eliminating racism
empowering women
ywca 2019 ANNUAL REPORT
O'ahu
YWCA IS ON A MISSION

YWCA O'ahu is a charter member of the YWCA USA and is one of more than 300 community associations nationwide that share the mission of empowering women and eliminating racism. Since 1900, YWCA O'ahu has opened doors of opportunity to women for growth, leadership and power to change. Today, YWCA O'ahu is the largest and oldest women’s membership organization in the State of Hawai’i.
2019 EXECUTIVE STAFF

Noriko Namiki  
Chief Executive Officer

Jonathan Townsley  
Chief Financial Officer

Terri Funakoshi  
Director of Operations

Kehaulani Coleman  
Director of Economic Advancement Programs

Cecilia Fong  
Director of Fund Development

Colleen McAluney  
Director of Patsy T. Mink Center for Business and Leadership

2019 BOARD MEMBERS

Dana Tokioka  
Chair

Catherine Schultz  
Vice Chair

Emi Au  
Treasurer

Rachel Cunningham  
Secretary

Kristi Inkinen Yanagihara  
Immediate Past Chair

Sophie Adversalo • Darlene Blakeney • Catie Cullison • Breana Grosz • Mary Therese Perez Hattori • Susan Ing • Heather Miyasato • Kendra Oishi • Cayenne Pe’a • Keala Peters • Tracy Tanaka • Nicole Velasco
To Our Dear Friends of YWCA O‘ahu,

I once was at a table with my fellow nonprofit leaders where we started talking about the term “nonprofit” and whether such a category somehow affects how we operate daily.

“People think we don’t pay attention to our bottom lines because we are nonprofits,” one person said.

“It’s not that we want to make money out of what we do but we need to have enough funds to help what we do for the community.”

As many of you know, people come to an organization like YWCA O‘ahu to better their lives – by participating in our job readiness programs under Dress for Success or living at Fernhurst as a participant in the transitional housing program. Those people who need us often cannot pay for the services provided to them. That is exactly why they come to us.

Just like our nonprofit colleagues in town, we also work around the clock finding ways to make our operations whole while serving the needs of the underserved. In 2019 we held two major fundraising events – LeaderLuncheon in the spring and the Empower Hour in the fall. The theme for LeaderLuncheon was Luminary Leaders as we celebrated the accomplishments of four outstanding women leaders in our community. Our Fall Empower Hour also had a theme – be the light.

At a time of darkness, knowing there is someone who could help them come out of it may be all they need – a glimmer of hope for the future may give them the courage to take that first step to live the lives they have always dreamed of. They don’t have to dream anyone. That hope can be their guiding light to fight all the obstacles along the way and to be who they want to become.

Thank you for being the light for us. Your support and encouragement give us the strength to be there for those who need us. We will continue our best efforts to be worthy of your support so that we can keep our light shining – so that people know where to find help in a time of need. Thank you for being our luminaries.

With gratitude,

Noriko Namiki
Chief Executive Officer
## 2019 SUMMARY (UNAUDITED)

### Sources of Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Individual Giving</td>
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<td>Corporate Giving</td>
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<td>Special Events</td>
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<td>Government Grants</td>
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<td>Program/Member 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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<td><strong>Total</strong></td>
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### Use of Funds

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<th>Amount</th>
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<tr>
<td>Program Services</td>
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<td>Management &amp; General</td>
<td>$904,545</td>
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<td>Fund Development</td>
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<td>Depreciation</td>
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<td><strong>Total</strong></td>
<td><strong>$5,291,292</strong></td>
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## Financial Review

<table>
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<tbody>
<tr>
<td>Total Income</td>
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<tr>
<td>Total Expenses</td>
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<td>Depreciation</td>
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<td>Net Cash (Used in operating activities)</td>
<td>$219,073</td>
<td>$578,108</td>
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<td>Income (Loss)</td>
<td>$(304,021)</td>
<td>$(466,224)</td>
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<td>Beginning Assets</td>
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<td>$10,184,245</td>
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<tr>
<td>Ending Assets</td>
<td>$9,252,407</td>
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<td>Total Liabilities</td>
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<td>Total Equity</td>
<td>$8,786,538</td>
<td>$9,090,800</td>
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</table>
The Dress for Success Boutique and Career Center (top), located in the lower level of YWCA Laniākea, is the site for suitings, career counseling and job training. Client Amelia Pascual (center photo) and her job coach, attorney Chloe Fasi, celebrated Amelia’s achievements in job training and job readiness programs. Dress for Success Honolulu staffers Bettelynn Smith and Shirley Grossi (bottom photo, left and right respectively) received a donation of handbags from a Brighton promotion.

