

The logo consists of the letters 'IVEO' in a bold, black, italicized sans-serif font. The letter 'O' is replaced by a stylized pink flower with five petals. The background of the entire page is a teal gradient with various decorative elements: white and light blue circles of different sizes, some with dotted patterns, and small yellow and green spheres. On the left side, there are several large, overlapping, semi-transparent spheres with concentric rings in shades of blue, pink, and green, and a central green circle. The overall aesthetic is clean, modern, and scientific or technological.

IVEO

2018 ANNUAL REPORT

MESSAGE FROM OUR CEO

Maui Economic Opportunity, Inc. (MEO) is a Community Action Agency committed to ensuring that its programs serve the most pressing community needs. MEO relies on assessments that lead to ongoing program improvements and connect back to MEO's core mission of eliminating poverty.

Nelson Mandela once said, "As long as poverty, injustice and gross inequality persist in our world, none of us can truly rest."

At MEO we have no time to rest, as poverty takes on many forms. Often when we hear the word "poverty" or "poor" we think of those who lack shelter or those who do not have a job. The reality is, many of the individuals and families that we serve are considered the "working poor", or are retirees who live on a fixed income and simply do not have the money to make ends meet.

We see poverty in the faces of our keiki, teens, kupuna, persons with disabilities, disenfranchised, and immigrants. Fifty-four percent of those we serve live at or below 125% of the federal poverty level, which is \$17,975 per year for an individual and \$37,025 for a family of four. Studies show that a single person living in Maui County needs an annual income of approximately \$32,000 to live. Many of those individuals live paycheck to paycheck and are at risk of poverty.

In this fiscal year, MEO undertook a few new programs in response to community need. MEO implemented a Persons in Need 60Plus program to assist 70 low income seniors with glasses, hearing aids, walkers and dental work, and administered the Senior Farmers Market Nutrition Program providing more than 1,100 seniors with access to locally grown fresh fruits and vegetables.

The Maui Independent Living Center (MILC) joined the MEO 'Ohana in July thanks to funding provided by the County of Maui. Program Specialist Nani Watanabe has helped and advocated for persons with disabilities for more than twenty years, identifying and overcoming barriers to an independent life. We, along with the individuals we serve, are grateful for the support of our Mayor and Councilmembers for appropriating funding for this program.

MEO operates under the National Community Action Theory of Change, ensuring our community is healthy and offers economic opportunity; low-income individuals and families are stable and achieve economic security; and people with low incomes are engaged and active in building opportunities in communities. In this fiscal year, MEO touched more than 58,000 lives.

Again quoting Nelson Mandela, "Overcoming poverty is not a gesture, it's an act of justice". We, at MEO, are called to act with justice.

With aloha,

Debbie Cabebe, SHRM-SCP, SPHR, NCRT



MESSAGE FROM OUR BOARD PRESIDENT



Over this past year MEO has helped over 19,000 members of our community - from Head Start for our little keiki to senior clubs for our kupuna. MEO provides transportation to members of our community who are elderly or disabled, and youth services to help our teenagers get a good start in life. We assist with reintegration of the formerly incarcerated back into our community. We provide rental subsidies, energy assistance, translation services, and job training and placement. Our Business Development Center helps small businesses get started by providing entrepreneurs with business plan training, credit assessment, and microloans for startup and expansion.

MEO has been serving the people of Maui for over 54 years now - I am so very proud to be a part of this magnificent organization that does so much good for our community, and so very honored to have the opportunity to help lead it.

In the past year, 575 MEO volunteers performed 4,031 service hours, saving MEO approximately \$77,400. We could not have achieved what we have accomplished this year without them, and many of our programs require matching contributions such as this in-kind work to even be possible for us to provide them. I extend my most sincere thanks to our talented and generous volunteers.

MEO's dedicated and hardworking staff is the heart and soul of this operation. I appreciate them so much. They live our pledge of community action: caring about the entire community and helping people every single day. I am so very grateful to them.

MEO's employees and management team has also done a tremendous job with our first annual gala raising over \$95,000. Many thanks to everyone who supported us at that fantastic event.

Our work for this community would not be possible without funding from our County, State, and Federal government. We all extend a big mahalo to them for their generous support: including providing funding for three new buses this year. At the state level, we were afforded a \$500,000 Grant in Aid for the first phase of our new Transportation Shop - I would like to extend our sincere thanks for that invaluable support.

Special thanks also go out to the Weinberg Foundation for their generous grant and to the Rotary clubs as we were a Rotary Club of Kahului Project Award Recipient this year.

All of our patrons', teammates', and constituents' contributions are invaluable to our mission. We appreciate all of you so very much, and I want to convey our most sincere gratitude to all!

With much aloha,

Ned Davis

ABOUT MAUI ECONOMIC OPPORTUNITY INC.

Maui Economic Opportunity, Inc. (MEO) was chartered on March 22, 1965 under provisions of the Economic Opportunity Act of 1964. MEO is the only designated anti-poverty Community Action Agency (CAA) serving Maui County.

