Our Vision
A peaceful community where people routinely seek common ground.

Our Mission
We empower people to come together—to talk and to listen, to explore options, and to find their own best solutions.

To achieve this mission, we offer mediation, facilitation, and training to strengthen the ability of diverse individuals and groups to resolve interpersonal conflicts and community issues.

Our Values
Communication • Collaboration • Confidentiality • Courtesy • Competence
FROM THE PRESIDENT  
The Honorable Andrew Wilson

In 2015, Ku’ikahi Mediation Center celebrated our 10 year anniversary. Our center began in 1983 as a program of the Hawai’i Island YMCA. In 2006, we formed an independent non-profit organization. Ku’ikahi has come a long way in the past decade.

In 2006, our annual revenue was approximately $120,000; in 2015, it was more than triple that. In 2006, we had 1 full-time and 2 part-time staff; in 2015, we had 5 full-timers. In 2006, 35 active mediators provided conflict resolution services; in 2015, our volunteer mediators numbered 46. In 2006, these dedicated mediators donated 834 hours of service; in 2015, that number jumped to 1,419 hours. Most importantly, our mediation case load nearly doubled, from 282 cases in 2006 to 433 new cases in 2015 and 610 clients in 2006 to 1,058 clients served in 2015.

This year we launched our peer mediation pilot program in one elementary school. At our 20 year anniversary, we hope to report a decade of student peacemaking in East Hawai’i schools.

It is with deep sadness that our community lost Sandra Song to cancer this year. Sandy was one of Ku’ikahi’s founding board members when she was instrumental in organizing three of Ku’ikahi’s founding board members when its first operating reserves ever. Sadly, we lost Sandy, and continue to miss her very much.

I want to personally thank all of our mediators, board, staff, volunteers, and donors. You support makes achieving our mission possible. Mahalo!

FROM THE EXECUTIVE DIRECTOR  
Julie Mitchell

As my third year with Ku’ikahi comes to a close, I remain humbled and awed by our community’s commitment to “Finding Solutions, Growing Peace.”

Thanks to all who choose to... listen first, talk second... understand first, debate second... and seek common ground first, agree to disagree second.

To Our Clients: I am continually impressed by your willingness to sit down at the table to try to work it out, especially when you are facing some of the toughest issues of your lives (e.g., divorce, foreclosure, credit card debt, etc.). Your openness to the process, to deeply sharing, and to negotiating even while engaged in the struggle is why we exist.

To Our Mediators: Your skillful service to community members in need is truly remarkable. You have open ears, open minds, and open hearts. Thank you for facilitating the cause of peace every day.

To Our Board: The 12 of you took our organization to its next highest level this year, including setting aside our first operating reserves ever. Sadly, we lost Sandy, and continue to miss her very much.

To Our Staff: Your dedication, sensitivity, and compassion has helped us better serve clients. You embody our values: communication, collaboration, confidentiality, courtesy, and competence.

To Our Donors: Mahalo for your time, talents, and treasures. You make the work of peace possible with your generosity. Countless lives were changed for the better because of you.

