



**HALE KIPA**

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**Pu'uhonua**

2024 ANNUAL REPORT



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# Pu'uhonua

## SANCTUARY

A Pu'uhonua is a historically established place of refuge, sanctuary, and asylum; a place of peace and safety. The pu'uhonua was also a place for healing and forgiveness.

As a place of healing and restoration, warriors who were injured during the time of battle or suffered an injury and needed care could make their way to the pu'uhonua where nursemaids and kahuna lapa'au would tend to them. Those wise healers would care for them until they were able to return to battle or their hale.

The second purpose is for forgiveness. If someone broke a kapu (sacred law) and was remorseful for their trespasses, they could make their way to a pu'uhonua and go through a ritual with the kahuna until they had successfully completed the process of forgiveness.

Our youth and other members of our Hale Kipa 'ohana all must have a place they can call their pu'uhonua. A place where they feel safe, and nurtured, and know if wrongdoing occurs, that they can be forgiven.



## Aloha mai kākou,

As we reflect on this past year at Hale Kipa, we are filled with gratitude for the collective efforts that sustain and grow our mission to serve Hawai'i's youth and families. Together, we have built upon the foundation of aloha, providing a sanctuary where our most vulnerable keiki can find safety, resilience, and hope.

In the spirit of our Hawaiian values, Hale Kipa embodies the concept of Pu'uhonua, a place of refuge and healing. Historically, the pu'uhonua was where individuals could seek safety, renewal, forgiveness, and the opportunity to rebuild their lives.

**Today, Hale Kipa stands as a modern pu'uhonua for youth in need, offering not only shelter but also unwavering support, guidance, and the tools they need to thrive.**

This year has presented us with challenges that tested our resolve, yet it also highlighted the incredible strength and determination of our youth, staff, and partners. Through culturally grounded, trauma-informed care, we reaffirmed our commitment to providing a space where every young person can rediscover their worth, embrace their potential, and chart a course toward a brighter future.



**Venus Kau'iokawēkiu Rosete-Medeiros**  
President and Chief Executive Officer

We extend our deepest mahalo to our staff, volunteers, community partners, and donors whose unwavering dedication and generosity make this work possible. Your contributions fuel the heart of Hale Kipa and ensure that we can continue to be a beacon of hope for those who need us most.

As you explore this annual report, we invite you to celebrate the accomplishments of this past year and share the vision of what lies ahead. The stories of our beneficiaries are real, heartwarming, and inspiring. Together, as a community, we will continue to uplift Hawai'i's youth and honor the legacy of aloha that binds us all.

**Me ke aloha pumehana,**

**Michael Magaoay**  
Board of Directors, Board Chair

## Hale Kipa 'ohana, partners, friends, and supporters,

As a child, I grew up on the North Shore's Waialua Sugar Plantation. In this tight-knit community, no one locked their doors. Whether you needed food or just wanted to talk, everyone was welcome. This aloha spirit is true of Hale Kipa as well. Hale Kipa opens its doors to serve all young people without discrimination, regardless of how they are dressed, where they've been, or whether their needs are great or small.

**Our programs are part of the communities they operate in, serving as the pu'uhonua – a place to rebuild the**

## self-esteem of youth and provide much-needed healing for their bodies, souls, and minds.

At the Waialua plantation of my youth, we also knew how to make do with what we had, conserving our resources and preventing wastefulness. If we wanted a new game, we didn't have the luxury of going to the mall, so we had to be innovative and resourceful – a guava tree can be used to make a handy slingshot! This belief guides our endeavors here at Hale Kipa as well. We are secure financially, but we must take care to adhere to our path and mission, whether times are prosperous or lean.

I am incredibly proud of what our board and organization as a whole have accomplished this past year. We have truly hit our piko (center) and under Venus and her Hawaiiana heart, our entire organization is becoming a stronger 'ohana. But there is always more to do. Our board members are reaching out to and involving different constituencies, and we are pursuing stronger ties in Hale Kipa's Leeward community.

As we move into 2025 and beyond, along with our dedicated staff and leadership, we will continue striving to ensure Hale Kipa keeps its door open to welcome youth and provide a safe place, free of judgment.