As a Community Action Agency, MEO must ensure low-income citizens play an active role in program design and administration, or "maximum feasible participation". The Act mandates the board structure requiring tripartite representation. The MEO Board of Directors is comprised of low-income residents, private businesses and public officials.

MEO connects children and families to greater opportunity, transforming their lives and making our community stronger with services located in the areas of greatest need. When a family or an individual faces a crisis, MEO is able to respond quickly with targeted forms of assistance appropriate to the situation; which may well include the mobilization of help from our many private sector partners, volunteers, and faith-based groups.

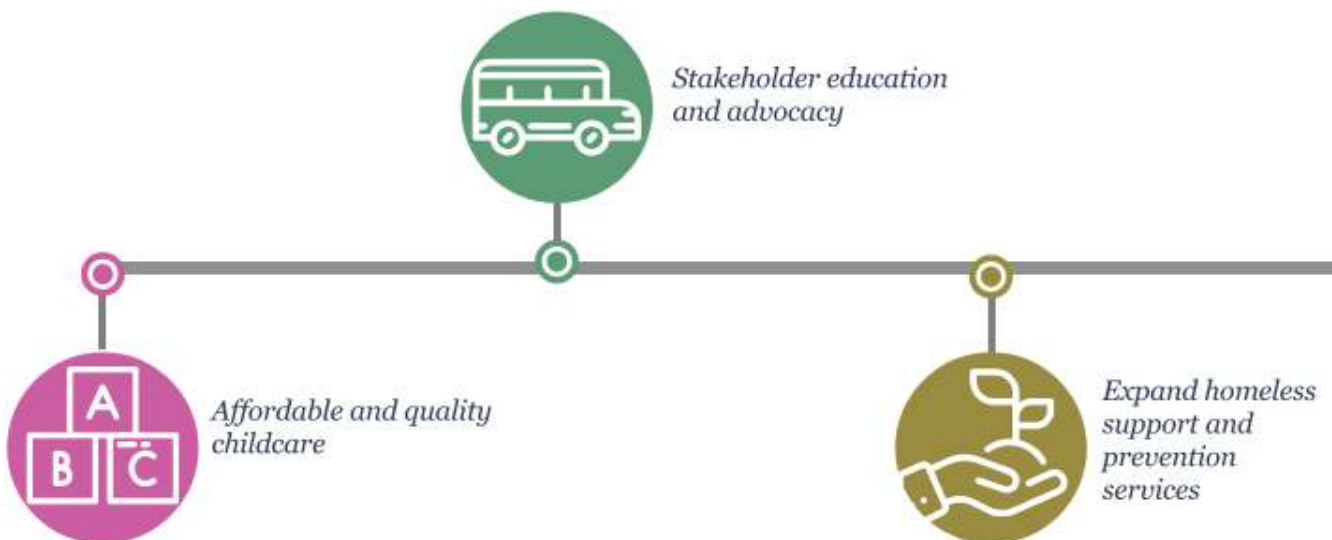
The goal is to promptly stabilize a family, and thus avoid the long-term consequence of costly dependency. However, MEO also has the capability to sustain long-term involvement in a family's

progress to self-sufficiency, as well as in the development of the low-income community.

MEO provides tools to help people and change lives through five departments: MEO Business Development Center, Community Services, Early Childhood Services, Transportation Services and Youth Services.

In this fiscal year, MEO served 265 children and families in its Head Start program; 554 entrepreneurs received training and technical assistance under MEO Business Development Center and 65 jobs were created or retained; 1,600 individuals reduced their energy burden; 166 individuals maintained safe and affordable housing; 1,077 seniors increased access to fresh fruits and vegetables; 7,921 individuals increased mobility and improved their quality of life; 2,190 seniors and individuals with disabilities maintained an independent living situation; and 942 youth avoided risk taking behaviors.

MEO has been "helping people changing lives" for 54 years and is an articulate advocate for those whose voices are often not heard. MEO works in concert with the resident, public and private sector, providing services to over 19,600 individuals and families, touching more than 58,000 lives throughout Maui County and the State of Hawai'i.



**Head Start teachers
are super heroes!**

Thank you for all that you do!

Head Start



*Economic
development and job
creation*



*Substance abuse
awareness and
prevention*



*Expand youth programs
to include a drop-out and
teen pregnancy prevention
component*

PROGRAM AREAS & ACHIEVEMENTS



Business Development Center

The Business Development Center assists small business entrepreneurs with business plan training, credit assessment, and microloans for startup and expansion. A key component is our Core Four course, offered several times a year on Maui, Moloka'i and Lāna'i. Designed for entrepreneurs, this six week course spans 36 hours of engagement, offers opportunities for networking and helps participants to develop a business plan.

Blue Hawai'i Jewelry

Blue Hawai'i Jewelry LLC is a handmade boutique jewelry business, owned by Maureen Bacon. Maureen had been creating custom jewelry as a hobby for the last few years. Maureen wanted to take her passion and see if it could be turned into a real money making business. Maureen went through the Core Four program in March of 2017. Armed with a plan on how she wanted to build the business, Maureen began the process of putting all the pieces together. Maureen would continue using her production studio in her home, adding labor when needed as the business started to grow.

