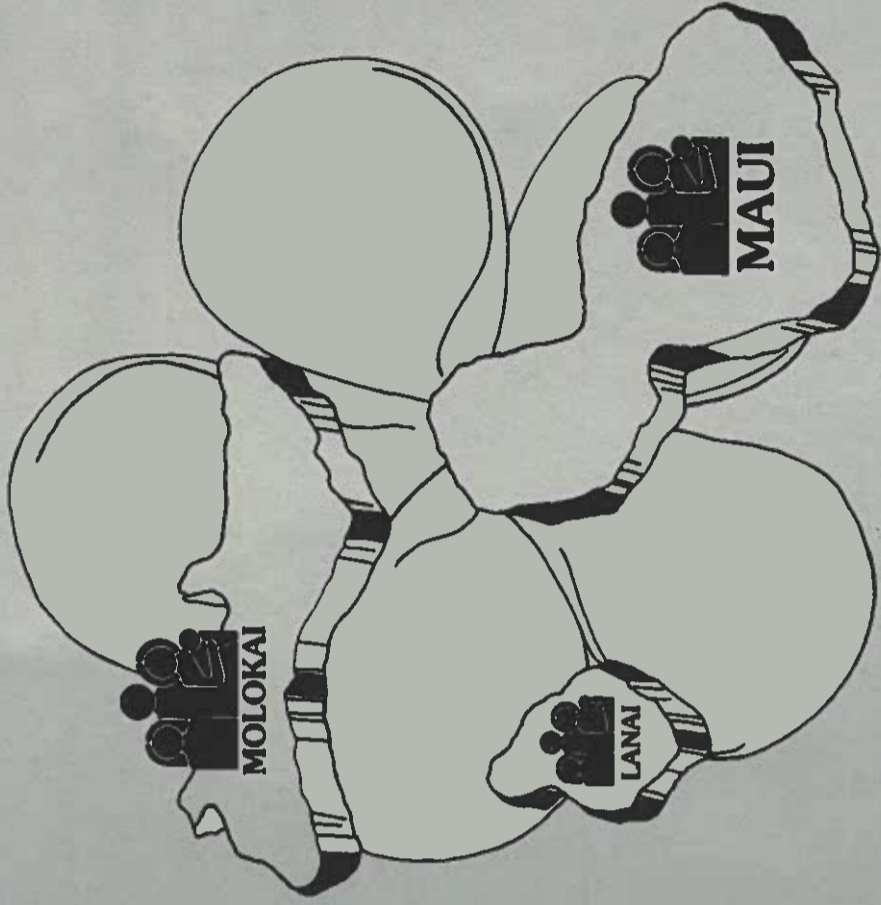


MAUI ECONOMIC OPPORTUNITY, INC.

*25th Anniversary*

1965 - 1990



MEO, Inc.  
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Kahului, Maui, Hawaii 96732  
(808) 871-9591

**Annual Report**  
July 1989 - June 1990

## What is Maui Economic Opportunity?

Founded in 1965, under the Economic Opportunity Act of 1964, MAUI ECONOMIC OPPORTUNITY is a private non-profit Community Action Agency that provides services for the low-income, elderly and persons with disabilities in Maui County.

Celebrating its 25th 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 165 employees and an over four million dollar budget of federal, state, county and private funds, MEO's funding level remains fairly constant in spite of consistent cuts in federal funding.

Programs include: Head Start for disadvantaged 3 to 5 year old preschool children; bus, van, wheelchair and gurney 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, a very successful herb gardening project, and county-sponsored aquaculture program.

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, encourages them to further their education and training. MEO's motto is to help people help themselves.

While continuing to steer the organization in the direction of stable funding, MEO Executive Director Gladys Baisa states: "Our challenge continues to be to meet the rapidly increasing demands of 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 the value of its services."

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## MEO, Inc. Board Members

### Charter Board Members FY 1965 – 1966

Dr. Marion L. Hanlon, President  
Melvin McGuire, Vice President  
Hazel Westby, Secretary  
T.S. Shin, Treasurer  
William Haines  
Richard Kibe  
Hidesuke "Bud" Uyenoyama  
Amador del Castillo

Lois Andrews  
Laura Wong  
Margaret Ottman  
Kazuo Sugiki  
Kenji Kawaguchi  
Joseph Utrera  
William Tavares  
August Markham



MEO's first Board President Dr. Marion Hanlon

## Board of Directors 1989 – 1990



MEO Board President Kimie Lane

Public Sector	Private Sector	Resident Sector
Abraham Aiona, Vice-President – Representing State House	Kimie Lane, President – Salvation Army	Richard Abing – Molokai Community Action Council
Wayne Boteilho – Representing Councilman Joe Tanaka	Mary Kay Hofmann – I.L.W.U. Lawyer – Secretary-Treasurer – Private Attorney	Mayumi Fukuoka – Head Start Policy Council
Miriam Kahalekai – Representing Mayor Hannibal Tavares	Leslie Kuloloio – Alu Like	Pauline Higa – Committee on Persons with Disabilities
Councilman Patrick Kawano	Sheila Paxton – Chamber of Commerce	Maggie Masicampo – Lanai Transportation Consumers
Councilwoman Alice Lee	Sel Menor – Maui Filipino Council	Clark Nakamoto – Central Maui Seniors
Frances Pagay – Representing Councilman Goro Hokama	Wallace Miyahira – Maui Japanese Society	Haruko Nakata – West Maui Seniors
John Perreira – Representing State Senator Mamoru Yamasaki	Tom Risko – Maui Visitors Bureau	Ernest Otsuka – Molokai Community Action Council
Councilwoman Velma Santos		Takashi Sakuma – East Maui Seniors

## MEO Board of Directors Annual Meeting

The annual MEO Board Installation and Dinner was held on June 26th at the Ming Yuen Chinese Restaurant. Veteran labor organizer A.Q. McElrath was the keynote speaker. She was introduced by Frank Doherty of Honolulu Community Action Program. As usual, A.Q. was eloquent, providing all of us with a historical perspective of MEO's roots, and focusing us on our reason for existing. Paul Pladera and Bob Hoffman of OCS installed our new officers, Abe Aiona, President, Larry Ing, Vice-President, and Wayne Boteilho, Secretary-Treasurer. Soft and romantic music and singing was provided during dinner by Tony Garrido and Rhonda Lincoln. Although outgoing Board President Kimie Lane was away on a trip, she was thanked and remembered for her many years of service to MEO. Kimie will remain on the MEO Board, representing Councilmember Alice Lee as an alternate. This year's perfect attendance awards went to Sel Menor, John Perreira, and Haruko Nakata.



