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IA-0000000813

Individual Application

Application ID	IA-0000000813	Account	
Application Status	Application Accepted	Contact	Tiare Maafala

ACT 310 - Application for Grants

Legal Name of Requesting Org/Individual	Adult Friends for Youth	DBA	
Type of Business Entity	501 (C)(3) Non-Profit Corporation	Existing Service(Presently in Operation)	
Mailing Address	3375 Koapaka Street, B-290 Honolulu, Hawaii 96819 United States	Amount of State Funds Requested	\$600,000.00
Island			

Program Overview

Program 1 Overview	CVIPI is designed to support comprehensive, evidence-informed prevention and intervention strategies that reduce violent crime—particularly gun and group violence—and improve relationships between law enforcement and communities. It emphasizes cross-sector collaboration (community organizations, law enforcement, public health, etc.), the use of data to drive strategy, engagement with the highest-risk individuals, and the building of long-term community trust and capacity.
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Program 2 Overview

Program 3 Overview

Department Notes

Agency Eligibility

Recipient of Terminated Federal Funding	No	Able to Provide Documentation Evidence	No
Serves Negatively Impacted Populations	No	Narrative	Recent reductions and terminations of federal programs across Oahu have created a cascading effect that directly undermines the social support network serving Hawaii's highest-risk youth. These youth—many of whom are exposed to community violence, poverty, and systemic inequities—depend heavily on federally supported initiatives that sustain school-based counseling, transportation access, educational enrichment, and employment opportunities. When federal programs such as the Waianae Coast Bus Rapid Transit initiative, minority-serving institutional grants at the University of Hawaii, and citywide youth development and equity

programs were reduced or eliminated, the result was more than a fiscal shortfall—it was a contraction of the ecosystem of care that surrounds vulnerable young people. The loss of public transit improvements in areas like Waianae limits mobility to schools, counseling sessions, and job opportunities, further isolating youth who already experience barriers to access. The curtailment of federal education and minority-serving institution grants has weakened mentorship pipelines, college readiness programs, and culturally grounded student supports that keep high-risk youth connected to positive institutions rather than the streets.

These federal funding cuts destabilize not only individual programs but also the interdependent network of prevention, intervention, and reentry services that form the foundation of social stability for high-risk youth. The cumulative effect is a rise in service gaps, fewer trusted adult relationships, and diminished opportunities for healing and leadership development. In communities already struggling with generational trauma and cycles of violence, the withdrawal of federal investment deepens inequities, reduces protective factors, and ultimately increases the likelihood that vulnerable youth will disengage from school, re-enter cycles of violence, or become entangled with the justice system.

In these uncertain times, AFY is asking for support to continue serving the highest-risk youth uninterrupted, ensuring the welfare of communities throughout Oahu, should funding cuts impact our agency.

Date Funding Stopped 10/1/2025

Amount of Other Funds Available

State Fund Total Amount	\$507,200.89	County Fund Total Amount	\$10,758.70
Federal Fund Total Amount	\$115,506.90	Private/Other Fund Total Amount	\$147,660.74
Total Amount of State Grants	\$3,149,722.00	Unrestricted Assets	\$48,588.21

Contact Person for Matters Involving this Application

Applicant Name	Aaron Hare	Applicant Title	Grant Coordinator
Applicant Phone	8088338775	Applicant Email	aaron@afyhawaii.com

State of Hawaii Eligibility

Organization is Licensed or Accredited	Yes	Nonprofit is a 501c3	Yes
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Complies with Anti-Discrimination Laws	Yes	Nonprofit has Governing Board	Yes
Will not Use State Funds for Lobbying	Yes	Is Incorporated Under Laws of State	Yes
Will Allow Access to Audit Records	Yes	Has Bylaws and Policies	Yes

Account Information

Organization Name	Adult Friends for Youth	Organization DBA	
EIN	██████████	Street	3375 Koapaka Street B-290
Account Email	afy@afyhawaii.com	City	Honolulu
Account Phone	(808) 833-8775	State	HI
Website	https://www.afyhawaii.com/	Zip	96819
Mission Statement	Redirecting lives to stop violence in order to strengthen family and community safety, while promoting well-being for all youth so that they can reach their full potential.		