**Mahalo nui!**



# Renovations

Renovations ensure our living facilities are a refuge and home for our youth

**H**ale Kipa's residential facilities are more than just a place to sleep. For the young people who live there, they are home.

In the past year, we have undertaken extensive efforts to ensure that our residential facilities are inviting, safe, and places of pride for the youth who seek to heal and build the successful futures they deserve.

Among our transformative projects was a complete interior remodel of Hale Ho'opakele, our facility for victims and survivors of commercial sexual exploitation and sex trafficking. We replaced the upstairs flooring, renovated the bathrooms and kitchen, repainted the entire interior, and updated the air conditioning unit, creating an environment that fosters both comfort and restoration.

At the Men's Transitional Living Program, we refreshed the interior with a new coat of paint, remodeled the bathrooms, and made partial updates to the kitchen. To enhance the facility's exterior, we removed an unsightly tree and installed a new air conditioning unit, ensuring a cool, comfortable space for our residents.

The Women's Transitional Living Program also received thoughtful improvements. We brightened the upstairs bedrooms with fresh paint and partially remodeled the outdated kitchen, transforming the space into a more welcoming and uplifting home.

The two Independent Living Program Training Homes (ILPTH) for men and women, which provide shelter and skill-building services, received well-deserved care. We installed a

new air conditioning unit at the men's facility and removed a tree that detracted from the front entrance. Meanwhile, the women's home underwent significant renovations, including updates to the bathrooms and kitchen, new interior paint, and fresh flooring.

At the Kukui Center office, which offers independent living and outreach services for youth and young adults who are or have been in foster care, we revitalized the office space with a fresh coat of paint, new furniture, and improved organization, creating a hospitable and efficient workspace.

In addition to these improvements, all our residences are now free of unusable furniture, equipment, and clutter, ensuring each space feels open and cared for.

Looking ahead, we plan to focus on enhancing the exterior of our facilities with fresh paint and other updates. These improvements will ensure our residences are inviting and serve as a source of pride for the young people who call them home. ●



**Tracy Janowicz**  
Chief Operating Officer

**Sean Spriggs**  
Facilities Farm Manager





# Changing Lives

Hale Kipa has served more than 74,000 youth since our founding in 1970. Those are undoubtedly impressive numbers. But even more illustrative of our impact are the individual stories of our courageous beneficiaries and how our programs and staff have changed their lives.

## Chastity

It's All Up from Here - Finding inner motivation at Hale Kū Ola



Last summer, a fateful encounter at a bus stop in Honolulu led Chastity to Hale Kipa's 'Ohana Resilience Services program at Hale Kū Ola.

At the time, she and her boyfriend were expecting a baby and were worried they were going to lose their rental home. Chastity had just been let go from her job because they felt her pregnancy made her "a liability."

Chastity was hot, tired, and terrified. In her frustration, she screamed out loud. Nearby was Tia Hartsock, executive director of the governor's Office of Wellness and Resilience, who comforted and invited Chastity to her office.

"We ate. We talked. She calmed me down," Chastity said. During that conversation, Hartsock told Chastity about the 'Ohana Resilience Services program at Hale Kū Ola where Chastity found refuge when she and her boyfriend did indeed lose their home.

Chastity grew up in Washington state and fell into the wrong crowd when she moved to Hawai'i seven years ago. She has now been sober for a year and has worked tirelessly to be the best mom possible to Koazen, who was born in October.

Kim Rivera, Chastity's 'Ohana Success Coach, "has helped me with every obstacle I've had," she said. Chastity now receives food stamps, is working towards her driver's license, and went to the dentist for the first time in years.

"It's overwhelming when you have your own baby, brah," Chastity said. "I don't know what I would do if I didn't have them (the success coaches). It was very scary to come here, but it was the best decision I made for me and my baby. It's hard to ask for help, but when you need it, you need it."

Once Koazen arrived, Chastity's success coaches assisted with not only physical necessities but also provided emotional support and guidance. They gave her burp cloths, laundry detergent, and Vaseline to take care of Koazen's circumcision, and taught her to bathe the tiny newborn.

