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2004 Annual Report



Member, Aloha
United Way
Member, Family
Resource Coalition
of America



PALAMA SETTLEMENT Annual Message

Aloha, Friends of Palama Settlement!

The year 2004 was marked by change and growth for Palama Settlement. The influx of different immigrant groups, particularly our Micronesian, Chukese, and other Pacific Islander families, created new needs within our community. The growing concerns over ethnic differences among our families have intensified our efforts to develop and/or change services and programs that celebrate our diversity and promote an understanding and appreciation of different cultures. Focusing our efforts on this particular concern, we have met the challenge of our changing community in two major areas:

- *Our Palama Family Service Center continued to prove its importance to the community by providing critical outreach services to families living at three public housing projects in the neighborhood.* Our staff's ability to respond immediately to crisis situations, identify at-risk youth and provide them with appropriate programs and services, and keep children and youth involved in productive and constructive activities has played a vital role in strengthening families and keeping our community safe. In particular, the Center's cultural dance program called Island Youth has given children and teens from the housing projects a positive and enjoyable outlet for their creative energy.

- *Our Recreation Department has also responded to the growing needs of our youth population by expanding our sports and recreational programs.* In addition to our Pakolea Basketball and Late Night Basketball Programs, our intramural basketball has been increased to allow more youngsters to play all year long. Our newly-formed flag football program that attracts a large number of Micronesian boys and girls who "hang around" Palama with nothing to do has been an immediate success. We are now collaborating with several social service agencies in the community to develop this program and involve an even greater number of youngsters. Our goal in developing recreational activities has been to give youth a constructive and consistent alternative to the many destructive forces and influences in the community. We want to keep them out of trouble and mischief and, hopefully, out of the juvenile and adult criminal justice system.

In addition to organized sports programs, Palama offers children and teens the opportunity to enjoy less structured recreational activities. Our Leland Blackfield Youth Activity Center, open seven days a week except for holidays, continues to be a safe haven for youth who need a place to hang out with their friends and learn/play games such as billiards, table tennis, and video and table games. For many youth who are new to the neighborhood, the Center also serves as an entry point to Palama's many programs. They start out at the Blackfield Center and soon become involved in other activities such as Pakolea, intramurals, and computer classes.

How have we managed to keep the Settlement a vital resource in this community? We need to recognize the many people and organizations that have kept our agency on track and enabled Palama to provide programs and services that can meet the challenges and changing needs of our neighborhood.

- *Volunteers are a major factor in our ability to do so much with diminishing financial resources.* They include our Board of Trustees, instructors, tutors, coaches, linesmen, and team parents....all of whom play a critical role in the life of Palama Settlement. *Last year 240 volunteers gave over 32,900 hours of service to the work of our agency!* We could not run our golf tournament, offer our sports programs, distribute food to needy families, and offer many other services without our volunteers. Although we have a dedicated core of volunteers, we always need more. If you are inspired to help out by volunteering your time, talents, or skills to the work of Palama Settlement, please contact us.


■ *Our staff is a very important ingredient* in our success. They are loyal and dedicated and believe in what they do and the mission of Palama Settlement in this community. Since many of our programs involve weekends and evening hours, our staff is often called on to give up time with their families to carry out their responsibilities. *We are grateful for their strong commitment to our work.*

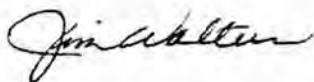
■ *Partnerships* with key organizations in our community have also enabled us to provide valuable programs and services for the many youth and adults who come to Palama Settlement. Working with the *Farrington Community School for Adults*, we have offered ESL and citizenship classes on site to many new immigrants who settle in the Kalihi-Palama area. Our collaboration with the *University of Hawaii Center on Disability Studies* and *Ohana Komputer* has brought needed funding for our Computer Center and created a program of computer and literacy classes and activities for youth, adults, and seniors. Students enrolled in our In-Community Treatment Program have benefited from our relationship with the *Pacific Resources for Education and Learning (PREL)*, which provides art classes to these at-risk teens who are referred by the Family Court.

Forging these partnerships is a strategic step taken by many social service agencies that face budgetary constraints and need to tap into community resources to carry out their work. With the help of these collaborations, we have been able to enrich our programs and services and create unique opportunities for learning and growth for our youth and families.

■ Finally, our *friends and supporters* in the community provide the needed funds not only to maintain our programs but also to initiate new services to meet changing needs. In particular we want to recognize the following for their support ~

- The Aloha United Way
- The Laborers' Union, Local 368 and its Secretary-Treasurer/Business Manager Ben Saguibo
- Special long-time friends of Palama Settlement including Esther Stubblefield; Cecilia Blackfield, her daughters Pamela Blackfield and Karen Blackfield Wallace, and other friends who support the Blackfield Youth Activity Center and the Blackfield Educational Scholarship
- Trusts, foundations, and organizations that have provided generous grants including the ABC Drug Stores, Atherton Family Foundation, Samuel N. & Mary Castle Foundation, Central Union Church, Hung Wo & Elizabeth Lau Ching Foundation, Farrington Community School for Adults, Foodland Stores, Frear Trust, Friends of Hawaii Charities-Sony Open, Hawaii Community Foundation's Mo Bettah Together Program, Hawaii State Judiciary, Heads Up Youth Foundation, Kamehameha Lions Club, Abigail Kawanakoa Foundation, Pacific Resources for Education & Learning-PREL, Pettus Foundation, Servco Foundation, Strong Foundation, Territorial Savings Bank, University of Hawaii-Creating Futures Program, Verizon Hawaii, Victoria Foundation, Visitor Industry Charity Walk, Waterhouse Charitable Trust, Harry & Jeanette Weinberg Foundation, G.N Wilcox Trust, and the Henry Wong Foundation
- Our many friends who have supported us with their gifts of aloha.

