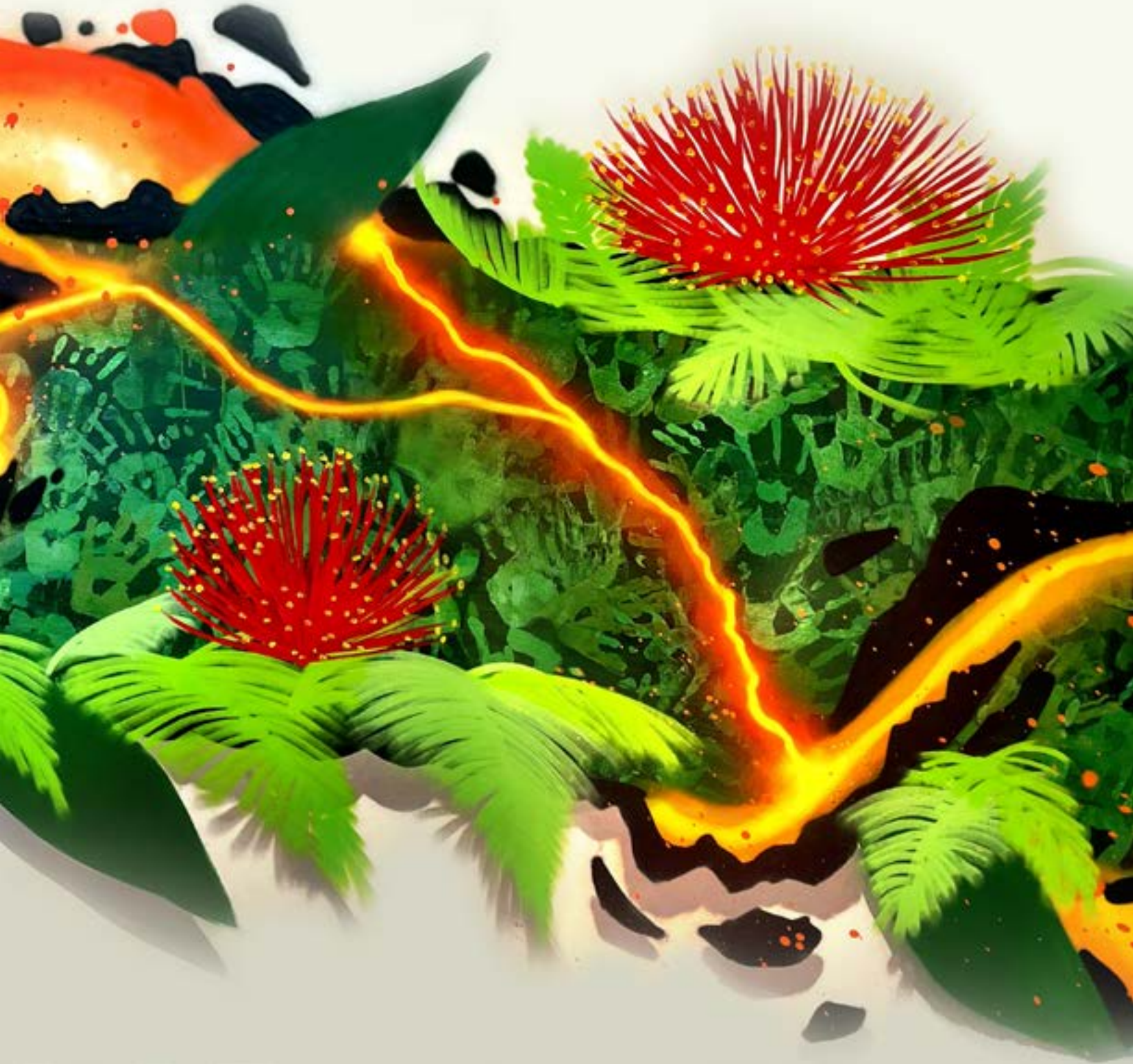


HOLU

HALE KIPA
2023 ANNUAL REPORT



HOLU

RESILIENCY

Last summer when the wildfires ripped through Maui destroying buildings and lives, something amazing happened. Faced with unprecedented devastation, residents from all over Hawai'i came together like never before, highlighting the Aloha State's holu (resilience) and ability to rebuild. Volcanoes are also models of holu. After each violent eruption, there is rebirth.