MEO Board Officers for 1990-1991  
Left to Right-Larry Ing, Vice-President, Abe Aiona, President, and Wayne Boteilho, Secretary-Treasurer.



Our Board Officers and staff enjoy a visit with Senator Dan Inouye in his Washington office with our fellow Hawaii CAA friends.

## Message from the Board President

Dear Friends:

Twenty-five years ago we had a dream to eliminate poverty in our land of plenty, and MEO, Inc. sought a piece of that dream for our people.

By a wonderful coincidence, I had the rare opportunity of being part of that dream, first as a Program Planner in the early days and now as its Board President during the silver anniversary of the War on Poverty.

How things have changed. In recent years federal funds began shrinking in spite of mounting poverty with its ugly faces of homelessness, families struggling to make ends meet, the elderly digging deep in their pockets for medical and other expenses, and children going to bed hungry.

MEO, Inc. faced these tough, lean years with equally tough and innovative programs, helping people with direct services and giving them the tools and incentives to help themselves.

An organization like ours thrives on volunteers who give freely of their time, energy, and knowhow. Indeed, it has been a pleasure to be a part of our volunteer team, working together with loyal, dedicated staff and a most capable Executive Director who really cares.

As we look to the future, we are fully aware that our dream of a world, not of piecemeal handouts, but one filled with opportunities for all can only happen if we have the will. Aloha and Best Wishes,

*Kimie Lane*

Kimie Lane  
Board President

## MEO Administration



MEO Executive Director  
Gladys C. Baisa



MEO Deputy Director  
William "Bill" Bates



MEO Deputy Director  
Donald "Don" Medeiros

## Executive Director's Message

Dear Friends,

Twenty five years ago in March of 1965 a determined group of dedicated individuals sat down to incorporate the human services private non-profit agency we know today as Maui Economic Opportunity, Inc. or MEO. I am sure that though these were persons of great vision and daring, they are very pleased, but surprised, to see what that meeting gave birth to. The myriad of programs, services, funding sources, clients, and staff that comprise the MEO of 1990 could not have been imagined in those early days. I have had the great privilege to be a part of MEO's phenomenal growth and success for 22 years. The underlying ingredient that has brought us thus far is the common thread of dedication and commitment to our mission of "Helping People Help Themselves" by everyone involved. Dedicated Board of Directors members who have diligently served without compensation, highly skilled staff who are truly overworked and underpaid and give till it hurts, and a community with funders and friends who support our every effort have all made it happen. The wonderful people we work with and help have also been a vital part of the MEO success story. True partnerships of all levels of government, business, and the community have helped make our difficult job easier. Our community is a better one, for all of the programs and services MEO provides and the lives we have touched. We have great dreams for the MEO of tomorrow. New buildings for our offices and program operations are needed. More program funds are an absolute necessity. More and better trained staff will be needed. The numbers and needs of our clients increase each day. We see these dreams as challenges to our energy and creativity. We look forward to the next 25 years of service to "Maui No Ka Oi"!

Mahalo and aloha,

G. Baisa, Executive Director

## Central Administrative Office Clerical Staff



MEO's fiscal staff with Mary Ann McKay (front), Fiscal Director. Missing from photo is Chief Accountant, Donna Santos.



MEO Executive Secretary, Annette Spenser, and Administrative Secretary, Faith Park.

## Employees 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 submitted for publication in *The Maui News*.



July 1989  
Stella Medeiros



August 1989  
Annette Spenser



September 1989  
Loretta Pacubas



October 1989  
Leona Salomon



November 1989  
Gladys Baisa



December 1989  
Irene Kaahanui



January 1990  
Bill Bates



February 1990  
Kehau Ward



March 1990  
Chad Lee



April 1990  
Lana Richards



May 1990  
Joyce Wong



June 1990  
Kerry Holokai

## 25th Anniversary Celebration

### Molokai



Chief Decorator Annette Manadic poses with one of the fabulous floral creations that turned Mitchell Pauole Center into a garden paradise.



Everyone pitched in to prepare the authentic Hawaiian food for the Molokai 25th Anniversary Luau.

A very successful 25th Anniversary celebration was held on Molokai on December 2, 1989. Fred Bicoy and his staff put on a fabulous homemade luau. The decorations of Mitchell Pauole Center were simply fantastic and stole the show. Special guests included Congressman Daniel Akaka, State Representatives Joseph Souki, and Roz Baker, OCS Director Walter Choy, and Mayor Hannibal Tavares. As a surprise, during the evening, MEO Board President Kimie Lane presented Executive Director Gladys Baisa with the Employee of the Month Award for her dedication and commitment to MEO. The Board Chairs and Executive Directors of Honolulu Community Action Program, Kauai Economic Opportunity, Inc. and Hawaii County Economic Opportunity Council were also present at the celebration. Many of the Maui MEO staff went over on the Maui Princess for the occasion and were hosted by the Molokai Staff.



Board President Kimie Lane & MEO Administrative Secretary Faith Park weave ferns for luau decoration.



Molokai seniors entertained luau goers with special hula dances.

## 25th Anniversary Celebration

### Maui

MEO, Inc.'s 25th Anniversary luau held on Maui on May 28th was a huge success with over 500 people in attendance. The Wailuku Community Center was decorated with beautiful Hawaiian flowers and greenery. A very delicious luau lunch was provided by Nako's Catering. Top notch entertainment was provided by the Pukalani Hula Hale, the Waiehu Sons, and MEO's Mexican trainees. Congratulatory remarks by Mike Davis for Governor John Waihee, State Representative Joseph Souki, MEO First Board President Dr. Marion Hanlon, Former Board President Richard Kibe, Maui Mayor Hannibal Tavares, former Mayor Elmer Cravalho, Board President Kimie Lane, and lots of nostalgia, marked the reunion of many old friends and founders of MEO. It was a day to remember the old days, and look ahead to the many challenges that lie ahead. A photo display of MEO Then and Now was compiled by former MEO staffer Olivia Pacheco for the occasion. It was fun to reminisce while looking at the historic photos.



MEO's seniors were honored guests at MEO's Maui 25th Anniversary Luau.



MEO staff with more than 20 years of service were recognized as "Long term warriors". Missing from photo are Fred Bicoy & Gladys Baisa.



Guests sign in and receive souvenirs at the Maui MEO 25th Anniversary Luau.



