

**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:

Goodwill Industries of Hawaii, Inc.

Goodwill Hawaii

Amount of State Funds Requested: \$1,000,000

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

Goodwill Hawaii is seeking \$1,000,000 to renovate its primary warehouse and outlet at 2610 Kilihau St., Honolulu. The project includes refurbishing outdated bathrooms to meet ADA standards, resurfacing the parking lot to improve safety, expanding the warehouse and outlet for greater capacity, and acquiring equipment to enhance recycling and contract services.

These upgrades will improve safety, sustainability, and operational efficiency, enabling Goodwill to better serve individuals with disabilities, low-income families, and the broader community. The renovations will also support job training, reduce landfill waste, and boost the local economy through expanded services and opportunities.

Amount of Other Funds Available:

State:            \$ 0  
Federal:        \$ 0  
County:        \$ 0  
Private/Other: \$ 540,000

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

\$ 24,871,220

Unrestricted Assets:

\$ 37,140,208

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:

2610 Kilihau Street

City:

Honolulu

State:

HI

Zip:

96819

Contact Person for Matters Involving this Application

Name:  
Katy Chen

Title:  
President/CEO

Email:  
kchen@higoodwill.org

Phone:  
808-792-8562

  
\_\_\_\_\_  
Authorized Signature

Katy Chen, President/CEO  
\_\_\_\_\_  
Name and Title

01/16/25  
\_\_\_\_\_  
Date Signed

## 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

KATY CHEN, PRESIDENT/CEO

PRINT NAME AND TITLE

01/16/25

DATE



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:** GOODWILL CONTRACT SERVICES HAWAII, INC.

**DBA/Trade Name:** GOODWILL CONTRACT SERVICES HAWAII, INC.

**Issue Date:** 01/14/2025

**Status:** **Compliant**

Hawaii Tax#: 20015228-01  
New Hawaii Tax#: GE-1603688448-01  
FEIN/SSN#: XX-XXX0328  
UI#: XXXXXX0722  
DCCA FILE#: 203753

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



STATE OF HAWAII  
STATE PROCUREMENT OFFICE

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**Vendor Name:** GOODWILL INDUSTRIES OF HAWAII, INC.\*

**DBA/Trade Name:** GOODWILL INDUSTRIES OF HAWAII, INC.\*

**Issue Date:** 01/14/2025

**Status:** **Compliant**

Hawaii Tax#: 20603276-01  
New Hawaii Tax#: GE-0780060672-01  
FEIN/SSN#: XX-XXX1264  
UI#: XXXXXX0730  
DCCA FILE#: 7599

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

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; 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.

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(Typed Name of Individual or Organization)

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(Signature)

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(Date)

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(Typed Name)

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(Title)

## Public Purpose Statement

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

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

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

## **Application for Grants**

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

### **I. Certification – Please attach immediately after cover page**

#### **1. 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, 2024.

#### **2. Declaration Statement**

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

#### **3. Public Purpose**

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

### **II. Background and Summary**

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

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

Goodwill Industries of Hawaii (Goodwill Hawaii), a nationally accredited 501(c)(3) human service agency, has been serving the people of Hawaii for 65 years. As a trusted partner with a robust statewide presence, Goodwill Hawaii operates more than 20 social services contracts within 9 offices statewide, a charter high school, 12 retail stores, and 32 donor convenience centers—demonstrating the diverse ways we support the local community. Our mission is to “help people with employment barriers to reach their full potential and become self-sufficient.”

Goodwill’s social services encompass a wide range of support, including education, workforce development, case management, acculturation, financial literacy, life skills,

and academic assistance. During the 2023-24 program year, Goodwill's social services served 7,789 residents of Hawaii. Among them, 3,744 individuals participated in job training; 1,635 attended financial literacy classes; 222 adults with disabilities received day health services; and 151 at-risk youth received education and training support. Additionally, 471 individuals were placed into jobs outside of Goodwill, collectively earning more than \$12.7 million in annual wages. Over the past five years, Goodwill Hawaii has served over 15,500 individuals with barriers to employment, helping 3,078 of them secure jobs statewide.

Goodwill Hawaii has been accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) for nearly 40 years, consistently meeting national standards for quality services for individuals with disabilities. In 2022, Goodwill earned another three-year accreditation, the highest level attainable, reaffirming our commitment to excellence. Goodwill Hawaii is part of Goodwill Industries International (GII), a network of more than 150 community-based, autonomous organizations serving people with disabilities and workplace disadvantages across the United States, Canada, and 12 other countries. Collectively, the GII network assisted over 1.7 million people with job training and placed more than 141,237 individuals into jobs in 2023. Remarkably, 1 in every 513 people hired in the *United States* in 2023 benefited from the support of a local Goodwill organization.

Goodwill Hawaii's primary funding comes from earned revenue generated by its retail stores and service contracts, as well as city, state, and federal grants. Additional funding is provided through generous contributions from individuals, corporations, and foundations.