"I was going to breastfeed, but I never knew how hard it was, so I called Auntie Brandy ('Ohana Resilience Services Director Brandy Akimo) in the middle of the night, saying 'This isn't working out. I don't have any money to buy formula. Can you help me?' And she delivered it to me on the spot," Chastity said. "It was a lifesaver."

Chastity and her boyfriend also completed the Kamalama Parenting Curriculum at Hale Kū Ola, a unique ten-lesson course rooted in Hawaiian

values and parenting principles, which brought them closer and helped connect Chastity to her Hawaiian culture.

"It's an amazing feeling because you feel part of something," she said. "Learning about it gives you peace."

Chastity and her boyfriend will soon move into their own place, which the 'Ohana Resilience Services staff helped procure. Chastity credits the team with helping her find the inner motivation she needed to thrive.

"Now I feel like I can do anything," she said. "I feel very accomplished and at peace. I know I have more goals, but I feel very proud of myself. It was a life-changing experience for Hale Kū Ola to help me. It's all up from here now. I couldn't be more thankful for the spot I'm in in my life." ●





# Ravin

## Perseverance and Support

When Ravin, 33, is told that her children must be incredibly proud of her, she quietly acknowledges the well-deserved compliment. It has not been an easy road for this resilient young woman, and her many accomplishments have required incredible perseverance.

“I had to grow up really fast,” said Ravin, who had her first child at 15 and her second only 11 months later. Ravin embarked on a transformative journey with Hale Kipa’s ‘Ohana Resilience Services program in January 2024. Today, her many accomplishments are an inspiration to others navigating similar challenges, said Kim Rivera, Ravin’s ‘Ohana Success Coach.

While a teen mom, Ravin had the support of her own mother, also a single mom, her father when he moved back to the island from the mainland, and her grandparents. Despite the help, Ravin didn’t pass her 12th-grade English class and consequently didn’t graduate high school.

After that, Ravin’s mother, who was exhausted from working a night job and taking care of her own young children, became frustrated and told Ravin she would no longer help with her babies.

Summer school was an option, but when Ravin asked her children’s father to watch them so she could finish that one class, he proved unreliable. And Ravin was stuck.

“He wasn’t stable at the time, so I was like, ‘Oh, forget it. I can’t go to school.’” she said.



From there, education took a back seat to motherhood. Ravin has always prioritized her children’s well-being (she now has five ranging in age from five months to 17 years). While working full-time, she has ensured they get to school on time, finish their homework, and never miss any of their sports, hula, or ukulele lessons.

“I was juggling all of that and putting my studying on the back burner,” she said.

Eventually, she decided she would commit to working toward the nursing career she’d always dreamed of.

Ravin’s goal, “reflects her enthusiasm for personal growth and career advancement,” Rivera said.

Since working with ‘Ohana Resilience Services, Ravin has shown unwavering resolve, leveraging Rivera’s guidance and support. She got her driver’s license and has only one more course to complete toward her GED.

Ravin and her ‘ohana will soon be relocating to a spacious two-bedroom apartment in Honolulu.

“This move promises a fresh start, further solidifying Ravin’s foundation for long-term success,” Rivera said. ●

# Chance

## Teen Thriving with Hale Kipa Shelter and Support



“When I arrived at Hale Kipa everything felt so new to me,” Chance said. “I had an actual bed to sleep on which was actually the first time I’ve ever had a bed.”

The security and support allowed Chance, now 20, to turn his attention to other pursuits. He took up jiu-jitsu and boxing, finished high school, set up a bank account, learned to manage his money, and got a state ID card. Today, he is working as a security guard and saving to rent his own place.

Hale Kipa’s support has been vital for Chance, while the relationships he built there have been pivotal. Many of the other young men have become more than friends — Chance considers them brothers.

“It was nice to see that I’m not the only one going through struggles and I was able to talk it out with other people there, too,” he said.

The Hale Kipa staff help Chance and others to be their best selves, he said, providing resources and inspiring them to achieve.

“They really care about us, kind of like we are their own kids,” Chance said. “And it really does show. They go out of their way to do things for us, which they don’t need to do but it’s really appreciated.”

In March Chance will begin studying to become a volunteer firefighter, a career that he chose in part because it will enable him to give back.

