



eliminating racism  
empowering women  
**ywca**  
O'ahu

# 2019 ANNUAL REPORT





U.S. Representative Ed Case (center) visited with leaders of Hawaii's YWCA associations during the 2019 YWCA USA conference in Washington, D.C. YWCA O'ahu CEO Noriko Namiki (third from right) and board vice chair Cathy Schultz (furthest left) were among more than 300 delegates from YWCA affiliates at the conference, where attendees explored the theme, "Dare To Be Powerful."

## 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.



### YWCA Kokokahi

45-035 Kāne'ohe Bay Dr.  
Kāne'ohe, HI 96744  
(808) 247-2124



### YWCA Laniākea

1040 Richards St.  
Honolulu, HI 96813  
(808) 538-7061



### YWCA Fernhurst

1566 Wilder Ave.  
Honolulu, HI 96822  
(808) 941-2231



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YWCA O'ahu staff, donors and board members shared a special "Dine with Us" meal with Fernhurst residents at PAI Honolulu with Fernhurst residents on June 3, 2019. Lois Kim (above photo) a Fernhurst graduate, inspired the Fernhurst residents who were learning etiquette skills as part of their transition out of incarceration.

## 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



# MESSAGE FROM OUR CEO

## 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,

A handwritten signature in black ink, reading "Noriko Namiki".

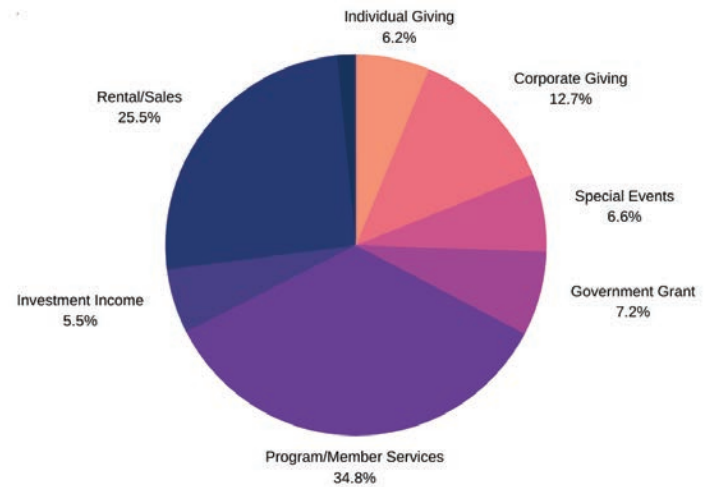
**Noriko Namiki**  
Chief Executive Officer

# FINANCIAL REVIEW

## 2019 SUMMARY (UNAUDITED)

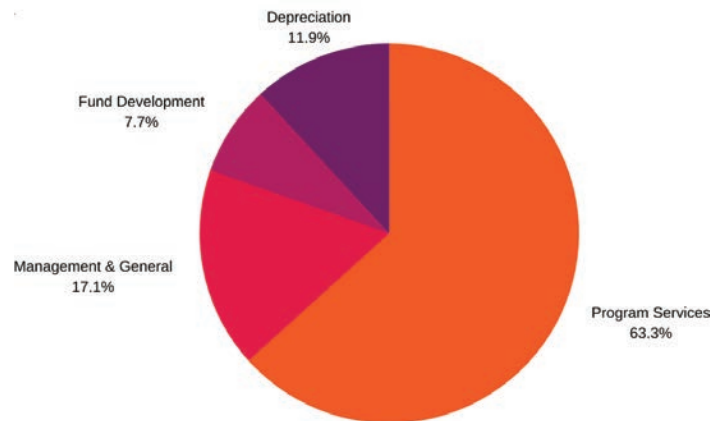
### Sources of Income

Individual Giving	\$311,297
Corporate Giving	\$632,706
Special Events	\$329,136
Government Grants	\$357,761
Program/Member Services	\$1,735,052
Investment Income	\$272,648
Rentals/Sales	\$1,269,315
Other	\$79,355
<b>Total</b>	<b>\$4,987,271</b>



### Use of Funds

Program Services	\$3,349,612
Management & General	\$904,545
Fund Development	\$409,557
Depreciation	\$627,578
<b>Total</b>	<b>\$5,291,292</b>



	2019 Financial Report (Unaudited)	2018 Financial Report (Audited)
<b>Total Income</b> .....	<b>\$4,987,271</b>	<b>\$4,941,731</b>
<b>Total Expenses</b> .....	<b>\$4,663,714</b>	<b>\$4,775,882</b>
<b>Depreciation</b> .....	<b>\$627,578</b>	<b>\$632,073</b>
<b>Net Cash (Used in operating activities)</b> .....	<b>\$219,073</b>	<b>\$578,108</b>
<b>Income (Loss)</b> .....	<b>\$(304,021)</b>	<b>\$(466,224)</b>
<b>Beginning Assets</b> .....	<b>\$9,546,919</b>	<b>\$10,184,245</b>
<b>Ending Assets</b> .....	<b>\$9,252,407</b>	<b>\$9,546,792</b>
<b>Total Liabilities</b> .....	<b>\$465,869</b>	<b>\$455,992</b>
<b>Total Equity</b> .....	<b>\$8,786,538</b>	<b>\$9,090,800</b>





## 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.



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.