We hope all of you will read this report, enjoy the pictures, and feel a deep sense of satisfaction knowing how your grants, gifts, and donations were used to further our work and enrich the lives of thousands of children, teens, adults, and seniors. *Imua, Palama!* 



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President, Board of Trustees



Robert T. Omura
Executive Director

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** On Call

*** Half-Time

+ Volunteer

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Palama's sports programs are key attractions for youth



The *Pakolea Sports/Academic Program* is the major sporting activity at Palama Settlement. The program, which stresses sports, academics and socialization skills, uses a system of behavioral management to develop and nurture responsibility, perseverance, team work, and good sportsmanship in youth. Many of our participants work toward playing in high school sports and then moving on to college and possibly professional sports.



Diana Lee Bunney of the Kalihi YMCA and Palama's Sean Spriggs co-managed the Late Night Basketball Program, which keeps kids off the street and out of trouble during the hot summer months.



With Palama's Pakolea, Late Night, and Intramural basketball programs, the youth can now enjoy year-round basketball leagues.



Vince DeBina (top left), Palama's Recreation Director, instructs youth in the rules of flag football. The players were recruited "off the street" to form a new intramural flag football program.



Staff member Joe Pacquing outfits a player for his shoulder pads during football season. Approximately 250 youth participate in the Pakolea program, which offers competitive play in football, basketball, volleyball, and cheerleading.

Pakolea Sports Program ~ It's not just play...the keiki must study!



Youth Specialist Judy Baker meets with Pakolea players in the Learning Center to review and evaluate their academic work. The players must spend two days a week in the Center completing their school work and/or getting tutorial help. They also spend part of their academic time in Palama's Computer Center learning computer applications such as word processing, spreadsheets, research on the Internet and other essential skills.

To motivate the players to complete their homework, a reward system of points is used. Those who receive the highest number of points are eligible for special prizes and incentives.



Players are serious about completing their homework assignments because their eligibility to play in the various sports is based on their academic progress. End-of-the-season awards are also given to the best scholar athlete to motivate the youngsters to do their best in the classroom as well as on the field.

Pakolea youth listen intently to Tom Cummings of the Bishop Museum who shares information about Hawaiian legends and the art of story telling. As part of the program, the players have guest speakers on a number of interesting topics that encourage them to raise their educational goals and explore a variety of career paths.

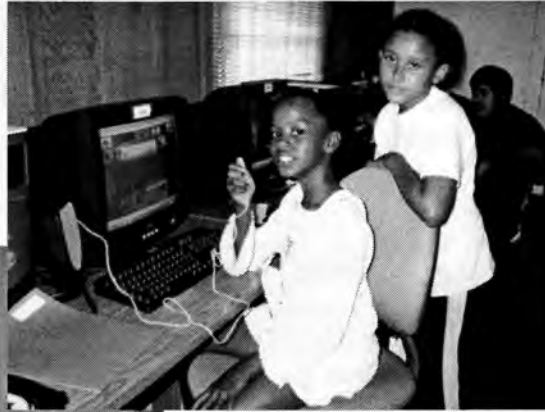


Palama's Computer Center is a hub of learning



Children from the neighborhood participate in the Teen ACE program, which teaches them to write stories, type them into the computer, and then record them on a CD.

Palama's Computer Center has truly become a technology resource for our community. Because of our collaboration with the *University of Hawaii's Center on Disability Studies* and *Ohana Komputer*, we have been able to equip our center with the needed computers and software and hire a coordinator/instructor to implement a full program of computer classes and activities for all ages. Special thanks go to Drs. Peter Dowrick and JoAnn Yuen of the UH and Gigi Davidson of Ohana Komputer for including Palama in this educational collaboration that has produced many benefits for our community.



After writing and typing their stories, the youth learn to record them on a CD, which they can share with family and friends. The purpose of the Teen ACE program is to teach literacy as well as computer skills.



Natasha Tibas (l) and April Cadiz from Farrington High School assist students in the Teen ACE program with writing their stories. Training teens to be mentors to younger children is also part of the goals of the program.



Tiane Yaw from Ka'ahumanu Homes smiles broadly after learning how to master one more aspect of the Teen ACE computer program.



Computer instructor Venesh Sharma (l) and Bob Omura congratulate Marie Cleveland for completing the Teen ACE program.

Working with at-risk youth in our community



Dances of Paradise youth receive drumming instructions during a Saturday morning class at Palama.

Right: The *Dances of Paradise* group performed at our 3rd Annual Charity Golf Tournament held at Kapolei Golf Course. The group, composed of youth, aged 6-20 years, from the Kalihi-Palama neighborhood, perform dances from several different cultures at various community events. In addition to their practices and performances, the youth also carry out community service projects and neighborhood security walks and keep up their school work.