Point of Contact

Point of Contact First Name	Deborah L.K.	Point of Contact Last Name	Spencer-Chun
Point of Contact Title	President & CEO	Point of Contact Email	deborah@afyhawaii.com
Point of Contact Phone	(808) 833-8775		

Leadership

Leadership First Name	Deborah L.K.	Leadership Last Name	Spencer-Chun
Leadership Title	President & CEO	Leadership Email	deborah@afyhawaii.com
Leadership Phone	(808) 833-8775		

Background and Summary

Applicant Background AFY's mission is, "Redirecting lives to stop violence in order to strengthen family and community safety, while promoting well-being for all youth so that they can reach their full potential."

Since 1986, Adult Friends for Youth (AFY) has helped to eliminate violence and create safer schools and communities throughout Oahu. Our services help break the cycles of violence, incarceration, poverty, and hopelessness that have a devastating long-term impact on disadvantaged communities. AFY accomplishes this by changing the mindset and behavior of the highest-risk youth, who are often gang-affiliated and well-known for their violent and delinquent behavior.

Their violent and destructive behaviors are stabilized through group and individual counseling sessions that combine discussions with engaging activities. Once their maladaptive behavior stabilizes over time, educational support services help promote academic achievement, instilling self-confidence and a sense of hope that they can attain a better future.

AFY creates change through 4 primary programs:

Redirectional Therapy (RT) Counseling – Group and individual-level counseling are provided to high-risk youth through In-school Counseling Groups (on campus during school hours) and Neighborhood Counseling Groups (in the community during out-of-school time). The program is designed and customized to target and stop violence and increase academic performance in different age groups and age levels while encouraging prosocial and activity experiences.

Mobile Assessment Center (MAC) – A diversion program for status-offending youth on the Leeward Coast that prevents them from entering the juvenile justice system and provides/connects youth with services that

help them heal the root cause(s) for their offense. The MAC is conducted in partnership with HPD District 8 (Ewa/Makaha) and breaks the school-to-prison pipeline.

Mobile Education Center (MEC) – Reconnects truant/chronically absent youth ages 10-25 to educational pathways to increase personal well-being while decreasing the propensity for youth violence in our communities. Educational pathways include traditional school and alternative learning programs, tutoring, credit recovery, and other educational and employment/career support.

PEARL Convention – The PEARL (Promoting Peace, Empathy, Acceptance, Respect, and Love) is AFY's annual anti-bullying and anti-violence convention for elementary and middle school youth. Its purpose is to raise awareness about the severity of bullying and violence that occur on school campuses and in communities and teach youth how to address and resolve those issues

Funding Request Purpose

AFY's goal is to create safer schools and communities for all residents by changing the mindset and behavior of high-risk youth who wreak havoc on neighborhoods and communities throughout Oahu. Through our work, we help the youth we serve and the communities they live in reach their full potential. AFY's programs and services address target youth's mental/emotional health needs and promote education to help them achieve a better life. We conduct community/street outreach and engage Oahu's highest-risk youth to provide them with Redirectional Therapy (RT) services, which will be discussed in Section III. The goals of AFY are to:

- Conduct community outreach (including referrals from community partners and stakeholders) to identify high-risk youth who pose a threat to Oahu's communities
- Engage youth through building trust and developing rapport so they "buy in" and participate in AFY's programs and services
- Address, stabilize, and redirect youths' mental/emotional health issues so they reduce or terminate their destructive behaviors
- Enhance youths' protective factors and mitigate/minimize risk factors to promote the healthy development and well-being of youth and families
- Reconnect chronically absent/truant youth to a traditional or alternative education program
- Provide youth who are at high risk for academic failure with educational support services to help them graduate from an educational program
- Divert status-offending youth on Oahu's Leeward Coast from entering the Juvenile Justice System, breaking the school-to-prison pipeline
- Conduct a PEARL Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love) for targeted elementary and middle school youth on Oahu and Kauai to raise awareness of and prevent bullying and violence on school campuses and in communities

Geographic Coverage Served

The Farrington area consists of over 56,000 residents and includes 'Alewa Heights 'Iwilei, Kalihi Kai, Kalihi Uka, Kalihi Valley, Kalihi Waena and parts of Kamehameha Heights, Kapālama and Palāma.