Maureen took her designs island wide and was able to land a handful of accounts in different boutiques and upscale clothing stores around the island. By late 2017, Maureen was to the point with production that additional help was needed. Since most of her sales were one off designs, she had to teach her help how to create the look she wanted. Maureen also participated in the Made on Maui Festival in 2017 which brought more clients and increased her name recognition in 2018. Blue Hawai'i Jewelry has slowly built the business to have three part time associates and Maureen creating the jewelry.

Blue Hawai'i Jewelry is on track to have sales over \$100,000 in 2018 and the sky is the limit. Look for her at Made on Maui 2019.

Steam Masters Westside

Steam Masters Westside LLC, is a mobile carpet cleaning business operating on Maui since 1999. Primarily focused on the westside of Maui from Kapalua to Lahaina, and Kihei. Owner Angus Owan came to MEO BDC with a need to purchase a new carpet cleaning van for the business. Angus had been denied a loan from his local Maui bank, and had run out of financing options for the van purchase. BDC and Angus worked with the Butler Company in Massachusetts to fund the purchase of a 2016 GMC van outfitted with brand new carpet cleaning equipment, exactly designed for what Angus needed.

Angus had been working with a fifteen year old van and equipment that was constantly breaking down; costing time, money and business reputation. Upon the new van's arrival, Steam Masters WS was able to service clients with more detail and less time, which allowed for Angus to be able to increase the number of jobs per day. Angus is looking at acquiring another van to add additional business and also be able to have a backup if needed.

Steam Masters WS, with the help of BDC micro funding, is positioned to have much greater business stability, and a clear path to grow the business.

MEO YEAR BY THE NUMBERS

- ◆ 554 entrepreneurs received training and technical assistance small business start-up
- ◆ 96 individuals improved their financial well-being
- ◆ 65 jobs were created or retained



Community Services

MEO Community Services programs assist individuals and families achieve stability and economic security.

Community Services offers an array of services assisting individuals and families throughout the county.

- The Senior Community Service Employment Program enrolls seniors 55 and older, with little or no work experience, in a paid on-the-job training program and later into unsubsidized employment in a variety of fields to include healthcare, education, hospitality, landscaping and more.
- Rental assistance helps low income individuals and families who are at risk of becoming homeless, providing the first month's rent and a rental subsidy for up to six months, ensuring their living situation is stable.
- The Weatherization Assistance Program enables low income households to reduce their energy bills by making their homes more energy efficient.
- The Low Income Home Energy Assistance Program (LIHEAP) assists eligible low income households with their heating and cooling energy costs, bill payment assistance and energy crisis assistance.
- The MEO Senior Red Card provides seniors age 60 and older with discounts on food and merchandise at establishments throughout Maui County.
- The Senior Planning and Coordinating Council assists 54 senior citizen clubs, representing more than 1,100 seniors with organizing, recruitment and membership enrollment, advocacy, education and social activities and events.
- The Senior Farmers' Market Nutrition Program provides low income seniors with eligible fresh produce with the goal of improving their health and nutritional status. Each senior receives a book of coupons worth \$50 to exchange for fresh, nutritious and unprocessed locally grown fruits, vegetables, herbs and honey from an authorized farmer or farmers' market.
- Persons in Need 60Plus assists low income individuals 60 and older, who have income at or below the 125% poverty level, achieve economic security through supportive services to include subsidies for hearing aids, glasses, scooters and dental work.

Other services include: acculturation, education, translation and advocacy for the Hispanic/Latino community; reintegration for incarcerated and previously incarcerated individuals; food distribution and more.

Kupuna Advocates of the Year



Senator Roz Baker



Larry Ing, Esq.

MEO YEAR BY THE NUMBERS

- ◆ 1,600 individuals reduced their energy burden
- ◆ 1,077 seniors increased access to fresh fruits and vegetables
- ◆ 517 individuals demonstrated improved mental health and well-being

A Story of Two Brothers

National Farmworker Jobs Program



Born and raised in rural parts of Kaua'i, these two brothers led a simple and grass roots upbringing where the family took care of family in all ways. The 'ways' were that of their Pure Hawaiian lineage which included care taking or to mālama their health, spirit and livelihood.

Kaua'i is the fourth largest Hawaiian Island and is made up of 562.3 square miles of land. The population of Waimea Town, where our clients are from, in 2010 was 1,855; average resident age was 41 and 43% were Native Hawaiians.

The brothers are native Hawaiians born and raised in Waimea, Kaua'i and are graduates of Waimea High School- the westernmost high school within the United States of America. Obtaining a high school diploma in their family and their community is an accomplishment not shared by the majority of their peers.

Upon enrollment with the NFJP program, employment, housing, transportation, child care, higher education and even everyday work attire were things not maintained and consistent in their lives. There was a time when both brothers had no income, lived homeless and without those basic items listed above that most of us take for granted.

Their employer, the KAUAI COFFEE COMPANY has played a major role in their success as farmworkers, moving from casual/seasonal minimum wage to fulltime regular employees. They have consistently grown professionally. This is a huge success for the employed farm worker of their experience and island home.