Palama trustee Venny Villapando volunteered to teach students in our In-Community Treatment Program the process of video production. The ICTP serves teens referred by the Family Court to Palama for an alternative educational and counseling program.

Our Family Service Center staff provides help to families living in several public housing projects in the area. In addition, they offer constructive activities for youth to keep them out of trouble and away from the criminal justice system. Some of these activities include a cultural dance group, computer classes in collaboration with Ohana Komputer and the University of Hawaii, educational and employment assistance, sports and recreational activities, service projects, and field trips to interesting places. Keep the youth busy and they're less apt to get into mischief!



Donna Taniguchi, Todd Wyrick, and Nico Tuiteleapaga are all smiles after receiving a \$10,000 grant from the Weinberg Foundation for our ICTP.

Blackfield Center is a haven for youth



Leila Akana poses with participants in the 8 Ball Pool Tournament: (l-r) Kaylen Nardo, 1st place winner Glynn Crawford, 2nd place winner Damian Tatasky, and Alster Lazarus.

The *Leland Blackfield Youth Activity Center* at Palama Settlement is open to youth seven days a week except for holidays. It's a great place for youngsters to hang out, play with their favorite games, take part in exciting tournaments, watch television or movies, meet their friends, and be safe.

The Center was established 16 years ago and is supported by Cecilia Blackfield and her family and friends. Leila Akana (back left), youth specialist in charge of the gameroom, says she likes to see the kids having a good time, learning to share and take turns, and teaching each other different skills.



All of the 8 Ball Pool Tournament participants pose for the camera. Tournaments are held regularly to encourage friendly competition and improve the players' skills. Prizes are awarded to motivate the players. For this tournament, winners won t-shirts donated by Fortune Fashions in California through the efforts of Pam Blackfield. *Mahalo, Pam!*



Table tennis, aka "ping pong", is also another favorite game at the Blackfield Center. Participants in a table tennis tournament seem very happy with the outcome of the event.



Many of the keiki come to the Center to meet their friends. Some of them even study together.

See how focused the youngsters are while playing the video games at the Blackfield Center! It's a favorite activity for many of them.

Palama collaborates with Hawaii Foodbank to distribute food

One of the important services Palama provides to the community is the distribution of food and other household items to needy families. At one time food distribution was carried out on site at public housing projects. To ensure better coordination and wider participation, it was decided to give out the food at Palama Settlement and other designated areas in the community. With the assistance of our Family Service Center staff and volunteers, families can come to our gymnasium lanai to collect their food. As many as 1,000+ families have benefitted from the Foodbank distribution program.



Families from Mayor Wright, Ka' ahumanu, Kamehameha Homes and the surrounding community participate in the food distribution, which occurs throughout the year. The program is a huge undertaking, requiring all of the Family Service Center staff as well as their 10-15 community volunteers. They unload all the food items, display the goods, and later load up any left over items for distribution at other sites. Palama also assists with distributing food items from the Honolulu Community Action Program (HCAP) surplus food distribution program.



Loyal volunteers like Elizabeth Leslie are at every food distribution to assist the staff with the labor intensive process. Family Service Center staff member Eugene Mika helps to coordinate the effort.



Despite her petite size, volunteer Jadelyn Neal-Yaw from Ka' ahumanu Homes helps Eugene lift heavy boxes as they prepare for the distribution.

Summer at Palama means fun and much more!



Palama's summer programs offer children and teens a wide range of recreational, cultural, and educational experiences including field trips to interesting places. Using grants from the Visitor Industry Charity Walk and the Friends of Hawaii Charities, we have provided parents with an affordable program that creates new learning experiences for their children.

Retired science teacher Joe Laszlo demonstrates the physics of flying airplanes to the summer children by having them make paper airplanes. The keiki made paper airplanes and flew them in the gym....What fun!

Teens in our Summer Safari Program learned about the importance of good nutrition and sensible eating. Using educational materials provided by HMSA, Palama staff Bette Uyeda (r) discusses the concept of "Five a Day". The teens sampled a delicious salad made of healthy fruits and vegetables.



Learning how to do new things is an important part of our summer program. Below: Instructor Natalie Misaki teaches the children how to make ice cream. The keiki enjoyed the lesson....especially when they got to eat the finished product!



While the children wait for their next class, they practice their dance routine in preparation for the summer finale program. At the finale the youth display their art work and perform the dances and musical numbers they have learned during the summer.



Summer keiki look forward to their finale show



Instructor Sharon Ma'ave (standing) and her ukulele students practice diligently in preparation for the finale show.



Students learn how to dance the hula as part of their Hawaiiana classes.



After practicing hard for their finale show, the keiki love to sit down and eat lunch. "Boy! This lunch is good." Delicious hot lunches are prepared daily for the kids by staff member Joe Pacquing.



Hula dancers and ukulele players love to perform for family and friends on finale night.

Below: *Summer Finale Night at Palama!* After the keiki and staff perform for parents and friends, they pose for a group picture in front of a mural the youth made in their art classes. In addition to music, art, sports and recreational activities, the children and teens spend time in our Computer Center learning computer skills.



Seniors dance, relax, exercise and teach the youth



Above/Right: Palama seniors keep their minds sharp and their bodies strong by playing mah jong and line dancing.