Hale Kipa has demonstrated its holu again and again. Our 'ohana won't allow challenges to weigh us down, even with a large proportion of state funds diverted to the much-needed wildfire recovery efforts. We will continue to seek new opportunities and innovative ways to support our young people and families.

The community is stepping up as well. Last year, organizations and individuals have provided beneficial, no-cost programming for our youth.

Moving ahead, we challenge those with the means to provide financial support for our initiatives so we can meet our community's needs. And we implore state agencies and legislators to lobby against restrictive funding requirements and to seek untapped federal dollars that can make a monumental difference for those we serve.

We look forward to new beginnings in the year ahead, showcasing Hale Kipa's strength and holu.

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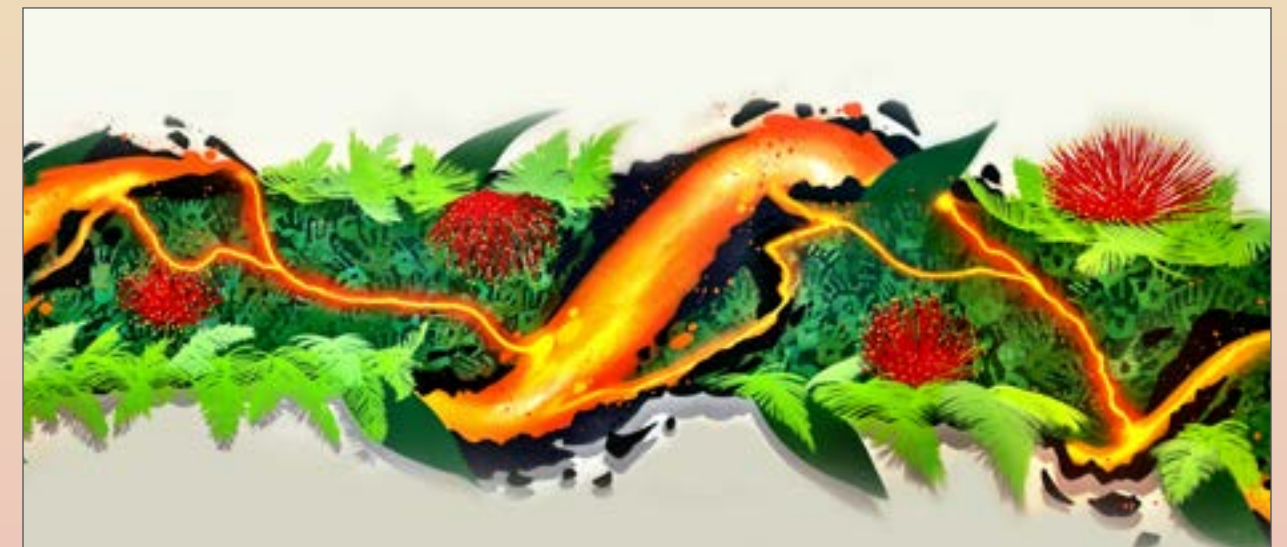
Chief Program Officer

Laura Brucia Hamm

Chief Quality Improvement Officer

Jaquē Kelley-Uyeoka

Executive Leadership Coach



The mural created for Hale Kipa's conference room by graffiti artist, John "Prime" Hina, depicts a Lei O Mo'olelo representing the might of Pele, the rebirth of the 'āina, and resilience of returning flora, such as kupukupu, and 'ōhia lehua.



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

Aloha kākou!

Our 2024 theme is based on one of my favorite 'ōlelo no'eau (proverbs). It's one that comes to mind when I apply traditional knowledge to guide my work. "I ka wā ma mua, ka wā ma hope," loosely translates to "We look to the past as a guide to the future." This proverb embodies the Hawaiian perspective on experience and time. Everyone understood the importance of looking to one's past and ancestral knowledge to steer the future. Many have aligned this mana'o to 'āina and sustainability efforts, but I also see the significance of this mana'o in our work in the social service sector.

As Hale Kipa continues to evolve as an organization in our practices and approaches, we will I ka wā ma mua, ka wā ma hope. We will embrace the wisdom of our kupuna to help guide our work so we are well equipped, resourced and prepared to serve our keiki, 'ōpio, and 'ohana in the years to come. Mahalo for standing with us and supporting Hale Kipa's mission to accomplish our significant kuleana.