- There is a larger proportion of adults who are co-residing with their grandchildren
- The proportion of residents who are new immigrants is at least twice the state average
- Filipinos, Hawaiians/pt. Hawaiians and other Pacific Islanders comprise over 70% of the population
- Residents rank below state averages in economic well-being
- The proportions of public school students who meet language arts and math grade-level standards are below the state average
- Lower rate of high school students that graduate on time

The McKinley area comprises over 77,000 residents and contains 'A'ala, 'Ālewa, Chinatown, Lanakila, Liliha, Lower Makiki, Lower Nu'uanu, Makiki, Mayor Wright Housing, Pālama and parts of Ala Moana, Bingham Tract, Iwilei, Kaka'ako, Kamehameha Heights, Pāwa'a and Queen Emma Gardens.

- A smaller proportion of children have both parents and their single parent in the labor force
- A higher percentage of families with children in poverty
- Three times the state's percentage of English language learners
- A smaller proportion of high school students graduate on time than the state average
- Rates are double the state average for both violent and property crimes
- Almost double the rate of students who feel unsafe at school than the state average

The Kapolei area comprises over 46,000 residents from the City of Kapolei, East Kapolei, Honokai Hale, Kahe, Kalaeloa, Kapolei Knolls, Ko 'Olina, Makakilo City, Makakilo Heights, Pālehua, Pālehua East, Pu'u O Kapolei, and Villages of Kapolei.

- A lower percentage of adults have post-graduate education
- Adults are more likely to live with grandchildren
- Higher rate of property crime than the state average
- Students who feel unsafe at school are roughly the state average

The Campbell area comprises 72,000 residents and includes the neighborhoods of Ewa, East Kapolei, Honouliuli, Ocean Pointe, West Loch, and parts of Iroquois Point and Waipahu.

- A larger proportion of children who live in immigrant families than the state average
- A lower percentage of students meet math standards than the state average
- Close to the state average for students who report feeling unsafe at school
- A smaller proportion of adults have a bachelor's degree or post-graduate education

The Waianae area comprises over 36,000 residents and includes the neighborhoods of Ma'ili, Makaha,

Makua, Ka'ena, and Ulu Wehi.

- A larger proportion of children in families receiving public assistance and who live in poverty than the state average
- The unemployment rate is over twice the state average
- Students who meet language arts and math standards are half of the state's average
- The number of students who graduate on time is lower than the state's average
- Violent crime is more than double the state average; Property crime is also higher than the state average

The Waipahu area comprises 61,000 residents from Waipahu to parts of Village Park.

- Lower than average per-capita income
- Twice the amount of English language learners than the state average
- A lower percentage of adults have a bachelor's degree or postgraduate education
- Violent crime incidents are close to the state average

The Kaimuki/Palolo area comprises 77,000 residents.

- Lower than average seniors graduating with a diploma
- Higher than average students in special education
- Lower than average students who feel safe at school
- Higher than average adults with a depressive disorder
- Double the state's average for both violent crime incidents and property crime incidents

**Public Purpose or
Need Served**

AFY's Redirectional Therapy (RT) services will create safer schools and communities on Oahu by redirecting the high-risk and violent behavior of target youth into peaceful and prosocial behavior. RT includes both intervention and prevention services.

This grant will support AFY's RT Counseling Program, Mobile Education Center (MEC), Mobile Assessment Center (MAC), and PEARL Convention. Key service activities include, but are not limited to, community outreach and engagement, assessment, group and individual counseling, referrals, case planning, educational support (e.g., tutoring), experiential learning opportunities, connections to educational programs, connections to other service providers, data management, and case closure.