**DRESS FOR SUCCESS HONOLULU**

Searching for employment while transitioning out of challenging life circumstances is a difficult journey many women face in our community. YWCA Oahu’s Economic Advancement programs provide a starting point for stability as women who have experienced poverty, incarceration, injury, abuse, or underemployment seek to get their footing back into the working world.

In 2019, the Dress for Success Honolulu team continued their outreach through a multifaceted array of services:

• Professional Suiting
• 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

Dress for Success Honolulu also connected with local referral partners, retailers and volunteers to ensure well-rounded support for clients in need.

**2019 MILESTONES**

Dress for Success Honolulu provided 330 professional suitings in 2019, and reached its cumulative 7,000th suiting total this year.
YWCA Fernhurst, located in Makiki, is home to the only community-based work furlough program in the State of Hawai‘i. Fernhurst is also the site of Homebase, an affordable housing option for women transitioning into the community after incarceration.

Programs at Fernhurst aim to help women find long-term employment and break the cycle of poverty. These programs are gender-responsive, trauma-informed, and culturally sensitive. Poverty often affects women the most, and its effects on them and their families can be long-lasting.

In 2019, more than 50 women were served at Fernhurst. The population of women were from all over Hawai‘i and represented a wide range of communities. Many were non-white, and identified as Native Hawaiian and mothers.

YWCA O‘ahu helped me out, big time. I had someplace to land after coming out of jail. They got a strong bunch of women here ready to help any woman that’s willing to take that chance to change.

Kim Clarke, Fernhurst graduate and speaker at the 2019 LeaderLuncheon
The exercise studio at YWCA Lani‘akea, renovated in 2018, has been a popular spot for classes such as Zumba (at top), weight work and other opportunities to build friendships through fitness.

FITNESS FOR MIND, BODY AND SOUL

In 2019, YWCA O‘ahu maintained its longstanding commitment to cultivating a Health & Wellness program with diverse activities and amenities for a holistic lifestyle. Since the organization started in the early 1900s, exercise and aquatics have been mainstays among YWCA Oahu's services. Fitness members in 2019 took part in group exercise classes, pickup basketball games on our historic full-length court, weight workouts and personalized aqua therapy sessions.

Our Health & Wellness program served men and women in the community. "Learn to Swim" classes were also offered for keiki of all ages throughout the year.
As part of promoting a well-rounded lifestyle, in 2019 YWCA O'ahu partnered with Kaiser Permanente and The Queen's Medical Center-West O'ahu for the "Wellness Lunch & Learn" speaker series. These presentations were held at Elizabeth Fuller hall at YWCA Laniākea, drawing roughly 300 attendees total.

Dr. Matthew S. Lau, Kaiser Permanente allergist (at top left), discussed triggers, symptoms and medications for common allergies on April 18, 2019.

Dr. Manami Okado of The Queen's Medical Center-West O'ahu (at top right) shared her insights on "Breast Cancer: What Every Woman Should Know!" on July 17, 2019.

Shelley Kikuchi, Director of Pharmacy at Kaiser Permanente (bottom photo) spoke on the topic "Don't Sugarcoat It: The Truth About Diabetes" on September 12, 2019.
2019 was a dynamic year for the team at the Patsy T. Mink Center for Business & Leadership (MCBL).

As the only women's business center in Hawai‘i established by the U.S. Small Business Administration and local partners, MCBL continued its efforts to help "level the playing field" for women entrepreneurs who face unique challenges in the business world. Their signature "Launch My Business" program proceeded with an enriching curriculum highlighting best practices in business growth, product development and launching a startup. The MCBL team also provided business and legal counseling for local entrepreneurs. #SHOPSMALLHAWAII, an offshoot of MCBL, served as a robust hub of resources for small business owners seeking a network of support. Members of #SHOPSMALLHAWAII engaged with the community through special events, educational workshops and social media.

In 2019, MCBL also maintained its collaboration in the "Adventures in Small Business" segment on the popular "Think Tech Hawaii" online show.

Since its start at YWCA O‘ahu in 2013, MCBL has graduated more than 200 "Launch my Business" participants. The center named for U.S. Congresswoman Patsy T. Mink continues to support Hawaii’s entrepreneurs and their dreams.
LEADERSHIP DEVELOPMENT

PATSY T. MINK LEADERSHIP ALLIANCE

The Patsy T. Mink Leadership Alliance (PTMLA) was launched in 2016 to increase the representation of women executives in Hawai‘i. This intensive 10-month program run by MCBL develops management skills and professional networks for mid-level career women seeking to advance in their respective fields.

In 2019, the third cohort of PTMLA participants (top left photo) graduated from the program. MCBL also selected its fourth PTMLA cohort (bottom left photo) from diverse industries and companies.

2019 MILESTONES
- 56 PTMLA alumnae to date
- More than 250 mentoring hours provided to young women through PTMLA Cohort 4’s Girls Summit community project.