“I honestly never thought I would be able to do anything that I’ve done, let alone get a job, but I’m glad I have the support,” he said. ●

At 17, when most teens are focused on relationships, academics, and hobbies, Chance was worried about where his next meal would come from and how he’d get to school.

“Growing up wasn’t really what people would call ‘normal’...I’m not talking about fancy things like clothes or money, but just a regular life,” Chance said.

When Chance’s dad was incarcerated, he was evicted from his home. His father’s probation officer stepped in to help, securing him a spot in Hale Kipa’s emergency shelter, where he lived until he turned 18 before transferring to the facility for men up to 21.



# Holiday Joy

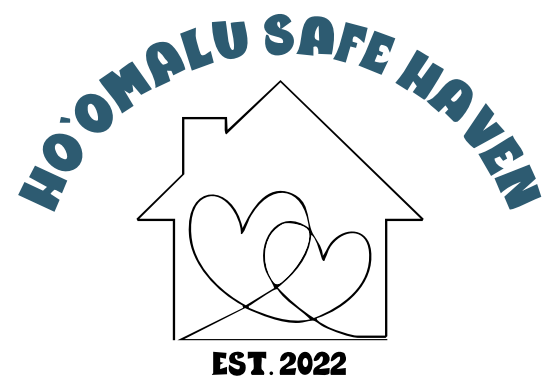
## for Hale Kipa's young people

**T**here were many highlights from two holiday parties held last year by Hale Kipa for its Emergency Shelter (ES) and Transitional Living Program (TLP) youth residents.

The ES's youngest attendees loved the hot chocolate bar – especially the whipped cream and sprinkles. The TLP residents oohed and aahed when they received shower caddies as gifts. But for Lei Ho'omaluu, Hale Kipa's accounts payable and donor systems coordinator, who organized the event, the most memorable moment came when she asked the youth what they liked about Christmas time, a young boy said, "I don't know what Christmas is."

"You could hear a pin drop," Ho'omaluu said "And one of my friends said, "We are going to show you what Christmas is today."

Ho'omaluu, who lived in a foster home from infancy, is also the Executive Director of Ho'omaluu Safe Haven, a small nonprofit she founded to help foster children who have aged out of the system. While Ho'omaluu was with one foster family throughout her childhood who eventually adopted her, she created her



nonprofit to support displaced children and youth who aren't as fortunate.

As part of that commitment and passion, she donated money raised by her organization to host the parties. She hopes to continue this tradition annually.

Ho'omaluu was overwhelmed by the support her fellow Hale Kipa staff members provided. "They kept stepping in and asking, 'What can we help with?'" she said. "It's the whole camaraderie of Hale Kipa itself...we're all there for one reason."

In addition to Hale Kipa staff members, Ho'omaluu invited her organization's board members and close friends to participate.

In addition to the hot chocolate bar, both groups – eight young adults from the TLP program and 14 children from the emergency shelter – munched on treats from popcorn and candy bars and an entire spread of an actual Hawaiian lū'au provided by Ho'omaluu's caterer friend. The older group also participated in "Minute to Win It" games. While enjoying the feast and the company, the young partygoers made key chains, gingerbread houses, and Christmas cards.

Hale Kipa CEO Venus Rosete-Medeiros also volunteered to help Ho'omaluu Safe Haven during the event. She said she was blown away to see such generosity and aloha displayed towards our youth. "I was in awe to see how Lei and her board members, many with similar backgrounds, all came together to make Christmas a special and memorable experience for our youth," she said. "It wasn't a shelter — it was a home filled with aloha."

Before the event, each attendee provided a gift wish list which was fulfilled by donations from



