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OUR STORIES
OUR TEAM

YWCA O‘ahu Executive Staff

Noriko Namiki
Chief Executive Officer

Jonathan Townsley
Chief Financial Officer

Kehaulani Coleman
Director of Economic Advancement Programs

Cecilia Fong
Director of Fund Development

Terri Funakoshi
Director of the Patsy T. Mink Center for Business & Leadership

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Dana Tokioka, Vice Chair
Emi Au, Treasurer
Rachel Cunningham, Secretary
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To Our Dear Friends of YWCA O‘ahu,

We sure have a lot to be thankful for as we close the year 2018 – including our hard working staff, dedicated supporters and friends who make up the fabric of a community filled with a sense of care for one another.

One of our major tasks of the year was to describe our values in practice. Everything we do is based on our mission of Eliminating Racism, Empowering Women. But we wanted to be able to articulate how we deliver on our mission. That means how we treat each other, how we deliver our programs and services and how we hold ourselves accountable as a steward of good wishes and gifts given to us because of what we do in our community. We wanted to own our values and speak the same language about how we conduct ourselves.

While we are still in the final phase of reviewing our values, I would like to share some of the words that caught our attention. We feel these help describe how we do what we do at YWCA O‘ahu.

**Empowerment:** This is at the heart of what we do at YWCA O‘ahu. This word holds a significant place in our mission. We would like to be a place where individuals can learn and grow so that they can better their lives.

**Excellence and Impact:** We would like to stay relevant and sensitive to the specific and unique needs of the community by delivering a high quality of service. We always review our work and constantly make improvements. Our goal is to bring the best programs and services with maximum results and impact to each individual we serve.

**Inclusion:** We have a long history of working with different constituents and we will continue to innovate with new ideas while honoring our heritage.

**Care:** We will continue to provide a supportive and nurturing environment for everyone’s personal and professional growth.

**Integrity:** We will always hold ourselves accountable by remaining true to our mission and building trust among the people we serve and in our community.

We are proud to be part of a national movement of more than 200 local YWCA associations in the country. We strive to improve the lives of girls and women through advocacy, programming and services. It is our pledge to you that we will not only exist in our community but we will have meaning to our community by serving a critical role to carry out our mission. We will be intentional about how we do what we do by keeping those values in mind. We want to make sure what we do matters to you.

Thank you for letting us be part of your life.

With gratitude,

Noriko Namiki
Chief Executive Officer
YWCA O‘AHU 2018 FINANCIAL SUMMARY

Sources of Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Giving</td>
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<tr>
<td>Corporate Giving</td>
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<td>Special Events</td>
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<td>Grants (Government, Private, etc.)</td>
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<td>Program/Members Services</td>
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<td>Investment Income</td>
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<td>Rentals/Sales</td>
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<td>Other</td>
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Use of Funds

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<tr>
<td>Management &amp; General</td>
<td>$968,510</td>
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<td>Fund Development</td>
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<tr>
<td>Depreciation</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$5,407,954</strong></td>
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</tbody>
</table>

**2018 Financial Report (Unaudited)**

Total Income: $4,941,728
Total Expenses: $4,775,881
Depreciation: $632,073
Net Cash (Used in operating activities): $561,198
Income (Loss): $(466,226)
Beginning Assets: $10,184,368
Ending Assets: $9,546,919
Total Liabilities: $456,117
Total Equity: $9,090,802


Total Income: $5,417,591
Total Expenses: $4,473,605
Depreciation: $509,370
Net Cash (Used in operating activities): $165,975
Income (Loss): $434,616
Beginning Assets: $10,016,681
Ending Assets: $10,184,368
Total Liabilities: $627,344
Total Equity: $9,557,024
ENCOURAGE
ECONOMIC ADVANCEMENT

ABOUT

YWCA O’ahu Economic Advancement programs provide job and vocational training, job retention, housing assistance and money management resources for women transitioning from challenging life circumstances.

**Dress for Success Honolulu Programs**
- Professional suiting (Dress for Success)
- RISE! (job readiness)
- Professional Women’s Group (job retention and career development)
- Hawai’i Guest Services (vocational training)
- Money Succe$$ (financial education and counseling)
- Job and career counseling

**Fernhurst Residence Programs**
- Ka Hale Ho‘āla Hou No Nā Wähine (Community-based furlough program for women transitioning out of incarceration)
- Homebase (Transitional housing for paroled women)

---

2018 IMPACT

- **6,800 suitings** completed since 2003.
- **323 women** provided career wear through Dress for Success and reported feeling confident enough to pursue new opportunities.
- **87.5 percent** of the 45 women served by the RISE! program gained employment.

- **100 percent** of the 30 women in the Professional Women’s Group received a pay rate increase. Three of them are now in management.
- **72 percent** of the 51 women in the Fernhurst community-based furlough program graduated. **82 percent** of the 22 women in Homebase transitioned to stable housing.