Many dignitaries & former Board Officers joined us at our MEO Maui 25th Anniversary.

## Volunteers



MEO volunteers join hands to sing Hawaii Aloha at the 5th Annual Valentine volunteer party.

### 5th ANNUAL VALENTINE'S DAY VOLUNTEER LUNCHEON

Volunteers were honored at the 5th Annual Valentine's Day Volunteer Luncheon on February 17, 1990 at Hale Mahaolu Elua's Community Center. Holding the luncheon on or near Valentine's Day is our way of saying "thank you", "arigato", "mahalo", and "salamat po", for the many hours that have been contributed to MEO in carrying out our mission of helping the needy.

Highlight of this year's volunteer luncheon was the presentation of MEO's Volunteer Hall of Fame Perpetual Plaque to attorney Lawrence Ing for contributing 1,200 hours of free legal services to MEO's senior citizens.

MEO, Inc. Executive Director Gladys Baisa, was the MC and Diane McKeague, RSVP Director, gave an inspiring talk on volunteerism. Our Mayor Hannibal Tavares and Maui's First Lady, Harriet Tavares, Lawrence Ing, and members of the MEO Board presented certificates and stadium cushions to all the volunteers.

### MEO HANDI-SHOPPERS

This is the third year that MEO Handi-Shoppers have been helping the homebound residents of the Hale Mahaolu Congregate Housing facility. We were able to expand services to more clients since more and more volunteers became interested in helping their friends and neighbors so that they remain in their own home as long as possible, thereby preventing premature institutionalization or care home placement.



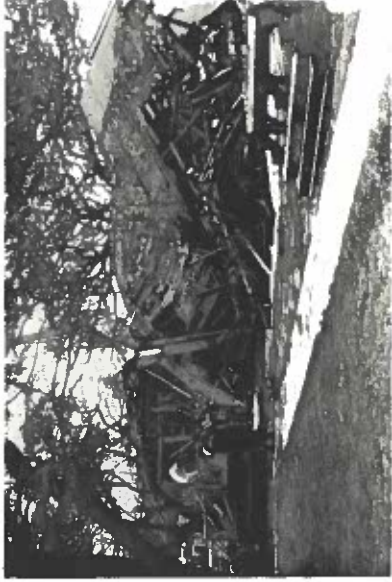
Lawrence Ing, 1st recipient of MEO's Volunteer Hall of Fame Perpetual Plaque, 1990.



MEO's nominee Betty Albright for the First Lady's volunteer awards.

## The Fire & New Building

An early morning fire on January 14th, 1990, destroyed one-half of the Old Lihikai Cafeteria, used by MEO as a conference room, record storage, and basic packing and storage place. Also destroyed was the restroom. With a spectacular cooperative effort by the County of Maui, State of Hawaii, and the community-at-large, the new building, which took the place of the burned portion of the building, was completed five months later. Built by the Maui Community Correctional Center Workline Crew, and paid for with a grant of State funds and donations Hale Ho'ololi was dedicated in memory of disabled MEO Board Member, Pauline Higa, who passed away during the construction of the handicapped accessible building. The portion of the building which was burned was capped off and continues to house the transportation department as it did before the fire.



Crews from the County of Maui & State Maui Community Correctional Center clear the fire debris.



All that remained the morning after the fire that destroyed half of the old Lihikai school cafeteria used by MEO as a meeting hall & records storage.



The Maui Community Correction Center crew prepares to cut the burned building in-half to save the unburned portion.



The new building "Hale Ho'ololi" on dedication day.



Guests bow their heads in prayer as Hale Ho'ololi is blessed by Charles and Nina Maxwell



Executive Director Gladys Baisa reads the inscription on the plaque dedicating Hale Ho'ololi in memory of Pauline Higa while her sisters look on.

## Transportation

### Maui

MEO's Transportation Service is our most vital, visible, and necessary service provided to Maui County mainly due to the lack of public transportation. MEO operates a fleet of 28 buses county wide with a capacity of 3 to 44 passengers each. This service provided transportation to 2,500 low income elderly and handicapped adults and preschool children with over 263,500 passenger trips county wide in 1989-1990.



**State Representative Joe Souki & MEO Transportation Manager Agnes Groff check out one of MEO's new wheelchair buses, purchased with State funds.**



**MEO PAT Ursula Freitas assists one of our gurney clients.**

The weekday service included 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 services agencies, medical centers, social and recreational programs, educational facilities, and county congregate dining and nutritional programs.

With the addition of two new wheelchair vans in the past year, MEO has increased its wheelchair service by 50 percent. This program has become so popular that it will be expanded in the future.

The Emergency Medical Ambulance Units in Maui County are reserved for emergencies only and there is no other gurney service on the island. In 1988, MEO Transportation began non-emergency gurney service on a trial basis. The demand was so great that we had to purchase wheelchair vans that can be transferred into gurney which allowed more flexibility and improved service.

This year MEO Transportation received \$375,000 from the State Legislature which was used to purchase 5 buses. These buses are scheduled to arrive in November, 1990.

MEO's Transportation Service has become the enabling factor in many non-profit agencies in the county, such as Ka Lima O Maui (Maui Rehab), Maui Adult Day Care, Hale Hauoli day activities center, congregate dining, Head Start, Dialysis, and Imua Infant Child Development.

Our goal in Transportation Service 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 county. We are just scratching the surface. Daily we must turn away requests for service as we are working to capacity with the resources we have.



**Passenger Assistance Technician & Trainer, MEO's Myra Pfligrin operates wheelchair lift for client.**



**MEO Headstart children are assisted from the MEO bus by their teacher.**

## Transportation

### Molokai



**Molokai MEO driver Hannah Davis assists a wheelchair client on Molokai.**



**Molokai MEO LAMP students pose with their MEO bus which provides them a ride home from class each day.**

25 years ago, MEO Inc. Molokai Branch started with the community services aides taking our clients wherever they needed to go. We started with one Volkswagon van, and presently we have 5 buses and one handivan. We started with just a handful of clients and today we are averaging 58,800 trips per year.

MEO provides special trips for our senior citizens, such as traveling to Wavecrest, Purdy's Nut Farm, Meyers Sugar Mill and the Molokai Wagon Ride. Our Molokai General Hospital wheel chair patients went to the Linkee's Animal Farm for a visit. Also, took our seniors to the Aloha Party held at the Marriott Hotel in Lahaina, Maui, via the Maui Princess Ferry. One of the highlights of the year was the visitation by migrant farmworkers from Maui Land & Pineapple Company.

