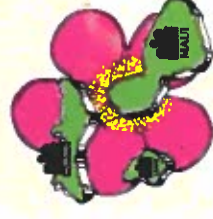


MAUI ECONOMIC OPPORTUNITY, INC.

Annual Report
July 1990 - June 1991



MEO

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In Memory Of

Jennifer Mary Hotta

MEO Energy Coordinator

November 17, 1957 — March 9, 1991

Safely Home

I am home in Heaven, dear ones;
Oh, so happy and so bright!
There is perfect joy and beauty
In this everlasting light.

All the pain and grief is over,
Every restless tossing passed;
I am now at peace forever,
Safely home in Heaven at last.

Did you wonder I so calmly
Trod the valley of the shade?
Oh! but Jesus' love illumined
Every dark and fearful glade.

And He came Himself to meet me
In that way so hard to tread;
And with Jesus' arm to lean on,
Could I have one doubt or dread?

Then you must not grieve so sorely,
For I love you dearly still:
Try to look beyond earth's shadows,
Pray to trust our Father's Will.

There is work still waiting for you.
So you must not idly stand;
Do it now, while life remaineth—
You shall rest in Jesus' land.

When that work is all completed,
He will gently call you Home;
Oh, the rapture of that meeting,
Oh, the joy to see you come!



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BOARD PRESIDENT'S MESSAGE



MEO Board President Abe Aiona.

Dear Friends and Supporters:

Within this Annual Report you will find text and a pictorial review of MEO's accomplishments, as well as minor disappointments, in our programs and projects. Although we made a lot of things work toward accomplishing MEO's mission, we must pay tribute to the Board of Directors, Executive Director Gladys Baisa, and the dedicated, loyal and hardworking staff of MEO for this success.

We provided opportunities for people to enhance their social and economic well-being, to become more aware of the public and private programs that provide human services, and how to effect change through involvement, networking, and cooperating with the many agencies that work with and for people.

One major concern during the last fiscal year was funding from the Legislature because of the recession, the gloomy revenue report from the Council on Revenues, and the War in the Middle East. Chapter 42 changes relative to purchase for services contracts appeared to be an obstacle, however, we managed to meet with many of our legislators like Senator Mamoru Yamasaki and Representative Joseph Souki who were able to help us. Special mahalos go to our many friends in the Legislature.

One of the disappointments was the closing of the "Senior Citizen Fish Farming Project" and the release of Aquaculture Director Ed Bartholomew. This was a good project, however County funding ran out.

On the positive side was the success of the "Migrant and Seasonal Farmworkers Program" and MEO's major role in sustaining agriculture. Another was the moving of a beautiful donated building from the airport to the Eddie Tam Center for expansion of our Headstart Program in the Makawao-Pukalani area.

Although we do not have a crystal ball to help guide us, all I can say is that we must continue to work together "in the spirit of cooperation" and to "build bridges of understanding" in our dynamic and everchanging society, if we are to succeed.

Me ke aloha,

Abe Aiona
ABE AIONA
BOARD PRESIDENT



MEO Board members Tom Risko, Charlotte Smith and Ernest Otsuka.

MEO, INC. BOARD OF DIRECTORS

PY 1990 - 1991

PUBLIC SECTOR

Abraham Aiona, President, Representing State House Representative, Herbert Honda
 Councilwoman Leinaala Drummond
 Stephanie Aveiro, Representing Mayor Linda Crockett-Lingle
 Councilman Patrick Kawano
 Councilwoman Alice Lee
 Riki Hokama, Representing Councilman Coro Hokama
 John Perreira, Sec.-Treas., Representing Senator Mamoru Yamasaki
 Councilman Vince Bagoyo, Jr.

PRIVATE SECTOR

Mary Kay Hofmann, Representing I.L.W.U.
 Lawrence Ing, Vice-President, Private Attorney
 Leslie Kulololo, Representing Alu Like
 Wayne Hedani, Representing Maui Chamber of Commerce
 Sel Menor, Representing Maui Filipino Council
 Manuel Martins, Representing Maui Portuguese Cultural Society
 Tom Risko, Representing Maui Visitor's Bureau
 Wayne Pak, Representing Salvation Army

RESIDENT SECTOR

Richard Abing, Representing Moloka'i Community Action Council
 Maggie Masicampo, Representing Lana'i Transportation Consumers
 Haruko Nakata, Representing West Maui Seniors
 Takashi Sakuma, Representing East Maui Seniors
 Mayumi Fukuoka, Representing Headstart Policy Council
 Nicolas Cabe, Representing Central Maui Seniors
 Ernest Otsuka, Representing Moloka'i Community Action Council
 Charlotte Smith, Representing Committee on Persons with Disabilities

MEO BOARD OF DIRECTORS ANNUAL MEETING

The MEO Board annual installation dinner held on June 25, 1991 was a huge success. About 75 board members, staff, and friends of MEO attended the event which was held at the famous Halimaile General Store. With a no-host cocktail hour during which recordist Jeff Naylor provided a soft musical background, the guests mingled and talked until the gourmet dinner was ready. The grand finale of the dinner was a huge piece of cheesecake which very few could resist or did not savor. Keynote speaker, Representative Joe Souki, former executive director of MEO, delivered an excellent speech on the economic realities facing all of us both nationally and on the local scene. He also lent some historical perspective to the evening as he shared some of MEO's history with the guests. Paul Pladera of the State Office of Community Services installed new officers for program year 91-92, President-Lawrence Ing, Vice-President-John Perreira, and Secretary Treasurer-Haruko Nakata. Recognition of all board members, departing board members and those with perfect attendance rounded out the gala evening's program.



Newly installed Board Officers: President Larry Ing, Board Secretary/Treasurer Haruko Nakata and Board Vice-President John Perreira.



Representative Joe Souki and Larry Ing reminisce about the early days of MEO.