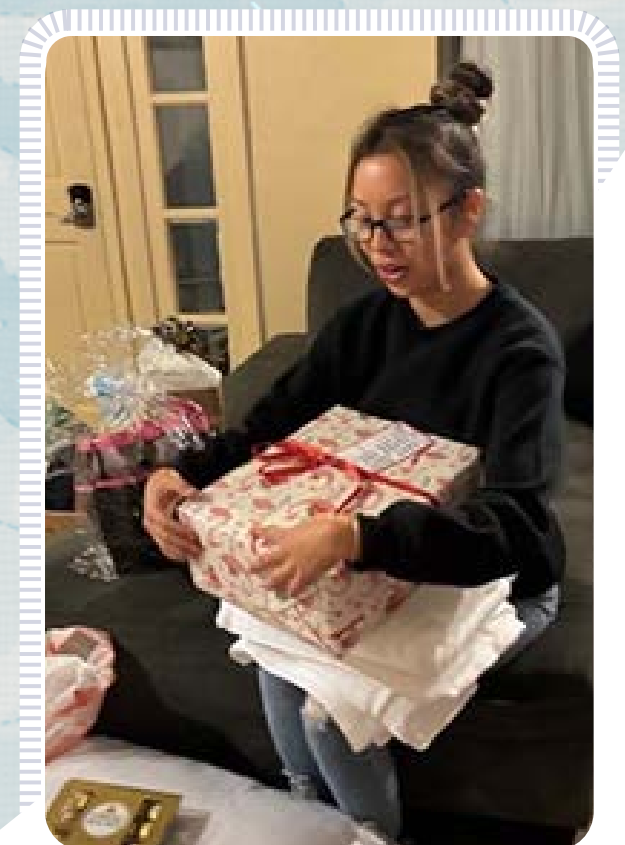
From left to right - **Crystal Padron** HSH Board Member, **Venus Rosete Medeiros** Hale Kipa CEO, **Jessica Baricaua** HSH Treasurer, **Iris Yafuso Toguchi** HSH Vice President, **Lei Ho'omaluu** HSH Executive Director, **Gina Ungos** HSH Volunteer, **Lace Kashimoto** HSH Volunteer, **Cathy Soriano** HSH Volunteer, **Stacy Peiler** Hale Kipa Director of Residential Services

community members and Ho'omaluu Safe Haven. Ho'omaluu and other organizers also set up a mock store where they could "shop" for gifts for family and friends.

"It was so touching to watch our young people having an opportunity to hand select and wrap gifts for their friends and family members at no cost," Rosete-Medeiros said. "The thoughtfulness of each activity was based on Lei's own lived experience. She and her nonprofit, Ho'omaluu Safe Haven, are amazing!"

Ho'omaluu said she hoped the most significant takeaway for the attendees is, "to remember that they have people who care about them even if we don't know them."

Following the event, Ho'omaluu reached out to Annie Tuiolomou, program manager for Hale Kipa's Emergency Shelter Services, and Stacy Peiler, director of residential services, for a post-event report. The attendees were touched by the organizers' efforts, "not just that we set up and left, but we actually spent time with them and showed them that we care," Ho'omaluu said. "That's what my intent was – to make an impression on them." She certainly accomplished her goal. ●





# Clinical Services Update

Mental health strengthens and expands programs

It's an exciting time for Hale Kipa's Clinical Services program! In 2024, we strengthened our already robust offerings with a new program, expanded services on Maui, and will soon participate in The Hawaii Mental Health Workforce Accelerator Program.

The new Expanded Crisis Support (ECS) service, which launched on July 1 on Hawai'i Island and O'ahu, includes follow-up services and care for youth and young people ages 3 to 20 who are experiencing a mental health crisis.

ECS bridges the gap between when they connect with Crisis Mobile Outreach and when the Hawaii Department of Health's Child & Adolescent Mental Health Division (CAMHD) can identify long-term mental health care.

Hale Kipa has four ECS therapists on O'ahu and two on Hawai'i Island. They are available 24 hours a day for eight weeks, providing services that help reduce the child or youth's risk to themselves or others. Behind the scenes, they help link the family to other resources in the community, such as private providers.

"It can be very disorienting for families who are unsure of what they need," said Michelle Jenkins, Hale Kipa's chief clinical officer. "It's very helpful to be able to provide a trained therapist who comes to that family, so they don't have to make appointments or get transportation."

There's been an increase in mental health crisis among the young adult and youth population



Michelle Jenkins, MS, LMHC  
Chief Clinical Officer

in recent years, Jenkins said. Anecdotally, she attributes that to continued repercussions from the isolation of the COVID-19 pandemic, social media, technology, and pressure to achieve.

But there's also been positive societal changes, Jenkins said.