Kauai Coffee began in the 1800s as the McBryde Sugar Company, one of the first sugar farmers in Hawai'i. In 1987 it transformed into Kauai Coffee and represents Hawai'i's largest diversified agricultural project in the past 50 years.



Like numerous businesses throughout Kaua'i, the venture has suffered \$8.5 million in damages from financial losses inflicted from Hurricane Iniki and other natural disasters plaguing Kaua'i and the whole state of Hawai'i in recent years. The employment of farmworkers has suffered alongside the agriculture businesses statewide.

Our NFJP clients currently have received the necessary services and assistance needed to promote their careers from seasonal to fulltime, turning their farm work into successful careers.



"I cannot believe you folks can give us the clothes and boots that we need to do our work. We are so grateful for the bus passes, it was getting harder to walk to work every day when we got fulltime employment."

Both brothers receive management support, combined with our business relationship with Kauai Coffee and the Hawai'i NFJP team. We have committed to raising the bar one more level- both brothers have expressed their desire to grow in their respective careers. The Welding and Electrician Apprenticeship programs, when available, would be their next steps at Kauai Coffee.

NFJP Hawai'i is looking forward to supporting their career growth whenever possible!

"We mahalo (thank) the Kauai Coffee Company and NFJP for helping us; we would not be moving into our own rental and working fulltime if you guys had not believed and encouraged us to believe in ourselves-there's no turning back now!"



NFJP Kaua'i clients assist with construction needs of the farm when they are not in the field harvesting coffee beans.

MEO YEAR BY THE NUMBERS

- ◆ 193 individuals obtained and maintained employment, increased income, and earned a living wage
- ◆ 146 individuals improved their ability to meet their basic needs
- ◆ 166 individuals secured and maintained safe and affordable housing



Early Childhood Services

The Kahi Kamali'i Infant and Toddler Center provides quality early childhood services for children 1 to 3 years of age. Three qualified caregivers are assigned to the same children each day to promote continuity of care. Services are offered year round. The County of Maui provides supportive funding to keep costs affordable for income eligible families, teen families, and for families with children receiving early intervention support through IMUA Family Services.

Head Start is a national program that supports the entire family to achieve stability and promotes school readiness by enhancing the social and cognitive development of children through provisions of education, health, nutrition, social and other services to eligible children and their families. The core program is federally funded with leveraged funding from the County of Maui to offer an after school and summer program.

MEO also supports staff career development, offering a tuition assistance program to individuals pursuing an early childhood teaching credential or degree.



Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

These words carry significant meaning in giving individuals an opportunity to be successful despite barriers and challenges. The Early Childhood Services department is happy to share this phenomenal success story about a client named Shantel Na'auao-Keanini.

Shantel is a single parent of four children ranging from ten years to four years of age. Each child attended the MEO Head Start program as preschoolers with her youngest preparing to transition to Kindergarten in Fall 2019.

Shantel is a strong individual with resiliency skills that carried her through good and difficult times. In 2017, she took a chance and applied for a position with MEO Early Childhood Services. She was hired in December 2017 to work as a caregiver in the MEO Kahi Kamali'i Infant and Toddler Center. She has excelled in her position

as caregiver, offering quality early care and learning to children ages 1 year to 3 years. Parents trust and appreciate her authentic ability to be nurturing to all enrolled children.

Shantel is currently working on completing online courses focused on Infant and Toddler topics for a Child Development Associate credential. The courses were paid for by a grant designed to increase staff's knowledge and abilities to support program operations related to health and safety.

Shantel is humble and has a zest for life and laughter! She is remarkably positive and brings an essence of joy when she enters a room. MEO Early Childhood Services is extremely fortunate to have her as an employee. She is the perfect example of helping people help themselves and each other. Now she is in a role of providing services to clients - paying it forward through Community Action.

MEO YEAR BY THE NUMBERS

- ◆ 254 children demonstrated skills for school readiness
- ◆ 265 children improved emergent literacy skills
- ◆ 256 parents/caregivers demonstrated increased sensitivity and responsiveness in interactions with their children



Transportation

MEO transportation began in 1969 in response to a community needs assessment. MEO transportation eliminates mobility barriers for low income, disadvantaged and disabled individuals, seniors, and youth. This vital service improves their quality of life, eliminates barriers to employment, prevents youth from participating in risk-taking behavior, and leads to economic security for individuals and families.

MEO operates the MEO Human Services Transportation and Paratransit Services. MEO Human Services provides specialized service, to include door-through-door service, to the most vulnerable clients and offers rides to individuals who live outside the Paratransit Service area. Paratransit Service is operated complementary to the Maui Bus fixed routes, providing curb to curb service for disabled individuals living within three-quarters of a mile from the fixed route.

MEO provides rides 365 days a year from 4:00 a.m. to 11:00 p.m. with a fleet of more than 100 vehicles.

Freddie (Fred) Baisa joined MEO in 1984 as a participant enrolled in an employment and training program. The program provided on the job training and credentialing that resulted in Fred becoming an MEO employee. Fred worked in the Weatherization Assistance Program (WAP), educating families about energy conservation and installing energy saving equipment in low income households.