Me ke aloha piha,

As I approach my second year at Hale Kipa, I am constantly aware of the invaluable role our children and youth have in our lives and community. As a mother of six adult children, I recall the many thousands of youth I have had the privilege of building a connection or pilna with, whether through school, clubs, sports, church, or my past work serving families and youth. They are important to all of us, and their safety should be everyone's responsibility.

Although we hope our keiki and 'ōpio grow up thriving in nurturing environments, unfortunately, not all young people's experiences are positive. Somewhere, at this very moment, there is a youth experiencing physical and sexual abuse, neglect, substance abuse, family problems, bullying, mental health challenges, suicide, sexual exploitation, trafficking, or other types of immediate danger. The statistics and incidences are staggering. The danger is real. We need organizations like Hale Kipa to be equipped, resourced and prepared to support young people in crisis.



Michael Magaoay
2024 Board of Directors, Board Chair

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

Aloha mai kākou!

You've probably heard the famous quote by Sir Winston Churchill, "We make a living by what we get. We make a life by what we give." Those are words that I endeavor to live by. I continually ask myself, "What are you going to do knowing that we are only here for a limited time?" It is one of the reasons I joined Hale Kipa's board in 2011 and am honored to continue to serve as the new chair.

I was especially attracted to Hale Kipa's mission because nurturing and guiding young people on a path to productive lives is one of the most impactful ways to give back - especially with the challenges they face today. One of Hale Kipa's core values is pilina (relationships and connection) and too often personal connections suffer in a world where so much communication is not face-to-face. Hale Kipa provides personal interaction and structure for everyone we serve.

Likewise, our talented board, amazing staff, and the entire organization are stronger when we take care to communicate and nurture our relationships. We come together in our mission: a shared commitment to provide support and compassion to our young clients, regardless of who they are and where they came from. Building our connections through consistent communication keeps all of us engaged and working towards the same goals.

I look forward to serving our dedicated board in 2024 and for years to come.

Mahalo nui!

Hale Kū Ola

'OHANA RESILIENCE SERVICES

'Ohana Resilience Services Welcomes its First Families and Introduces New Programs

In October 2023, Hale Kipa opened its new 'Ohana Resilience Services Program Facility Hale Kū Ola. Just a few short months later, the three-person staff has additional initiatives underway for this pu'uhonua (safe place of refuge), connecting individual community members and families with case management, counseling, life skills training, employment support, and financial literacy workshops, all designed to enhance resilience.

Hale Kū Ola is a safe place, a pu'uhonua for families and the community. While maintaining its devotion to serving kamali'i (children), 'ōpio (youth), and young adults, under the direction of Hale Kipa CEO Venus Rosete-Medeiros, it now includes offerings to serve the entire 'ohana.

Brandy Akimo, Hale Kipa's first 'Ohana Resilience Services director, was raised by her grandparents who taught her valuable lessons, insights, and cultural traditions. Mālama (care for, nurture, and protect) is a responsibility that Akimo is passionate about, to assist families in their journey to recovery and resilience, much the same way she was raised.

"The 'ohana is the cornerstone of the community, therefore, strong families play a fundamental role in shaping and contributing to its well-being and strength," she said. "'Ohana Resilience Services complements and supplements Hale Kipa's well-established programs. We specifically focus on working families and weave in what we already know makes them strong."

In December, the facility welcomed two single moms and their babies. One mom completed her GED, and both regularly attend support groups, meet with a therapist, and participate in child development education with their babies. The other resident, who already had her high school diploma, was also able to secure nearby childcare for her baby.

Both moms participated in the Kamalama Parenting Curriculum, developed by Rosete-Medeiros. The 10-week course uses universal Hawaiian values to create a foundation that helps parents discover how their values and belief system influence their behavior and the way they parent.

The 'Ohana Resilience Services Program recently launched the Kahuali'i workforce development program in partnership with the Wai'anae Economic Development Council. The program uses a multi-faceted approach to help youth explore careers, learn trades, obtain financial literacy, maintain healthy relationships, and strengthen other life skills. The program's staff honored the commitment of the youth who completed the financial literacy course in a celebration.