THE NEXT GENERATION

The women leaders of tomorrow are nurtured and mentored as our youth today. MCBL connected key professionals in the community with girls in middle school and high school through its Girls Summit and Girls Summit Youth programs in 2019.

MCBL’s initiatives for youth in 2019 included Girls Summit at YWCA Kokokahi (left) and Girls Summit Youth held at YWCA Lani‘kea (above).
In the heart of beautiful Windward O‘ahu, YWCA Kokokahi has a tradition of being a treasured spot for family activities, milestone celebrations and cultural learning.

Kokokahi, an 11-acre waterfront property at Kāne‘ohe Bay, is home to YWCA O‘ahu day camps and aquatics classes for keiki throughout the year. The facilities also house Huakailani School for Girls, Fukuji & Lum Physical Therapy and Associates, and other local service providers.

In 2019, Kokokahi served homeschool students, church groups on retreat, incoming Hawai‘i visitors and sport sessions. Kokokahi remains a great gathering place for community-building.

Family-friendly fun at YWCA Kokokahi in 2019: Day at the pool (left), archery class (top) and a lion dance for homeschool students (above).
It truly takes a village to tackle the tremendous mission of "eliminating racism, empowering women." The work at YWCA O‘ahu would not be possible without the commitment of donors, supporters and contributing organizations.

Each year, YWCA O‘ahu hosts two major fundraising events. In the spring, LeaderLuncheon is a time-honored tradition of bringing the community together to celebrate the accomplishments of local women leaders. The 43rd Annual LeaderLuncheon, which drew more than 700 attendees to the Sheraton Hotel on May 15, 2019, honored Beth Whitehead of American Savings Bank, Kathy Inkinen of Inkinen & Associates, Kathryn Matayoshi of HMSA and Patricia Tam of Halekulani.

YWCA Oahu’s fall fundraiser, Empower Hour, hosted roughly 200 people at Elizabeth Fuller Hall in YWCA Laniākea on November 13, 2019. The theme of Empower Hour was “Be the Light.”
GIVING OPPORTUNITIES

YWCA O‘AHU DONORS

$5,000 and Greater

Sophie M. Adversalo
Aloha United Way
Allstate Foundation
American Savings Bank
Atherton Family Foundation
Atlas Insurance Agency Foundation
Bank of Hawaii
Central Pacific Bank
City & County of Honolulu
Cosco, Inc.
First Hawaiian Bank
First Presbyterian Church of Honolulu
Frederick S. and Mary B. Lyman Trust
H.T. Hayashi Foundation
Halekulani Corporation
Hawaii Gas
Hawaiian Electric
HEDCO Local Development Corp.
HMSA
Honolulu Star-Advertiser
Inkinen & Associates, Inc.
Island Insurance Foundation
Kaiser Foundation Health Plan, Inc.
Maniology
Colleen & Wayne Minami
Ritchie & Sunny Mudd
Na Lei Aloha Foundation
New Venture Fund
Office Of Hawaiian Affairs
Cayenne Pe’a
The Pettus Foundation Trust
POSH’d by Valerie Joseph
Remedy Intelligent Staffing
Eileen A. Sakai
Catherine Schultz
State of Hawaii Department of Agriculture
State Of Hawaii Department of Human Services
Tracy D. Tanaka
U.S. Small Business Administration
Beth Whitehead
Zilber Family Foundation

$1,001 - $5,000

ABC Stores
The A.C. Kobayashi Family Foundation, Inc.
AECOM Technology Corporation
Alexander & Baldwin
AMR Advantage
Anonymous
Anthology Marketing Group
Armstrong Foundation
Atlantis Adventures
Emi Au
Beachside Roofing LLC
Becker Communications, Inc.
BMK Construction LLC
Dianne W. Brookins
Stephanie Buck
Cades Schutte LLP
Patrick Calizar
Calvary by the Sea Lutheran Church
The Caregiver Foundation
Castle Group, Inc.
Vicky Cayetano
Faye E. Chiogioji
City Mill Company, Ltd.
CommPac, LLC
Consuelo Zobel Alger Foundation
Mary M. Cooke
Sharon M. Crofts
Cate Cullison
Rachel Cunningham
Heather Cutter
Marivic G. Dar
Dentons US LLP

$501 - $1,000

Anonymous
Violeta Arnobit
Charmaine K. Damon
Margaret Dang
Breana Grosz
Tyrie L. Jenkins
Betty Lou Larson
Corianne W. Lau
Network For Good
Kaylee Noborikawa
Joanna K. Oshiro
Philpotts & Associates, Inc.
Prudential Foundation
Evelyn Ramo
Jeannine Souki
T. Mark Spain
State of Hawaii Correctional Industries
Paul Tamayose
Brister Thomas
Loretta L. Yajima
Eric & Melanie Yeaman

Mahalo to our major supporters in 2019 (from top to bottom): Kaiser Permanente Hawaii awarded $50,000 in a community benefit grant to Patsy T. Mink Center for Business & Leadership (MCBL); the "Live, Love, Give and Create Change" event hosted by Valerie Joseph netted $10,500 for Dress for Success Honolulu; BedMart provided $100,000 worth of mattresses for YWCA Fernhurst.