**Target Population
Served**

AFY targets Oahu's highest-risk youth from Kaimuki to Waianae. They come from poverty-stricken, disadvantaged communities where violence, crime, and drugs are not only normalized but glorified in their community. Many of them are involved with gangs. They are predisposed to violence, crime, incarceration, and academic failure. AFY primarily works with male and female middle and high school youth between the ages of 11 and 17. However, AFY has no termination policy and will work with youth beyond high school, depending on their needs.

Most of the youth we work with report being both victims and offenders of violent crime and suffer from past trauma. People who have experienced some form of victimization are significantly more likely to become offenders. The victim-offender overlap is consistently identified in research on crime and criminal behavior (Gebo, 2019, p. 376-380). AFY's experience working with youth has supported those findings. Youth who have been harassed and were victims of violence retaliate with violence and often form gangs for protection against continued victimization. Services that target youth who are both victims and perpetrators of violent crime are a gap in services that exist. This is mainly because many agencies do not specifically serve the victim-offender population and are therefore unable to identify that underserved demographic (Pickens et. al., 2016).

To heal youth and break the cycle of victimization and re-victimization, it is crucial to work with them on a long-term basis and provide the consistency and stability they may not receive anywhere else. The PEARL Convention targets a slightly younger elementary and middle school demographic to prevent them from becoming high-risk youth.

As defined by U.S. Federal Government standards, most of the youth served by AFY's counseling program, MAC, and MEC are from historically marginalized populations. Approximately 35% are Native Hawaiian, 30% Micronesian/Chuukese, 13% other Pacific Islander, and 14% Asian/Filipino. The remaining percentage comprises African American, Hispanic, and White youth. Notably, 50% of MAC youth are Hawaiian or PT. Hawaiian ancestry.

AFY serves communities across Oahu, from Kaimuki to Waianae. Many of those communities possess large concentrations of public housing projects. According to the Hawaii Public Housing Authority (HPHA), there are 43 HPHA housing project locations on Oahu. Of the 43, AFY currently provides counseling services to youth from 79% (34/43) of those communities. A significant number of our youths reside in those projects, including homeless encampments and transitional shelters. Examples include but are not limited to:

- Pupu'ole streets in Waipahu
- Lahaina St. in Waianae
- Cedar Farms in Waianae Valley.
- Kealahou Shelter in Kalaeloa.
- Mayor Wright Homes
- Palolo Valley Homes

- Kuhio Park Terrace
- Kamehameha Homes
- Kalihi Valley Homes
- Salt Lake Apartments
- Ka'ahumanu Homes

Summary and Outcomes

Measure(s) of Effectiveness	The measures of effectiveness that will be used to evaluate the effectiveness of AFY's programs are as follows for each program: RT Counseling Program • 80% of youth served through the program will reduce or terminate their violence • 70% of program youth will be promoted/graduate from high school or an alternative program • 80% of program youth will participate in at least one experiential learning opportunity Mobile Assessment Center (MAC) • 80% of eligible youth will receive the YASI Assessment • 80% of eligible youth will receive a comprehensive service plan • 80% of eligible youth will successfully complete the program • 65% of eligible youth who complete the program will not re-offend or become incarcerated Mobile Education Center (MEC) • 50% of truant/chronically absent youth served by the MEC will be successfully (re)connected to a traditional school or an alternative education program • 50% of MEC youth will receive preventative services (i.e. tutoring, credit recovery, etc.) • 70% of MEC youth will be promoted/graduate from high school or an alternative program • 75% of MEC youth will receive other services (i.e. employment/career, experiential learning) PEARL Convention • AFY will conduct a PEARL Convention • 85% of participants will express satisfaction with the event through a follow-up survey
Projected Annual Timeline	RT Counseling Program (in months) Referral: 1 Outreach/Engagement: 1-12 Assessment: Ongoing: 1-12 RT Counseling: 2-12 6-pt. Plan: 2-12 Mobile Assessment Center (in months) Initial Parent/Guardian Contact: Month 1 Outreach, Intake, and Assessment: Month 1-12 Monitoring/Follow-up, Casework, and Proper Documentation: Month 2-11 AFY RT Counseling Services (if needed): Month 3-11 Case Closure: Month 6-12 Mobile Education Center (in months) Outreach, Intake, and Assessment: 1-2 Service Planning – Individual Plan: 2-3 Monitoring/Follow-up, Case Work, and Proper Documentation: 2-11 Support Services: 2-11 Case Closure: 6-12 PEARL Convention Implementation of hybrid PEARL Convention: 1 Collect and gather information evaluations from schools: 2 Convention evaluation meeting: 3 Secure venue and dates for next PEARL Convention: 4 Planning of next PEARL Convention: 5 Solicit for donors and sponsorships: 6 Conduct second planning meeting – send flyers and invitation letters to school principals and student activity coordinators: 7 Begin working with AFY youth volunteers: 8 Conduct third planning meeting: 9 Begin preparation for convention: 10 Conduct fourth planning meeting: 11 Preparation of PEARL Convention and final planning meeting 12

