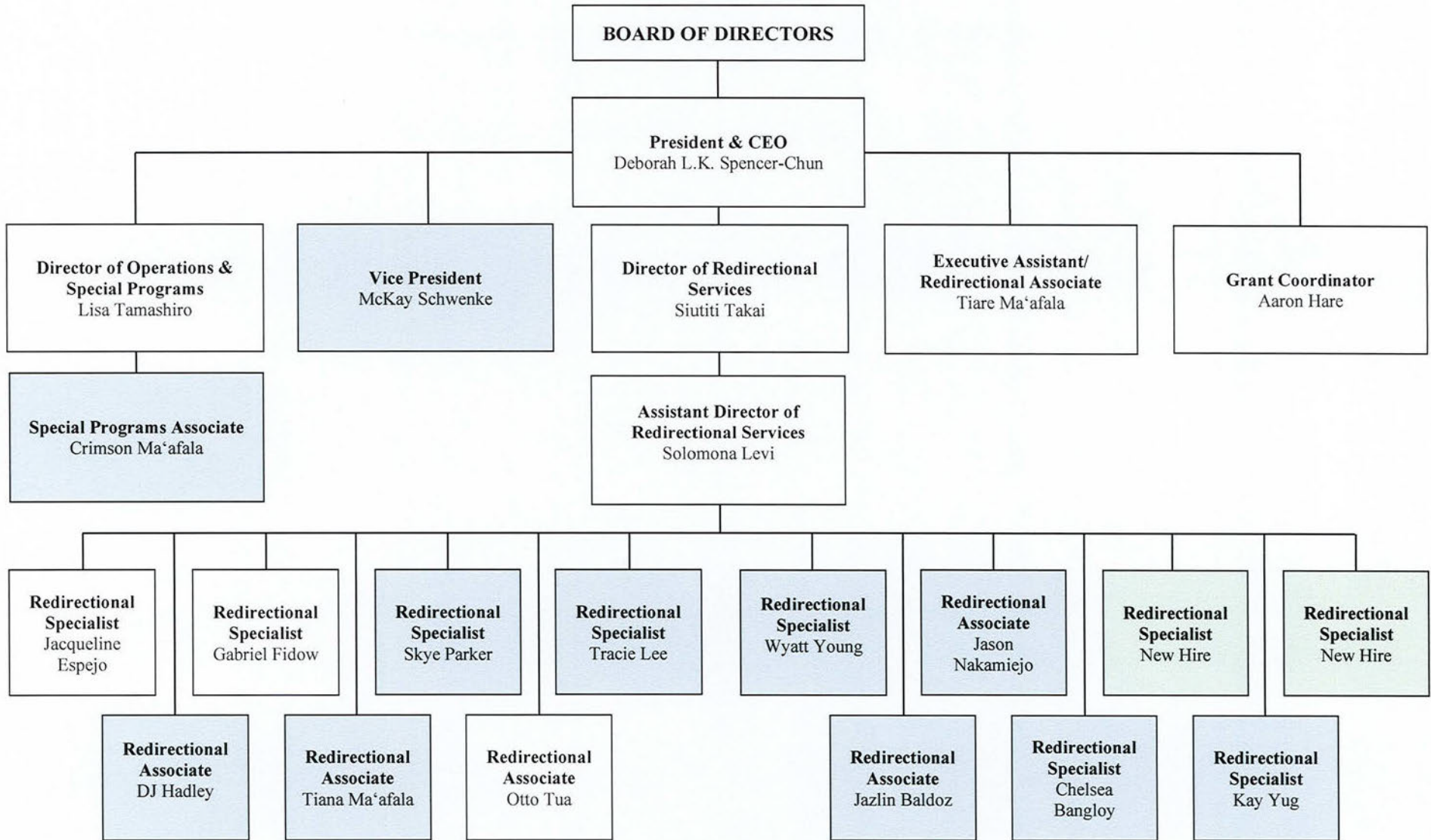
January 2018-April 2020: Cleaner, Dream Team Cleaners, Honolulu, HI

- Provided excellent cleaning services as directed by homeowners, vacation rental owners and/ or construction clean-ups
- General duties included: interacting with property owners, laundry, fixing of beds, wiping down living areas, window cleaning etc.
- Developed solid relationship with staff, customers and vendors
- Kept all areas clean, organized and in line with company, professional standards
- Worked effectively with diverse team to accomplish daily objectives and meet long-term goals

August 2018-June 2019: Teacher Assistant, Grays Harbor College, Aberdeen, WA

- Created student work schedules on computer
- Compiled, maintained, and filed all reports and student work
- Troubleshoot problems and developed successful solutions
- Managed files and continuously updated and organized records

Adult Friends for Youth Organization Chart



Key

Vacant position

Part-Time

Notes

- Special Programs include youth services, i.e. MAC (Mobile Assessment Center), social capital networking, community service, coding, college prep, and others except PEARL.
- President, Vice President, and Directors provide Redirectional services as needed – all have experience & training in providing direct services.