- **Hawai‘i Guest Services**, a vocational training program, established to offer Economic Advancement participants an opportunity to improve their soft skills.
SNAPSHOTS

“I met with a volunteer today and she was just lovely. So very kind. I left feeling ready for my interview. I got the job today! Thank you so much.”

-Dress for Success client

“Uncle Joe” Recca introduces the women leading the Hawai’i Guest Services tour at YWCA Laniākea on Oct. 8, 2018.

A Fernhurst resident shares her testimony during the “Dine with Us” event at 53 by the Sea on Aug. 20, 2018.
EMPOWER
HEALTH & WELLNESS/AQUATICS

ABOUT

YWCA O'ahu is the best-kept fitness secret in downtown Honolulu. Our historical site, YWCA Laniākea (1040 Richards Street), offers a wide range of activities and facilities for men and women, including a full-length basketball court, more than 40 group fitness classes per week, a heated outdoor pool for lap swimming and aqua therapy, fitness center and weights, personal training and more.

Since YWCA O'ahu offered its first swim lesson at a rented pool in 1912, our aquatics program gained a reputation as a valuable community resource. Our aquatics team strives to provide a safe, nurturing environment for swimming education and recreation.

As an island community, water safety is a priority. Our water safety classes are designed for students ages 6 to 12. The classes improve their knowledge of aquatic environments and increase confidence with swimming techniques.

2018 IMPACT

Health & Wellness

1,502 fitness members served this year.

14 new classes added to group exercise class schedule.

Barre launched in Fall 2018 and marked YWCA O’ahu as the only barre program in downtown Honolulu.

400 total attendees gained valuable wellness information at our three Lunch & Learn events.

Aquatics

1,677 total students participated in swimming classes at YWCA Kokokahi and YWCA Laniākea.

31 students attended adaptive swim classes, an aquatics program designed for individuals of all ages with disabilities and severe impairments.

8 schools partnered with YWCA O’ahu for water safety classes.
SNAPSHOTS

“I think the Y has been really good to me. All those years that I’ve taught and all the friends that I made ... it’s just a great place to exercise and be a part of.”

-Sam Jacobs, fitness instructor

A young aquatics student takes a swimming lesson at YWCA Laniākea in 2018.

Room 201, our dedicated spot for group exercise classes, was renovated this year with new floors and equipment, and fresh paint.
ABOUT

The Patsy T. Mink Center for Business & Leadership (MCBL) was established by YWCA O‘ahu, the U.S. Small Business Administration and a community of partners to become the only Women’s Business Center (WBC) in Hawai‘i. WBCs are designed to assist women in starting and growing small businesses, and seek to “level the playing field” for women entrepreneurs who still face unique obstacles in the business world. MCBL is named in honor of Patsy T. Mink for her dedication to helping women through legislative reforms.

MCBL also provides educational and developmental opportunities for individuals seeking to grow in their career and step into leadership roles within their industries and community.

MCBL Programs:
• Launch My Business (business development)
• Launch My Nonprofit (nonprofit development)
• Girls’ Summit (mentoring for high school girls)
• Patsy T. Mink Leadership Alliance (leadership development for mid-career professional women)
• Boots to Business (business development for military veterans)
• Business & Legal Counseling
• Toastmasters

SNAPSHOTS

#SHOPSMALLHAWAII

MCBL kicked off the #SHOPSMALLHAWAII campaign on Thursday, Sept. 20 with signature sponsor Central Pacific Bank, SBA resource partners and several community contributors. Attendees learned the mission of #SHOPSMALLHAWAII, which is to provide business resources and tools to small business owners in Hawai‘i through educational workshops, promotions and special events in collaboration with community partners. The #SHOPSMALLHAWAII campaign is a year-round celebration in support of small business owners.

Since the kick-off, over 100 small businesses have registered online at #SHOPSMALLHAWAII. Our advocacy efforts and determination have paid off as we have received overwhelming support from Senator Glen Wakai at our launch, U.S. Senator Mazie Hirono’s Small Business Saturday video featuring #SHOPSMALLHAWAII women-owned small businesses, and Governor David Ige, who presented MCBL with a proclamation declaring Nov. 24, 2018, as “Small Business Saturday” in Hawai‘i.

#SHOPSMALLHAWAII has held four major events in collaboration with No‘eau Designers, Mana Up, Honolulu Night Market and the Native Hawaiian Arts and Cultural Expo at Ka Makana Ali‘i.

2018 IMPACT

Helped create 16 new businesses, which has led to 47 new jobs.

Provided more than 300 counseling hours for small businesses.