A full listing of our 2019 donors can be found online at www.ywcaoahu.org
MAHALO, MISSION MAKING SOCIETY!

The YWCA O’ahu Mission Making Society (MMS) supports the organization’s programs, services and advocacy efforts through high-level charitable giving. MMS members in 2019 were able to participate in exclusive events to personally meet the men and women impacted by our work. We are grateful for the generosity of the MMS.

Give to YWCA O’ahu today: www.ywcaoahu.org/donate

GIVING OPPORTUNITIES

MMS MEMBERS (AS OF DECEMBER 2019)

Corporate Sponsor
Cosco Air Conditioning & Refrigeration

$50,000 over 5 years
H.T. Hayashi Foundation

$21,000+ over 5 years
Tim Takaezu & Jodi Lam
Colleen & Wayne Minami
Ritchie & Sunny Mudd

$10,000 over 5 years
Kathryn Inkinen & Remedy Intelligent Staffing

$5,000 over 5 years (continued)
June Fernandez
Lyn Flanigan
Marcy Fleming
Terri Funakoshi
Kimberly and Jason Haruki
Kevin, Marcie & Luke Herring
Joan Lee Husted
Louise Ing
Susan Ing
Melanie Islam
Marcy Jackson
Melissa Jackson
Stacey Katakura
Kanani Kealoha-Faleafine
Susan King
Ann Kobayashi
Jill Feldon LaNouette
Liza Lee
Kristi Lefforge
Lorna Lo
Lutheran Church of Honolulu
Colleen McAluney
Anne Mapes
Julie Molloy
Jonathan Murai
Susan Murray
Deborah Nakashima
Angie Nakasone
Noriko Namiki
Veronique Nguyen
Amanda Corby Noguchi
Ronalyn Nuesca
Kendra Oishi
Joana Oshiro
PACBLU
Paige Pahlmeyer
Paul Pancho
Allie Park
Cayenne Pe’a
Keala Peters
Emalisa Pietsch Hogan
Noel Pietsch Shaw
Evelyn Ramo
Esther Roberts
Crystal Rose
Grace Saturnia
Catherine Schultz
Vincent & Alison Shigekuni
simplicityHR by Altres
Michelle Stofle
Michelle Stone
Valerie Sylvester
Tracy Tanaka
Dr. Bryan & Jennie Tamura
Ginny Tiu
Bruce Watanabe
Julie Watumull
Beth Whitehead
Linda Y. Wong
Cecile Yasay
Melanie Yeaman
Janel Yoshimoto
Isla Young

Patricia Vigueras Doo
in the name of
Thomas Vigueras

Kimberly Miyazawa Frank
in the name of
Griffin Victoria Frank
& Marin Elizabeth Frank

Tyrie Lee Jenkins, M.D.
in the name of
Elizabeth Ann Valentin

Barbra An Pleadwell
in the name of
Bella Grace Harper
& Amelia Levy

Jeannine Souki
in the name of
Elliott Francis Aguon Souki

Donna Tanoue
in honor of
Marjorie Hisako Tanoue

Dana Tokioka
in the name of
Suzanne Tokioka

Mission Making Society Members and past LeaderLuncheon honorees at the LeaderLuncheon VIP reception on May 15, 2019.
MOVING OUR MISSION FORWARD IN 2019

"Eliminating racism, empowering women" is a powerful mission, one that YWCA O'ahu strives to tackle with a multifaceted approach. Throughout 2019, our work continued in key areas – Economic Advancement, Health & Wellness, and Business/Leadership Development. Our cover highlights the diversity of our YWCA O'ahu staff and supporters, as well as the dynamism of our impact in the community. Learn more about our many milestones this year in the pages of this Annual Report.

**Top Row, Left to Right:** Honorees at the 2019 LeaderLuncheon; staff sign-waving for Aloha United Way; hosting a holiday retail pop-up shop; musical theatre presentation for Fernhurst graduates

**Middle Row, Left to Right:** Resident artist Kepola Dudoit working on her second installation; lunchtime Zumba class; handshaking activity at the Dress for Success volunteer reception; opening remarks at the annual Hawai’i Women’s Legislative Caucus panel discussion

**Bottom Row, Left to Right:** "Learn to Swim" class at YWCA Kokokahi; clothing donation drive with Camille Heung of Valia Honolulu; Mission Making Society member Bruce Watanabe with Hawai’i Guest Services program participants; greeting Fernhurst residents during the BedMart donation celebration