The LAMP program is in its second year, and we presently have 1,587 trips. MEO also shuttles headstart children to and from school and have performed 14,596 trips. We feel that transportation is an intricate part of these programs.

### Lanai



**MEO Passenger Assistance Technician Lee Gaspar demonstrates for Lanai bus driver Willynn Ozoa, the use of the lift equipment.**



**Lanai MEO driver Willynn Ozoa takes her Lanai wheelchair client for a ride.**

Transportation service similar to that provided to seniors on Maui and Molokai is provided to seniors on Lanai each week. Seniors are transported to the Lanai Senior Center, Post Office, Bank, DHS, and medical facilities on Mondays, Wednesdays, and Fridays. On Tuesdays and Thursdays, seniors are transported to the neighborhood store. As a special and much appreciated service, they are also transported to the cemetery once a month to visit and place flowers on the graves of departed loved ones.

## Community Services



*Left to Right-MEO Senior Citizen Planning & Coordination Council Officers-Natsuyo Hayase, Marianne Bullock, Bea Kahanu, Lucille DeMello & President Kenzo Takumi.*

25 years ago, MEO launched its effort to fight the war on poverty. A major thrust was to assist senior citizens, many of whom at the time were isolated, lonely and very sickly. There were no activities, programs or places where they could go to socialize with their fellow seniors.

Seniors then, were unfamiliar with the assistance available to them from the Department of Social Services, such as food stamps and medical assistance. To make ends meet they just stretched their limited resources to pay their utility bills, personal needs, and medical bills. They were dependent on their backyard gardening and poultry raising for their food needs.

During the first year of our senior citizens program, staff referred over a thousand seniors to various human service agencies for assistance. Staff acted as their personal representative for their eligibility determination as they were reluctant to apply for public assistance.

To educate the seniors in using their food stamps, MEO staff would transport them to the bank once a month to pick up their coupons and walk with them in the supermarkets and explain to them what they could and could not purchase with their food stamp coupons.

Yes, it was 25 years ago when community service aides knocked on every door on the island and assessed their needs and problems. It was through this survey that all the senior clubs, existing social and human service programs for the seniors and low income residents started.

MEO had solved every single problem that was identified as their barriers to self-sufficiency and independent living.

Since the majority of the seniors at that time spent most of their monthly income buying much needed medications, MEO initiated a program called "Direct Drug Service", whereby we ordered their medications using generic names from an outlet on the mainland. Their prices were a lot cheaper than the prices from the local pharmacy. Price comparison was submitted to all pharmaceutical outlets on the island and they all agreed to give discounts to the seniors. This was the beginning of the MEO Senior Citizens Discount Program. To identify our seniors, we issued MEO's Senior Citizens' Red Discount cards.

Because transportation was already identified as the seniors' number one priority, MEO Executive Director at the time, Joseph Souki, submitted a request for 2 vans to the OEO Regional Office in San Francisco. Because of the support received for this program from the Regional Office, we were able to purchase our first 2 Volkswagon mini-vans in 2 month's time.

Some of the many good programs that MEO initiated in the last 25 years include the following:

"Operation Munch": Seniors who couldn't afford to have their dentures done were encouraged to participate in the program and were referred to participating dentists for free dentures.

"Emergency Food": Seniors who were low income and isolated were delivered free groceries once a week. Upon delivery of their weekly grocery basket, MEO staff would work on their shopping list for the following week.

"Meals on Wheels": Seniors who were low income, isolated, disabled and homebound were delivered lunches 7 days a week. Food was prepared by Hale Makua to meet their dietary needs.

It's a lifetime of satisfaction for MEO staff to reminisce about the good roles that they have played in the lives of our disadvantaged residents of Maui County. It gives staff a real good feeling to think that we at MEO practically started all the different programs for the seniors and low income families of Maui county.

Community Services provides a variety 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, legal services and the senior discount program.

## Community Services Case Management - Family Development Program



*The MEO Family Development & Case management staff processes clients with a heavy dose of TLC.*

Family development is a systematic approach that helps families on public assistance move toward self-sufficiency. With the help of MEO's network of services, families develop the problem-solving skills needed to leave public assistance programs and enter the work force.

The family and MEO's case manager work together to solve the difficult pre-employment problems of securing affordable health care, day care, transportation and housing. The family development process also helps the family identify and overcome self-defeating behavior as they complete goals towards employment. With internal "barriers" reduced, the family is able to effectively use educational, job training, and employment resources in the community.

To assist family development cases, MEO provides a variety of support services such as rental, food and clothing assistance, child care, transportation or other problems identified as barriers to steady employment.

During the first year of the program, staff provided intake to over 4,000 families and individuals and enrolled 233. Out of these 233 individuals 27 attained self-sufficiency. During the Case Management process, staff made 959 follow-ups and 796 contacts in case coordination. We exceeded 900% of our goal for the year. Success of this program is mainly due to the tremendous cooperation of the various agencies that were very supportive of our efforts in paving our clients' road to self-sufficiency.



*Ora Latham, MEO Family Development Case Manager develops a plan for family services for one of our families.*

## Chore Services

17 years ago the State of Hawaii through the Hawaii Office of Economic Opportunity provided funds to initiate Chore Services to the disabled, handicapped and aged individuals, to help them maintain their homes as long as possible, thereby preventing premature institutionalization and care home replacement.

MEO staff encountered many difficulties and obstacles in trying to develop their working relationship with clients and gaining their trust and confidence. Our first few clients used to follow the staff from room to room and watched every step they made and criticized their way of cleaning. However, slowly but surely, throughout the years they've learned to trust the staff and have become dependent on the services and the weekly visits. Those who have been in the program for numerous years have come to take the staff as their family and look forward to their weekly visits.

Chore services include light housekeeping, laundry, ironing, light yardwork and emergency marketing and cooking for those who are unable to perform such tasks. This program is also designed to help clients with terminal illness who go in and out of the hospital.

Participants recover faster in a home environment where they enjoy the company of their friends and families longer.

Due to escalating demand for chore service MEO was able to obtain additional funds to expand services to Molokai and Lanai and increase the number of clients on Maui.

Keeping 250 participants out of institutions represents a considerable savings to the State which might otherwise be responsible for their care.