Below: Palama seniors Marian Matsumiya and her husband team up to provide an inter-generational activity for the children. The youth enjoyed learning how to make hats and boats out of newspaper. (Just like in the "old" days!)



Approximately 300-350 seniors register each quarter to participate in a number of "wellness" activities including early morning exercise/tai chi sessions, country line dancing, and table games that keep their minds alert. Some of them formed a line dancing group called the *Dancing Hearts* and perform at nursing homes and community events. Every summer we ask seniors to teach our children line dancing, other cultural dances, and old-time arts and crafts (like hat or kite making). The children keep our seniors young at heart!



Don't the keiki look cute in the hats they learned to make out of old newspapers.



Palama Settlement also served as a site for people to get their flu shots.

Children and seniors feel at home at Palama



"The Lines are Drawn," a one-act play written and directed by Karen Yamamoto Hackler, Director of the Lo'i Theater, was presented to our Palama seniors and students of the Halau Lokahi Charter School.



Right: Karen Hackler answers questions from the audience after the play. Our seniors took a break from their normal line dancing routine to watch the play, which depicted a story close to their hearts about coping with the challenges of growing old.



Hundreds of children enjoy our Easter Egg Hunt in Palama's back field as they look for special plastic eggs with prizes inside.



Seniors enjoy their aquatic exercise in Palama's swimming pool.



Left: Volunteer Naomi Wipf watches and encourages the children as they play the Tic-Tac-Toe Ball Toss at our Easter festival.



Right: (l-r) Judy Baker, Lynne Akana and Saundra Smith check the children's winning ticket number as they give out Easter prizes.

Scholarship interviews, evaluation meetings, site visits

Bette Uyeda (l) and Palama trustee Mary Ann Changg of the Education and Scholarship Committee, interview Brian Wallace for a scholarship to the University of Hawaii.



Every year scholarships are awarded to deserving youth, who have participated in Palama's programs, to further their education. Scholarship funds may be used to subsidize private school education or to attend a college or university. Over the years the *Leland Blackfield Educational Scholarship*, subsidized by Cecilia Blackfield, her family, friends and the *ABC Stores*, has helped several deserving young people to obtain their high school and college degrees. In addition, our Palama seniors donate funds to provide scholarships for our youth.

Like many scholarship candidates, Brian participated in our Pakolea Sports Program, playing football and basketball and swimming on our aquatics team. He also excelled in academics and received numerous awards.



Independent evaluator Carol Plummer (center) meets with Gigi Davidson of Ohana Komputer and Palama staff to evaluate the Teen ACE program offered at Palama's Computer Center through a partnership with the University of Hawaii Center on Disability Studies. A number of the participants and their parents also took part in the evaluation, which was conducted to measure the effectiveness of the program in meeting the project outcomes.



Fund developer Bette Uyeda (r) meets with Koki Akamine (l), Carrie Wong and Lloyd Kaneshige of the Waterhouse Charitable Trust regarding programs at Palama that the trust supports. Mr. Akamine, who has assumed the liaison role once held by Mr. Kaneshige, works closely with Palama to administer the funds. During these site visits donors have the opportunity to find out how their funds are being used to help the community and to determine future needs.



Palama Trustee Ramsey Pedersen (lower right), Chancellor of Honolulu Community College, brought some of his faculty to the Settlement to find out more about our programs and facilities. Chancellor Pedersen is interested in establishing a collaborative relationship with Palama.

Mahalo to our generous donors



Youngsters pose around the pool table at the Leland Blackfield Center after competing in a tournament. The gameroom is a favorite hangout for kids that need a place to meet their friends in a safe environment, play games or watch television. The Center was established by the Blackfield family to provide a gathering place for youth in the neighborhood.



Lisa Hamilton of the Pettus Foundation makes regular visits to Palama to talk with administrators and staff about our programs. Over the years the Pettus Foundation has been a strong supporter of the Settlement.



Bette Uyeda and Bob Omura paid a visit to Cecilia Blackfield to wish her a happy birthday.



Al Castle (center) of the Samuel N. & Mary Castle Foundation and Hawaii liaison for the Pettus Foundation joined Lisa Hamilton in a site visit to Palama.

The Castle and Pettus Foundations funded the repaving of Palama's outdoor basketball court, named the Alfred L. Castle Memorial Basketball Court. Al Castle and Lisa Hamilton pose with staff and youth during the court dedication ceremony.

Palama Settlement's 3rd Annual Charity Golf Tournament



The planning committee, co-chaired by Palama trustees Howard Kam and Jim Walters, met regularly to plan the tournament. Pictured here (l-r): Staff Bette Uyeda, Howard Kam, volunteer Hiroshi Kimura, Jim Walters, trustees Ben Saguibo, Troy Iwamoto, Bob Wu and staff Sandra Smith.



Golfers Roy Asato (l) and wife Jane check in with staff member Lita Nardo. Other volunteers helping out include Edgar Takamoto and Jane Takara who are passing out caps and shirts.



Ben Saguibo of the Laborers Union, Local 368, which was the tournament's Title Sponsor, checks in with volunteer Suzie Kam. The Union also donated shirts and other goodies for the event.



Board President Richard Lau (l) speaks with volunteer and tournament donor Ernest Murata before hitting the links.



Tournament co-chair Howard Kam greets guests during the banquet and thanks them for their participation.