Quality Assurance and Evaluation Plans

AFY's quality assurance process ensures compliance with all administrative and fiscal aspects of the contract. The process evaluates service delivery, adherence to the company mission, staff implementation of evidence-based practices, service utilization, service outcomes, and numerous other areas to ensure quality care.

Each week, the Administrative Team (President, Vice President, Director of Redirectional Services, Assistant Director of Redirectional Services, and the Director of Operations and Special Programs), along with all staff, conduct a formal meeting where they: 1) review and analyze new cases, 2) provide updates on existing cases/record review, 3) develop strategies to address higher risk clients, and 4) Reassess program implementation to identify better ways to serve our clients.

Direct service staff are responsible for collecting data on the youth and generating assessment and progress reports. Indicators include meeting the program's outcomes and completing documentation (i.e., parent permission forms). Project Directors will ensure that RSs submit appropriate data promptly. Administrators meet to evaluate service delivery and outcomes, staff implementation of evidence-based practices, and youth performance data to generate a summary of their findings and identify areas of improvement.

Scope of Work

To help break the cycles of violence and incarceration that terrorize our communities and keep high-risk/high-potential youth from believing they are capable of having a better future, AFY is proposing to provide Redirectional Therapy (RT) services to Oahu's highest-risk youth through four programs: 1) RT Counseling Program, 2) Mobile Assessment Center (MAC), 3) Mobile Education Center (MEC), and 4) the 13th Annual Pearl Convention (Promoting Peace, Empathy, Acceptance, Respect, and Love). All four programs complement each other and possess elements of both intervention and prevention.

Redirectional Therapy (RT)

RT is the foundation and platform for all AFY's programs and services. It includes trauma-informed care, restorative justice, and a social-emotional development curriculum to improve coping skills. It involves youth regulating emotions, reflecting on past actions/behaviors, assessing the consequences of actions, and establishing good relationships in their community and with the people around them. RT is an evidence-informed, field-tested intervention that emphasizes education as a path to staying away from violence, crime, and incarceration and building a fulfilling and successful future.

To create change, RT services help them see that their path eventually leads to prison or death. Too often, they define themselves by the violent crimes they commit and the gang they belong to versus their positive qualities and attributes. RT services help youth recognize that there is a world outside of their immediate neighborhood and community. It instills in them the hope they can improve their lives and provides them with the tools, resources, and support to make those changes happen. Once youths' mindsets shift away from violence and toward their newly identified future goals, education is emphasized as a tool that will help them achieve those goals and build a pathway to a successful life.

While individual services are provided, group-level services are preferred due to the strength of peer influence. Shortly after the agency's inception in 1986, AFY realized that their friends needed to be involved to have a meaningful impact on youth behavior. Peers have more influence on one another than anyone else. Often, peer influence or peer pressure reinforces negative behaviors. Through RT services, prosocial behaviors are modeled and reinforced. Over time, maladaptive behaviors (i.e., violence, aggression, swearing, disrespect, etc.) are gradually reduced, and the mindset of the youth changes. Youth begin to hold each other accountable for their actions, exerting positive peer pressure on one another.