2. The goals and objectives related to the request;

Goodwill Hawaii is respectfully requesting \$1,000,000 in funding to support the refurbishment and improvement of its warehouse and outlet located at 2610 Kilihau St, Honolulu, HI 96819, which also serves as the organization's main headquarters. This project aims to enhance safety, operational efficiency, and environmental sustainability, while advancing Goodwill Hawaii's mission to serve the local community effectively.

**1. Enhancing Safety:**

- o Renovate outdated and compromised bathrooms, all of which are over 70 years old, to meet modern safety standards and address critical structural issues.
- o Resurface the heavily damaged parking lot to prevent damage to trucks, forklift tipping hazards, and ensure the safety of staff, visitors, and vehicles.

- o Expand warehouse and outlet spaces to reduce safety risks associated with cramped operations, such as forklift maneuverability challenges.

**2. Improving Operational Efficiency:**

- o Reconfigure the warehouse to better support the handling of bulk goods, recycling, and shredding, and ensure smoother workflow and less external wear on the parking lot.
- o Expand the outlet to provide sufficient space for weighing bulk goods, accommodate scales, and create a more user-friendly shopping and checkout experience.

**3. Promoting Environmental Sustainability:**

- o Increase the capacity for recycling and shredding operations.
- o Reduce more landfill waste by processing a large increase in textiles and household goods more effectively.

**4. Fostering Economic Opportunities:**

- o Create more jobs for resellers of second-hand goods and contract services by expanding warehouse capacity and operational efficiency.
- o Support the local economy through construction, renovation, and long-term employment opportunities.

This project directly aligns with Goodwill Hawaii’s commitment to creating a safer, more efficient, and environmentally conscious operational environment while generating economic and community benefits.

3. The public purpose and need to be served;

The public purpose of this grant is to enhance Goodwill Hawaii’s ability to serve the community by improving the safety, accessibility, and efficiency of its operations at the 2610 Kilihau St. facility. The grant will support renovations and equipment upgrades that directly benefit vulnerable populations, promote environmental sustainability, workplace safety, and strengthen local economic opportunities.

**1. Supporting Vulnerable Populations:**

- The warehouse is central to Goodwill’s job creation and training programs, particularly for individuals with disabilities and barriers to employment.
- By supporting renovations and upgrades, the warehouse will expand capacity for contract services, which currently employ many individuals

with disabilities and provides essential services like paper and cardboard shredding and recycling for government and private clients.

- Last year, Goodwill Hawaii employed close to 60 physically and intellectually disabled people on Oahu, with the subject warehouse supporting many of those employees.

## **2. Promoting Environmental Sustainability:**

- By enhancing recycling operations and reducing landfill waste, the project aligns with Hawaii's sustainability goals. This includes baling surplus goods for reuse in other communities and increasing the capacity of the outlet store, where items are sold rather than discarded. Last year, Goodwill Hawaii diverted 11 million pounds of goods from Hawaii's landfills and processed 3.3 million pounds of materials through recycling initiatives, including textiles, paper shredding, and e-cycling. The warehouse served as a central pillar in achieving this impact. It now needs more room to grow its operations.

## **3. Boosting Local Economic Opportunities:**

- The warehouse supports resellers by providing affordable goods at its extremely low-cost outlet, boosting local entrepreneurial efforts in online retailing and at swap meets on Oahu. For many resellers, their entire inventory is sourced from the outlet housed at the subject warehouse and is their only income basis.
- Expanded warehouse capacity will allow Goodwill to generate more income through retail and contract services, creating additional job opportunities for vulnerable populations.

## **4. Improving Health, Safety, and Accessibility:**

- Renovations will address pressing safety and ADA compliance issues, ensuring the facility is a secure and inclusive space for employees, customers, and program participants.

### **Summary of the Request:**

- **Organization:** Goodwill Industries of Hawaii, Inc.
- **Public Purpose:** To improve safety, accessibility, and efficiency at the 2610 Kilihau St. facility, enhancing Goodwill Hawaii's ability to serve vulnerable populations, promote sustainability, and support the local economy.

- **Services to Be Supported:** Renovation of the warehouse, outlet, parking lot, and bathrooms; acquisition of equipment to expand recycling and operational capacity.
- **Target Group:** Individuals with disabilities, low-income families, resellers, government and private sector clients, and the general community across the Hawaiian Islands.
- **Cost and Budget:** \$1,000,000 total from State GIA, total capital budget is \$1,540,000. The \$1M is divided into \$700k for construction that includes demolition and renovations, and another \$300k for fixed asset equipment in the warehouse.

This investment will have lasting benefits for Hawaii's communities, enabling Goodwill Hawaii to sustain its mission and expand its impact statewide.

4. Describe the target population to be served:

The proposed renovations and upgrades at the 2610 Kilihau St. facility will benefit a diverse population across Hawaii, including:

**1. Individuals with Disabilities:**

- Many employees working in contract services and other programs at the facility are individuals with intellectual and/or physical disabilities. This project will enhance their work environment, providing a safer, more accessible, and efficient space.