**"People are more able to articulate their mental health needs because a lot of important work has been done to destigmatize mental health care and people feel safer to access the help they need."**

In addition to its expanded services, CAMHD renewed Hale Kipa's clinical services contract for another six years, including mental health services on Maui, which is especially crucial following the 2023 wildfire that devastated Lāhainā.

"It was really important to us to get into the community because we know they are facing long waitlists and they need more providers," Jenkins said.

Also on Maui, Hale Kipa was selected to participate in a program to accelerate mental health professional training and licensure, with

a focus on recruiting native Hawaiians. The grant, awarded by Kaiser to the University of Hawai'i at Manoa, Thompson School of Social Work and Public Health, provides fifty percent of salaries and licensing study materials for therapists who recently graduated with a master's degree in social work, counseling, or marriage and family therapy. Hale Kipa will oversee the supervised clinical hours.

Lastly, Hale Kipa applied to be credentialed with private health insurers, is hiring more therapists, and will soon begin conducting mental health evaluations for CAMHD to help accelerate the CAMHD eligibility process and provide valuable experience for Hale Kipa's therapists. ●



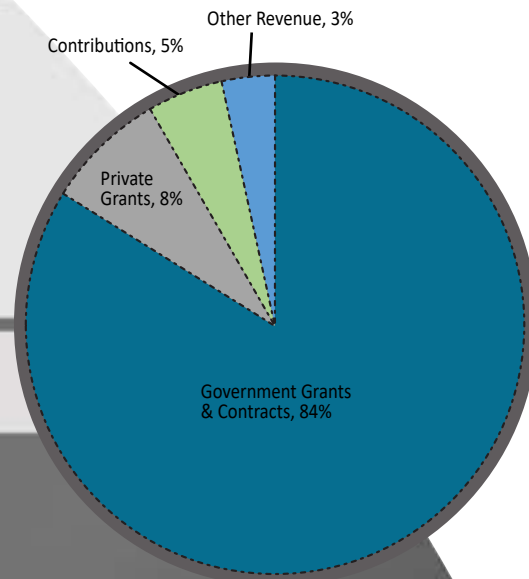


# Financial Statement

## Total Revenue and Support

Government Grants & Contracts	\$6,528,999
Private Grants	\$610,169
Contributions	\$384,144
Other Revenue	\$262,169

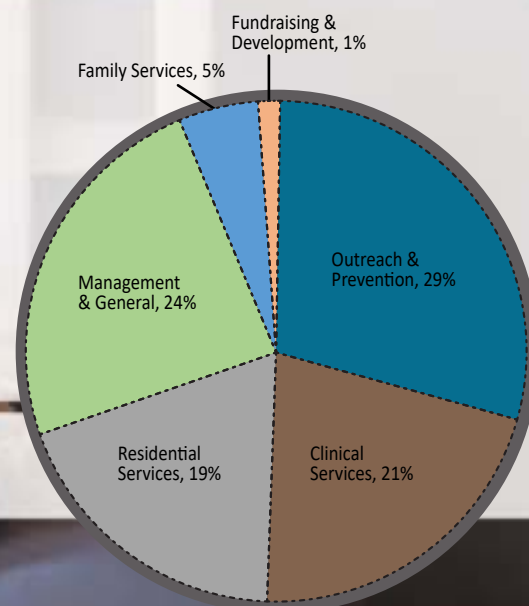
**Total Revenue & Support** **\$7,785,481**



## Expenses

Outreach & Prevention	\$2,287,183
Clinical Services	\$1,905,010
Residential Services	\$1,672,489
Management & General	\$1,505,447
Family Services	\$416,767
Fundraising & Development	\$97,668

**Subtotal Expenses** **\$7,884,564**



A copy of the independent auditor's report is available upon request.

## Our Results

We are pleased to highlight how we are making a meaningful difference in the lives of thousands of youth and their families each year.

# 74,153

### Hawai'i Youth Served

Over 74,153 Hawai'i youth have benefited from Hale Kipa's programs and services since 1970.