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AFY recognizes that mobility is a key component of our services to our youth, who are inherently hard to reach. Over the years, we have recognized the value of mobile programs and know that transportation is a major barrier preventing our target youth from receiving the desperately needed services. Mobility is important because they are not the youth who will actively seek help for themselves. It is an integral part of our outreach that identifies high-risk youth that need our help. It also allows staff to engage community leaders/stakeholders to understand our youth's challenges better.

Financial Information

Q1 Requested Amount	\$150,000.00	Q3 Requested Amount	\$150,000.00
Q2 Requested Amount	\$150,000.00	Q4 Requested Amount	\$150,000.00

Sources of Funding	OJJDP Strategies to Support Children Exposed to Violence BJA Community Violence Intervention Prevention Initiative OYS Outreach and Advocacy Project Atherton Family Foundation Alexander and Baldwin Brooks and Joan Fortune Family Foundation Nordstrom Foundation Ouida and Doc Hill Foundation Hawaii Community Foundation: Youth Voices in Action	State and Federal Tax Credits	N/A
State and Federal Contracts and Grants	State GIA FY'26 \$300,000 City & County Grant-In-Aid CT-DCS-2600002 \$150,000 Office of Youth Services Grant-in-Aid DHS-25-OYS-509 \$300,000 Victims of Crime Act (VOCA) Victim Assistance Grant Program 19-V2-06 \$185,221 City & County Grant-In-Aid CT-DCS-2500003 \$74,556 Office of Youth Services Grant-in-Aid DHS-24-OYS-423 \$300,000 Office of Community Services Grant-in-Aid: Mobile Relief Project OCS-GIA-23-76 \$380,047 Enhancing School Capacity to Stop Violence 15PJDP-23-GK-04198-STOP \$1,000,000 Reducing Risk for Girls in the Justice System 15PJDP-22-GG-04506-GJSX \$500,000 Community Grant: Mobile Assessment Center Contract # 3396 (Office of Hawaiian Affairs) \$124,722 City & County Grant-In-Aid CT-DCS-2200004 \$200,000	Prior FY Balance of Unrestricted Assets	\$2,095,930

Experience, Capability, and Personnel

Skills and Experience	RT is the foundation for AFY's work. Each staff member is trained in RT upon hire, and the knowledge, skills, and abilities from the training are reinforced during staff meetings and informal training opportunities such as shadowing and mentoring. Many of the youth that AFY serves have been victims of violence, and consequently, they perceive violence as a normalized behavior. RT's purpose is to change those norms and instill positive values, attitudes, and beliefs in the youth we serve. Since 1986, AFY has provided RT services to Oahu's highest-risk youth. RT services include but are not limited to group and individual counseling, community outreach, assessments, crisis intervention, and mediation.
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AFY has been recognized for the agency's contributions to working with high-risk youth. In 2022, AFY was presented with the Frederic Milton Thrasher Award by the Journal of Gang Research "To honor and recognize outstanding scholarship, leadership, and service contributions by individuals and programs in dealing with public safety issues like that posed by gangs." Other awards include but are not limited to: Hawaii State Legislature: Outstanding Advocate for Children, U.S. Congress: Celebrating 30 Years of Redirecting the Lives of Hawaii's At-risk Youth, City & County of Honolulu: Serving the Community and At-risk Youth, and Mental Health America of Hawaii: Outstanding Community Mental Health Agency for (our) "Pioneering Therapeutic Approach" in the field.

AFY personnel have significant experience providing RT services to target youth. President & CEO Deborah L.K. Spencer-Chun, Vice President McKay Schwenke, Director of Operations & Special Programs Lisa Tamashiro, Director of Redirectional Services Siutiti Takai, and Assistant Director of Redirectional Services Solomon Levi make up the administrative team at AFY. They possess over 90 years of social work experience targeting high-risk youth with the agency. AFY's administration is responsible for hiring and training all staff, specialists, and support. They have established a standard of performance which all staff must reach and maintain. This ensures the quality of AFY's services remains consistent throughout the youth and over time.