**2. Low-Income Individuals and Families:**

- The warehouse outlet and retail operations provide extremely affordable goods to individuals and families in need. By expanding capacity and efficiency, this project will increase the availability of low-cost goods across the islands.

**3. Resellers and Small Business Owners:**

- The warehouse outlet supports Oahu's local economy by providing opportunities for resellers to purchase goods for resale, contributing to their financial independence and success.

**4. Government and Private Sector Clients:**

- Through its contract services, including document shredding and other operational needs, the facility serves a wide range of organizations, ensuring secure and reliable services that benefit the broader community.

**5. The General Community:**

- o By increasing the facility’s recycling capacity and reducing landfill waste, this project contributes to Hawaii’s environmental sustainability goals, benefiting all residents.

This renovation will strengthen Goodwill Hawaii’s ability to serve these populations, providing critical resources, services, and opportunities to support their economic and social well-being.

5. Describe the geographic coverage.

The facility at 2610 Kilihau St., Honolulu, serves as both an operational and administrative hub, with a statewide impact across the Hawaiian Islands.

- **Administrative Functions:** The facility houses key personnel from departments such as marketing, finance, transportation, and social services, which support programs and operations that benefit communities across Oahu, Big Island, Maui, and Kauai.
- **Warehouse Operations:** The warehouse supports sustainability through its outlet store, where surplus items are sold directly to customers, reducing waste, and providing very affordable essentials. This operation also boosts the local economy by supporting resellers on Oahu. Lastly, paper is shredded, baled, and sent to be turned into recycled paper – while surplus items from Goodwill’s retail stores are gathered here, baled, and then shipped to other communities for reuse, ensuring they do not end up in Hawaii’s landfills.
- **Contract Services:** The facility supports government and private sector contracts, including document shredding and other operational services. These contracts benefit businesses, the community, and employees, many of whom are individuals with disabilities or other barriers to employment.

While the physical location is on Oahu, the activities conducted at this facility have far-reaching effects, influencing operations, programs, and sustainability efforts across all islands.

**III. Service Summary and Outcomes**

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

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

The scope of work for this project involves the renovation and upgrade of our facility at 2610 Kilihau St. in the Mapunpuna industrial district on Oahu, which serves as a central hub for retail, contract services, and administrative operations. The tasks and responsibilities are as follows:

**1. Planning and Permitting:**

- a. Finalize a detailed project plan, including designs for the expanded warehouse and outlet.
- b. Obtain necessary permits for demolition, construction, and facility upgrades.
- c. Coordinate with architects, engineers, and contractors to finalize specifications.

**2. Demolition and Renovation:**

- a. Demolish outdated office spaces and bathrooms to create a more efficient layout.
- b. Renovate bathrooms to meet ADA standards and improve accessibility.
- c. Expand the warehouse and outlet to accommodate increased operational capacity for retail and contract services.

**3. Parking Lot Resurfacing:**

- a. Resurface and repair the parking lot to enhance safety and usability for vehicles and pedestrians.
- b. Install safety features, such as cameras and an alarm system, parking lot lighting etc. to mitigate risks and protect employees.

**4. Equipment Procurement and Installation:**

- a. Purchase and install essential equipment, including forklifts, rolling bins, and recycling machinery, to improve operational efficiency.
- b. Set up safety and monitoring systems, such as cameras and alarms, to secure the facility.

**5. Operational Integration and Reporting:**

- a. Transition operations into the renovated facility and integrate new equipment into daily workflows.
- b. Conduct final inspections and close out permits.
- c. Track key performance metrics and submit reports to the State agency to demonstrate project success.

**Responsibilities:**

- **Goodwill Hawaii Leadership Team:** Oversight of the entire project, including budget management, contractor coordination, and reporting.
  - **Contractors and Consultants:** Execution of demolition, construction, and facility upgrades in line with project specifications and timelines.
  - **Facilities Team:** Coordination of equipment installation and operational transition, ensuring minimal disruption to services.
2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

The renovation and equipment acquisition project is projected to span approximately 18 months, with the following phases:

- 1. Planning and Permitting (Year 1 – January 2025 start)**
    - a. Secure necessary permits for demolition, construction, and equipment installations.
    - b. Finalize designs and project plans, including the layout for the expanded warehouse and upgraded facilities.
    - c. Confirm equipment orders to align with renovation timelines.
    - d. Installation of efficiency equipment and reorganization of storage areas
    - e. Begin tracking operational metrics and submit progress reports.
  - 2. Demolition and Renovation (Months 13-16 – January – April 2026)**
    - a. Begin demolition of outdated spaces, including offices and bathrooms.
    - b. Resurface the parking lot and install preliminary safety upgrades, such as cameras and alarm systems.
  - 3. Facility Upgrades and Equipment Integration (Months May-June 2026)**
    - a. Complete renovations to the warehouse, outlet, and bathrooms, ensuring ADA compliance and enhanced safety.
    - b. Install and test additional new equipment, including forklifts, pallet racks, and alarm system.
  - 4. Operational Readiness and Reporting (Final Phase – June/July 2026)**
    - a. Transition operations into the renovated facility and integrate all new equipment.
    - b. Conduct final inspections and address any remaining issues.
    - c. Submit Final Reports.
3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