*MEO Molokai Chore Services Aide Glenda Mawae cleans the bathroom of a Molokai client.*



*MEO Lanai Chore Services Aide Willynn Ozoa visits one of her Lanai clients.*



*Larry Ing & MEO Community Services Staff provide legal services to MEO's seniors every Friday afternoon.*

## Legal Services

Operation Grassroots started in September of 1966. A survey of every resident of Maui was conducted. After gathering the information, area councils were formed on Lanai, Molokai and Maui. At these area council meetings we played an advocate role and brought in consumer education speakers from the government sector. Programs implemented were youth programs, summer youth programs, open door clinics for legal services, adult education, "Spend Your Money Wisely", nutrition, sewing, and sports related activities.

## Surplus Food



*Every month over 3,000 clients receive USDA surplus food from MEO.*



*Monthly surplus food commodities are passed out using MEO's many volunteers.*

The Temporary Emergency Food Assistance Program makes surplus agricultural commodities available to low income people. The program first began in 1981 as the Special Dairy Distribution Program.

The U.S. Department of Agriculture is responsible for purchasing and packaging the TEFAP commodities and for transporting these items to designated delivery points through the State. On Maui, MEO, Inc. has been designated as the distribution point and has been distributing surplus food commodities monthly to over 3,000 families and individuals.

Households receiving surplus food commodities must have a total gross income no greater than 150% of the Poverty Guidelines. Department of Human Service clients automatically qualify for the program.

The following commodities have been available for distribution for the current fiscal year: flour, canned pork, butter, peanut butter, honey raisins, and canned green beans.

Some commodities which were distributed in prior periods and no longer available are rice, cheese and non-fat dry milk.

After serving the public, left over commodities were given to human service agencies such as the 700 Club, Salvation Army, Ka Hale Ake O La, Teen Challenge, Aloha House, Women Helping Women Shelter, Family Youth Services, Kokua Services, Maui Association of Retarded Citizens, Boy Scouts of America, and Child Abuse and Neglect Programs.

Lucille DeMello, volunteer senior citizen and retired school teacher, handles the surplus food files and eligibility determination.

A group of volunteers assists with the distribution and delivery of commodities to homebound individuals.



*Our loyal surplus food volunteers Ed Nishihara, Harold Shimoda and Yoshio Ono handle tons of surplus food every month for MEO.*



*MEO surplus food volunteers Leilani and Roy Zinsman pass out honey and raisins to clients.*

## Herb Gardening Program



Loyal MEO Senior Herb growers proudly display their prime product.

The incredible success story for the Senior Herb Growing Project was the implementation of a herb garden project at Waihee School. The children learned the growing and marketing of herbs. Teachers were very enthusiastic about this project. About 120 children from the first, third, and fifth grade participated in the project. The money that they received from the selling of their herbs was distributed among the three classes. With this money they were able to pay for excursions, parties, and supplies.

A herb garden was also initiated with Hale Ike, a rehabilitation agency. Again the herb garden was a success and MEO will continue working with this project. The staff and the clients made money for their projects.

The Senior Herb Growing Project again this year couldn't meet all of its commitments for its regular customers or begin to look for new ones. Unfortunately our production decreased even though the number of our growers increased over the preceding year.

There are a number of reasons for our loss of production. Chief among them is the growing lack of nutrients in the soil after 5 years of production. Our growers are well aware of this but it is hard to find compost at a reasonable cost to build the soil up again. This is our priority which must be solved.

In order to understand how to care for the soil, seven of our senior coordinator growers and the MEO Director of Agribusiness attended an agriculture course at Maui Community College. This was the first time any senior grower attended college. This course was of great help in understanding our technical needs.

The second annual State of Hawaii Herb Conference was held on Maui. Maui Economic Opportunity was the coordinator of the conference with Maui Extension Service. Two MEO herb growing seniors were able to attend. This was an opportunity to tell their story and to learn from the other statewide herb growers.

Our more complete culinary herb line has been a success. Now some of the growers are beginning to grow other herbs besides that of basil.



Waihee School children learn herb growing and other agricultural skills from MEO herb expert, Dan Flavin.



Herb Project Director Dan Flavin instructs Waihee School students in the cleaning & bundling of basil for shipping.

## Aquaculture Program

This year's activities, funded by a \$99,096 grant from the County of Maui, continued to focus on the establishment of a cooperative cottage level approach to aquaculture. During this second year, the Senior Citizen Fish Farming Project experienced an increase in both the number of participants and the diversity of its aquacultured products. By mid-1990, the program had expanded from five to ten backyard fish farms, and participants began to grow tropical fish, tilapia and snails in addition to Chinese catfish.

Criteria for participation in the SCFFP includes a minimum age of 55, providing a suitable site for the re-circulating fish farm system and signing an agreement to market all aquaculture products through MEO, Inc. While first year participants were mainly drawn from Central Maui, Pukalani and Makawao, new fish farmers this year extended the program to more rural areas of Haiku and Peahi, and to Napili on Maui's leeward coast. Presently, the fish farmers range in age from 56 to 77.

Due to the sale of all our Chinese catfish at the end of the program's first year, an opportunity existed at the beginning of the second year to conduct preliminary growth experiments with other species. During this time (the initial quarter of 1989-90), the growth potential of all-male tilapia, tropical freshwater angelfish and aquatic snails was tested. By the second quarter, Chinese catfish were also being grown in three fish farms.

Both tilapia and angelfish grew well in our backyard fish farm systems. For example, during two months of growth, tilapia grew from an average weight of ¼ pound to ¾ pound with a 91% survival rate. The net production of 45 pounds was sold to a local seafood retailer. Representing a completely different type of market, angelfish are one of the most important fish in the tropical fish industry. Exhibiting rapid growth and high survival rates, our angelfish have been sold both locally and to tropical fish wholesalers on the mainland.

A dozen or so large, gold colored snails were initially stocked into two fish farms to examine their growth potential and to test their suitability as a new Hawaiian aquaculture product for "white table cloth" restaurants. Once health questions were satisfactorily answered, trial marketing began. This resulted in the marketing debut of "Golden Maui Escargots" at Gerard's Restaurant in May, 1990. As our production increases, marketing efforts are being directed to additional restaurants.

Chinese catfish production also continued this year. The stocking of fewer, but larger, fingerlings this year had a favorable impact on survival rates and size at harvest. Harvested some 7-8 months after stocking (at an average weight of about ¼ ounce), the catfish ranged in size from one-quarter to one pound.