MEO ADMINISTRATION

Dear Friends,

If one word could describe the past year, "growth" would probably be the best one to use. Over the past twelve months we have seen unprecedented growth in the Headstart program with the addition of a classroom at Lihikai school and the acquisition of a donated building from the Kahului Airport which will add another class upcountry. We also received federal funding and approval from the DOE to build a new portable classroom at Princess Nahienaena School. After 25 years of no growth, this all happened this year.

The Migrant and Seasonal Farmworker Program also grew phenomenally with total participants doubling program estimates. Hispanic migrants finding out that MEO would take care of them, flocked to our office in need of wide array of social services. Along with the federal program which is designed to provide services to migrants, MEO formed a coalition with seven other states to assist local farms and agribusinesses to find employees. This group was incorporated as the Rocky Mountain High Coalition in early 1991.

Chore services, one of MEO's older programs saw expansion to Lana'i for the first time this past year also. Thirteen Lana'i residents are currently receiving services under this program which is designed to prevent premature institutionalization of our elders.

New vehicles in transportation allowed for much growth in our capacity to service the mobility impaired with wheelchair and gurney service. A lift-equipped bus was sent to Lana'i this year to provide that service to Lana'i residents for the first time.

All of this progress in MEO's ability to provide life-sustaining services to our clients has been made possible through the unflinching support of the entire community of Maui County working in close cooperation with our dedicated Board of Directors and outstanding staff. We look forward to continued growth in the new program year as we strive to fulfill our mission of "Helping People Help Themselves".

With gratitude and fond aloha to all,

Gladys C. Baisa

Gladys C. Baisa

CENTRAL ADMINISTRATION OFFICE CLERICAL STAFF

MEO's fiscal staff with new Fiscal Director, Mona Kailiponi.



MEO Executive Secretary, Annette Spenser and her assistant Natalie Akuna.



MEO's top executive team: Deputy Director Don Medeiros, Executive Director Gladys Baisa and Deputy Director Bill Bates.

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 company, and to encourage the search for excellence among the staff. Employees of the Month were chosen by committees of their peers and awarded a day off of their choice plus a \$100.00 cash award. A short article was submitted for publication in the Maui News.



July 1990
Faith Park



August 1990
Glenda Mawae



September 1990
Elizabeth Montero



October 1990
Kieko Yamamoto



November 1990
Juliana Perreira



December 1990
Betty Jean Freitas



January 1991
Mona Kailiponi



February 1991
Kehau Pule



March 1991
Don Medeiros



April 1991
Valerie Starkey



May 1991
Verna Alo



June 1991
Sharon Escobar

VOLUNTEERS

MEO's Helping Hands and Surplus Food Distribution

MEO's Helping Hands captured first place in the First Lady's Outstanding Volunteer award under the "Most Innovative Project" category. This project is headed by Lucille DeMello and Harold Shimoda.

Several Groups of volunteers work together on the monthly distribution of the surplus food commodities which are supplied by the U.S. Department of Agriculture to approximately 4,000 low-income families, including the isolated, homebound and the homeless. This collective effort spans to Lahaina, Keanae and Hana.

During the scheduled day of distribution, volunteers stationed at the central distribution site come in at 5:30 a.m. to unload commodities to their respective sites. Individual volunteers serving the homebound and homeless make several trips until they serve all of their clients.

Volunteers have been very loyal for the last 10 years in helping to implement this program for the disadvantaged.

With the amount of manpower required to implement the program, MEO could never have done this project without the assistance of MEO's Helping Hands. Also, the homebound, the isolated, homeless and the hungry could never benefit from the federal program which provides temporary relief of hunger.

MEO has been blessed with so many caring people to help us carry out our mission of helping the needy. The Community Services Department is always affected by budget cuts. Therefore, we depend on volunteers to man the office and to provide over the counter information. These volunteers are sometimes in charge of programs with the Community Services Director's supervision.

MEO Handi-Shoppers

To respond to the needs of the homebound residents of the Hale Mahaolu Congregate Housing Project, MEO organized the "MEO Handi-Shoppers" four years ago to help them with their weekly shopping. Service helps them to remain in their own home as long as possible, thereby preventing premature institutionalization.

MEO's Volunteer Hall of Fame award winner for the year 1990-91, Violet Pszyk.



Nearly 150 volunteers, staff and guests were honored at the 6th Annual Valentine's Day Volunteer Recognition Luncheon on February 16, 1991 at the Maui Beach Hotel Red Dragon Room. This is MEO's way of saying "thank you", "aloha", "salamat po", and "arigato", for the many hours that have been contributed to MEO in carrying out our mission of helping the needy. Gladys Baisa, MEO's Executive Director started the party with a welcome message. Guest speaker was Councilwoman Leinaala Drummond. MEO Board President, Abraham Aiona was assisted by Board Vice-President, Lawrence Ing and Board Secretary-Treasurer, John Perreira, in presenting the certificates of appreciation to the honorees.

The highlight of the party was a special 2nd MEO "Volunteer Hall of Fame" award for the year 1990-1991, for the most outstanding volunteer, which was presented to Violet Pszyk by the Volunteer Hall of Fame Committee. Mrs. Pszyk has been a dedicated and consistent volunteer with MEO, Inc. since 1984. She has faithfully donated many hours of her time in planning, preparing, and cooking countless meals for MEO staff and board meetings, parties, and surplus food volunteers on a monthly basis, preparing all of the lunches for the Maui Correctional Center workline when they work at MEO, preparing all of the food sold when MEO did rodeo fund raisers, cooking for MEO board events, and catering MEO Christmas parties and luaus.

MEO board members assist with the presentation of awards at the Annual Valentine Volunteer Party.



MEO volunteers join hands to sing Hawai'i Aloha.



MEO's Handi-Shoppers fill grocery orders for delivery to shut-ins.



