



IMEO

Maui Economic Opportunity, Inc.
A Community Action Agency
"Helping People Help Themselves"



JULY 1986 — JUNE 1987

WHAT IS

MAUI ECONOMIC OPPORTUNITY?

Founded in 1965, Maui Economic Opportunity is a Community Action Agency that provides services for the low-income, elderly and handicapped of Maui County.

Celebrating its 22nd anniversary this year, MEO has offices in Kahului and Hana on the island of Maui; and on the islands of Lanai and Molokai. With a total staff of 158 employees and a \$3.75 million budget of federal, state, county and private funds, MEO has grown by an 88% increase over last year's funding level.

Programs include: Head Start for disadvantaged 3 to 5 year-old pre-school children; Bus, van and wheelchair transportation for the elderly and handicapped to medical facilities, social and recreational programs, educational facilities, and county dining sites; Chore Services for people unable to attend to their own personal and household needs; Employment and job training for the elderly and seasonal farm workers; Energy conservation; Surplus food distribution and Legal services.

In the area of economic development, MEO's ventures include Sugar Mill Auto Care, Mabel's Kitchen, and a very successful herb gardening project.

In carrying out these programs, MEO focuses on career development of its own clients, hiring them whenever possible, or referring them to associated agencies and businesses, and once hired, encouraging them to further their education and training.

While steering the organization in the direction of increased administrative self-sufficiency, MEO Executive Director Gladys Baisa states: "Our challenge is to be able to meet the increasing demands for our services while our resources from traditional sources continue to decrease. This calls for creativity, a continual striving for excellence, and increasing the community's awareness of the agency and its services."

On the cover: Oliva Pacheco, MEO's first official retiree, was feted at the annual Board of Directors meeting and luau (top); Attorney Larry Ing offers legal advice to MEO clients in the new Legal Services program.

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MESSAGE FROM VELMA M. SANTOS Chairperson MEO BOARD OF DIRECTORS

On behalf of the Board of Directors of Maui Economic Opportunity, Incorporated, I extend a fond aloha to each and every one of you, and a heartfelt mahalo for your support and efforts in implementing the policies and directives of the Board, which served to advocate for and administer to the needs, desires and aspirations of the elderly, the handicapped and the economically disadvantaged of Maui County.

My two-year tenure as Chairperson of the Board of Directors has indeed been a challenging and personally rewarding experience which I shall long cherish. It has provided me with a myriad of opportunities to work with a highly motivated Board and Staff, both of which have been committed to ensuring the continued viability of an agency providing vital services to the Maui County community, during a period of transition from "total-reliance" on government resources for the maintenance of desired levels of services for its target population, to "partial-sufficiency"; thanks to income derived from highly successful venture-projects initiated during the two-year span.

The success of these ventures is directly attributable to the persistence, perseverance and creativity of MEO's top administrators, Gladys Baisa and David Lawrence, and the individual staff members responsible for their daily operations.

Kudos to the entire Staff of MEO, Inc. for their significant contributions to the efficiency and effectiveness of the MEO delivery system of new and ongoing services, and for the many courtesies extended to the members of the Board in fulfilling their respective duties and responsibilities.



As an organization, MEO, Inc. cannot rest on the laurels of its past successes. As members of the MEO Ohana, we must be ever vigilant to the fact that our existence is always at risk. We must aggressively continue in our pursuit for alternative revenue resources to enhance and augment dwindling federal and state dollars, to ensure a quality services delivery system for our special clientele.

We must continue to plan and strategize for a possible relocation of our facilities and services to a site that is readily accessible to the majority of our service population.

These are the continuing challenges which your new Board leadership has accepted and which will require the same support and commitment that you afforded me.

I thank you for the honor and privilege of serving as Chairperson of MEO, Inc., and for the many opportunities I have had for direct involvement with the elderly, the handicapped and the economically disadvantaged of Maui County.

Me Kealoha Pumehana Pau O'le to all—with warm and everlasting love!