Gerard's Restaurant in Lahaina was the scene of the marketing debut of our Golden Maui Escargots this past May. While project director Ed Bartholomew stands by, Gerard's gourmet preparations for the snail-abration are enjoyed by (left to right): Mrs. E. Barroga; Judy Kala; Enriques Ignacio and Prisciliano Pasion.



Fish Farmer Hisami Hosoda holds a sample of the first crop of a new Hawaiian aquaculture product, live Golden Maui Escargots. Kept warm all year long in our covered recirculating backyard fish farms, these pampered snails are fed commercial fish pellets and various types of fresh greens.

## Puunene Ventures



SMACC's top-notch mechanic Chad Lee repairs a customer's vehicle.



Very competitive gasoline prices bring many customers to SMACC for gas & friendly service.

### SUGAR MILL AUTO CARE CENTER

In June of 1986 Sugar Mill Auto Care Center, a Chevron Branded full service station, opened its doors for business. This marked the first major profit making venture for MEO. The station plays a dual role for MEO. It provides cost control and priority high quality repairs and maintenance to MEO's transportation fleet of 25 vans and buses, along with providing MEO with income from the profits earned serving the general public, in all aspects of vehicle repair, including heavy trucks, diesel engines and air conditioning. Our licensed mechanics are capable of repairing all types of vehicles from Volkswagens to International trucks. Each year Sugar Mill has grown at a steady pace. The team at Sugar Mill consists of Roy Berger, station manager, cracker jack lead mechanic Chad Lee, assisted by Kamaka Freitas in the repair shop, along with Larry Tuzon and Del Dameg on the pump island, which boasts the cheapest gas on Maui.



Under a sub-lease form MEO, the owner of Marc's Cafe serves tasty plate lunches & specializes in Filipino food.

### MARC'S CAFE

Managed by Marc Pagurigan, the cafe complements the Sugar Mill operation at the Puunene site across the HC&S sugar mill. Serving hearty breakfasts and lunches of delicious local food, the cafe provides MEO with a small income from the lease as part of MEO's economic development effort.

## Headstart

This year, the Head Start program celebrated its twenty-five year anniversary. Head Start Director Carnation Nanod was hired as teacher in 1965. At that time, there were seven centers and 122 children. (Three centers on Maui, four on Molokai.) The total yearly income was \$177,189.



HS Staff, left to right-Pasita Pladera, Carnation Nanod- HS Director, & Roberta Higgins.



Headstart children learn & develop physically on the jungle gym.

Twenty-five years later, there are ten centers (five on Maui, five on Molokai). Two of the centers are home based. We now have 190 children enrolled and a budget of \$670,783 (\$561,291 Federal, \$37,400 State, \$72,093 County).

When the program first began in 1965, the lowest income children were selected for enrollment, regardless of whether they were three or four year olds. In 1990, preference for Head Start is given to children who are handicapped, high risk, and low-income four year olds.

The Head Start program has also changed in its goals and objectives. In 1965, there were no standards so teachers taught whatever they felt children should learn. In 1990, all Head Start centers must meet Federal performance standards.

In 1990, great emphasis is on Parent Involvement and Social Services components. The staff are required to involve parents in all facets of the pre-school program because by educating parents, the children and family will benefit. Also, meeting parents needs in employment, education, housing, etc. will result in a better home life, break the cycle of welfare dependencies and spouse/child abuse.

Today's families have changed. There are now one-parent families and more working parents receiving low wages. To meet these needs, the County and State have given funds for "Wrap Around" after Head Start classes so centers will remain open until five o'clock.

The Head Start program believes in career development for staff and parents. Monthly trainings and MCC classes made it possible for MEO to hire qualified teachers and aides who were former welfare parents. (90% of the staff are former parents).

After 25 years, Head Start has proven a success. 4,720 children have received a Head Start education and these children are now in professional, clerical and managerial positions. Over 4,000 parents have also received training in developing parental skills, increasing knowledge in nutrition, health awareness and parent involvement/social services assistance. 70% of these parents are now self-sufficient and do not depend on welfare benefits.



Our MEO Headstart children & our bus driver Carolyn Freitas start a new day.



Headstart Teacher Joyce Wong & some of her precious charges.

## Employment and Training

### Introduction

Since 1968, MEO has operated Employment and Training Programs. It has served the elderly, the migrant and seasonal farmworker, and the economically disadvantaged persons within Maui County. MEO has been continuously refunded since 1975 as a CETA 303 subgrantee through the State of Hawaii Department of Labor, and is also a grantee under the JTPA 402 Program.

MEO has operated similar Employment and Training Programs through the State Department of Labor, Local Service Delivery PIC and State Employment Service, which includes the CETA Title II-d, CSBG Jobs Program, Senior Community Service Fee for Service Employment Program, and JTPA-Older Individuals Program. MEO has also operated a Fee for Service Employment Agency for two years successfully serving approximately 100 individuals with job placement services.

All MEO Employment and Training Programs provide a full range of services for each participant that is designed to enhance long range employability. Each program provides participants with assessment, counseling, career planning, and job development or referral needed to obtain unsubsidized employment.

### Senior Community Service Employment Program

The Senior Community Service Employment Program is designed to provide part time employment to low income elderly persons 55 years and older. Senior Citizens are placed in non-profit host agencies where they are provided with the job training and work experience skills needed prior to actual placement into an unsubsidized job. This year 35 participants from Maui, Molokai, and Lanai were enrolled in the program and a total of seven participants were placed in unsubsidized positions. Program goals were met and MEO was granted funding for the new program year.



MEO's JTPA Older Individual Program provided Dolores Galace with on-the-job training at Burger King.



Masato Yoshino was hired at Dollar Rent-A-Car after receiving on-the-job training provided by MEO's JTPA Older Individual's Program.

Daniel Corpuz receives work skills and training through Senior Community Service Employment Program.



## Employment and Training



Mass enrollment of migrant and seasonal farmworker participants was accomplished with the help of bilingual volunteers & MEO staff.



MEO Employment & Training staff Bazie Brandt & Cathy Troxel do an on-site counseling with supervisors of migrant and seasonal farmworkers.

### JTPA 402 Migrant and Seasonal Farmworker Program

Due to the critical shortage of agricultural farmworkers in Hawaii and Maui County, MEO's Seasonal and Migrant Farmworkers Program has changed its direction in implementing its program. For the past 8 years, MEO has operated the Migrant and Seasonal Farmworkers Program providing employment opportunities to Seasonal Farmworkers on Maui, Molokai and the island of Hawaii.