Golfers gather together to help Palama Settlement



Palama's annual golf tournament is our major fundraiser for the year. In 2004 we raised \$68,000 thanks to the generosity of the many companies, groups, and individuals who support Palama Settlement.



PENSKE donated hot dogs, chili, tacos, refreshments and the services of two of their staff members for our tournament. The company has provided this service as part of its effort to support non-profit agencies and their contributions to our community.



Below: Staff member Lolita Nardo and her helper make the rounds of the golf course to make sure everyone has enough to eat and drink.



PENSKE's refreshment stand, stocked with hot dogs, drinks, and other goodies, is a favorite of all the hungry golfers. "Best hot dogs you're gonna ever eat!"

Below: Mel Kinoshita, part of Territorial Savings' golf team, is eager to get on the course.



Below: Golfers take a break to pose for the camera and sample the many refreshments available on the course.

The Ohana Coalition ~ an effort to build a safer community

The Ohana Coalition was a joint effort of the Queen Lili'uokalani Children's Center and Palama Settlement to organize leaders from four public housing projects ~ Ka'ahumanu, Kamehameha, Mayor Wright, and Kuhio Park Terrace.

The Coalition was also supported by several agencies in the Kalihi-Palama area.

With Palama's assistance the Coalition secured a grant from the "Mo Bettah Together Program" of the Hawaii Community Foundation to support their work.



Above: Lehua Lum, staff and other residents work together to raise their canopy at the Community Festival held on the grounds of Palama Settlement on Saturday, November 20, 2004.

Left: The festival's planning committee meets with Palama staff to organize the event. (l-r) Staff Bette Uyeda, Nani Pauhi of Kamehameha Homes, Jade and David Yaw of Ka'ahumanu Homes, staff Lynne Akana, Hannah Eliapo of Mayor Wright Homes, Lehua Lum of Kamehameha, and Deborah Taamu of Kuhio Park Terrace.



Lehua Lum serves cold water to Palama staff Joe Pacquing and Duval Dutro who provided essential logistic and support services.



The Community Festival was the first activity of the Coalition and one, which tested their ability to work together. *The event was a resounding success!* 90% of the participants surveyed said it was well-planned and handled. 83% felt the leaders should plan more community events for the residents.



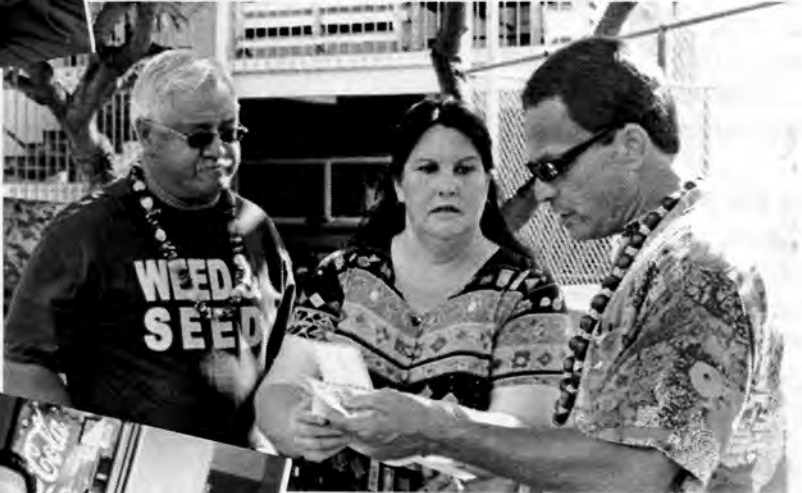
Kids had fun with the rides, games, and other activities provided by the Coalition.

Community Festival brings the neighborhood together



Above: Families from the four public housing projects and the surrounding neighborhood check in for festival.

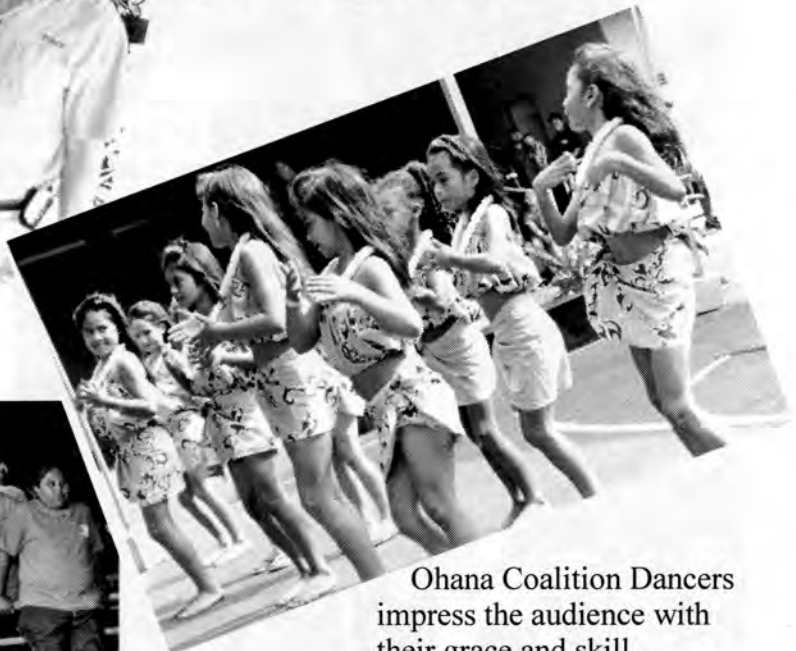
The *Ohana Coalition's Community Festival* attracted over 450 participants throughout the day...much to the surprise of the organizers. It was a day of fun for all who attended. There was free food provided by Sgt John Kauwenaole and the Weed & Seed police force, games and inflatable jumpers for the kids and, best of all, lots of home-grown entertainment from the community. The Ohana Coalition youth dancers performed a number of haka and modern hula dances.