For 65 years, Goodwill has operated as a responsible non-profit organization whose finances are transparent to our funders and the public. Goodwill has instituted comprehensive quality assurance systems and an established methodology to ensure we are providing high quality services and meeting and/or exceeding contract and other legal requirements. Goodwill's Quality Assurance Department routinely conducts internal audits and onsite reviews for all programs; while also providing guidance and consultation with staff to improve and enhance program effectiveness. Goodwill's tested Quality Management Program reinforces established contract procedures and collects, tracks, reviews and analyzes program performance for process improvement as needed and required by each contract. Specific performance indicators are delineated and correlate to both achieving completion of task, timeframe, accuracy level, and other specifics as deemed mission critical. Reports are reviewed regularly, and adjustments are made as needed.

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

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

Our comprehensive quality assurance and evaluation tools incorporate the strict requirements of each of our contracts, as well as other measurements to effectively evaluate program performance and document progress. An active Board of Directors that is made up from a wide range of professions, businesses and community members governs Goodwill. The Board is responsible strategic direction and executive oversight. The full board meets quarterly with the Executive/Finance and Finance/Investment Committees meetings on alternate months.

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

Goodwill proposes five categories of measures of effectiveness to enable the State to assess the impact of the requested funding:

**1. Project Completion Metrics:**

- a. Completion of all renovation milestones, including demolition, bathroom remodeling, warehouse expansion, parking lot resurfacing, and equipment installation, within the proposed timeline and budget.

**2. Increased Operational Capacity:**

- a. Percentage increase in retail sales and contract service output within the renovated facility, reflecting improved efficiency and capacity.
- b. Growth in the number of individuals with disabilities employed through contract services programs operating in the upgraded warehouse.

**3. Improved Health and Safety:**

- a. Reduction in reported workplace injuries or safety incidents due to enhanced facility features, such as the improved parking lot and ADA-compliant infrastructure.

**4. Environmental and Sustainability Impact:**

- a. Volume of recycled goods processed within the expanded and upgraded facility.
- b. Reduction in waste diverted to landfills, showcasing the environmental benefits of the renovations.

**5. Community Impact:**

- a. Increase in the number of individuals served through social services as a direct result of the enhanced facility.
- b. Positive feedback from program participants, staff, and community stakeholders regarding the improved accessibility and functionality of the facility.

## **IV. Financial**

### **Budget**

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

See attached budget documents.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$700,000		\$300,000		\$1,000,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.

Goodwill intends on pursuing other sources of funding to include corporation and private foundation grants, individual donations, and contributed revenue from Goodwill sources.

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 2026 for program funding.

Our warehouse has not been granted any federal, state, or county government contracts, within the prior three years, nor is it scheduled to receive such funding for fiscal year 2026. It has received \$45,000 in private funds for renovation and capital fixed assets in 2024.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.

As of December 31, 2023, the most recent audit reported unrestricted current assets totaling \$37,140,208.

Goodwill undergoes annual audits by a certified public accounting firm, ensuring compliance with generally accepted accounting principles (GAAP). For the calendar year ending December 31, 2023, Goodwill received an unqualified audit opinion, confirming the soundness of its accounting system and financial records. Additionally, Goodwill has been designated as a “low-risk” auditee.

To ensure fiscal stability, Goodwill monitors key financial ratios:

1. **Current Ratio:** This measures the organization's ability to meet current obligations. A healthy ratio is 2.0; Goodwill's current ratio is 2.39, reflecting strong financial health.
2. **Quick Ratio:** A stricter measure of liquidity, excluding accounts receivable and inventory, with a benchmark of 1.0 or higher. Goodwill's quick ratio is 2.26, indicating excellent liquidity.
3. **Net Worth (Debt-to-Equity) Ratio:** This compares liabilities to equity. Goodwill's ratio is 0.81, slightly above the recommended 0.77 but within a healthy range, reflecting strategic investments in infrastructure and programs that advance its mission.

Goodwill's accounting system is designed to accurately track, manage, and report financial activities, ensuring compliance with legal and operational requirements. These strong financial practices demonstrate the organization's stability and capacity to sustain its mission-driven activities.

## **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.

As a nationally accredited human services organization, Goodwill Hawaii has been empowering over 7,000 Hawaii residents annually through its education, employment, and career development programs. In the past year alone, Goodwill helped over 450 individuals secure employment, reducing reliance on government assistance, and fostering self-sufficiency. Since its founding in 1959, Goodwill Hawaii has maintained nearly 40 years of continuous accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), underscoring its commitment to quality services.