Maui Economic Opportunity, Inc. BOARD OF DIRECTORS FY 1986-1987

Government Sector	Private Sector	Resident Sector
Riki Hokama Representing Councilman Goro Hokama	Beatrice Barboza Central Maui Hawaiian Civic Club	Harry Chung Molokai Community Action Council
Marlene Maneha Representing Mayor Hannibal Tavares	Mike Cepello Maui Kokua Services	Pauline Higa Handicapped Citizens
Manuel "Junior" Moniz Representing Senator Mamoru Yamasaki	Stan Franco Maui Catholic Charities	Josephine Kauwenaole Lanai Transportation Consumers
Tom Morrow, Councilman County of Maui	Kimie Lane Salvation Army	Sher McBee Head Start Policy Council
David Murata Representing State House Representative Herb Honda	Sal Menor Maui Filipino Council	Clark Nakamoto Central Maui Seniors
Velma Santos, Councilwoman County of Maui	Wallace Miyahira Maui Japanese Society	Haruko Nakata West Maui Seniors
Dianne Shimizu Representing Councilman Bob Nakasone	John Perreira, Jr. I.L.W.U.	Albert Napoleon Molokai Community Action Council
Joe Tanaka, Councilman County of Maui	Warren Suzuki Maui Professional Engineers Association	Takashi Sakuma East Maui Seniors

Dear MEO Board Members & Our Ohana:

Substantial growth, characterized by large increases in total gross revenues, staffing, and program activities made this past year at MEO an extremely busy one. New sources of program funds and revenues from economic development projects enabled us to continue to provide most previously offered services in spite of status quo or reduced government funding, and to add some new services. The increased use of volunteers and networking with other service providers also contributed to our being able to maintain, and in some cases, increase services. Board, administration, staff and volunteers all worked diligently to maintain and improve client services directed at helping people help themselves.

New challenges are the results of our growth and the management of all of the data involved is now our priority as we attempt to account for and document all of our diverse activities in an efficient manner. We plan careful evaluation of our programs as part of strategic planning for our future this coming year.

Mahalo to all of you for your constant support.

With Fond Aloha,

Gladys C. Baisa
Executive Director



MEO'S FIRST RETIREE HONORED AT BOARD OF DIRECTORS INSTALLATION AND LUAU

Oliva Pacheco, MEO's first official retiree, was feted at a luau held on June 27 at Haiku Community Center. "Olly" was toasted and roasted in MEO's best style by former and current MEO employees, board members and supporters. Among the guests of honor were Elizabeth Medeiros, MEO's first executive director; Joe Souki, MEO's second executive director; Celia Trask Marciel, MEO's first secretary; Ed Perreira, former MEO board chairman; Gerry Matsui, former MEO community services director; and Miles Inokuma, former MEO planner and board member.



Past and present MEO administrators gathered to toast Olly

Olly was a charter MEO employee who joined the organization as a secretary in 1965. Her primary responsibility was to handle the correspondence for the community services programs, and to assist executive secretary Annette Spenser. She took care of the agency mail, did graphics artwork for flyers, and drafted the Senior Citizen Sentinel. For many years Olly served as secretary to the MEO Senior Citizen Planning and Coordination Council.

In the office she was known for her philosophy of, "A place for everything and everything in its place." This attitude was reflected in everything she did, making her one of MEO's most dedicated and inspiring employees.



Oliva Pacheco, MEO's first retiree, was feted by her fellow employees and friends at the Annual Board of Directors Meeting

Olly will be missed in many ways, perhaps most of all on Halloween. This was her day for donning an elaborate witch's costume, complete with wig and frightening mask, and taking treats to the Head Start students on Maui. Happily for the children, she plans to continue this activity in her retirement.



Olly will be missed in the office

Aside from carrying out her regular duties with efficiency and good cheer, Olly left a visible legacy in the MEO print fabric she designed last year and the cookbook that was published this year.

The 1987-88 MEO Board of Directors was installed at the retirement luau, with Riki Hokama, representing his father Goro Hokama, being installed as Board President. MEO is grateful to these 24 citizens

who have taken an extraordinary interest in the welfare of Maui County's low-income, elderly and handicapped residents.