Trained more than 2,250 participants.
Kaua‘i Girls’ Summit
MCBL held its 1st Annual 2018 Kaua‘i Girls’ Summit: Women in Leadership, on Nov. 1, sponsored by Wilcox Medical Center. High Schoolers from Kaua‘i, Kapa‘a, Waimea and Island School attended the inaugural event. Jen Chahanovich, President and Chief Executive Officer for Kaua‘i Medical Clinic, gave the keynote speech at the opening of the program. During Girls’ Summit, the students had the opportunity to explore their strengths at a special StrengthsFinder session with Jared Lazo, Coordinator for Organizational Effectiveness from Hawaii Pacific Health, followed by workshops on Alternative Career Paths and Design Thinking.

Girls’ Summit 2018 statistics:
- 2 Summits (O‘ahu, Kaua‘i)
- 140 total attendees in 2018
- 541 total attendees since program started

Patsy T. Mink Leadership Alliance
MCBL welcomed 21 new Mink Leaders to The Patsy T. Mink Leadership Alliance on Aug. 29 — the only program in Hawai‘i designed to provide mid-career women the opportunity to advance their management and leadership skills. To date, 35 Mink Leaders from diverse fields and industries, including banking, healthcare, technology, law, education and nonprofit, have graduated from the program. This year’s group of Mink Leaders is eager to take part in learning more about topics such as emotional intelligence, design thinking, principles of negotiation and strategic planning. Participants will benefit from valuable expertise offered throughout the program by prominent women leaders and facilitators. The curriculum also includes a community project that allows the cohort to contribute to YWCA Oahu’s mission of eliminating racism and empowering women.

SNAPSHOTS

Jacque’s Story
Jacque Rojas, a woman-owned small business owner and graduate of Launch My Nonprofit, was featured at YWCA Oahu’s 2018 Empower Hour fundraiser. Jacque Rojas Salon gives back to the community and YWCA O‘ahu by facilitating the collection of donations for the Personal Pathways Health and Beauty three-workshop series.
INSPIRE
CAMP & RETREAT

ABOUT

YWCA Kokokahi, our 11-acre site in Kāne‘ohe is a waterfront gem for recreation and retreat in Windward O‘ahu. With tranquil views of Kāne‘ohe Bay at daytime and stunning sunsets viewable from the property in the evening, Kokokahi provides a perfect setting for camps, family events, team-building activities, community gatherings and swim sessions.

2018 IMPACT

99 events hosted in Atherton Hall (including meetings, conferences, parties, weddings).

1,122 campers stayed in Hale Nanea lodge.

503 campers stayed in Kokokahi cabins.

83 day campers developed confidence, new friends and skills over eight weeks of summer camp.

SNAPSHOTS

Staff from Huakailani School for Girls spend time in the Kokokahi garden. The school relocated to Kokokahi this year.

Tian Yeh (left) and her mom Jasmine came to YWCA Kokokahi day camp in summer 2018. Tian Yeh usually spends the summer in Hawai‘i each year attending English classes. She was initially shy and intimidated by the pace at Kokokahi, but her English and confidence improved dramatically by the end of camp. Tian Yeh said she would rate Kokokahi “a million points” and loved the experience.
## Corporate Sponsor

**Cosco Air Conditioning & Refrigeration**

### $50,000 over 5 years

- H.T. Hayashi Foundation

### $21,000+ over 5 years

- Tim Takaazu & Jodi Lam
- Colleen & Wayne Minami
- Ritchie & Sunny Mudd

### $10,000 over 5 years

- Kathryn Inkinen and Remedy Intelligent Staffing

### $5,000 over 5 years

- Anonymous
- Belinda Aquino
- Terry & Violeta Arnobit
- Dianne Winter Brookins
- Stephanie Buck
- Lindsey Carry
- Faye Chiogioji
- Marivic Dar

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- Aloha Habilitation Services
- Aloha United Way
- Amanda T. Kautz Revocable Trust
- Anonymous
- Atherton Family Foundation
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### $1,001 - $4,999

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- American Savings Bank
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Dustin Ebe
Susan K. Eichor
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Patrice Foley
Cecilia Fong
Karen Fowler
Ave H. Freen
Blenn Fujimoto
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Our Supporters
The cover image for the 2018 YWCA O'ahu Annual Report highlights one of the biggest milestones for the organization this year. Kepola Dudoit, a graduate of our Economic Advancement programs, created the artwork titled “Inspire Girl”. Kepola is a talented quilling artist — a craft in which she cuts, glues and arranges strips of colored paper into beautiful works of art. She was the inaugural artist featured in the new J. Watumull Family Gallery. An unveiling of the gallery and Kepola’s art exhibit titled “Empowered Beauty” brought the community together in the summer of 2018.

The flower petals found throughout the annual report symbolize the first petal quilling project Kepola learned while incarcerated at the Women’s Community Correctional Center in Kailua. From that simple flower petal, and through her experience at YWCA O'ahu, Kepola became a budding artist and transformed her life.

YWCA O'ahu is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom, and dignity for all. Founded in 1900, YWCA O’ahu is the oldest and largest women’s membership organization in Hawai‘i.