In addition to its extensive experience operating retail stores, recycling programs, donated goods facilities, and various social services contracts, Goodwill has proven expertise in managing complex construction and renovation projects. Over the past

three years, Goodwill successfully executed several projects, demonstrating its ability to oversee the renovation of retail spaces and social services offices with precision and efficiency:

1. eCommerce Refurbishment, Honolulu, Oahu: Renovation of warehouse space into eCommerce production, pickup and shipping station. Construction included the manager's office, jewelry high-security area, multiple photography and listing stations, build-out of storage area, installation of A/C, and pickup desk. No public funds used. (2022)
2. Outlet Store Refurbishment, Honolulu, Oahu: Renovation of warehouse space into new location for an outlet store. Construction included design and installation of the manager's office, back storage room, store fixture installations, security cameras and new security entrances. No public funds were used. (2022)
3. Kaneohe Retail Store Refurbishment, Oahu: Renovation of a judo practice space and a yoghurt shop into one new retail store and donation center. Renovations included installation of new flooring, space layout alterations, removal of walls, and the build-out of new ADA dressing rooms, staff breakroom and cash wrap, camera and security installs. No public funds were used. (2022)
4. Kailua-Kona Retail Store Refurbishment, Hawaii Island: Renovation of a former fabric store into a new retail store and donation center. Renovations included installation and polish of new flooring, space layout alterations, removal and installation of walls, and the build-out of new ADA dressing rooms, manager's office and cash wrap, camera and security installs. No public funds were used. (2022)
5. Waikoloa New Store Development, Hawaii Island: Construction of a new space to serve as a retail store. Construction included design and installation of ADA dressing rooms, manager's office, back storage room, and store wall fixture installations. No public funds were used. (2023)
6. Kaimuki Store Development, Honolulu, Oahu: Construction of a new space to serve as a retail store and donation drive-thru. Construction included design and installation of ADA dressing rooms, manager's office, staff breakroom, back storage room, cash wrap, and store wall fixture installations. No public funds were used. (2023)
7. Kilihau Warehouse, Honolulu, Oahu: Phase 1 Renovation included the installation of major safety equipment, removal of deteriorating storage racks, installation and relocation of new racks, addition of a warehouse roll-up door, installation of an additional bale machine for salvage clothing, relocation and streamlining of the paper shredding operations. safety improvements, and the creation of more usable space. (2023)

8. Hilo Campus, Hawaii County: Renovation of 5 building suites that included a trophy retail shop, training gym and karaoke bar, into office and training spaces for Goodwill's social services. (2024)

## 2. Facilities

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

Goodwill Hawaii operates a diverse network of facilities across the Hawaiian Islands, including offices, retail production sites, donation centers, recycling centers, and retail stores. Currently, we manage over 20 human services contracts, 12 retail stores, and 32 donation centers.

The renovations will take place at 2610 Kilihau St., Honolulu, a property that Goodwill Hawaii has occupied for nearly 45 years. This location serves as a central hub for operations, including retail, contract services, and administrative functions.

The proposed renovations will significantly increase the capacity and efficiency of the retail store and contract services programs housed at this site. Furthermore, the upgrades will ensure a high level of sustainability, health and safety, and full compliance with ADA and other code requirements. While Goodwill has diligently maintained its facilities over the years, this renovation is a necessary investment to renew critical infrastructure and equipment, ensuring the site can meet the growing demands of our operations.

Goodwill will focus on the following key areas during the renovations:

1. **Health & Safety:**

Health and safety are core priorities for Goodwill operations. We are committed to protecting the well-being of all employees and customers while ensuring compliance with workplace safety laws. Renovations will include safety features throughout the facility, such as an upgraded alarm system to address the increase in break-ins and provide a secure environment for staff and visitors. These upgrades reflect Goodwill's proactive approach to safeguarding its people and operations.

2. **ADA Compliance:**

Goodwill Hawaii prides itself on the accessibility of its facilities and programs for

individuals with disabilities. Annual accessibility surveys are conducted with input from program participants and their families to ensure services and facilities remain inclusive and user-friendly. This renovation will adhere to all ADA requirements, including upgrades to bathrooms and other key areas, to maintain our standard of accessibility.

**3. Sustainability:**

Goodwill recognizes the importance of environmental conservation and sustainability. The renovations will incorporate sustainable practices and materials wherever possible, reflecting our commitment to reducing our environmental footprint while maintaining efficient operations.

This project represents an opportunity to renew and enhance our facilities, ensuring they remain safe, accessible, and efficient for years to come while supporting Goodwill Hawaii's mission to serve the community effectively.

## **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.

Goodwill Hawaii's leadership team brings extensive experience and expertise to oversee the proposed renovation project. This team is led by Katy Chen, President/CEO, who has 25 years of experience as a nonprofit executive and is a licensed attorney in Hawaii. Katy earned her Juris Doctorate from the University of Washington and is an active community leader, serving on boards such as Goodwill Industries International, the Hawaii Employers Council, the Honolulu County Ethics Commission, and the State Law Enforcement Officer Review Board. She is also a graduate of Goodwill International's Executive Development Program.

The Accounting Department is led by CFO Brent Arakaki, a Certified Public Accountant with a Bachelor of Business Administration in Accounting from the University of Hawaii, Manoa. Brent has over 30 years of financial leadership experience in the hotel and retail industries in Honolulu. He oversees financial management, budget preparation, compliance with state and federal reporting requirements, and contract management.