Installation of new Board Officers: Riki Hokama—VP, Abe Aiona—Sec.-Treas.

THE ROLE OF VOLUNTEERS

We honored our 1986-87 volunteers at the Second Annual Valentine's Day Volunteer Recognition Party on February 14 at the Maui Beach Hotel. Holding the luncheon on Valentine's Day emphasized the love so freely given by our volunteers to the less fortunate.

Robert Agres, Director of the Maui County Department of Human Concerns and a former Peace Corps volunteer, spoke on the value of volunteerism in today's society, emphasizing the point that much of what happens in the non-profit sector is fueled by volunteer energy, and that the rewards go both ways.

Volunteers have always played a large part in the successful operation of organizations like MEO, but recently we have come to depend on them more than ever. The Vietnam Veterans and Retired Senior Volunteer Program (RSVP) were most helpful during the surplus food distributions. Head Start relies on parents and other volunteers in the classroom as teachers' aides. Volunteers are even more important this year in the herb growing project.

ADMINISTRATION

On June 1st Bill Bates joined the administrative team in the newly created position of Administrative Assistant. Bill has a strong business management background in the private sector, having held management positions at Hopaco, Maui Land and Pineapple Co. and Maui Uplands Development. With Gladys Baisa as Executive Director and David Lawrence as Deputy Director, Bill is the third member of the top management team.

Dan Flavin, formerly known as MEO's Resource Developer, is now our Agribusiness Director, with greatly increased responsibility in what has become MEO's top income producing project: herb growing.

Recognizing a need for a higher level of financial expertise, MEO hired Mark Hughes, CPA, as our Fiscal Director on a part-time basis. Two MEO staff members have moved into his office to assist him with MEO's financial affairs. Mark was our independent auditor for many years prior to his appointment as the Fiscal Director.



SCSEP enrollees are introduced to Hawaii's largest cottage industry, herb farming, by Agribusiness Director Dan Flavin



Bill Bates



Mark Hughes

HERB PROJECT

"It'll never work" was just what newly appointed MEO Resource Developer Dan Flavin needed to hear when he proposed the idea of basil farming for the agency's senior citizen clients two years ago. Since then, under Flavin's guidance, MEO's herb growing project has become the largest cottage industry in the state. Over 300 people on Maui and Molokai were enrolled in 1986-87, with product shipments going as far as Los Angeles, Detroit and Boston.

Between January and April, 1987, there was a net return to growers of \$50,000 on gross revenue of \$125,000. Research and development cost were recovered by MEO, and the project has become more than self-supporting.

"Our goals here were to create revenue for MEO and to help our clients earn extra money," said Gladys Baisa. "This has in fact become our most significant revenue producing project. Aside from those immediate benefits, it has also given the participants a whole new lease on life, with the satisfaction they find in growing their plants and the social interaction the project fosters among themselves."

With a grant from the Office of Hawaiian Affairs—another MEO first—the project was expanded to Molokai, this time with chives.

Dan Flavin, whose position was upgraded to Agribusiness Director this year, attended the National Herb Growing Conference at Purdue University in Indiana. While there his advice was sought by many of the participants. He is now researching new products, packaging methods and markets.



Rain or shine, MEO herb farmers keep those profits flowing



A basil garden begins!

The success of the project was celebrated at the First Annual Basil Growers Potluck on Kamehameha Day. Close to 300 basil growers and their families gathered at the MEO cafeteria for roast pig and an amazing assortment of dishes, many of which were flavored by basil. Abe Aiona, MEO board member and Maui Vice-chairperson of the Ho'olako (Year of the Hawaiian) committee, assisted Dan Flavin in planting a chico tree in the MEO yard. A time capsule containing all the names of the basil growers was planted with the tree, and each grower added a cup of dirt from his own yard as a symbol of the "ohana" spirit, "working together to make it grow."

Dr. Marvin Miura was the guest speaker.