# 7%

Youth age 4 to 10

# 8%

Youth age 11 to 12

# 57%

Youth age 13 to 17

# 27%

Youth age 18+

# 14

Program Locations

# 21

Hale Kipa Programs

# 4.6

Consumer Satisfaction  
out of a 1-5 rating system with 5 being the highest rating



# Contributions & Collaborations

We extend our deepest mahalo to the individuals and organizations that have supported Hawai'i's youth with their contributions in fiscal year 2024. Your generous gift helps the continuation of providing essential services to youth and young adults that began 54 years ago.

## Partners (\$25,000 or more)

Aloha United Way  
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### In Recognition Donations

In Memory of **Lee Cuthrell**, donated by Quinn Gruver, Antoinette LaVecchia, Genell Mikkalson, and Sharon Salzberg.

In Memory of **Mickey Selwyn**, donated by Schwab Charitable.



## Collaborations

**Guide On The Side** — EPIC 'Ohana, Inc.; Hale Kipa; Waikiki Health

**Kukui Center** — Family Promise Hawai'i; Hale Kipa; Healthy Mothers Healthy Babies Coalition of Hawaii; Kids Hurt Too Hawai'i; Leadership in Disabilities & Achievements of Hawai'i (LDAH); Legal Aid Society of Hawai'i (LASH); Hawaii Literacy

**Mālama 'Ohana Working Group** — Annie E Casey Foundation; Casey Family Programs; Catholic Charities Hawai'i; Child Welfare Services (DHS); EPIC 'Ohana, Inc.; Family Court CASA program; Family Programs Hawai'i; Friends of the Children's Justice Center Maui; Geist Foundation; Hale Kipa Hawai'i Community Foundation; Ho'oiikaika Partnership; Kamehameha Schools; Lili'uokalani Trust; Neighborhood Place of Wai'anae; Office of Hawaiian Affairs; Partners in Development Foundation, Project Pilina; Pū'ā Foundation; Birth parents who experienced child welfare involvement; Resource caregivers (foster parents); Young people who experienced foster care

**Mobile Crisis Outreach** — Achieve Zero; Hale Kipa; Hawaii Health and Harm Reduction Center; Residential Youth Services & Empowerment (RYSE); Waikiki Health

**Youth Outreach (YO!)** — Hale Kipa; Waikiki Health

**True Cost Coalition** — Adult Friends for Youth; Aloha Harvest; Aloha United Way (AUW); AlohaCare; Arc of Kona; Big Brothers Big Sisters Hawaii; Blueprint for Change; Catholic Charities; Child and Family Service; Community Alliance on Prisons; Domestic Violence Action Center; Easter Seals; Epic 'Ohana; Family Promise of Hawai'i; Full Life; Girl Scouts of Hawaii; Going Home Hawaii; Goodwill Hawaii; Hale Kipa; Hale 'Opio Kaua'i; Hawai'i; International Film Festival; Hawai'i Alliance of Nonprofit Organizations (HANO); Hawai'i Children's Action Network (HCAN); Hawai'i Food Bank; Hawai'i Health and Harm Reduction Center (HHHRC); Hawai'i Meals On Wheels; Hawai'i Public Health Institute; Hawai'i Youth Services Network; Hawai'i State Coalition Against Domestic Violence; Healthy Mothers Healthy Babies; Hope Services Hawai'i; Imua Family Services; Institute for Human Services (IHS); Kalamapi'i Play School; Kinai 'Eha; Kumukahi Health and Wellness; Lanakila Pacific; Maui AIDS Foundation; Maui Economic Opportunity (MEO); Maui Family Support Services; Mental Health Kookua; Mediation Center of the Pacific; Mindful Living Group; Nurturing Wahine Fund; Parents and Children Together (PACT); Partners In Care (PIC); Partners In Development Foundation (PIDF); PATCH; Project Dana; Project Vision Hawaii; Residential Youth Services and Empowerment (RYSE); Responsive Caregivers of Hawai'i; Samaritan Counseling Center Hawaii; Share Your Mana; The Spirit Horse Ranch; Transform Hawaii Government; U.S. Vets; Women Helping Women; YMCA of Honolulu









# HALE KIPA

Empowering Lives - One Youth At A Time

91-2128 Old Fort Weaver Road  
'Ewa Beach, Hawai'i 96706  
Info@HaleKipa.org  
www.HaleKipa.org