Graduates of the financial literacy course can segue into the Maolipreneur program. Through that initiative, they learn about one of five careers: geotechnician, film



Grand opening: (left to right) Mike Magaoay, First Lady Jaime Green, Governor Josh Green, Brandy Akimo, Venus Rosete-Medeiros.

professional (both behind and in front of the camera), automotive engineer, mural painter, or aquaponics farming in freight containers.

Looking ahead, 'Ohana Resilience Services hopes to hold a family-strengthening event for the community with fun activities with other family-serving agencies. The goal is to create a gathering place for families.

Island Pacific Academy Provides Full Scholarship to Hale Kipa Youth

When one of Hale Kipa's bright yet disadvantaged youth learned she received a full scholarship to attend Island Pacific Academy (IPA), her reaction was far from positive.

"I don't want to come here," the teen said, according to IPA Head of School Gerald Teramae.

Just six months later, she is thriving at IPA, earning As and Bs, making friends, establishing career goals, and making sure she makes it to school on time, even when she falls asleep on her long bus ride.

"She's become more confident," Teramae said. "And her wall of defensiveness has come down."

The scholarship, a partnership between Hale Kipa and IPA, includes tuition until graduation, uniforms, lunches, and books.

Teramae previously worked with another local nonprofit to provide scholarships to students who live in public housing. He approached Hale Kipa CEO Venus Rosete-Medeiros hoping to identify additional students who have the potential to excel at an independent school but lack the financial resources.



Rosete-Medeiros praised IPA's efforts to foster inclusivity.

"Much of this student's journey has not been an easy one and there are times when her dream of pursuing a quality education seemed out of reach," Rosete-Medeiros said. "IPA's scholarship has lifted a significant burden off her shoulders, serving as a beacon of hope for her and illuminating the path for others we serve, showing them that their dreams and aspirations are attainable with hard work, perseverance, and the support of compassionate partners like Gerald, his faculty, and staff."

Despite the challenges the student has faced throughout her life, she is incredibly generous, Teramae said. "If she sees a friend who doesn't have lunch for whatever reason, she will give them hers," he said. "I don't think in my 35 or 36 years of education have I met someone as giving as her. Being in the situation she's in, being as giving as she is, I attribute to her and the support from Hale Kipa."

As she continues her high school career at IPA, Teramae and the faculty will help identify scholarships and other resources so she has the opportunity to attend college, the first in her family to do so.

Teramae plans to continue the partnership with Hale Kipa and provide scholarships for up to three Hale Kipa youth annually.



"It is our responsibility from a local, national, and global perspective. Everyone should have an opportunity for a quality education."

We take our job seriously, not only to educate our students but the perspective that education can change a life."

Gerald Teramae
Island Pacific Academy
Head of School

Transitional Living Program

Many residents come to Hale Kipa's Transitional Living Program on O'ahu with only a garbage bag full of belongings. Even more heartbreakingly, some don't even have a single emergency contact.

Program Manager Nalani Nahinu ("Aunty Nalani") and her team provide crucial emotional support for the young adults in the program. Nahinu is part surrogate parent, part teacher, and of course, an emergency contact for those who need one. But one of her favorite roles is shopping buddy. "I love taking them to Ross to shop," she said. "They get so excited to choose new clothes. It's a good bonding experience."

The program's staff includes Nahinu, Women's Resident Advisor Brandy Sonoda, Men's Residential Support Staff Wendy Freitas, and Program Director Stacy Peiler. The men's home accommodates up to four people and the women's home up to six to include moms with babies.

In addition to a place to live, the young adults, ages 18 to 21, receive training in hygiene, cooking, budgeting, cleaning, and job searching, and learn accountability and



"We provide that clean, safe, nurturing environment, which some of them haven't had for years."

sound decision-making – all to prepare them for independence.

After residents obtain employment, a portion of their paychecks is held in a Hale Kipa savings account to use for their deposit and first month's rent when they're ready to move on.

The usual stay is four to six months, but they can live there up to 18 months. Each resident has their own bedroom and other necessities, including – most importantly – a secure, nurturing environment.