Over time the weatherization funding dwindled. Fred transferred to the Transportation department in 1996 where he worked as a Bus Aide, assisting individuals with special needs. As the funding for WAP fluctuated, Fred spent his time working between WAP and Transportation.

In 2011 Fred transitioned to a regular position as the Building and Grounds Custodian for the Transportation department. Fred retired on October 11, 2018 after 34 years of service at the young age of 90 years old.

Over the course of his career, Fred received numerous accolades from his clients, grantors, supervisors and co-workers. In fact, Fred was named employee of the month five times during his tenure.

We never say goodbye; we say a hui ho Fred!

With funding from the State of Hawai'i, County of Maui and private donations, MEO blessed its onsite bus wash on March 29, 2018.



MEO YEAR BY THE NUMBERS

- ◆ 7,921 individuals increased mobility and improved quality of life utilizing specialized transportation, receiving more than 407,633 rides throughout Maui County
- ◆ 2,190 seniors and individuals with disabilities maintained an independent living situation
- ◆ 100 low income individuals overcame barriers to maintain employment



Youth Services

Provides evidence-based education programs and activities for youth 11 to 18 years old in central Maui intermediate and high schools. Prevention activities include substance abuse and alcohol use prevention, cyber bullying, teen suicide and life and career skills training, along with gender specific programming. Youth also participate in out of school service learning and leadership activities and projects focused on community involvement, acculturation development, and cultural awareness.

Success Story: Smoke Free Cars

In preparation for the 2017-18 program year, the staff of MEO Youth Services collaborated with members of the Tobacco-Free Hawai'i Coalition to organize and plan the anti-tobacco campaign for the year. MEO staff hosted a brainstorming session with youth participants where they decided to focus on banning smoking in cars with kids riding inside. The youth expressed the dangers and hazards of second-hand smoke in a car's small and confined space. At the end of the session, the youth hoped to engage with Maui county legislators to enact a law supporting their campaign.

MEO's first campaign activity was on October 6, 2017, where MEO staff partnered with the Tobacco-Free Hawai'i Coalition and the Maui County Fair. Youth presented the public with a pledge in support of making cars smoke-free when keiki are inside. They also conducted a survey to see how many people were smoking/vaping within the carnival grounds. After an hour, youth received over one hundred signatures that were submitted to the Maui County councilmembers as evidence of community support for the bill.

On November 16, 2017, staff organized a sign waving campaign in preparation for the smoke-free cars for keiki county hearing. MEO Youth Services again partnered with the members of the coalition but we also received support from Councilmember Yuki Lei Sugimura. Staff held programming after school where youth prepared campaign posters.



MEO met different community groups in the front of Queen Ka'ahumanu Mall facing the main highway and sign waived for two hours. One youth even volunteered to give an interview for Maui Now regarding the bill along with Councilmember Yuki Lei Sugimura.

In January, MEO Youth Services attended the Maui County Council meeting on the bill for Smoke-Free Cars for Keiki under the age of 18. This bill, proposed by Councilmember Yuki Lei Sugimura, would make smoking illegal in a vehicle with a minor present. Youth learned how our government system operates and how a bill turns into law. Five of MEO's youth had the opportunity to testify in front of the County Council expressing their support of the bill, including Kaiyle Okada, the President of MEO's youth leadership task force called "M.A.U.I. (Making An Unforgettable Impact) KANACTION". After testifying, staff arranged a sign waving campaign in support of the bill in front of the county building. The councilmembers voted unanimously on the bill and as of June 2018, anyone smoking in a car with a minor inside can be ticketed by a Maui police officer.

Success Story: Resiliency

Our fierce success story of this year brings us back to senior Kaiyle Okada. Kaiyle continues to fly over hurdles, allowing **nothing** to get in her way.

Kaiyle joined MEO Youth Services in the summer of 2012 as a 6th grader. Being a consistent and active member of the MEO Youth Services Program has given Kaiyle various opportunities in the community. She joined the Maui Nui Youth Counsel, where she traveled to events on several different islands to speak and advocate for prevention programs and laws that will allow her peers to have the best lives they can. She testified for the 24-hour liquor sales repeal in 2017, advocated for passing the Smoke-Free Cars for Keiki law, and has recently helped with the petition for a flavor ban for e-cigarettes.

Through her hard work and dedication, Kaiyle earned her spot as the MEO "M.A.U.I. (**M**aking **A**n **U**nforgettable **I**mpact) Kanaktion" Board President in May 2018. She was very excited and proud of herself knowing that everything she has done has paid off. She previously served on the board as the secretary, when she was a junior working with seniors. She has taken the reins in her leadership role and decided that this was her moment. As a leader, she pushes our after school program to do more community service hours.



Within these last few months, Kaiyle was given different college opportunities from more than 10 colleges! From these colleges, she was offered a spot within two nursing programs, at the University of Warner Pacific and the University of Creighton. She was offered generous financial aid packages as well.

Despite the stress of completing her final year in high school, Kaiyle still pushes herself and takes risks that will benefit her future goals. She is most proud of her education and grades. She is earning a 3.6 GPA, is enrolled in the college prep program AVID, and is taking

English 100, a college course. She continues to volunteer her time with Big Brothers Big Sisters at their Kahului Elementary site with her "little", Hina, whom she was paired with last year.