MEO senior volunteers Lawrence Minami and Betty Albright receive top honors as Maui County's most outstanding male and female older Americans.



Surplus food project supervisor Lucille DeMello and the First Lady's Volunteer Project award winner Harold Shimoda.

HEADSTART

The Headstart Program has been in existence for 26 years. During those many years, the program has grown tremendously. In 1990 the budget for Headstart was \$670,783 (\$561,291 Federal, \$37,400 State, \$72,092 County). In one year, the funds have increased to \$812,339 (\$702,155 Federal, \$38,092 State, \$72,092 County). Funds had increased \$141,636.

In 1990, we had 183 children, eight centers and one home base. In 1991, we have 203 children, nine centers and two home base programs. When the Makawao building and the Lahaina portable are completed, we will have an additional forty children.

We have also increased our teachers and teacher aide wages. Nine years ago, teachers were earning \$803.00 a month. Teacher aides were earning \$503.00 a month. Today, teachers wages range from \$1,200 to \$1,560. Teacher aide wages range from \$850 to \$1,200. As more monies come in through grant writing, we will concentrate on raising the salary levels of teachers and aides.

Our staff has also increased. Two years ago, we had nine teachers, eight teacher aides and one child care assistant. In 1991, we will have eleven teachers, eight teacher aides and three child care assistants. We will also have a literacy worker and an additional social services provider in the Headstart office.

The Headstart families have changed considerably. Three years ago, most of the parents were at home and supported by DHS. Currently, sixty percent of the parents are low income working parents working at minimal wages. To meet the needs of these working parents, the State Office of Community Services and the County of Maui have funded afterschool classes.

Yes, 1991 saw many changes in the Headstart program. We expect to see more changes and continue our goal of competent, well-adjusted children living in a safe home environment, where parents are self-sufficient and knowledgeable in rearing children.



Executive Director Gladys Baisa and Headstart Director Carnation Nanod at the dedication of the new Headstart classroom at Lihikai School.



Perennial Halloween volunteer Olivia Pacheco brings Halloween fun to Headstart children each year.



Santa Claus Gonzales takes the Headstart children on a Christmas sleigh ride.



Our Headstart children learn about police services from one of "Maui's finest."

LANGUAGE ARTS MULTI-CULTURAL PROGRAM (LAMP)

The Language Arts Multi-Cultural Program (LAMP) completed their third year at Kiloahana Elementary located on the island of Molokai. The objectives of LAMP are to assist selected underachieving third and fourth graders to improve their language arts skills, social skills, develop a positive attitude toward themselves and learning, and to involve their parents in the teaching and learning process. The selection of LAMP students are based on the recommendations of the principal and faculty to the MEO staff.

The goals of the program are met through an in-school component when in the morning, the LAMP staff participates in the DOE classroom under the direction of their teachers by tutoring individuals or in groups, and by an important afterschool component whereby the LAMP staff works with students from 2:00 p.m. through 4:00 p.m. During the afterschool session, students complete their homework, participate in a variety of planned activities, such as multi-cultural activities, field trips and listening to resource people for the purpose of improving their language arts skills and self esteem. Parent participation and involvement is an integral part of LAMP and is necessary for a successful program.

This past year has been exceptional for our students because they achieved the best reading comprehension score throughout the state. They had the distinction of providing entertainment in public before the First Lady of the State, Mrs. Lynn Waihee. Additional accomplishments included excursions to the Comer's sheep farm, Okimoto's vegetable farm and learning the cultures, food and language of Mexico and China. All these accomplishments are to the credit of our outstanding staff of Joann Simms and Olivia Riel.



LAMP students learn about native Hawaiian plants as part of the multi-culture curriculum.



LAMP teacher Joanne Simms displays photo collection (above).

An appreciation of the taro plant was part of this year's LAMP cultural studies (below).



TRANSPORTATION

MEO's Transportation Service is our most vital, visible, and necessary service provided to Maui County, mainly due to the lack of public transportation in the County. MEO operates a fleet of 29 buses county wide with a capacity of 3 to 44 passengers each. During the past year, this service provided transportation to 5,861 low income elderly and handicapped children, adults, and preschool children with over 266,154 passenger trips county wide. Transportation service, included transportation of children to Headstart, 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 agencies, medical centers, social and recreational programs, educational facilities, and county congregating dining and nutritional programs.

MEO Transportation has moved into a new era with five (5) new 25-passenger buses put into service on November 21. The response from the senior citizens has been overwhelming. For the first time MEO has not purchased school bus type units. The new buses have amenities like air conditioning and stereos to enhance the rider's experience and address the needs of those riders who suffer from Chronic Obstructive Pulmonary Disease. 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 Transportation began non-emergency gurney service on a trial basis. The demand was so great that we had to purchase wheelchair vans that could be converted into gurney which allowed more flexibility and improved service. With the addition of two wheelchair vans in the past year, MEO has doubled it's wheelchair services. This program has become so popular that it will be expanded in the future.



MEO bus driver Brian Kawakami carefully assists each passenger on and off of the bus.



MEO passenger assistance technician Dora Lynn Kahookele with her wheelchair client.



MEO transportation staff bus aide Ann Pooaui, Transportation Manager Agnes Groff and bus driver Leona Solomon at the first annual Maui County Fair for the disabled.



Bus driver Tammy Wong provides "that special MEO service" by carrying her clients parcels onto the bus.

TRANSPORTATION

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 activity center, congregate dining, Kaunoa Senior Center, Headstart, Renal Dialysis, Maui Aids Foundation, Imua Infant Child Development, Hale Makua Day Health Program, and the American Cancer Society.

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 to the State and County. In spite of all that we are doing, we are still just scratching the surface of the transportation needs in Maui County. Daily we turn away request of service as we are working to capacity with the resources we have.