Qualified farmworkers and their dependents received employment opportunities provided through on-the-job training, classroom training, work experience and support services. To qualify for the program, enrollees must meet the income criteria and have had a background in farmwork.

Until recently the program helped people such as those who lost jobs when pineapple plantations closed on Molokai and agricultural positions were phased out on the island of Hawaii. In January 1990, the migrant Mexican farmworker arrived in Hawaii to supplement the labor force shortage on island plantations and farms.

The arrival of the Mexican farmworkers brought changes to the complexion of the program. These new participants had many needs that went beyond training services to ensure their success in obtaining employment. MEO has become a real advocate in trying to recognize and address these needs. In order for the Migrant Workers to adapt to our State, we arranged ESL (English as a Second Language) classes with the Department of Education. A soccer league was formed for recreational and social interaction with the local community. Numerous hours have been spent assisting the participant with immigration problems, employment problems, personal adjustment problems and to acculturate the new workers to our State.

Our program has succeeded in its goals, and provided 178 participants with Job Training and Services. Compared to previous years, the arrival of the Mexican farmworkers dramatically increased the enrollment of eligible program participants. This deluge of new enrollees involved higher costs to our program and created a strain on our budget. Creative problem-solving and allocation of resources within MEO had to be quickly utilized to help service the participants.



MEO migrant & seasonal farmworker program participants learn pineapple planting skills.

### Employment Opportunities & Training for Economically Disadvantaged Persons

In furthering our goal of economic self sufficiency, MEO provided 252 economically disadvantaged individuals and families with services to eliminate employment barriers. Through the coordination of resources within MEO we were able to provide a full range of support services. Our goals were met in all areas of the program and to accomplish this we have provided the assessment, counseling, referrals or job placements needed by each individual to meet their employment goals.

## Language Arts Multi-Cultural Program



Community resources teach the children propagation



Parents, resources and children make a dynamic team.

The Language Arts Multi-Cultural Program (LAMP) began in 1976 as the federally funded HCEOC Bilingual/Bicultural Program. It operated on the island of Hawaii servicing Hookena, Hilo Union, Honokaa, Kohala and Keaau Schools. In 1977 and 1978 Honaunau, Kalamianaolo and Naalehu Schools were added. Each center operated with 1 teacher and 2 aides teaching 39 third and fourth graders. Equipment, vehicles, books and supplies were purchased with this federal grant.

Based on three successful years of operation, the State of Hawaii began funding this program as a pilot project. It was at this time that the acronym LAMP was coined for the long titled Language Arts Multicultural Program. The program was streamlined and new schools were selected for participation based on state guidelines. The State of Hawaii has provided the necessary funding for this project for the last decade and has found it successful enough to implement a statewide program with the State Expansion Program which services Kapaa, Kiloohana and Kalihiwaena Schools located on Kauai, Molokai and Oahu.

Throughout the last two decades, LAMP has served hundreds of families. Many LAMP students have successfully completed post secondary education, served in the military and contribute to the communities in which they now live. Thus, LAMP's concept and project design has been in existence in the State of Hawaii's educational system for the past 15 years continuing to serve the needs of our island youngsters.

MEO's Kiloohana LAMP class completed their 2nd year. With the past year's experience and additional training, our staff performed exceedingly well. The students, parents and community have accepted and realize the benefits from this program.

The Kiloohana center met their annual goals by placing over 70% in their SAT reading comprehension, listening, speaking and over 80% in multi-cultural/attitudinal objectives...A job well-accomplished and appreciated.



A resource person provides her skills in silk-screening

Children are given the opportunity to apply what they have learned from community resources.

Children experience animal care and are introduced to some Moloka'i species.

## Energy

### Weatherization Assistance Program

MEO's energy department started 15 years ago through a federally funded grant enabling them to construct and install solar water heaters. Since that initial endeavor, the energy department has expanded by installing heat pumps, jackets, timers and shower heads.

The program, better known as WAP, had another superlative year. In December 1989, MEO's budget was revised to include an additional \$34,023 to the \$120,257 grant, making a total of \$154,280. We accomplished 96% of the budget, installing 72 heat pumps, 32 timers and 13 insulation blankets.

Our staff of 2 1/2 is outstanding and has a reputation of being the best in the state of Hawaii. We are extremely proud of the accomplishments of our staff.



Heat pumps like this one save energy costs for MEO clients.



MEO Energy Program client displays her free hot water heater timer and blanket.

## Low Income Home Energy Assistance Program (LIHEAP)

The LIHEAP program provided financial assistance to clients that were confronted with an energy crisis (termination of utility services). Under a contract from the State Department of Human Services, MEO qualified and assisted 133 low-income households. Up to \$200 on past due accounts was paid directly to Maui Electric Company, Molokai Electric Company and the Gas Company (GASCO). MEO also qualified 418 low-income applicants for energy credits on their utility bills.

The operation of processing applications deviated from previous years by eliminating the computer input and data responsibility. A sub-contractor hired by the Department of Human Services performed that function.



Energy educator Fred Baisa conducts training in energy audits for peer agency staff.

## MEO Key Staff Members

Gladys Baisa ..... Executive Director  
 William Bates ..... Deputy Director  
 Donald Medeiros ..... Deputy Director  
 Annette Spenser ..... Executive Secretary  
 Loreta Pacubas ..... Community Services Director  
 Fred Bicoy ..... Molokai Branch Director  
 Carnation Nanod ..... Head Start Director  
 Mary Ann McKay ..... Fiscal Director  
 Bazie Brandt ..... Employment & Training Director  
 Ed Bartholomew ..... Aquaculture  
 Dan Flavin ..... Agribusiness Director

## Supervisors

Kathy Middleton ..... Education Coordinator  
 Donna Santos ..... Chief Accountant  
 Agnes Groff ..... Transportation Manager  
 Jennifer Hotta ..... Energy Specialist  
 Hannah Davis ..... Chore Service & Transportation Supervisor—Molokai  
 Roy Berger ..... Manager/Mechanic Sugar Mill Auto Care Center  
 Irene Kaahanui ..... Molokai Office Manager