Katy and Brent have successfully overseen multiple facility renovation projects during their tenure at Goodwill.

Goodwill's COO, Casie Bui, oversees administration and operations, ensuring alignment with organizational vision and strategic goals. Casie has extensive leadership experience, previously serving as Director of Sales Operations and Marketing at Aloha Petroleum, Ltd., where she led revenue-generating initiatives across 55 stores and managed large-scale operations and expansions. She holds a Bachelor of Science in Business Administration – Finance (Magna Cum Laude) from Hawaii Pacific University and has earned accolades including the PBN 40 Under 40 Honoree (2021). Casie's expertise in operations, facilities management, and safety makes her a key leader in executing this project successfully.

Randy Lueder, Goodwill's Director of Facilities and Risk Management, brings a wealth of experience in operations, logistics, and project management. He holds an MBA from Chaminade University and a Bachelor of Science in Administration of Justice from George Mason University. Randy has overseen department budgets, equipment procurement, and contractor management for facilities and health and safety programs at Goodwill. His career includes managing large-scale projects at Ko Olina and other organizations, with expertise in construction, safety protocols, and risk mitigation. Randy has already engaged contractors for the renovation of the warehouse and parking lot, ensuring the project aligns with operational and safety requirements.

The Senior Director of Retail, Emily Flint, oversees 12 retail stores and 32 donation centers. Emily has over 20 years of retail experience at Macy's and Restoration Hardware. She holds a BA in Business Administration from Colorado Mesa University and brings valuable expertise in optimizing warehouse outlet layouts to enhance operational efficiency. Emily has already identified the necessary equipment for purchase as part of this renovation, ensuring the space will be designed to support streamlined workflows and improved functionality.

This renovation project will be spearheaded by Katy Chen, who will direct COO Casie Bui and Facilities Director Randy Lueder, along with Senior Director of Retail Emily Flint, to manage key aspects of the project. The team has already engaged consultants, including engineers and construction companies, to develop and execute renovation plans.

Collectively, Goodwill's Executive Leadership Team, along with Randy Lueder, has the knowledge and experience required to oversee construction and renovation projects, manage personnel, and ensure financial compliance. This expertise ensures the

successful implementation of the proposed renovations while maintaining the highest standards of quality and efficient resource utilization.

## 2. Organization Chart

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

Please see attached Organization Chart.

## 3. Compensation

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

Position	Annual Salary Range
President/ CEO	\$153,000 - \$256,000
Chief Finance Officer	\$133,000 - \$180,000
Chief Operating Officer	\$150,000 - \$200,000

Goodwill is committed to complying with all IRS standards and employs a meticulous process to recruit and retain the leadership and talent needed to effectively deliver services tailored to the local community. The Board of Directors is responsible for determining the CEO's salary and establishing salary schedules for senior leadership. This process follows widely accepted best practices, including comparative analyses of similarly sized organizations and benchmarking against both local market data and other Goodwill locations.

As a social enterprise, Goodwill operates across multiple business units, including retail stores, donations management, job training programs, commercial services, and various career and community-based services. The complexity and diversity of these operations are carefully considered when evaluating leadership compensation. Importantly, no government funds are used to pay the salaries of executive team members or retail staff, reflecting Goodwill's commitment to fiscal responsibility and ethical stewardship.

## 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.

Goodwill Industries of Hawaii, Inc. is the plaintiff in a case filed in the Circuit Court of the First Circuit against Ushijima Architects, Inc. for negligent design and breach of contract.

## **2. Licensure or Accreditation**

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

Goodwill has been fully accredited by The Commission on Accreditation of Rehabilitation Facilities (CARF), which sets national standards for programs serving people with disabilities, for nearly 40 years. An organization undergoing CARF accreditation is scrutinized for the quality of services it provides to persons with disabilities and economic disadvantages. In August 2022, Goodwill was again awarded a three-year accreditation, the highest level of accreditation attainable. Goodwill's national certification in human services shows our commitment and validates the high quality of our program services delivered to Hawaii's residents.

## **3. Private Educational Institutions**

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

Not applicable.

## **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2026 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2026, but

(b) Not received by the applicant thereafter.

Goodwill Hawaii is requesting a one-time investment to support the renovation and refurbishment of our warehouse located at 2610 Kilihau St. This funding will serve as a critical enhancement to Goodwill's operations, enabling the organization to increase its capacity to generate revenue through its retail operations and contract services while continuing to provide high-quality social services.

Goodwill operates under a unique social enterprise model where the net revenue from its retail operations directly supports its social services. This model allows Goodwill to earn a significant portion of its operating revenues through retail sales and contract services, reducing reliance on government and grant funding. The proposed renovations and equipment upgrades will further enhance this self-sustaining model by improving the efficiency and safety of operations, increasing outlet sales, and expanding contract service opportunities.