Moloka'i MEO bus driver Julie Ann Kuoha with some of the MEO Moloka'i vehicles (top left).

MEO gurney service is provided to Hale Makua residents by MEO passenger assistance technicians Ursula Freitas and Roberta Kapuaala (middle left).

First class care is provided to passengers transported by MEO driver Sharon Escobar (above).

Attention to safety and comfort is always carefully checked before lifting clients on our wheelchair service (bottom left).

JTPA 402 MIGRANT & SEASONAL FARMWORKER PROGRAM

This year has seen a phenomenal growth in MEO's 402-Migrant and Seasonal Farmworker Program (MSFWP). Several new and innovative program options have been developed this past year, necessitated by an unemployment rate of 2.6% (the lowest in the nation) a critical shortage of agricultural farmworkers, and the continued influx of farmworkers into the State.

The Rocky Mountain High Coalition Inc. is a first of its kind in the nation; comprised of 402 sister agencies in Arizona, Idaho, New Mexico, Montana, Oklahoma, Colorado, and Wyoming. The coalition member agencies refer and screen farmworker candidates in their respective states where unemployment is high, to fill needed positions in the State of Hawai'i. Candidates are hired by the respective employers. MEO's roll in the coalition is to work very closely with many of Hawai'i's small farmers and large agribusinesses, filling their needs for qualified farmworkers. One Maui farmer who previously farmed 20 acres, is now able to cultivate 120 acres, due to competent migrant and seasonal farmworkers provided by the coalition.

One innovative first seen this year, was the arrival of 75 cannery workers to be employed by Maui Pineapple Company. This summer Maui Pineapple Company completed the construction of a 100 bed dormitory at their cannery, located in Kahului. The coalition has referred additional participants to work in the cannery and live in the new dormitory. Another innovation was the mainland training and referral of qualified truck drivers for Maui Pineapple Company.

MEO, in conjunction with the Department of Adult Education provides participants with classroom training. Courses include English as a Second Language (ESL), High School Equivalency, and Citizenship. The courses provided enhance the employability of MSFWP participants, who face numerous educational barriers. Other facets of the MSFWP program provide employment opportunities to qualified farmworkers and their families, through On-The-Job-Training, Work Experience and support services. In addition to the formal classroom training, with the skills of bilingual staff and volunteers classes are provided in sex education, consumer education, nutritional education, and orientation to local laws, life-styles, and more. Acculturation activities provide relevant social experiences to facilitate a successful transition into the unique Hawaiian culture.



Migrant and seasonal farmworkers participants on-the-job picking pineapple in the fields.



Molokai farmworkers receive on-site counseling from Irene Kaahanui.



Mexican farmworkers learn the fine art of pineapple planting (below).

ROCKY MOUNTAIN HIGH COALITION, INC. (RMHC)

The Rocky Mountain High Coalition Inc. (RMHC) is composed of a consortium of community based agencies assembled to provide employment opportunities to migrant and season farmworkers. Over a two-year period, MEO and the RMHC has worked with Maui Pineapple Company, as well as local independent farmers, to bring much needed agricultural labor to Maui. The overall success of the RMHC program has stimulated the interest of other agriculture industries on O'ahu and the Big Island where referral efforts have already been started. RMHC member organizations consist of agencies from Arizona, Idaho, New Mexico, Oklahoma, Montana, Colorado and Wyoming. Each organization is a JTPA 402 grantee providing services to farmworkers.

Since its inception in early 1990, the RMHC has grown from a pilot project into a premiere agricultural labor program encompassing not only fieldworkers, but cannery workers and truck drivers as well. The program has successfully grown from 32 to over 150 workers and has served over 350 migrant and seasonal workers.

In March of 1990, Maui Pineapple Company welcomed a group of workers from Mexico, 32 men, all with work visas, who came to work in the pineapple fields and live in company dormitories. In August, through the auspices of MEO and the RMHC, they were joined by a group of 60 women cannery workers, and in March of 1991, by 28 certified truck drivers. Each group presented a unique opportunity to address both the employment needs of the workers and the acute need for readily available labor for local industry. In contrast to migrant and seasonal workers who are recruited for private industry by independent labor contractors (with little regard for the plight of the worker beyond placement), RMHC program workers receive benefits provided by MEO under various titled program services such as JTPA 402 and Community Services. In addition to personnel recruitment and referral, MEO provides around-the-clock supervision of program operation, grounds and building, meals, transportation, support services such as recreational/social activities, ESL/GED classes, assistance with medical needs, family services, housing, advocacy with various employers, and an array of other services and assistance.

The success of the RMHC program has been evident in its phenomenal growth during this year, the notoriety it has received, and the significant impact it has had on the labor needs of Maui's agricultural industry. In September 1991, Maui Pineapple Company opened the doors of a newly constructed 1.2 million dollar Cannery Dormitory. This facility was built to accommodate 100 workers to be referred by MEO and the RMHC for employment with Maui Pineapple Company and is a reflection of local industry's commitment to the RMHC program.

The future looks bright for MEO and the RMHC in its efforts to continue serving the labor needs of Maui Pineapple Company and other industry employers, and to a far greater extent, the employment and human services needs of migrant and seasonal farmworkers.



Rocky Mountain High truck driver participant Bob Carnahan takes off for the fields (above).

Mens program supervisors, Hector Iugo and Francisco Vargas show off their newly acquired pineapple planting skills (below).



Lena Ortega, coordinator for the Rocky Mountain High women's program departs for a well earned vacation at home in Arizona (above). Program coordinators, Jose Somo of Dole Plantation, Lana'i, Raphael Tellez of Del Monte, Kunia, O'ahu and Juan Camacho of Maui Pine Half'rimale get together for peer exchange at MEO on Maui (below).