AFY's administrative team members have gained recognition for their work with high-risk youth. The President Emeritus and the current President & CEO have co-authored two books that examine RT and its real-world application to therapeutic prevention/intervention with high-risk youth. Spencer-Chun has received multiple awards for her work with at-risk and high-risk youth. At the 2022 and 2023 National Gang Specialist Training Conference held annually in Chicago, Spencer-Chun was presented with the National Gang Research Center Spirit Award "For significant service directed at helping to set higher standards for gang prevention, gang intervention, and gang counseling programs." In 2025, Spencer-Chun received the Ho'owaiwai Award for her dedication to ending intergenerational incarceration. In 2015, she made Hawaii Business Magazine's 20 for the Next 20 list for her past contributions to Hawaii and her expected impact over the next two decades. In 2017, she was recognized as a Honolulu Community College Distinguished Alumni for her dedicated work to youth services and stopping violence in the community. In 2019, she was awarded HPD's Citizen of the Year honor.

The AFY administrative team actively participates in community events and working groups. AFY's President & CEO is a member of the Women Prisons Project, Visitor's Public Safety Committee, Family Reunification Working Group, Workforce Development Council-Youth Services Committee, and the Institute on Violence, Abuse and Trauma's Ho'omaluhia Advisory Council. Through those groups, AFY gains insight and provides input into issues related to at-risk youth and youth in the juvenile justice system.

Please refer to the previous that addressed the verifiable contracts

Facilities

AFY's office is used to conduct administrative business and host youth for services, such as MAC intake, RT counseling, mediation, tutoring, etc. It is accessible to most youth and their families. The office is a safe space where everyone is welcome, allowing staff and youth of diverse backgrounds to feel safe and respected. AFY's office is centrally located, proximal to city bus lines, and has the following:

- ADA compliance
 - o Drive-up access to the office and designated accessible parking
 - o Ramp, elevator, and doors/hallways clearance provide accessible routes
 - o Wheelchair-accessible restrooms
- 5 private parking spaces within 10 feet of the office and ample public parking
- Secured electronic and physical data
 - o Protected computer and network services
 - o Lockable filing cabinets secure personally identifiable information
- o Central location, proximal to city bus lines

One of the strengths of AFY's programs is its mobility and the ability to travel to meet youths' needs, such as respite care/ "time out", mediation, and RT counseling for victims, offenders, families, and other individuals involved with the crime. To conduct program services, AFY has six company vans and a car (all insured and in adherence to required coverages). Company vehicles are used to transport youth to/from service-related activities. Time spent traveling in vehicles is used to communicate with youth for outreach and assessment purposes.

Communication and coordination with DOE schools allow Redirectional Specialists to provide direct services to youth on school campuses, such as individual and group counseling, mediation, and crisis intervention if violence should ensue on school campuses or in the surrounding areas. During the outreach and rapport-building process, public locations, such as community parks, may also provide services where the youth feel comfortable.

Proposed Staffing and Service Capacity

Proposed staffing:

- Deborah L.K. Spencer-Chun, President & CEO
- McKay Schwenke, Vice President

- Lisa Tamashiro, Director of Operations & Special Programs
- Siutiti Takai, Director of Redirectional Services
- Solomona Levi, Assistant Director of Redirectional Services
- Maria Fian, Redirectional Specialist
- DJ Hadley, Redirectional Associate
- Otto Tua, Redirectional Associate
- Mairwyn Forster, Redirectional Associate
- Tiare Ma'afala, Executive Assistant
- Aaron Hare, Grant Coordinator
- Sean Chun, Grant Specialist
- Jason Nakamaejo, Data Management Specialist

For staff qualifications, please see the attached resumes with the organization chart.

Supervision and Training

Upon hire, staff read the employee handbook, which includes policies and notifications regarding the agency's adherence to certifications. Through a slide presentation, they are familiarized with AFY's programs, target populations, and expectations. Staff must read Turning It Around: Redirectional Therapy, as it details RT's principles and provides case studies related to working with target youth.