Approximately half of the warehouse is dedicated to contract services, where Goodwill mostly employs individuals with disabilities to fulfill contracts, such as paper shredding and other operational needs. These services not only provide valuable job opportunities for individuals with disabilities but also generate revenue that sustains Goodwill's broader mission. The improvements funded by this grant will allow for safer and more efficient operations, increasing Goodwill's capacity to take on additional contracts and further support its social mission.

For over 65 years, Goodwill has demonstrated our commitment to sustainability by valuing and maximizing the utility of its facilities and resources. A testament to this dedication is the fact that we have kept our now 70-year-old warehouse bathrooms functional and maintained without upgrades—making the most of what we have to serve our mission. This proactive investment in renovations and upgrades will not only ensure the longevity of our facilities but also enhance their efficiency and safety, allowing us to continue supporting our community for decades to come.

Beyond fiscal year 2026, Goodwill will implement strategies to maximize the revenue potential of the improved warehouse and outlet. This includes:

\* **Increased Retail Revenue:** Enhanced outlet operations will allow for higher sales volume and better customer experiences, resulting in increased net revenue to sustain social services.

\* **Expanded Contract Services:** With improved facilities, Goodwill will be able to secure and fulfill more contracts, creating additional employment opportunities for individuals with disabilities and generating steady income.

\* **Efficient Resource Management:** Investments in quality renovations and equipment will reduce maintenance costs over time, ensuring long-term operational efficiency.

By prioritizing these strategies and leveraging the improvements funded by this grant, Goodwill will continue to fulfill its mission while remaining less dependent on external funding. The requested one-time investment represents a truly sustainable opportunity to strengthen Goodwill's infrastructure, enabling the organization to self-sustain and thrive for years to come.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Goodwill Industries of Hawaii, Inc.

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
<b>TOTAL PERSONNEL COST</b>				
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>				
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>	1,000,000			540,000
<b>TOTAL (A+B+C+D+E)</b>	<b>1,000,000</b>			<b>540,000</b>
<b>SOURCES OF FUNDING</b>				
(a) Total State Funds Requested	1,000,000			
(b) Total Federal Funds Requested				
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested	540,000			
<b>TOTAL BUDGET</b>	<b>1,540,000</b>			
Budget Prepared By:				
Name (Please type or print) Kay Chen, President/CEO		808-836-0313		Phone
Signature of Authorized Official 				Date 1/17/25
Name and Title (Please type or print) Kay Chen, President/CEO				

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Goodwill Industries of Hawaii, Inc.

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				0.00
JUSTIFICATION/COMMENTS:				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Goodwill Industries of Hawaii, Inc.

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
<b>TOTAL:</b>			

JUSTIFICATION/COMMENTS:

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
<b>TOTAL:</b>			

JUSTIFICATION/COMMENTS:

# BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

TOTAL BUDGETED

TOTAL BUDGETED

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Goodwill Industries of Hawaii, Inc.

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS				20000		
LAND ACQUISITION						
DESIGN				10000		
CONSTRUCTION			700000	245000		
EQUIPMENT			300000	265000		
<b>TOTAL:</b>			<b>1,000,000</b>	<b>540,000</b>		
<b>JUSTIFICATION/COMMENTS:</b> construction includes demolition of first and second floor offices to expand warehouse floor and renovation of bathrooms; equipment includes major warehouse storage, transportation and security assets.						

**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: <u>Goodwill Industries of Hawaii, Inc.</u>					Contracts Total:	24,871,220
	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE	
1	Community Recycling & Sustainability Program, Contract No. CT-DCS-2100028: Purchase a box truck for pick-up & recycling of goods	11/01/2020-04/30/2022	Department of Community Services	Honolulu	120,000	
2	Agency Provided Trips, MA-DTS-2000091 V-5: Transportation for Clients	02/01/2020-07/31/2025	Department of Transportation Services	Honolulu	1,073,092	
3	SEE (Supporting Employment Empowerment): Provides on-the-job training and meaningful employment opportunities for active First To Work participants (both citizens and non-US citizens) who may have little or no work experience. Services include pre-employment training, job development, placement, and follow up services. Participants can also get subsidized employment.	01/01/2024-06/30/2025	Department of Human Services	State	2,250,000	
4	FTW TANF/VR: Case management, employment and support services to work eligible individuals of single and two parent non-citizen households receiving TANF public assistance, and people who are classified as having a disability. Employment training, support services, job development, placement, and follow up services. The program works closely with the SEE program in helping individuals obtain employment.	01/01/2024-06/30/2025	Department of Human Services	State	6,750,000	
5	Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T): A work program designed to assist individuals receiving food stamps prepare for employment and become self-sufficient. Goodwill's program serves the islands of Maui and Oahu and provides omprehensive case management pre-employment training job development	07/01/2024 -06/30/2025	Department of Human Services	State	583,000	