EMPLOYMENT AND TRAINING

Senior Community Service Employment Program

MEO operates the Senior Community Service Employment Program for low-income individuals that are 55 years and older in Maui County. Work experience is provided through non-profit and government agencies where participants are given the opportunity to enhance their job skills and to develop new ones to meet the needs of the current labor market.

Program participants work an average of 19 hours a week and are employed in a wide variety of community service activities and facilities. These include schools and libraries, working as office clerks, library aides, and custodians. Participants provide services to the elderly community through home health care services, adult day care and nutritional program services.

The Senior Community Service Employment Program furnishes participants with personal and job related counseling, annual physical examinations, classroom training, support services for safety equipment and transportation if necessary. MEO provided training services to 33 participants through this program and plans to place them into unsubsidized jobs in the community.

JTPA Older Individuals Program

A limited number of qualified seniors were offered job training and placement assistance through the JTPA Older Individuals Program. The program provided training to participants who lacked the necessary skills and experience required to obtain employment through on-the-job training. The on-the-job training program allowed MEO to reimburse employers up to 50% of the hourly wage during a designated training period. "At age 72, Dolores enrolled in the program and was placed in an OJT with a fast food restaurant as a salad maker. Dolores' job has provided her with new job skills, a chance to get out of the house, meet new people and an income that makes her feel independent".

Employment Opportunities & Training for Economically Disadvantaged Persons

115 Program Participants were provided with employment related services which enabled them to eliminate the barriers which prevented them from meeting the goal of economic self sufficiency. The success of the program was directly related to the coordination of services within MEO by networking with the Family Development/Case Management, Headstart, and other Employment & Training Programs that MEO administers. MEO provided pre-employment and occupational skills training which included: placing unemployed/underemployed individuals into unsubsidized employment by way of training or direct placement, support services to individuals while in training, and other services to improve their employment and family situations in order to achieve continuing employment.



Anne Cavalho sorts clothing at the Ka Lima O Maui Thrift Shop, assisting manager Linda Miller. Anne enjoys her job as it gives her a chance to meet new people and to work with the handicapped.



Janet Chapman, Executive Director of Inua Rehab, provides supervision to SCEP participant Flora Martin, as a receptionist/clerk.



A program aide at the Kaunoa Senior Center, Antonia Cusman feels important and appreciated. She looks forward to her job each day and feels the experience she has gained will help her with future employment.



File clerk, Dolinda Cortez and Host Agency supervisor, Henry Rosa discuss filing procedures at the County of Maui Driver Licensing Office.



Lilleana feels that the program has provided her with the knowledge and skills that she can use for many years, "even at my age". A library aide at the Kihun Library, Lilleana Perez plans to pursue a career as a library assistant.



Employment & Training Programs Coordinator Bazzie Brandt visits with senior community service employment program enrollee Eugenio Baulista at his MEO job training site.

SUGAR MILL AUTO CARE CENTER

Since its establishment by MEO in 1985, Sugar Mill Auto Care Center, (SMACC to our customers) continues to serve the community of Maui by providing a full-service station and automobile repair shop. Maui Seniors receive discounts at both the fuel pumps and the repair shop. Most importantly Sugar Mill Auto Care Center provides cost controlled, priority high quality repairs, and a systematic preventive maintenance program for MEO's transportation fleet of buses and vans. The SMACC team consists of Manager Bill Gearon, Chad Lee, Lead Mechanic, and Del Dameg, utility worker.

The project will change in late 1991 when MEO's lease with A&B on the current Pu'unene site runs out. Also facing us in the old A&B station that we are currently located at, are new, strict and expensive EPA regulations. For these reasons MEO is unable to stay at the current site. A new site has been located at the Kahului Harbor which will allow us to continue to provide repairs to our fleet and the public, but not to pump our own fuel. We regret the loss of fuel revenues, but to attempt to bring the Pu'unene site to EPA standards is financially out of our reach and not practical. The six years we have had at Pu'unene have been a good experience for us and SMACC's small staff deserve much credit for keeping the MEO fleet well maintained and on-the-go.



Bill Gearon Sugar Mill Auto Care Center Manager "fills 'er up!"

SMACC Licensed Mechanic Chad Lee directs car repairs with SMACC trainee.



COMMUNITY SERVICES

Family Development

This program 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 and the senior discount program.

One of the most popular and successful programs of the Community Services Department is the Case Management Family Development Program.

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 managers work together in identifying problems and assist them in paving their way to self-sufficiency by helping them secure 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 their goals towards employment.

Some of the support services that were provided to our family development clients included rental assistance, food and clothing assistance, child care, legal services, transportation and many other solutions to problems identified as barriers to steady employment and self-sufficiency.

Our expertise of networking with business organizations and community agencies has helped us tremendously in trying to meet the needs of our enrollees. Through the Maui Hotel Association, some of the hotels have donated linen, towels, beds, pots and pans, toasters and coffee makers.



Filipino senior citizen clients receive personalized assistance from bilingual Case Manager Pauline Agres.



Senior Case Manager Ora Latham provides housing and job information to Hispanic immigrants.

COMMUNITY SERVICES

Family Development (cont.)

The 700-Club also helped us a lot in paying their electric bills, supplying food, etc. In fiscal year 1990-91, staff provided intake to 448 families and individuals and enrolled 182. Out of these 182 clients enrolled, 52 clients became self-sufficient. We assisted all of them to find employment and provided rental assistance to 26 homeless clients. The income of these 52 clients who became self-sufficient ranged from \$1,200/mo. to \$4,800/mo. Before they came to MEO 38 clients had no income.

Outreach Information & Referral

Outreach information and referral is a service that assists the seniors and low-income residents in obtaining assistance from various human service agencies.

MEO staff walks with the client through the entire process of eligibility determination from completing the forms to acting as their personal representative for their personal interview and redeeming their food stamp authorization coupons.

In Fiscal year 1990-91 MEO staff counselled over 3,000 clients and referred 935 to various agencies for assistance.