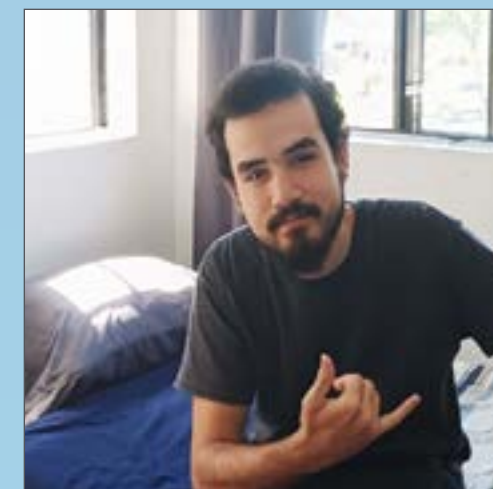
Many come to the Hale Kipa from situations in which they are constantly in fear.

"On the first night, they're crying because this is the first time they've had their own bed, a roof over their head, and a place where they feel safe, not having to wake up every 15 minutes to make sure there are no bad guys around or their stuff isn't being stolen," Sonoda said. "It's something we take for granted because most of us have it."

Nahinu said her job can be emotionally draining but, "what brings you back is seeing how they're on track to reach their ultimate goal, which is permanent housing."

Nahinu and Sonoda agree that seeing the participants flourish is incredibly gratifying.

"The success stories are always rewarding," Sonoda said, with obvious pride. "I've only been there a little over a year, but I've already seen a handful of girls who have moved out successfully. They send pics and say, 'Look, Aunty. This is my very own apartment.'"



Kūkākūkā Highlights Collaborative Efforts to Address the Community's Most Pressing Issues

Last year, Hale Kipa launched Kūkākūkā (respectful discussions), a televised series hosted by Hale Kipa President & CEO Venus Kau'iokawēkiu Rosete-Medeiros.

The show features guest panels of community leaders and partner organization representatives discussing how they collaborate to address some of the community's most pressing issues, such as homelessness and sex trafficking.

Ōlelo Community Media (channel 54), O'ahu's non-profit community public, education, and government access provider, airs the show on the second Thursday of each month.

In addition to highlighting collaboration, the show educates philanthropists, private funders, legislators, and community about what each organization contributes and their impact.

"Working in silos is no longer an option," Rosete-Medeiros said. "We recognize that we all need each other and there's so much work that one organization cannot do it alone. We must partner and look for resources to help us collaborate and support each other's work."

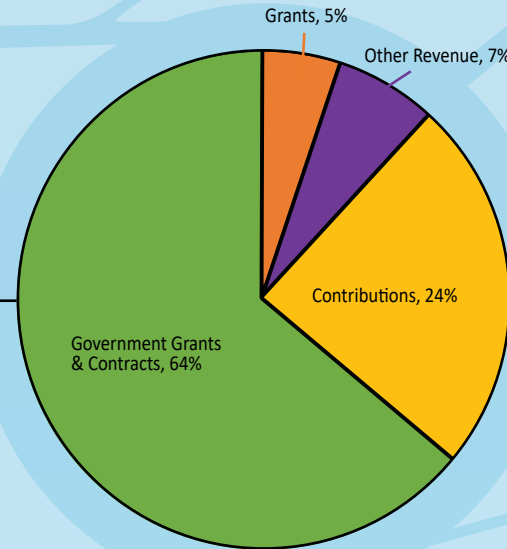
Topics of past episodes include an overview of Hale Kipa's services, sexual exploitation in Hawai'i, sex trafficking programs and resources, trauma-informed care, and the need for true cost contracts. Future topics will include domestic violence and youth homelessness.

Financial Statement

Total Revenue and Support

Government Grants & Contracts	\$6,419,003
Contributions	\$2,440,198
Other Revenue	\$664,176
Grants	\$502,363

Total Revenue & Support **\$10,025,740**



Expenses

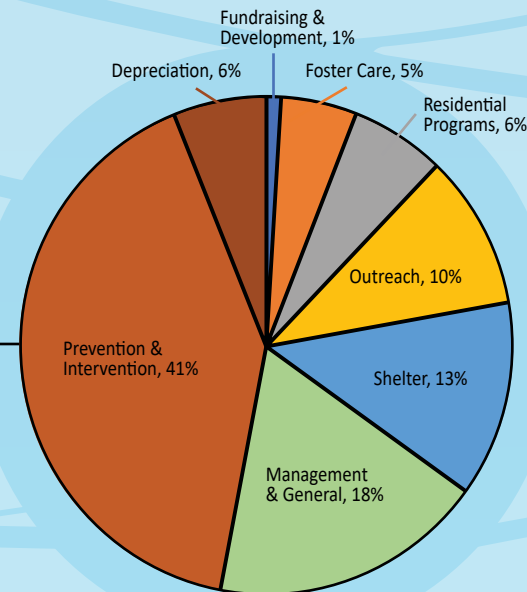
Prevention & Intervention	\$3,312,869
Management & General	\$1,484,077
Shelter	\$1,059,208
Outreach	\$840,376
Residential Programs	\$481,858
Foster Care	\$398,037
Fundraising & Development	\$106,871