	management, pre-employment training, job development, placement, and follow up services.				
7	Employment Services for Adult Offenders on Oahu and the Big Island: Services include employment training, job development, placement, vocational training, and follow up services (job maintenance/reassessment).	03/01/2021-05/31/2025	Department of Public Safety	State	1,050,000
8	Employment Core Services for Low-Income Persons and Legal Permanent Residents: Services include pre-employment training, job development, placement, vocational training, and follow up. Goodwill program serves island of Hawaii.	10/01/2023-09/30/2025	Office of Community Services, Department of Labor & Industrial Relations	State	173,070
9	WIOA Youth Program / Ola I Ka Hana (Hawaii County): Engages Out-of School and In-School youth in healthy behaviors, empowers them with tools to reduce unhealthy risky behaviors, and develops opportunities for their continued educational achievement, successful transition to adulthood, and sustained, self-sufficient employment.	7/1/2024 - 6/30/2025	Office of Research and Development, County of Hawaii	Hawaii	443,626
10	WIOA Adult & Dislocated Workers Program (Hawaii County): Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and those who are basic skills deficient.	07/01/2024-06/30/2025	Office of Research and Development, County of Hawaii	Hawaii	785,435
11	WIOA Adult & Dislocated Workers Program, and Quest (Maui County): Comprehensive career and training services to adults and dislocated workers. Priority given to Veterans, people laid off from employment, recipients of public assistance and other low-income individuals and those who are basic skills deficient.	07/1/2024 to 6/30/2025	Office of Economic Development/WIOA Workforce Development County of Maui	Maui	1,298,998
12	WIOA Youth Program / Ola I Ka Hana (Maui County): Engages Out-of School and In-School youth in healthy behaviors, empowers them with tools to reduce unhealthy risky behaviors, and develops opportunities for their continued educational achievement, successful transition to adulthood, and sustained, self-sufficient employment.	07/1/2024 to 6/30/2025	Office of Economic Development/WIOA Workforce Development County of Maui	Maui	201,179

13	DHS Youth Program / Ola I Ka Hana: Assists Oahu's at-risk youth to develop necessary skills, make responsible and informed decisions, develop a positive sense of self, pursue and maintain positive relationships, continue their academic growth and gain employment.	01/01/2023-12/31/2025	Department of Human Services	State	600,000
	OYS Youth Program / Ola I Ka Hana (Hilo): Implement and provide a cultural project-based program that enhances youth's competence and success in community, education, and personal life. Services include one-on-one case management components, classes, and team-based activities.	7/1/2023 - 6/30/2025	Office of Youth Services, Department of Human Services	State	240,000
14	Immigrant resource center (Hilo): Provide easy access for immigrants to a variety of coordinated and integrated services that promote economic self-sufficiency and social adjustment.	4/1/2023 to 3/31/2025	Office of Community Services, Department of Labor & Industrial Relations	State	208,000
15	Participant Direct Coach Services: Provide coaching services to participants in the Veterans-Directed Care Program and the Community Living Program in East Hawaii County and Honolulu County.	7/1/2022 - 6/30/2026	Executive Office on Aging	State	330,000
16	Employment Core Services for Individuals Affected by the Maui Wildfires: Services include pre-employment training, job development, placement, vocational training, and follow up.	10/16/2023 to 10/15/2025	Office of Community Services, Department of Labor & Industrial Relations	State	125,000
17	Volunteer Income Tax Assistance: Provide free tax filing services for people meeting income requirement	10/1/2024 to 9/30/2025	IRS	Federal	500,000
18	Hawaii County Non-profit Grant - Support Ho'olana Services/Work Experience with transportation and activities for people with Intellectual/Developmental Disabilities	7/1/2024 to 6/30/2025	Hawaii County	County	50,000
19	Maui County ODE Grant - Provide Employment and Training Services to people receiving SNAP benefits	7/1/2024 to 6/30/2025	Maui County	County	50,000
20	Long Term Adults Supports and Resources - Individualized program to meet the needs of people with intellectual/developmental disabilities and to transition into	12/28/2023 to 12/27/2029	Department of Health	State	6,300,000

21	Quality Jobs, Equity Strategy and Training (QUEST) - Develop paid internships for up to 20 participants.	9/16/2024 to 9/15/2025	County of Hawaii	County	640,000
22	C&C GIA: To purchase a mobile shredding truck to expand service offerings for contract services	11/01/2024-10/31/2029	City & County of Honolulu, Department of Community Services	County	150,000
23	C&C GIA: HCLC construction project to install Photovoltaic system and carport at our Honolulu Career & Learning Center	9/01/2023-7/31/2025	City & County of Honolulu, Department of Community Services	County	49,820
24	State GIA: to install Photovoltaic system and carport at our Honolulu Career & Learning Center	7/01/2022-6/30/2023	State of Hawaii, Department of Accounting and General Services	State	300,000
25	State GIA: For improvements on Hilo property that houses new recycling initiatives, expanded and improved store/donation processing center, and mission services.	7/01/2024-6/30/2025	State of Hawaii, Department of Accounting and General Services	State	500,000
26	State GIA: purchase of PV electric van to support our mission, sustainability & recycling on Oahu	7/01/2023-6/30/2024	State of Hawaii, Department of Transportation	State	100,000

As of: 1/1/25

Attachment: Goodwill Industries of Hawaii, Inc.  
Organizational Chart