Above: Sgt. John Kauwenaole (l), Lynne Akana, and David Yaw from Ka'ahumanu Homes Residents' Association meet to discuss the day's activities.



Above: Palama's Executive Director Bob Omura (r) poses with special guests (l-r) Tommy Kaulukukui, trustee from Queen Lili'uokalani Children's Center, Representatives Dennis Arakaki and Felipe Abinsay.



Ohana Coalition Dancers impress the audience with their grace and skill.



Left: Teens from Kuhio Park Terrace relax after their performance.

It was a busy year for our Board of Trustees



Above: James Westlake (l), retired officer of the construction industry, and Gerald Noda from Verizon Hawaii, listen intently to the discussion at our full Board meeting. Both members represent the Building & Grounds Committee.

Our Board of Trustees are volunteers who represent various businesses, professions, and organizations in the community. They bring with them a valuable mix of knowledge, expertise, and skills that are essential in guiding and governing Palama Settlement. Trustees meet quarterly as a full Board to discuss issues, review finances, and make needed policy decisions. Individual committees meet more frequently to deal with specific concerns such as personnel, budgetary, fundraising, program, and facility matters.



Right: (l-r) Paul Yee of the National Write Your Congressman organization, Richard Takashima, general manager of USF Logistics, and Wesley Hiyane of Nishihama & Kishida CPAs discuss an issue after the Board meeting.



Left: (l-r) Trustees Jim Walters, Alan Van Etten, Paul Yee and Lori Hiramatsu listen intently as Ramsey Pedersen makes a point during the Board meeting.

Below: James Westlake (l) and Gerald Noda (r) listen as Board President Richard Lau explains what he thinks should be done with our facilities. The problem of aging buildings and infrastructure is an important issue that requires immediate Board attention.

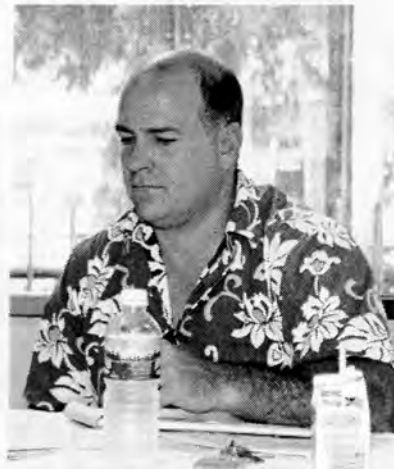
For the last several years one of the major tasks undertaken by the Board has been our annual *charity golf tournament* held in August. The event raised \$68,000 in 2004 and provided much needed funds to operate our programs. Board members help to organize the event, recruit golfers, secure tournament sponsors, and solicit prize donations. *Mahalo to the Board for their commitment to Palama Settlement!*



Board tackles strategic planning for Palama



To provide direction for Palama's future the Board of Trustees introduced the idea of a strategic planning retreat for Board members, staff, and community stakeholders to be held in early 2005. To assist in the process of organizing a retreat, we enlisted the help of Donna Ching (second from right) of the University of Hawaii whose expertise is in strategic planning. Donna attended our last Board meeting in December to help us understand the purpose of a strategic planning retreat, what we could gain from the experience, and how to put together a successful retreat.



Trustees (l-r) Richard Lau, James Westlake, and James Harrow listen to Donna Ching's presentation and review the materials and hand-outs she distributed to the Board regarding the goals and possible outcomes of strategic planning.



Because of the Board's concern for Palama's future and the many pressing issues of fundraising, facility management, and program evaluation that are ahead of us, Board members approved going forward with the idea of a strategic planning retreat in early 2005. Trustee Alan Yamamoto agreed to head the steering committee to organize the retreat, which was scheduled for February 2005 at the Dole Cannery. The Board also decided to survey its members, Palama staff, and key community representatives before the retreat regarding their vision of the future of Palama Settlement.

Before we knew it...Christmas was here!



Christmas is a special time at Palama Settlement. This year we had not just one, but two Santas to help deliver presents to 400+ deserving keiki from the neighborhood. The toys and games, which come from the *Salvation Army and the Toys for Tots Drive*, bring holiday cheer to the many families who join us for our annual Christmas celebration. *Mahalo to all who help us to make it a joyous time for the community!*

Left: Santa Rick happily greets a toddler while his helper Francis looks on.

Below: Santa Nico listens patiently to a youngster's Christmas wish.



Members of the newly-formed Ohana Coalition, composed of residents from Ka' ahumanu, Kamehameha, and Mayor Wright Homes and Kuhio Park Terrace, took part in the celebration.



Children from Kuhio Park Terrace entertain the group with a lively Tahitian dance.