STATEMENT OF ACTIVITIES  
as of June 30, 2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>PUBLIC SUPPORT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government Grants</td>
<td>188,669</td>
<td>164,230</td>
<td>157,094</td>
</tr>
<tr>
<td>Donated Volunteer Services</td>
<td>85,140</td>
<td>66,900</td>
<td>84,091</td>
</tr>
<tr>
<td>Foundation Grants</td>
<td>55,319</td>
<td>19,044</td>
<td>21,805</td>
</tr>
<tr>
<td>Fundraising</td>
<td>30,419</td>
<td>30,453</td>
<td>30,323</td>
</tr>
<tr>
<td>Donations</td>
<td>13,380</td>
<td>11,549</td>
<td>13,322</td>
</tr>
<tr>
<td>Hawai’i Island United Way</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>REVENUE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mediation &amp; Facilitation Fees</td>
<td>31,536</td>
<td>39,273</td>
<td>35,813</td>
</tr>
<tr>
<td>Other Income</td>
<td>6,559</td>
<td>5,749</td>
<td>4,050</td>
</tr>
<tr>
<td>Training &amp; Workshop Fees</td>
<td>4,745</td>
<td>10,248</td>
<td>13,085</td>
</tr>
<tr>
<td>TOTAL PUBLIC SUPPORT &amp; REVENUE</td>
<td>419,117</td>
<td>357,446</td>
<td>337,380</td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Expense</td>
<td>167,864</td>
<td>142,151</td>
<td>137,586</td>
</tr>
<tr>
<td>Donated Volunteer Services</td>
<td>85,140</td>
<td>66,900</td>
<td>84,091</td>
</tr>
<tr>
<td>Occupancy</td>
<td>26,267</td>
<td>25,311</td>
<td>19,465</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>25,027</td>
<td>23,249</td>
<td>22,815</td>
</tr>
<tr>
<td>Office Expense</td>
<td>18,067</td>
<td>13,453</td>
<td>11,930</td>
</tr>
<tr>
<td>Fundraising Expense</td>
<td>7,984</td>
<td>7,509</td>
<td>6,474</td>
</tr>
<tr>
<td>Miscellaneous Expense</td>
<td>7,603</td>
<td>4,091</td>
<td>3,267</td>
</tr>
<tr>
<td>Contract Services</td>
<td>7,954</td>
<td>7,901</td>
<td>7,492</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>5,618</td>
<td>4,679</td>
<td>4,969</td>
</tr>
<tr>
<td>Accounting Services</td>
<td>5,521</td>
<td>3,724</td>
<td>3,675</td>
</tr>
<tr>
<td>Depreciation Expense</td>
<td>4,989</td>
<td>4,989</td>
<td>4,989</td>
</tr>
<tr>
<td>Travel and Meeting Expense</td>
<td>3,658</td>
<td>2,417</td>
<td>2,775</td>
</tr>
<tr>
<td>Insurance</td>
<td>1,770</td>
<td>1,801</td>
<td>1,770</td>
</tr>
<tr>
<td>Staff Development</td>
<td>1,268</td>
<td>1,400</td>
<td>1,400</td>
</tr>
<tr>
<td>Capital Equipment Purchase</td>
<td>1,133</td>
<td>2,960</td>
<td>2,960</td>
</tr>
<tr>
<td>General Excise Tax</td>
<td>919</td>
<td>939</td>
<td>939</td>
</tr>
<tr>
<td>Equipment Repair &amp; Maint.</td>
<td>557</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>369,635</td>
<td>313,754</td>
<td>304,617</td>
</tr>
</tbody>
</table>

STATEMENT OF FINANCIAL POSITION  
as of June 30, 2015

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>209,156</td>
<td>152,167</td>
<td>143,541</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>600</td>
<td>2,014</td>
<td>2,014</td>
</tr>
<tr>
<td>Prepaid Insurance</td>
<td>3,267</td>
<td>2,775</td>
<td>2,775</td>
</tr>
<tr>
<td>TOTAL CURRENT ASSETS</td>
<td>213,023</td>
<td>156,956</td>
<td>143,541</td>
</tr>
<tr>
<td>Furniture, Fixtures &amp; Equipment</td>
<td>24,458</td>
<td>27,057</td>
<td>27,057</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>(10,101)</td>
<td>(6,969)</td>
<td>(6,969)</td>
</tr>
<tr>
<td>NET CAPITALIZED ASSETS</td>
<td>13,380</td>
<td>20,088</td>
<td>13,380</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>227,379</td>
<td>177,044</td>
<td>156,956</td>
</tr>
</tbody>
</table>

Liabilities & Net Assets

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>145</td>
<td>2,940</td>
<td>2,940</td>
</tr>
<tr>
<td>Accrued Payroll</td>
<td>4,894</td>
<td>2,763</td>
<td>2,763</td>
</tr>
<tr>
<td>Accrued Payroll Taxes</td>
<td>1,590</td>
<td>1,342</td>
<td>1,342</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>27,727</td>
<td>26,458</td>
<td>26,458</td>
</tr>
<tr>
<td>TOTAL CURRENT LIABILITIES</td>
<td>34,356</td>
<td>33,503</td>
<td>33,503</td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>193,023</td>
<td>143,541</td>
<td>143,541</td>
</tr>
<tr>
<td>Unrestricted Board Designated Net Assets</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL NET ASSETS</td>
<td>193,023</td>
<td>143,541</td>
<td>143,541</td>
</tr>
</tbody>
</table>