SURPLUS FOOD

Surplus food, supplied by the U.S. Department of Agriculture to distribution sites across the country, is handled in Maui County by MEO's Surplus Food Program.

We are the only community action program in the state that has a regular distribution once a month, and that handles up to four food items at a time.

Butter, cheese, low-fat powdered milk, rice, corn meal, honey and flour were among the items distributed to 3,600 low-income families each month to help stretch their limited food budgets.

Ora Latham, a 22-year charter MEO employee, coordinates the program with the generous help of the Retired Senior Volunteer Program (RSVP), the Vietnam Veterans of Maui and MEO volunteers.



Volunteers help with surplus food distribution once a month

SUGAR MILL AUTO CARE CENTER

In November 1985, MEO opened its first major profit making venture, an automotive repair facility called Sugar Mill Auto Care Center. In June of 1986 Sugar Mill Chevron was completed at the same location and opened for business. While saving a substantial amount of cost by servicing MEO's own fleet of 25 vans and busses, Sugar Mill Auto Care invites business from the community, offering a convenient location in Puunene with competitive prices and service.

Manager Ron Tavares has established a strong and growing clientele since opening with his expertise in heavy equipment and diesel trucks. With the help of two more cracker jack mechanics, Al Racadio and

Chad Lee, Sugar Mill Auto Care is able to handle all types of autos from Volkswagen to Chevrolets. Contract repairs are established with construction companies and car rental companies which mean good solid cash flow for the business. Sugar Mill Auto Care leased a new Ford service truck this year and is therefore equipped to handle road calls for its customers.

Ron is assisted in billing and bookkeeping by Millie Falk who stays on top of the receivables and keeps the paper work in order. And on top of it all, everyone pumps gas when the bell rings. Sugar Mill Auto Care has made a great start in its first year of operation and will continue to grow.

Manager Ron Tavares with his pride and joy, the Sugar Mill Auto Care Center road service truck



MABEL'S KITCHEN



The Reverend Christopher Keahi, assisted by Mayor Hannibal Tavares, offers a blessing at the Grand Opening of Mabel's Kitchen

Mabel's Kitchen was opened next to Sugar Mill Auto Care on November 1, 1986, with a grand opening and blessing by Father Christopher Keahi on January 30, 1987.

Mabel's serves a full menu of local favorites for breakfast, lunch and snacks from 6 a.m. to 2 p.m. daily except Sunday. Specialties include hot cakes, omelettes, sandwiches and the ever-popular plate lunches with "two scoops rice and macaroni salad." The main dish selections change daily, and a two week menu is available for call-in orders. Delivery service is offered in the Central Maui area.



MEO clients at Mabel's Grand Opening



The original kitchen crew at Mabel's

This diner (eat in or take out) serves the Puunene and Kahului working communities and the HC&S mill workers in particular with low cost tasty meals that are a welcome relief from their usual fast food or home lunch alternatives. Tourists are also finding Mabel's a handy stop between Kihei and Kahului airport. It has already been mentioned as a "find" in several mainland travel publications.

In keeping with MEO's mission, Mabel's Kitchen employs MEO workers, who are learning marketable culinary skills on the job.

COMMUNITY AGENCY MANAGEMENT

On June 30, 1986 MEO took over the management of Imua Rehab, the Society for Crippled Children and Adults of Maui County. MEO provided the services of an executive director and certain clerical support in return for a fee.

The contract was successfully terminated a year later, with the installation of Alexandra Rejzer, a speech pathologist from Oxnard, California, as Imua Rehab's executive director.

During MEO's tenure Virginia Parr was Imua's acting executive director. She joined MEO in 1985 under the Senior Employment program. Within six weeks of the MEO-Imua arrangement, she was in

charge of the entire program, having received temporary guidance from MEO's Loreta Pacubas, a terrific manager in her own right.

"Wherever there is need, Virginia will fill it," said Gladys Baisa. "She's just that kind of talented and dedicated employee."

Under MEO's leadership, Imua Rehab received increased funding from Maui United Way, bought a new van for client transportation, held a fundraiser dance that generated \$10,000, and funded and operated Camp Imua for the children served by the agency. Gladys Baisa and David Lawrence will serve on the Imua Rehab Board of Directors in 1987-88.