Senior "Red Card" Program

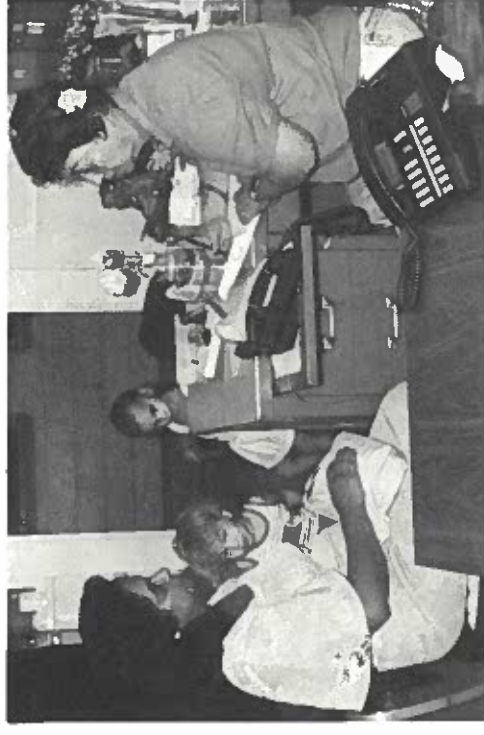
This program has been so popular that as soon as an individual turns 60 they are right in the Community Services Department door signing up for their "Red Card".

Representatives from the other islands servicing the elderly also have been calling in to inquire as to the process that MEO took in organizing the senior discount program.

We currently have a total of 116 different stores, businesses and restaurants in Maui, Moloka'i and Lana'i that are participating in our Senior Discount Program.



Case Manager Bernie Meno assists a newly arrived Pacific island family with housing and other social service needs.



Arranging child care and housing is a daily challenge easily handled by veteran Case Manager Ora Latham.

ENERGY

Weatherization Assistance Program

MEO's energy department has been conducting education surveys and installation of energy saving devices throughout Maui County for the past 16 years. The \$180,679 federal funded grant assists elderly, disabled and low-income individuals and families in their efforts to become, or remain, self-sufficient by reducing their kilowatt usage.

Our staff of 2 fulltime and one part-time persons, Fred Baisa, Evelyn Wilson and Doreen Galam, had a very successful year while attaining 100% of their annual goals in surveys and installation of heat pumps, timers and blankets. An experimental project of installing low flow showerheads achieved 40% of the annual goal or 73 households. The conditions of many prospective clients homes restricted them from qualifying and attaining our goal in this area.



MEO energy educator Fred Baisa cuts a water heater blanket in preparation for installation.



Evelyn Wilson maintains energy program statistics.

Low Income Home Energy Assistance Program (LIHEAP)

The LIHEAP program provides two types of assistance to our clients; classified as energy crisis (termination of utility services) and energy credit (recipient receives financial aid in form of a credit). Under a Federal contract administered through the State Department of Human Services, MEO is responsible to inform the public of the program by various methods of networking such as personal visitation to those with disabilities, radio psa's, newspapers, and telephone calls to public and private agencies.

This program is administered to the public for two months a year normally in the months of May and June. Our staff qualified 790 clients (155 crisis and 635 credit) which was a 43% increase over the previous year, a job well done!



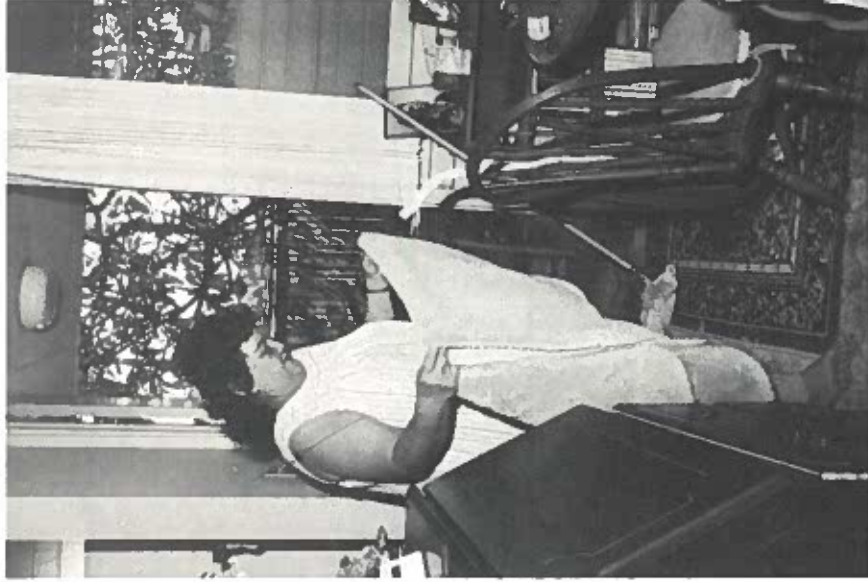
MEO energy client and her free energy saving heat pump.

COMMUNITY SERVICES

Chore Service

One of the most outstanding accomplishments that happened this year was the expansion of Chore Services to Lana'i residents and a tremendous increase of clients on Moloka'i.

The main goal of this program is to sustain and maintain 200 disabled and elderly individuals in independent living as long as possible, thereby preventing premature institutionalization and care home placement. It is also intended to help participants during periods of recuperation since they are in and out of the hospital. Participants recover faster in a home environment where they can enjoy the company of their friends and families longer. Keeping 226 participants out of institutions represents enormous savings to the State which might otherwise be responsible for the cost of their institutional care.



Elizabeth Montero, MEO Chore Service aide, provides services to the elderly and handicapped (left).



Completing 4 years of service, attorney Larry Ing faithfully continues to provide legal services to seniors every Friday afternoon (below).