Subtotal Expenses **\$7,683,296**

Change in Net Assets before depreciation **\$2,342,444**

Depreciation **\$462,542**

Change in Net Assets **\$1,879,902**



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

Planting the Seeds

As we plant the seeds for a successful 2024, Hale Kipa is focusing on four main goals to enhance the resilience of our keiki, 'ōpio, staff, and organization.

Diversified Funding Streams

Hale Kipa recognizes that we must diversify our funding streams, so we aren't dependent on government contracts alone. In 2024, we will identify funding opportunities from private foundations and philanthropists. We will also seek innovative revenue sources, such as an institute that allows us to share our effective cultural and trauma-informed care training programs with other community organizations.

Creating Welcoming Homes and Facilities

Last year, Hale Kipa invested time and resources to ensure our residential facilities are inviting, safe, comfortable, and engender pride. We painted, replaced appliances, overhauled plumbing, landscaped, and fixed broken fences. In 2024, we will continue this important work, with a plan to replace floors and add air conditioning units. This goal extends to maintaining our headquarters on Old Fort Weaver Road.

A Healthy and Competent Workforce

To undertake the often demanding and sometimes emotional work at Hale Kipa, our staff must be healthy and well-equipped to lead. Last year, we added professional development and wellness initiatives including expert presentations at staff meetings, supervision training courses, counseling through Employee Assistance of the Pacific, access to the premium Calm app, and discounted gym memberships. In 2024, we plan to expand gym membership options to other islands and add trauma-informed supervision training.

Meaningful and Integrated Programs

We recently launched the Kahuali'i workforce development program to support Hale Kipa's efforts to help our 'ōpio accomplish their educational goals and prepare them for the workforce.

In 2024, we will seek to identify more community organizations, businesses, and philanthropists to partner with to further expand and strengthen these programs.

Contributions and Collaborations

We extend our deepest mahalo to the individuals and organizations that have supported Hawai'i's youth with their contributions in fiscal year 2023. Your generous gift helps the continuation of providing essential services to youth and young adult that began 53 years ago.

Partners (\$25,000 or more)

Aloha United Way
 First Hawaiian Bank
 Friends of the Hawaii Drug Court
 Hau'oli Mau Loa Foundation
 Hawaiian Electric Industries
 Judy Pyle and Wayne Pitluck
 Joseph and Vera Zilber Charitable Foundation
 Anonymous

Champions (\$10,000 to \$24,999)

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 Atlas Insurance Agency
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 Hawaii Justice Foundation
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 Hilton Resorts Corp.

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Collaborations

Youth Outreach (YO!) — Waikiki Health, Hale Kipa

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

Trafficking Victim Assistance Program (TVAP) — Susannah Wesley Community Center, Parents And Children Together (PACT), Hale Kipa

Opportunity Youth Action Hui at Kailua (**OYAH**) — Kailua Youth & Family Wellness Center (KYFWC), Kinai 'Eha, Partners in Development Foundation (Kupa 'Aina), Olomana Public School, Residential Youth Services & Empowerment (RYSE), Hale Kipa

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

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

Nā Kama A Hāloa — Child Welfare Services, Department of Human Services, Lili'uokalani Trust, Kamehameha Schools, EPIC 'Ohana, Inc., Partners in Development Foundation - Project Pilina, Office of Hawaiian Affairs, Family Court CASA Program, Catholic Charities Hawai'i, Family Programs Hawai'i, Neighborhood Place of Wai'anae, Pu'a Foundation, Friends of the Children's Justice Center Maui, Ho'oikaika Partnership, Geist Foundation, Hawai'i Community Foundation, Young people who experienced foster care, Birth parents who experienced child welfare involvement, Resource caregivers (foster, parents), Annie E Casey Foundation, Casey Family Programs, CoCreative™, Hale Kipa



HALE KIPA

Empowering Lives - One Youth At A Time

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