Over these months, Kaiyle has shown leadership skills, and when given constructive criticism, she will fight first, but then takes the time to carefully consider that criticism and push forward. We are very proud of her accomplishments. We encourage her to continue exemplifying the word resilience--to demonstrate that when life gets you down, it is up to you to determine how to pick yourself up!

MEO YEAR BY THE NUMBERS

- ◆ 942 youth avoided risk taking behaviors
- ◆ 901 youth improved their social/emotional development
- ◆ 317 youth improved physical health and well being

COMMUNITY PARTNERS & ADVOCACY

To maximize engagement and stay connected to the community and the people we serve, we focus on listening to our clients' needs, educating and empowering them to be advocates for themselves and others. We also develop partnerships with various community and religious organizations and private businesses and secure funding from federal, state and local governments, private foundations and donors to fulfill our mission, while "helping people changing lives."

MEO board members are a mix of leaders representing the clients that we serve, government and private businesses. Many board members also participate in other community organization boards and civic clubs.

Members of MEO's staff actively participate, many as leaders, on several local, statewide and national advisory boards. Through this participation we are continually developing relationships, gaining a better understanding of our role in the community and identifying community needs while working toward program improvements.

We partner with more than 150 organizations throughout Maui County and the State ranging from government, nonprofits, faith based groups, educational and financial institutions, private businesses, consortiums and more.

Our volunteers range in age and represent a cross section of the community we serve. We engage our volunteers in community service and advocacy efforts to address issues important to our community. Volunteers work in our Head Start centers and/or sit on the Head Start Policy Council, are active with the Senior Planning and Coordinating Council, assist with surplus food distribution on the islands of Moloka'i and Lāna'i, work at events such as the Head Start Family Strengthening Day, Annual Kupuna Aloha Luncheon, the Senior Fair, Paratransit Advisory Council, Maui Homeless Alliance and the Maui Disability Alliance Legislative Forum, to name a few.



MEO YEAR BY THE NUMBERS

- ◆ 4,031 hours donated by volunteers on Maui, Lāna'i and Moloka'i
- ◆ 2,173 individuals increased knowledge, skills and abilities to enable them to improve conditions in their community and enhance their ability to engage

LEADERSHIP TEAM

MEO Board of Directors

Resident Sector

Melissa Ocampo
Head Start Policy Council Representative

Danny Lau
Kahului Seniors

Arleen Gerbig
West Maui Seniors

Adele Rugg, Secretary
South Maui Seniors

Debbie Naeole
Moloka'i Filipino Community Council

Nancy Tamashiro
Lāna'i Area Council

Valerie Masanda
Hale Mahaolu

Private Sector

Randy Piltz
Maui Native Hawaiian Chamber of Commerce

Brandon Higashi
Central Pacific Bank

Sandy Ryan
Maui Economic Development Board

Kehau Alexander
Hawai'i Association for the Education of Young Children – Maui Chapter

Peter Horovitz
Maui County Bar Association

Joseph Aquino
ILWU

M. Chubby Vicens
A&B Properties

Government Sector

Clifford B. Alakai, Treasurer
Representing State House – Troy Hashimoto

Scott Okada
Representing State House – Angus McKelvey

Michael Nobriga
Representing State House – Kyle Yamashita

Ned Davis, President
Representing Senator Roz Baker

Justin Woodson
State of Hawai'i House of Representatives

Bard Peterson
Maui County Council

Michael Molina
Representing the Office of the Mayor of Maui County



MEO Board Members 2019



MEO Leadership Team

MEO Leadership Team

Debbie Cabebe, CEO
Gay Sibonga, COO
Debbie Lorenzo, CFO
Lianne Yoshida, CHRO
Jennifer McGurn, Executive Secretary
Mark Hammer, Facilities Manager
Gerry Lum, Community Services Director

Debbi Amaral, Early Childhood Services Director
David Daly, MEO BDC Director
Harry Johnson, Transportation Director
Dane Ka'ae, Youth Services Director
Yolanda Reyes, Moloka'i Branch Director
Jonnie Olivera, Hana Branch Manager
Chantell Schilling, Lāna'i Branch Manager

VOLUNTEER OF THE YEAR

Mercer "Chubby" Vicens

Former CEO Lyn McNeff wrote, "My nomination for Volunteer of the Year also qualifies for Volunteer of the Decade and even Quarter of a Century. Mercer "Chubby" Vicens has given his time, talent and treasury to MEO for all of that time.

This gentleman has given a great deal of his time to MEO by being President of the Board of Directors, on the Executive Committee, Building Committee, Personnel Committee, and Business Development Committee, just to name a few. He probably has been a member of every committee of the Board of Directors during his tenure with MEO. It would be impossible to calculate the number of hours that he has given to MEO.

He didn't just put in time as President of the Board and a member of all of the board committees, he provided his expertise to assure that MEO had the best information and made the best business decisions. His vast knowledge of business, construction, personnel, and finance and leadership qualities made him an invaluable part of each committee. It is very rare that an organization can find someone that has such a variety of expertise and then have that person be very involved in the organization.