Legal Services

This is the fourth year that Attorney Lawrence Ing has shown his loyalty and proven his commitment in helping the seniors, 60 years and older with their legal problems by maintaining his weekly legal clinic every Friday afternoon from 1:00 p.m. to 4:00 p.m. 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 6-7 clients a week.

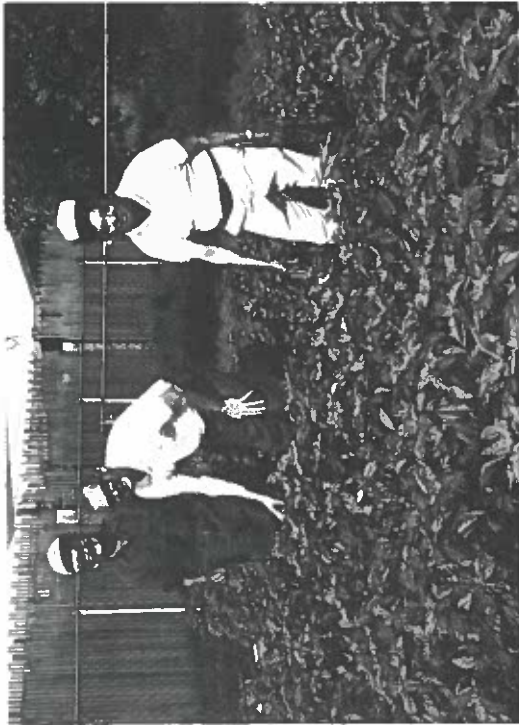
MEO SENIOR HERB GARDENING PROJECT

In its 6th year of operations, the MEO Senior Herb Gardening Project continues to be a profitable venture for not only the senior growers, but also MEO, Inc., fulfilling both of the projects original goals. Although active senior grower numbers have declined since last year to 37 active growers, during this past year we continued to ship an average of 500 lbs. of basil each week, and senior farmers received about \$70,000 in payments this past year.

The primary goal of the project this year was educating the senior farmers about care of their soil. Continual growing for these past 6 years without replenishment of the nutrients is a major factor in production declines and poorer plant quality. Through classes at Maui Community College and a "let me see how my neighbor is doing it" approach, senior area coordinators are now able to help other seniors with their soil care. With their usual ingenuity and commitment, seniors are now provided with rooted basil starts by a senior who took on the task of growing the starts for others.

The program is also now in two elementary schools, namely Waihee and Lihikai. There are over 300 children involved with this growing program. The money earned by the children from the project is used to pay for excursions, parties, supplies, and assorted classroom equipment. This project has been made possible through the cooperation of principals and teachers at these schools with MEO.

Another "shoot" growing in the project is an ambitious plan to grow small lettuce varieties in the backyards like the basil. Plans are to market this product on the mainland also. Our markets continue to be strong. The high quality of our product continues as a result of the tender loving care of our special growers who participate in the program.



Basil farmer Ichiro Takahashi and Pedro Macadangdang with Project Director Dan Flavin check basil plants (top left).

Herb Project Director Dan Flavin instructs Waihee school students in the cleaning & bundling of basil for shipping (above).

MEO agribusines committee develops a new agribusines product for senior farmers (left).

AQUACULTURE

At its inception in mid-1988, the major goal of the Senior Citizen Fish Farming Project (SCFFP) was the initiation and establishment of the infrastructure for a self-sustaining cottage level aquaculture industry in Maui County. This third year (1990-91) of the SCFFP ended with 12 senior citizen fish farmers cooperatively growing and selling products for both the food and the ornamental fish markets. The end of this fiscal year also marked the ending of public support for the SCFFP from the Department of Human Concerns, County of Maui, and the end of this unique demonstration project. Unfortunately, MEO is unable to support the project with its own resources since the SCFFP had not yet attained economic self-sufficiency.

This third year of the SCFFP was initiated during the last quarter of the Tavares administration and phased out during the Crockett-Lingle administration. Due to delays in the renewal of the contract, the FY 1990-91 grant was re-negotiated with the present administration and reduced from \$50,000 to \$37,719, with the proviso that these funds be used to phase-out the project and that no new initiatives would be undertaken.

During the 1990-91 project year, our senior citizen fish farmers sold over 8,000 Golden Maui Escargots and 7,000 tropical fish for a total gross revenue of about \$4,300. While most of the escargots and tropical fish were sold on Maui, some of the latter were being sold off-island to Hilo and O'ahu tropical fish dealers. More varieties of tropical fish were also sold this year. In addition to the angelfish which we first began with last year, live-bearers such as red wagtail platies (moon), swordtails and guppies increased our diversity of offerings. Many of the guppies were sold as feeder fish, representing yet another market niche within the tropical fish trade.

The unfortunate loss of snails in four fish farm units at the end of FY 1989-90 hampered our marketing plans during the initial months of FY 1990-91. As our snail supply recovered, efforts to expand our marketing of Golden Maui Escargots were again initiated in early 1991. During this time, a flyer was produced that described our aquatic product, its culture and methods of preparation. These marketing efforts were cut short by project phasedown demands.

While economic viability was not reached, the SCFFP has had an impact on aquaculture activities in Maui County and other parts of the state. In particular, the SCFFP represented the first demonstration of a cottage level, or family-oriented, approach to aquaculture in Hawai'i. It did not remain the sole example for long, as this approach, and its backyard fish farm design, has been extended to O'ahu by the Waianae Coast Community Alternative Development Corporation.

In terms of cultured species, the result of the SCFFP's shift from Chinese catfish during FY 1989-90 focused statewide attention on our new Hawaiian aquaculture product, Golden Maui Escargots. Additionally, our efforts in the culture of tropical fish have anticipated recent state interest in the development of this industry.

The SCFFP's successful demonstration of a cooperative, cottage level approach to aquaculture rested on the long term interest and enthusiasm of its participants. Their enthusiasm did not end with the phasedown of the SCFFP, as the remaining 12 senior citizen fish farmers are continuing their cooperative and utilizing the markets established during the past two years.