## MEO, Inc. Perfect Attendance Award Winners



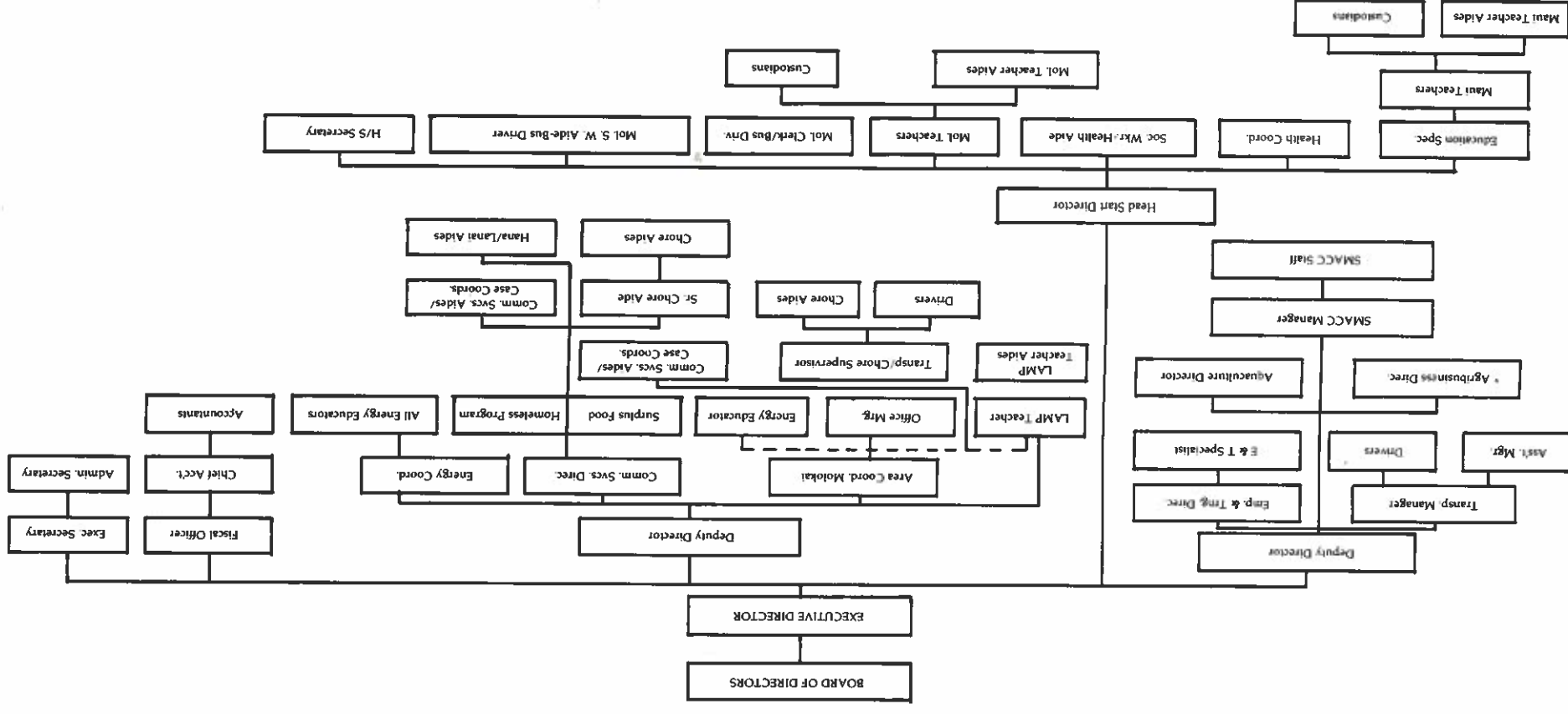
Annette Spenser, MEO Executive Secretary receives award from MEO Personnel Committee Chairperson, Velma Santos, for 13 years of perfect attendance.

- MAUI**
1. Gladys Baisa
  2. Edwin Bartholomew
  3. Leona Dutro
  4. Dan Flavin
  5. Ora Latham
  6. Kathleen Middleton
  7. Stella Miyamoto
  8. Sheri Rourke
  9. Susan Souza
  10. Annette Spenser
  11. Joyce Wong
  12. Pasita Pladera
  13. Kerry Holokai

- MOLOKAI**
1. Hannah Davis
  2. Irene Kaahanui
  3. Rebecca Kamakeeaina
  4. Carnation Nanod

## ORGANIZATIONAL CHART

MAUI ECONOMIC OPPORTUNITY, INC.



## Funding Summary 1989 – 1990

GRANTS	TOTAL BUDGET
1. CSBG GRANT OCS	
CSBG-Federal .....	199,295
Transportation .....	375,000
Head Start .....	24,605
Employment & Training .....	55,000
Building Fund .....	10,000
Integrated Multi-Services .....	283,860
Training & Technical Assistance .....	8,705
Weatherization Assistance Program .....	154,280
3. LIHEAP .....	5,627
4. Language Arts Multi-Cultural Program .....	46,000
5. Homeless .....	14,644
6. HEAD START PROGRAM	
20-Training & Technical Assistance .....	9,079
22-Full Year Part Day .....	478,662
23-Full Year Full Day .....	89,524
26-Handicap Grant .....	19,724
7. DEPARTMENT OF LABOR	
Seasonal Farmworker Program .....	355,548
8. COUNTY OF MAUI GRANTS	
Transportation .....	359,700
County Chore Service-MCCOA .....	42,670
Transportation-MCCOA .....	42,000
Chore Service - Title XX .....	98,272
10. Senior Community Service Employment Program .....	163,856
11. Job Training Partnership-OIP .....	14,203
12. Transportation-Section 18 .....	67,723
13. Other Transportation Programs .....	786,942
14. INCOME PRODUCING VENTURES	
Sugar Mill Auto Care Center .....	367,952
Puunene Property Sublease .....	18,538
Herb Gardening Venture .....	221,250
Senior Fish Farming Program .....	107,543
Miscellaneous Fundraising Activities .....	82,313
<b>TOTAL .....</b>	<b>4,502,515</b>

## Activities



Hawaii's 4 CAA Executive Directors received Senate proclamations from the Hawaii State Senate commemorating the 25th Anniversary of Community Action.



The last MEO 1st edition cookbooks were sold at the Lokahi Pacific Craft Fair.



MEO Volunteers were feted at a beautiful Valentine luncheon in their honor.



MEO Staff bowled to help a sister agency's cause!



A "first ever" day of total transportation staff training for CDL qualification.

## Activities



Volunteer Shigeyo Komoda receives a stadium cushion at the MEO Valentine Luncheon.



Star Volunteer Larry Ing listens to a resolution proclaiming him winner of the 1st MEO Hall of Fame Award.



A proud moment — Representative Joseph Souki congratulates MEO's Kimie Lane & Gladys Baisa on the 25th Anniversary of Community Action.