"Does everybody have a Sugar Mill Auto Care T-shirt for the Carole Kai Bedraces?"



Eager beaver MEO bedracers get ready to sprint for Imua Rehab.

MORE EMPLOYMENT OPPORTUNITY

More Employment Opportunity, a full service employment agency, served MEO clients and the Maui community by seeking job opportunities for the unemployed. These services were free to program qualified clients; other clients paid a modest fee, and for the community in general, fees were charged for services rendered.

MEO staffers coached the clients in dressing for business, interviewing techniques, filling out applications, resume writing and related skills. They also acquainted businesses with tax incentives for targeted jobs and arranged on-the-job training and/or subsidized employment.

While many clients used this employment service on a fee basis, and employers were cooperative, collection of fees became a problem. Most clients were hard core unemployed and were simply unable to pay the fee. Because the program could not therefore support itself, it was terminated.



More Employment Opportunity's Counsellors Barbara Fujimoto (left) and Loudie Garcia with KGMB-TV News anchor Bob Jones at the opening of the Vietnam Memorial display.

SWAP MEET

Designed as a fundraising project for senior citizens, Head Start parents groups and other interested parties, with 10 percent of the proceeds going to MEO, the weekly MEO Swap Meet started out last year amid great enthusiasm, but by year-end it was cancelled.

Competition from the strongly established Maui Swap Meet, and complaints that the state land should not be used for profit-making ventures were the major factors in its demise. "It was a good idea, and very popular with the tourists," says Executive Director Gladys Baisa. "The Maui community just isn't large enough to support two Saturday swap meets."

The main attraction of the swap meet during its operation was the Hawaiian music and hula show that offered tourists the opportunity to dance and have a video recording of the performance to take home as a souvenir.



Millie Falk, Swap Meet coordinator

EMPLOYEE OF THE MONTH

The Employee of the Month Program was started in January, 1985 to recognize MEO employees for superior performance, promote increased morale in the office, and to encourage excellence among the salaried staff. Employees of the Month were chosen by committees of their peers and awarded a day off of their choice plus a \$50.00 cash award. A short article was also submitted for publication in *The Maui News*.



Loreta Pacubas
July



Debbie Spenser
August



Evelyn Wilson
September



Dan Flavin
October



Karen Higa
November



Jennifer Hetta
December



Debbie Crozier
January



Millie Falk
February



Barbara Planesi
March



Stella Swain
April



Gerry Alopho
May



Maui Drivers
June

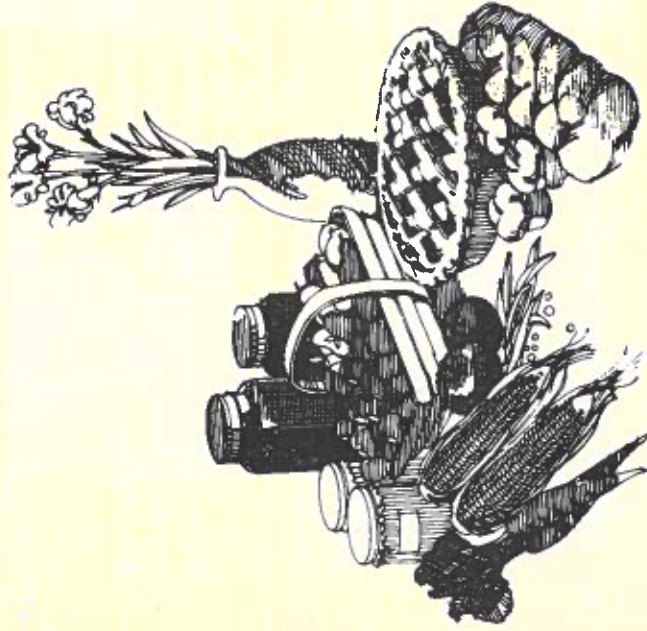
TRAVEL BUREAU

Last year MEO created an in-house travel bureau to earn commissions on travel by MEO staff and clients. While the idea was sound, it was soon determined that this activity required a disproportionate amount of time on the part of the MEO staff involved.