Fish farmer Prisciliano (Siliano) Pasion and Aquaculture Director Ed Bartholomew take a break after packing 430 adult angelfish for shipment to O'ahu. Harvested from Pasion's Kahului backyard fish farm early in the morning, the angelfish will be received, unpacked and released in acclimation tanks on O'ahu within eight hours.



A netfull of angelfish being harvested from Pasion's backyard fish farm. The angelfish are reared in floating cages until ready for sale. Each backyard farm can accommodate six of the one cubic meter cages, each containing some 200-300 angelfish. The cages not only facilitate harvesting but also ease the fish farmer's task of taking inventory.

FUNDING SUMMARY 1990 - 1991

	GRANTS	TOTAL BUDGET
1.	OCS GRANTS	
	CSBG-Federal.....	241,521
	Transportation.....	430,875
	Headstart.....	37,400
	Employment & Training.....	58,850
	Headstart Makawao Building.....	40,000
	Integrated Multi-Services.....	303,730
	Anti-Drug Abuse.....	4,332
2.	Weatherization Assistance Program.....	200,135
3.	LIHEAP.....	6,123
4.	Language Arts Multi-Cultural Program.....	46,500
5.	Homeless.....	21,404
6.	HEADSTART PROGRAM	
	20-Training & Technical Assistance.....	9,670
	22-Full Year Part Day.....	504,532
	23-Full Year Full Day.....	741,134
	26-Handicap Grant.....	16,394
7.	DEPARTMENT OF LABOR	
	Seasonal Farmworker Program.....	312,855
8.	COUNTY OF MAUI GRANTS	
	Headstart.....	72,092
	Transportation.....	475,000
	County Chore Service-MCCOA.....	54,400
	Transportation-MCCOA.....	42,000
	Chore Service-Title XX.....	142,324
9.	Senior Community Service Employment Program.....	157,191
10.	Job Training Partnership-OIP.....	17,176
11.	Transportation-Section 18.....	68,201
12.	Other Transportation Program.....	458,316
13.	Emergency Food.....	2,000
14.	Rocky Mountain High Dorms.....	32,963
15.	Immigrant Services.....	42,000
16.	INCOME PRODUCING VENTURES	
	Sugar Mill Auto Care Center.....	375,440
	Pu'unene Property Sublease.....	18,538
	Herb Gardening Venture.....	195,000
	Senior Fish Farming Program.....	38,006
	Miscellaneous Fundraising Activities.....	98,075
	TOTAL.....	4,421,677

HIGHLIGHTS



MEO's first official retiree Olivia Pacheco was on hand to celebrate the second MEO retirement of Hana Staffer Genevieve Chang.

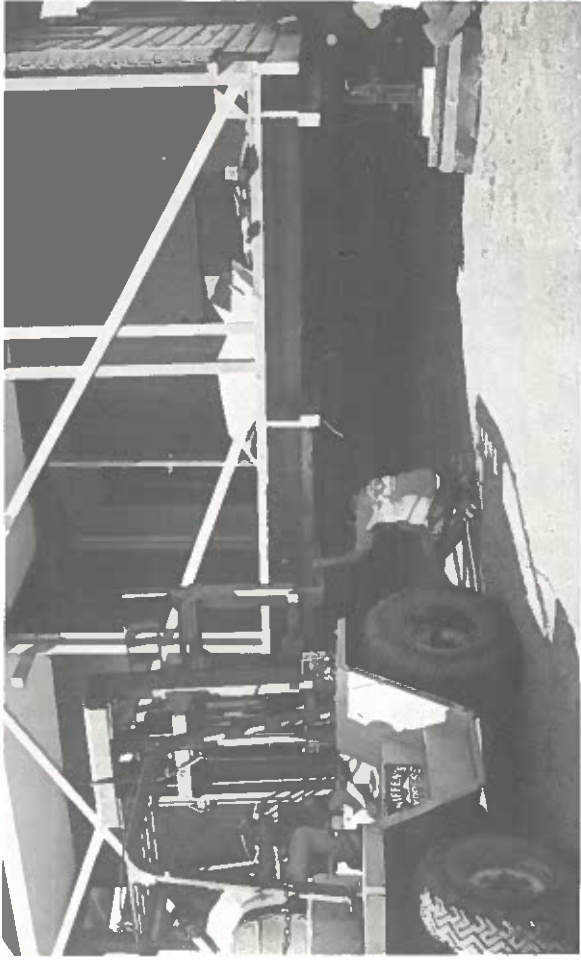


An escargot sampling was enjoyed by those invited to Maui Community College for that event.



MEO Deputy Director Don Medeiros presents a Thank You plaque to outgoing President of the Maui non-profit Executive Directors Association, Gladys Baisa.

HIGHLIGHTS



Sniffen Express prepares to move a building from the Airport to Makawao for the new Makawao Headstart Center.



Maui Chef's and Cook's Association members sample golden Maui Escargot with Project Director Ed Bartholomew.



Executive Director Gladys Baisa and representative Roz Baker discuss Moloka'i's needs.

PARTY TIME



Migrant & Seasonal Farmworker Program Coordinator Dan Flavin celebrates his birthday Mexican style in Albuquerque, New Mexico at a Rocky Mountain High meeting.



Staff & friends were all on hand to celebrate the birthday of our Executive Director Gladys Baisa with a luau and entertainment.



Deputy Directors Bill Bates & Don Medeiros with Richard Abing at the Home Pumehana Halloween party on Moloka'i.

PARTY TIME



MEO staff and guest all decked out for the Annual MEO Christmas party.



MEO Community Service staff relax together at the Annual Employee Christmas party.



Christmas party committee members Ora Latham and Annette Spenser greet guests at the party.

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 26th 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."