Deborah Taamu (l), President of the Kuhio Park Terrace Tenants' Association, and two other keiki watch approvingly as the KPT teens do their Tahitian dance.

Gifts brighten the holidays for our families



Palama staff Larry Sweets and Bette Uyeda call out lucky numbers for prizes at our Christmas celebration.



Lehua Lum (r) and her friend Didi enjoy watching the entertainment provided by children from the various public housing projects.



Staff Saundra Smith and Bette Uyeda prepare and deliver gift baskets loaded with food, toys, and other items to lucky number winners. Many of the prizes and goodies for this event were donated by the Salvation Army and Toys for Tots, Fortune Fashions Industry, NARS Cosmetics, the Bridge Church, Youth Crusade, and the Blackfield family. *Mahalo to all!*



This keiki is certainly enjoying her delicious Christmas cookie donated by Palama supporter Cecilia Blackfield. The Blackfield family does its best to make sure our families have a Merry Christmas!

The children enjoy playing the various games available at our Christmas celebration. Here volunteer Marilyn Mika (l) and staff Edna Godinet (r) supervise the Clown Toss game.



Palama's Board celebrates the end of a busy year



Out-going Board President Richard Lau (r) recognizes Allan Van Etten for his six years of service as a Palama trustee.



Executive Director Bob Omura (l) thanks trustee James Westlake, an active six-year veteran of the Board, for his service and participation.



Trustee Mary Ann Changg, chair of the Education and Scholarship Committee, receives her recognition plaque from Bob Omura at our Christmas luncheon.



New trustee Russell Loo (l) from First Hawaiian Bank chats with staff member Eugene Mika during the luncheon.



Richard Lau thanks Mark Fukunaga, CEO of Servco Hawaii, for the company's faithful support of Palama Settlement.



Elton Fukushima (l) of Servco Hawaii presents a Christmas stocking to David Yaw, President of the Ka'ahumanu Residents' Association. The stocking, filled with toys and other goodies, was given to a needy family at Ka'ahumanu.

We recognize people for their service to Palama



Bob Omura thanks trustee Lori Hiramatsu for completing her first three-year term on the Board.



Bob Omura and Richard Lau recognize *Employee of the Year Lynne Akana* for her outstanding work as manager of the Family Service Center program, which serves residents of three public housing projects.



Trustees Jim Harrow, Mary Ann Changg and Alan Yamamoto smile for the camera.



Lehua Lum, President of the Kamehameha Homes Residents' Association, presents a Certificate of Appreciation to Richard Lau, out-going Board President, for Palama's support of the Ohana Coalition.



Lynne Akana and Bette Uyeda (r) share a moment with teens from the Rekis family at Mayor Wright Homes. The family members, who have received help from Palama's Family Service Center, are giving back to the community by serving as volunteers for the program.



Board members, staff, and friends of Palama enjoy lunch at our Christmas celebration.

Palama staff....hard at work to serve the community



Segundo "Joe" Pacquing enjoys cutting the weeds with his new weed whacker on wheels.



Duval Dutro (center) outfits a football participant under the watchful eye of volunteer Coach Malae.



The Palama kitchen is a busy place during the summer. Joe does double duty as chief cook during our summer programs. Here he's seen with helpers Francis Akana (center) and volunteer Iki.



After working hard to put on our annual Christmas event for the community, our staff pose for a "Kodak moment". Front Row (l-r): Linda, Edna, Donna, Rosa, Bette. Back Row: Dutro, Peter, Todd, Larry, Nico, and Francis.

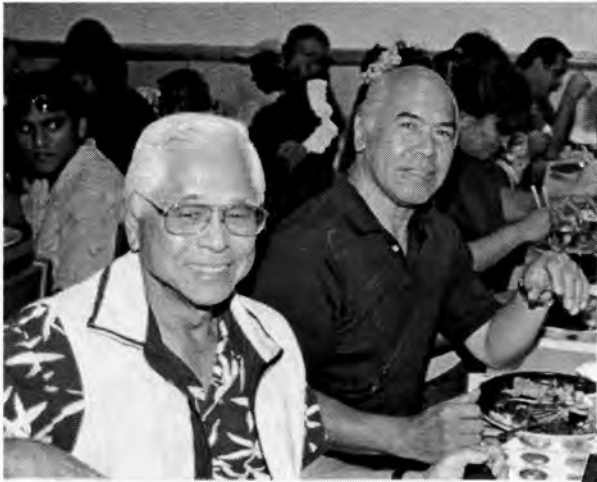


In the Computer Center Eugene Mika helps a student write a story based on a set of pictures, which she will later type into the computer and record on a CD.



Donna Taniguchi, In-Community Treatment Program Manager, enjoys helping students during their computer classes.