Chubby also gave his treasury.

When asked, he helped MEO find sponsors for the many community events that MEO is a part of. He also saw that the company he was working for supported MEO with both cash and in-kind donations. And when he asked others to donate, he had already donated from his personal treasury.



MEO could never pay for the time, talent and treasury that he has given. We want to honor him so that he knows, MEO has been able to do so much for the community and is a better organization due to this person's contributions of time, talent and treasury.

Thank you Chubby Vicens! You will always be remembered fondly in the hearts of the Board of Directors, Staff, Volunteers and the Maui Community".

We love our volunteers!



"The best way to find yourself, is to lose yourself in the service of others." - Mahatma Gandhi

BENEFACTOR OF THE YEAR

MEO has been the recipient of **Hawai'i Community Foundation** grants dating back to 2006 with funding to cover program travel for staff development, tobacco prevention programs, protection programs, family strengthening, supportive services for pretrial women, and an early childhood literacy project totaling more than \$244,000.

MEO has also been the recipient of the foundation's FLEX grant program for the last two years totaling \$20,000 in each year, bringing total support from the Hawai'i Community Foundation to more than \$284,000.

The Flex awards are invaluable as they provide financial support to help with funding shortfalls. Funds may be used for administrative costs, program expenses, or small capital expenses. FLEX grants are supported by a variety of funders to include the Jean I. Fennimore Fund, Harry and Jeanette Weinberg Foundation, Omidyar 'Ohana Fund, Lāna'i Community Benefit, a Discretionary General Fund and more.

MEO has used the FLEX awards to offset funding shortages for the Head Start After School program, an early childhood education program serving low income children and families at or below 100% of the federal poverty level; Kahi Kamali'i, an infant and toddler center providing quality childcare for disadvantaged and working families; BEST Reintegration, a program for incarcerated individuals helping them overcome barriers to obtaining employment and housing and reintegration into the community; Enlace Hispano, working with the Hispanic and Latino communities providing intervention and referrals and helping them with acculturation to better understand their roles and responsibilities as residents of Maui County; Senior Community Service Employment Program, a program for low income seniors 55 and older, most are primarily immigrants, who participate in an on the job training program gaining work experience and placement into unsubsidized employment; and the Planning and Coordinating Council, a program that supports more than 50 organized senior citizen clubs, representing more than 1,200 seniors throughout Maui County, focusing on education and advocacy.

The Hawai'i Community Foundation enhances lives by supporting programs that meet specific objectives and help donors make informed and meaningful choices with regard to funding designation. They create partnerships by bringing funders together with nonprofits and community & government leaders to leverage social investment and create lasting change by making the most of donor gifts. They have been described as a Navigator, Connector, and Builder, an organization that helps identify where donors can make the greatest impact.

They have also awarded charitable funds in communities across the State to support the nonprofit sector, creating grant programs that deliver measurable and meaningful outcomes and assists several private foundations in delivering their grant making programs. They also have awarded millions of scholarship dollars to college students easing the financial burden of a higher education. They have been a part of this community for more than 100 years committing themselves to supporting positive change and making a difference throughout the State.



HELPING PEOPLE.

MEO is committed to support the National Community Action Partnership motto of **Helping People.Changing Lives.** This tagline reflects our commitment to how we support our clients and our relationship with our staff, our 'Ohana. Many prominent community leaders began their careers at MEO, going on to serve the community at large.

We believe in promoting from within the organization and offer benefits and special programs structured to support 'Ohana members as they perform the very difficult work of community action.

We offer tuition reimbursement to encourage professional growth and development and internal and external employment enrichment training opportunities, and we encourage membership in professional organizations.

We support awards and recognition programs and activities such as Employee of the Month, Service Awards, Driver of the Year, Cash for No Crash Safety Awards, Annual Party, Administrative Professionals Luncheon, Family Fun Day and more.

We acknowledge that our 'Ohana members are our most important asset and we appreciate their dedication and support.



CHANGING LIVES



FISCAL SUMMARY

Maui Economic Opportunity, Inc.

Annual Report Fiscal Summary October 1, 2017 - September 30, 2018

Summary:

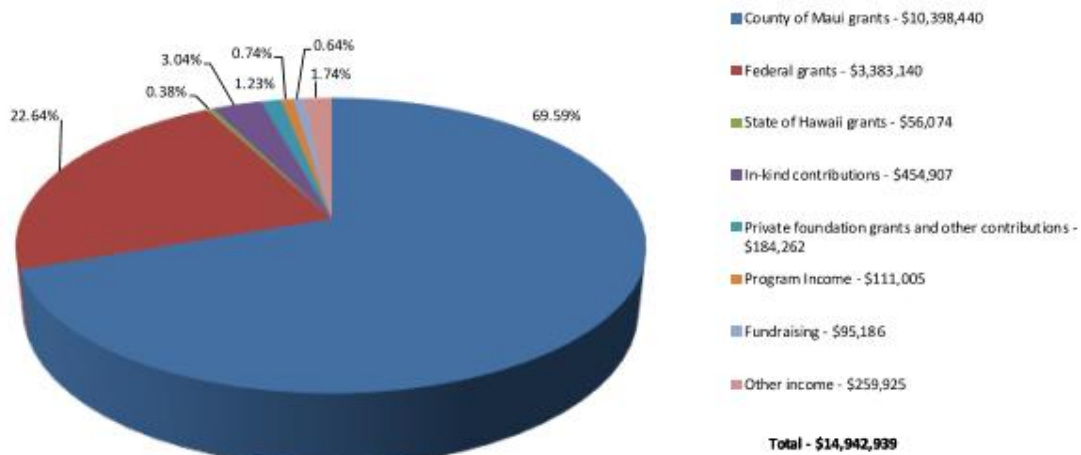
Revenue by Source

County of Maui grants	10,398,440	69.59%
Federal grants	3,383,140	22.64%
State of Hawaii grants	56,074	0.38%
In-kind contributions	454,907	3.04%
Private foundation grants and other contributions	184,262	1.23%
Program Income	111,005	0.74%
Fundraising	95,186	0.64%
Other income	259,925	1.74%
	<u>14,942,939</u>	100.00%

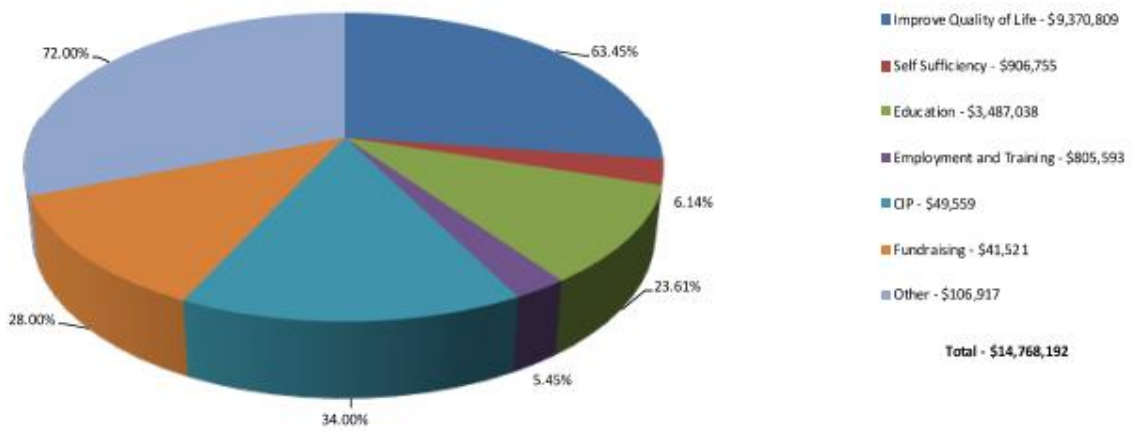
Expenditure by Service

Improve Quality of Life	9,370,809	63.45%
Self Sufficiency	906,755	6.14%
Education	3,487,038	23.61%
Employment and Training	805,593	5.45%
CIP	49,559	0.34%
Fundraising	41,521	0.28%
Other	106,917	0.72%
Total	<u>14,768,192</u>	100.00%

Revenue by Source



Expenditure by Service



GRANTS

County of Maui

- Transportation - Human Services
- Transportation - ADA Paratransit
- Transportation - Vehicle Replacement
- Head Start Afterschool and Summer Programs
- Kahi Kamalii Infant Toddler Center
- Youth Services
- Being Empowered and Safe Together Reintegration (BEST)
- Underage Drinking Prevention Services
- Rental Assistance Program (RAP)
- Enlace Hispano
- Planning and Coordinating Council Senior Coordinator
- Mycogen Dislocated Worker Assistance Program
- Maui Independent Living Center Program
- Senior Fair
- Project Graduation
- Business Development Center Microenterprise Program

State of Hawai'i

- CIP Bus Wash and Vacuum Station
- Impact Grant for Community Based Profiles

Federal (Including State/County Pass Thru)

- Head Start - Federal
- Community Services Block Grant
- Low Income Energy Assistance Program (LIHEAP)
- Weatherization Assistance Program (WAP)

USDA Child Nutrition Program

Senior Farmer's Market Nutrition Program

National Farmworker Jobs Program

Senior Community Services Employment Program (SCSEP)

Corporation for National Community Services - AmeriCorps

Private Foundations

Aloha United Way - Coordinated Statewide Homeless Initiative

Castle Foundation - Kahi Kamalii Infant Toddler Center Training

Hawai'i Community Foundation Flex Grant

J&L Sheppard Charitable Trust

Quality Care for Hawaiian Keiki

Weinberg Foundation - BEST Reintegration

Agape Lāna'i Microloan Fund

Other

Head Start Federal - In-kind

AmeriCorps Host Agency Cash Match and In-kind

Senior Community Services Employment Program (SCSEP) In-kind

Maui Senior Planning & Coordinating Council

Hawai'i Community Action Programs Directors Association

Maui Homeless Alliance

MEO Transportation



99 Mahalani Street
Wailuku, HI 96793



Maui Economic Opportunity, Inc. AMERICA'S POVERTY FIGHTING NETWORK