### 2019 MILESTONES

**Dress for Success Honolulu provided 330 professional suitings in 2019, and reached its cumulative 7,000th suiting total this year.**



The Fernhurst Open House event on August 13, 2019, was an opportunity for Fernhurst residents, staff and graduates to connect with donors and supporters. A Fernhurst resident (above) shared her personal story of working toward a better life after coming out of prison.

## FERNHURST: COMMUNITY-BASED REINTEGRATION

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.



Kim Clarke, Fernhurst graduate and speaker at the 2019 LeaderLuncheon

“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.”





## 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.



The exercise studio at YWCA Laniākea, 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.



# HEALTH & WELLNESS

"Learn to Swim" class at YWCA Kokokahi on August 22, 2019.



## 2019 MILESTONES

- Roughly 900 Health & Wellness members served per month
- Women comprise 60 percent of Health & Wellness members served
- More than 50 group fitness classes offered per week



## LUNCH & LEARN SPEAKER SERIES

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.







## ENERGIZING ENTREPRENEURIAL ENDEAVORS

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.



The team from the Patsy T. Mink Center for Business & Leadership and #SHOPSMALLHAWAII (at top) collaborated in 2019 with local businesses such as Hawaii Doggie Bakery (bottom left) and Wrappily (bottom right). Small business owners were also able to participate in informative sessions, including a Google workshop (center photo).



### 2019 MILESTONES

- Served 1,381 business clients
- 2,840 event attendees



## 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 Laniākea (above).



## CAMPING AND RECREATION

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).



Atherton Hall



Midkiff Gym



Hale Nanea





## FUNDING OUR MISSION

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."



YWCA O'ahu fundraising events in 2019 (from top to bottom): Fun at the 43rd Annual LeaderLuncheon honoring Beth Whitehead, Kathryn Inkinen, Kathryn Matayoshi and Patricia Tam (inset photo); LeaderLuncheon co-chairs Marjorie Inn-Francis and Deborah Nakashima; Emcee Valerie Joseph at Empower Hour.



# GIVING OPPORTUNITIES



Mahalo to our major supporters in 2019 (from top to bottom): Kaiser Permanente Hawai'i 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](http://www.ywcaoahu.org)**

## 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  
Michael Grossi  
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  
POSHd 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

Dress for Success Worldwide  
DuPont  
Christina L. Dwight  
Enterprise Holdings Foundation  
Linda L. Ezuka  
June Fernandez  
Finance Factors Foundation  
First Insurance Company of Hawaii  
Lyn Flanigan  
Friends of Hawaii Charities, Inc.  
G70  
The Gentry Companies  
Grace Pacific Corporation  
Sophie Halliday  
Jason & Kimberly Haruki  
Mary Therese Perez Hattori  
Hawaii Business Magazine  
Hawaii Hotel Industry Foundation  
Hawaii News Now  
Hawaii Pacific Health  
Hawaii State Federal Credit Union  
Hawaiian Host, Inc.  
HawaiiUSA Federal Credit Union Foundation  
HEMIC  
HGEA Special Fund  
Emalia Pietsch Hogan  
HomeStreet Bank  
Honolulu Business and Professional Womens Club  
Hung Wo and Elizabeth Lau Ching Foundation  
Joan Husted  
IBEW Local Union 1186  
ILWU Local 142  
Nancy Infante  
Susan L. Ing  
Kathryn K. Inkinen  
Kristi A. Inkinen Yanagihara  
Marjorie Inn-Francis  
Melanie Islam  
Marcy Jackson  
Melissa S. Jackson  
Jhamandas Watumull Fund  
John A Burns School of Medicine  
Lynne Johnson  
Kamehameha Schools  
Kaneohe Ranch Management Limited  
Kanani Kealohe-Faleafine  
Susan King  
Kualoa Ranch Hawaii, Inc.  
Jennifer Lam  
Kristi N. Lefforge  
Liliuokalani Trust  
L. Kang Inc.  
Locations Foundation  
Lutheran Church of Honolulu  
The MacNaughton Group

### \$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  
Phillpotts & 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



# GIVING OPPORTUNITIES



Mission Making Society Members and past LeaderLuncheon honorees at the LeaderLuncheon VIP reception on May 15, 2019.

## 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](http://www.ywcaoahu.org/donate)

## 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

Anonymous  
Sophie Adversalo  
Belinda Aquino  
Terry & Violeta Arnobit  
Darlene N. Blakeney  
Dianne Winter Brookins  
Stephanie Buck  
Lindsey Carry  
Faye Chiogioji  
Reid and Carolyn Chung  
Marivic Dar  
Jill Eckart  
Linda Lewis Ezuka

### \$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  
Ronaldyn Nuesca

Kendra Oishi  
Joana Oshiro  
PACBLU  
Paige Pahlmeyer  
Paul Pancho  
Ally Park  
Cayenne Pe'a  
Keala Peters  
Emalia 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*

# COVER STORY

## 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.

### COVER CAPTIONS

**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

**YWCA IS ON A MISSION**