Training occurs in the office or field. Administrators utilize weekly training/one-on-one meetings with the entire staff to discuss specific issues regarding direct services and develop strategies to resolve these issues and individual performance and developmental needs. The group-level intervention involves specialized training for direct service staff to be able to address target youths' needs, including culturally responsive approaches, trauma-informed care (TIC) (the Director of Redirectional Services is TIC Certified to train other AFY staff), restorative justice, and assessment tools, such as the YASI. Other community organizations with similar target populations are regularly invited to discuss matters involving the communities we serve and how we can collaborate on services to serve youth best. AFY staff have engaged in restorative justice and TIC training to enhance their restorative practice skills and solution-focused approaches, as well as their ability to heal trauma and prevent re-traumatization.

Staff Position(s) and Compensation	President & CEO – \$125,000
	Director of Operations & Special Programs – \$70,000
	Director of Redirectional Services – \$61,000

Other Information

Pending Litigation	None
Special Licensure or Accreditations	Youth Assessment and Screening Instrument (YASI) - to identify risk and protective factors.
Private Educational Institutions	N/A

Confirmations

Documentation of Federal Impacts	☒		
Hawaii Compliance Express Certificate	☒	Active Status with the Hawaii AG	☒
IRS Determination Letter	☒	Certificate of Good Standing by the DCCA	☒
Records Retention Policy	☒	By-laws or Corporate Resolutions	☒
Authorized Representative Certification	☒	Signee Title	President & CEO

System Information

Application Type	Act 310 Nonprofit Grant Application	Applied Date	10/24/2025, 11:24 AM
Owner Name		Category	Grant Application
Created By	Tiare Maafala, 10/23/2025, 2:47 PM	Created Date	10/23/2025, 2:47 PM
Last Modified By	Geneveive Kosay, 10/24/2025, 11:55 AM	Last Modified Date	10/24/2025, 11:55 AM

Federal Grants**BJA Community Violence Intervention Initiative**

Name of Program	Program 1
Original Funding Award	\$2,000,000.00
Amount Reduced or Cut	\$1,877,501.00
Grant Cycle of Award	10/1/2024-9/30/2027

OJJDP Enhancing School Capacity to Address Youth Violence

Name of Program	Program 2
Original Funding Award	\$1,000,000.00
Amount Reduced or Cut	\$786,954.00
Grant Cycle of Award	10/1/2023-9/30/2026

Files

Proof of Active Status		501 (c) (3) IRS Letter	
Last Modified	10/24/2025, 11:17 AM	Last Modified	10/24/2025, 11:09 AM
Created By	Tiare Maafala	Created By	Tiare Maafala
AFY Records Retention Policy		BYLAWS 11-05-2020	
Last Modified	10/24/2025, 11:09 AM	Last Modified	10/24/2025, 11:04 AM
Created By	Tiare Maafala	Created By	Tiare Maafala
COGS_10.24.2025		ACT 310 Future Sustainability Plan	
Last Modified	10/24/2025, 11:04 AM	Last Modified	10/24/2025, 10:45 AM
Created By	Tiare Maafala	Created By	Tiare Maafala
ACT 310 Org. Chart		ACT 310 Budget Forms	
Last Modified	10/24/2025, 10:42 AM	Last Modified	10/24/2025, 10:41 AM
Created By	Tiare Maafala	Created By	Tiare Maafala
Certificate of Vendor Compliance_10.24.2025		ACT 310 Federal Funding Justification	
Last Modified	10/24/2025, 10:33 AM	Last Modified	10/24/2025, 10:32 AM
Created By	Tiare Maafala	Created By	Tiare Maafala
Certificate of Vendor Compliance_10.24.2025			
Last Modified	10/24/2025, 9:50 AM		
Created By	Tiare Maafala		

Individual Application History**10/24/2025, 11:55 AM**

User	Geneveive Kosay
Action	Changed Application Status from Submitted to Application Accepted.