Staff enjoy a well-deserved holiday luncheon

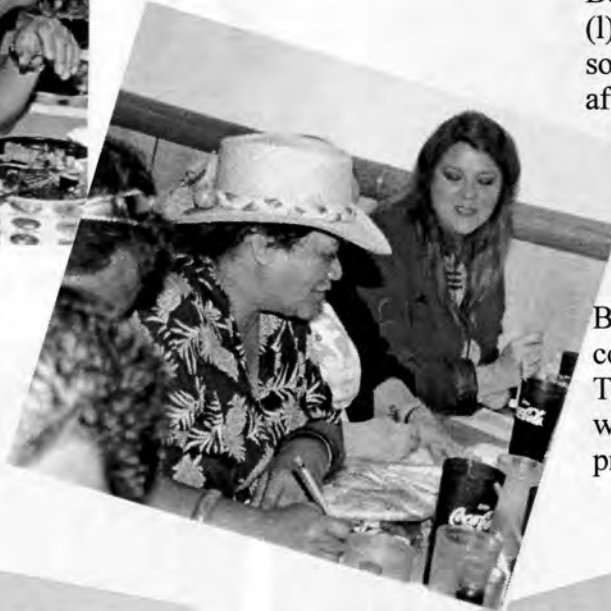


Above: Executive Director Bob Omura and Recreation Director Vince DeBina smile for the camera.

Below: Staff members are too busy enjoying the food to smile for the camera. The food looks good!

Throughout the year our Palama staff members are asked to give 100% and more to carry out our various programs and activities. As a reward for their efforts, they can kick back and enjoy a break at their holiday luncheon where there's plenty of food, fun, and lucky number prizes.

Below Left: Leila Akana (l) and Judy Baker enjoy some relaxing conversation after a delicious meal.



Below: Saundra Smith congratulates Nico Tuiteleapaga for winning a great door prize. Look at his smile!



Bette Uyeda (r) is happy that Palama's receptionist Rosie Yano won a special lucky number prize.

Patrick Kaahanui (center) shows off the "Bug Zapper," which he won, to Nico (l) and Leila (r). For some reason, the Zapper was a favorite door prize among staff members.



PROGRAM SERVICES

Program	2002	2003	2004
Community & Neighborhood Development	2,260	2,350	2,260
Palama Family Service Centers	675	720	675
Pakolea	625	325	425
Recreation, Planned	760	775	760
Recreation, Leisure	725	675	725
In-Community Treatment Program	105	98	105
Feeding Center (Special Food Assistance for Children)	300	320	300
Senior Citizens	550	575	560
Volunteer Hours (240 Volunteers)	32,982*	32,946*	32,982*
Computer/Learning Center	280	320	280
Adult Education	625	520	625
Summer Enrichment/Teen Safari	123	130	175
Teen Programs (Cultural Enrichment/Dance Groups)	40	40	80

*Actual Volunteer Hours of Service

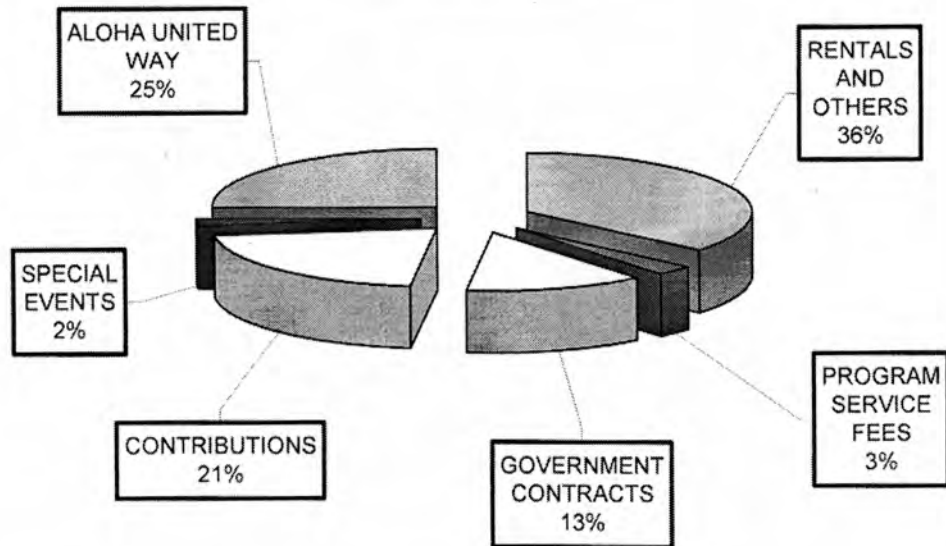


PALAMA SETTLEMENT
Statements of Financial Position
December 31, 2004 and 2003

Assets	2004	2003
Current assets:		
Cash and cash equivalents	\$ 387,100	428,874
Receivables, net of allowance for doubtful accounts of \$21,731 in 2004 and nil in 2003	68,072	44,045
Prepaid expenses and other	87,381	47,065
Total current assets	542,553	519,984
Investments (note 2)	2,101,742	2,101,742
Land, buildings and improvements, and equipment, net of accumulated depreciation (note 3)	1,978,837	2,096,514
Total assets	\$ 4,623,132	4,718,240
Liabilities and Net Assets		
Current liabilities:		
Accounts payable	\$ 18,169	10,662
Accrued expenses	2,654	9,567
Accrued vacation	50,107	47,985
Deferred income	122,657	5,318
Total current liabilities	193,587	73,532
Net assets:		
Unrestricted	1,886,882	1,982,683
Temporarily restricted (note 6)	440,921	560,283
Permanently restricted (notes 2 and 7)	2,101,742	2,101,742
Total net assets	4,429,545	4,644,708
Commitments (notes 5 and 8)		
Total liabilities and net assets	\$ 4,623,132	4,718,240

See accompanying notes to financial statements.

INCOME



EXPENSES