We now refer our travel business to an outside agency and let them do the time-consuming work, with MEO still sharing in the commissions.



COOK BOOK



MEO clients and staffers contributed their favorite recipes to "The Best of Maui Kitchens," which was published in March. Three thousand copies were printed and are being distributed through MEO. The cookbook was retiree Oliva Pacheco's last project for the agency, and is fittingly decorated with Olly's MEO fabric design on the cover and the dividing pages. The first MEO cookbook was dedicated to Olly, with her photo at the front of the book.

ENERGY

Weatherization Assistance

This year the Weatherization Assistance Program provided energy conservation devices to 130 low-income residents. Qualified households anticipated an overall savings of 15% on electricity bills due to the installation of retrofit or integral heatpumps, automatic water heater timers, or water heater blanket insulation and pipewrap.

Energy education was incorporated into the WAP program in April, and provides instruction in the use and care of appliances, weatherization devices, and home energy conservation.

Since MEO was the first community action agency in the state to initiate an energy audit program of this kind four years ago, we were appointed by the Office of Community Services to head the state education training held on Maui on April 7-9.



Energy coordinator Jennifer Hotta advises clients on weatherization and energy assistance.

Energy Conservation

The VISTA/ACTION program continues to provide energy education and application outreach volunteers. This year MEO was granted a volunteer on the island of Lanai in order to increase our efforts to assist about 200 families there.

During this program year VISTA/ACTION volunteers assisted 600 families in energy education, and qualified over 1,300 households for weatherization and the Low Income Home Energy Assistance Program.

Low Income Home Energy Assistance Program (LIHEAP)

LIHEAP ran from May 1 to June 30, with 342 households qualifying for the Energy Credit Component, which credits electric accounts with a least \$100. Three hundred sixty-two households qualified for the Energy Crisis Intervention component, which pays up to \$200 on past due electricity accounts facing termination.



Statewide Energy Program staff learn to give clients help with their energy bills.

TRANSPORTATION

Because Maui County has no public transit service, MEO's transportation service is its most vital, necessary and visible function. Operating a fleet of 24 vans and busses, each with a 15 to 44 passenger capacity, this service provided 1,500 low income, elderly and handicapped adults and pre-school children with over 260,798 passenger trips on Maui, Molokai and Lanai in 1986-87.

The weekday service includes transportation of children to Head Start, and of the mentally and physically disabled to recreational and work activities. The elderly were afforded trips to shopping centers, financial institutions, government offices, social service agencies, medical centers, social and

recreational programs, educational facilities, and county congregate dining and nutritional programs. MEO also provides leisure transportation to Kaunoa Senior Citizen Center on a daily basis.

This year saw a 50 percent increase in passenger trips, with considerably more wheelchair and handicapped transportation.

Our goal in transportation services is to become the centralized agency for transportation of senior citizens, handicapped and low income residents of Maui County. This will eliminate overlapping services provided by MEO and other non-profit agencies, and make transportation more time and cost efficient for the state and the county.

MEO's transportation fleet carried herb farmers and their harvest



COMMUNITY SERVICES

Outreach

Information and Referral

Outreach Information and Referral is a service that assists seniors and low-income residents in making their needs known and fulfilled. Individual home visits are made to assess their needs, and follow-up referrals are made to the appropriate human service agencies.

In 1986-87, MEO staffers counselled 2,995 clients, and 639 of those individuals were referred to various agencies for assistance.

Senior Discount Program

MEO contacts local merchants and businesses and asks them to offer discounts to senior citizens. To date 118 outlets on Maui and 8 on Molokai are active participants, offering discounts to seniors 60 years of age and over. Discounts range from a waiving of the 4% sales tax at many stores and businesses, 10 to 15% at restaurants and drugstores, 20 to 30% for car towing, and 50% for acupuncture.

Consumer and Nutrition Education

In the field of consumer and nutrition education, food demonstrations, lectures and workshops were coordinated with the University of Hawaii Extension Office and Maui Electric Co. to assist seniors in learning how to read and interpret labels, stretch their incomes to combat inflation, and expand their knowledge of nutrition.

This program provides a vast array of services to the senior citizens and low-income residents of Maui County in the area of consumer advocacy, consumer education, outreach information and referral, consumer protection, safety and health services and the senior discount program.

Consumer Advocacy

In the area of consumer advocacy the Community Services staff assist senior citizen ku clubs (informal neighborhood organizations which help members during times of trouble) and the Maui Senior Citizens Planning and Coordinating Council in identifying and taking action on community needs and issues affecting the seniors and low-income residents.

MEO is also affiliated with the Joint Advocacy Committee on Senior Affairs (JACOSA), a body comprised of representatives of various senior citizen organizations in Maui County. The function of this body is to develop priorities and work with legislators in obtaining funds to support and maintain programs for seniors.

Therapeutic Activities

MEO has organized volunteers to provide therapeutic activities to patients of Kula Sanatorium, Hale Makua and participants in the Adult Day Care Center. Activities include singing and dancing to old time music from their earlier days.



Maui's Outstanding Seniors are honored at the Annual Senior Fair sponsored by the County Office on Aging

CHORE SERVICES

For the second successful year MEO has contracted with Ka Lima 'O Maui, a sheltered workshop and training agency for the handicapped to provide Chore Services to the frail and vulnerable elderly residents of Hale Mahaolu housing project.

The main goal of the program is to sustain and maintain 200 disabled, handicapped and aged individuals in independent living as long as possible, thereby preventing premature institutionalization and care-home placement.

Services included light housekeeping, laundry, ironing, simple household repairs, light yardwork and emergency marketing for those physically unable to perform such tasks. Participating clients felt better about inviting friends in to tidy home, thus enjoying increased socializing opportunities and raised morale, and were relieved of the anxiety of being "placed away" from friends and family and familiar surroundings. Keeping 200 participants out of institutions represents a considerable savings to the state, which might otherwise be responsible for their care.



Chore Services for the elderly are performed with good cheer

LEGAL SERVICES

Maui attorney Larry Ing has trained MEO Senior Service Aides to assist their senior citizen clients in filling out basic legal forms and makes himself available for consultation on a volunteer basis from 1 to 4 p.m. every Friday. With the MEO staff assisting with the preliminary work in the preparation of wills, trusts, powers of attorney and property transactions, Mr. Ing is able to see an average of 10 MEO clients a week. He has handled 189 cases for MEO since the program began in October, 1986. Since legal services are often prohibitively expensive for retirees on fixed incomes, this service is of great value to MEO clients. The program is unique to Hawaii, and could well serve as a model for statewide implementation.



Maui attorney Larry Ing provides services to MEO clients with the help of MEO staffers.

HEAD START

In its 22nd year Head Start served more low-income and handicapped children on Maui and Molokai than required by federal objectives. All goals were met and surpassed.

The program serves 166 low-income children, of whom 17 are handicapped, who might not otherwise be able to attend preschool. This year preference was given to low-income children who are "at risk" because the home environment is not conducive to the child's welfare. These parents are usually drug abusers, physically or emotionally disabled, or child abusers. Preference was also given to emotionally disturbed preschoolers.

Head Start is targeted primarily for children whose families are at or below poverty level, or are eligible for public assistance. However, the Head Start policies allow 10% to be above poverty level, and these are generally handicapped.

Head Start operates four part-time centers on Maui, four on Molokai, and one full-time center on Molokai.



Head Start students enjoy a morning in the playground



Arts and crafts are a favorite Head Start activity

An important focus in this program is parent involvement. Parents are encouraged to serve as volunteers in the classroom and as paid substitutes. They also serve on the Policy Council.

The Head Start program believes that only by involving the whole family can preschool programs succeed. Thus, all children are given comprehensive services which include education, mental health counseling, social services, medical and dental care, nutrition, parental involvement and transportation. Parents are also given social service help, and referrals to appropriate agencies are frequent. Health coordinator Sheri Rourke was also kept busy serving children who needed medical attention.

This year the Head Start office moved next door to the two Kahului Centers, which made the office personnel more accessible to staff and parents.

Head Start is headed by director Carnation Nanod, who has been with the program since it was started in 1965. She directs the programs from Molokai, and is assisted on Maui by supervisor Kathleen Middleton.

EMPLOYMENT AND TRAINING

Senior Community Service Employment Program

Fifty-seven persons over 55 years of age and with a disadvantaged income level were welcomed into the Senior Community Services Employment Program during this past program year. Individuals were placed into positions with non-profit host agencies in Maui County to refresh their skills and/or learn new skills. The purpose of SCSEP is to prepare the senior to compete in the unsubsidized workplace. Placement goals were met, and the program received national recognition for its successful efforts to acquaint employers with this sometimes overlooked source of workers.



Mayor Tavares addresses the honorees at a luncheon during "Employ the Older Worker Week"



Senior Community Service Program enrollees enjoy a workshop/potluck get-together

Older Individuals Program

MEO offers job training and placement assistance to a limited number of eligible applicants through the Federal Job Training Partnership Act. The Program allows the sub-grantee, MEO, to participate with a reimbursement of up to 50% of the base hourly wage during a term designated by the Department of Labor. This encourages the employer to assist in the training of the unskilled worker who is over 55 years of age. MEO met its projected goal of placing trained workers in unsubsidized employment.

COMMUNITY ACTIVITIES

National Employ The Older Worker Week

The week of March 8th was proclaimed National Employ the Older Worker Week by Mayor Hannibal Tavares, thanks to the organizing efforts of MEO's Loudie Garcia. The proclamation was sponsored jointly by MEO, the Maui Office on Aging, and Maui Chamber of Commerce.

During a luncheon held at the Maui Beach Hotel the nine oldest workers in Maui County (to the best of our knowledge) were honored including Takeo Morisaki of Maui Soda and Ice Works, who at 85, was the oldest of all, and still going strong.



Maui's oldest actively employed workers were honored during "National Employ the Older Worker Week"

Carole Kai Bed Race

In March MEO participated in the Carole Kai Bed-races in Kaanapali, a fundraiser for Imua Rehab. MEO was represented by Sugar Mill Auto Care, the only small business participating this year. We didn't come away with any trophies, but we had the satisfaction of helping an important community agency, and the fun of giving it our all.



Sugar Mill Auto Care Center proudly represented MEO at the Carole Kai Bedraces for the benefit of Imua Rehab.

Vietnam Memorial

MEO had the honor of being the site for the display of the half-scale replica of the National Vietnam War Memorial on Maui. Thousands of Mauians flocked to see the controversial monument to the American victims of the Vietnam War.



Mauians gathered at the replica of the Vietnam War Memorial displayed on MEO grounds

MEO KEY STAFF MEMBERS

Gladys Baisa Executive Director
 David Lawrence Deputy Director
 Annette Spenser Executive Secretary
 Loreta Pacubas Community Services Director
 Fred Bicoy Molokai Area Coordinator
 William Bates Administrative Assistant
 Carnation Nanod Head Start Director
 Mark Hughes Fiscal Director
 Stanley Kain Employment & Training Director

SUPERVISORS

Agnes Groff Transportation Manager
 Ora Latham Food & Community Services Manager
 Jennifer Hotta Energy Specialist
 Hannah Davis Chore Service & Transportation Supervisor—Molokai
 Ron Tavares Manager/Mechanic, Sugar Mill Auto Care Center



Fifteen MEO employees had perfect attendance records this year. Front row: Genny Chang, Gladys Baisa, Annette Spenser, Norita DeLima. Center row: Arthur Fernandez, Hannah Davis, Carnation Nanod, Ora Latham, Agnes Groff, Ron Tavares. Back row: David Lawrence, Dan Flavin, Susan Souza, Millie Falk. Missing: Stella Miyamoto.