TOTAL LIABILITIES & NET ASSETS | 227,379 | 177,044 | 156,956 |

2014-2015 Functional Expenses

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Management &amp; General (18%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Services (80%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising (2%)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
172 Homeowners Save Their Homes in the Foreclosure Mediation Program

Through a partnership of Ku‘ikahi Mediation Center and West Hawai‘i Mediation Center, along with the Third Circuit Court, lenders and borrowers have the opportunity to utilize mediation services while in judicial foreclosure.

During the mediation process, lenders and borrowers engage in meaningful discussions that can lead to real resolutions. The ideal outcome is for residents to retain their houses. This win-win solution also serves the lender, by keeping the mortgage solvent, and the greater community, by reducing the negative effects that foreclosures have on neighborhoods.

Together our mediation centers have helped save 172 homes to date, through loan modification or reinstatement. If retention is not possible, other options such as a short sale, deed in lieu, or cash for keys can be discussed.

Keep The “Song” Alive

Sandra Song was an integral force here at Ku‘ikahi, as a founding and long-time board member. Her energy and enthusiasm as an advocate of mediation and in support of our outreach and fundraising efforts were an inspiration to us all.

Ku‘ikahi’s Board of Directors has created the “Keep The Song Alive” Sandra Song Memorial Scholarship for Basic Mediation Training. The scholarship will be funded out of general funds and will be open to all women applicants.

If you believe in the value of alternate dispute resolution and our 501(c)(3) non-profit community mediation center—as Sandy did—we welcome your support. To make a memorial donation, visit www.hawaiimediation.org or call 935-7844 x 1. Please note that your gift is in memory of Sandy. Help us “Keep The Song Alive”!

Conflict Resolution Day

For Conflict Resolution Day 2014, Ku‘ikahi hosted an Open House for visitors to listen to educational presentations, “Ask A Mediator,” watch mediation videos, browse literature, and more. The event’s highlight was a live-action demo of a mediation in process.

Conflict Resolution Day is an annual international celebration held every third Thursday in October. It promotes awareness of peaceful means of resolving disagreements and encourages the use of conflict resolution in schools, families, businesses, communities, government, and the legal system.

When community members learn conflict resolution skills, they become ambassadors for peace in their families, schools, neighborhoods, workplaces, and beyond.

““The skills will be very useful in my personal life and growth. It has made me more open and mindful to listen, really listen. I’ve been through many trainings and feel I am leaving these last four days with more knowledge than any other workshop.”

– Basic Mediation Training Participant

Peer mediators work in pairs and help other students reach agreements that are fair, safe, and doable.

“I like to help people because it is really, really not fun to be in a fight. If I can help put an end to disagreements, I would like to.”

– Peer Mediator (5th Grade)

SELECT HIGHLIGHTS

Keeps Our Neighbors from Losing Their Homes to Foreclosure

Mediation is a self-empowering, flexible process that allows people to arrive at enduring resolutions to conflicts.

“Just knowing your office was looking out for me made it seem like I was not alone during this process, which I honestly did not foresee ending so positively. I feel blessed. Thank you!”

– Foreclosure Mediation Client

Gives People the Skills They Need to Prevent and Resolve Conflict

Facilitation creates a climate that invites creative thinking, protects individuals from criticism, and generates ideas so the group can reach its goals.

“I wanted to extend a huge thank you for what you did for our group. We made it much further and smoother than I thought we would have.”

– Facilitation Client

Teaches Our Keiki to Resolve Disputes Between Students

Peer mediators work in pairs and help other students reach agreements that are fair, safe, and doable.

“I like to help people because it is really, really not fun to be in a fight. If I can help put an end to disagreements, I would like to.”

– Peer Mediator (5th Grade)

Helps Groups Facilitate Meetings on Sensitive Issues

When community members learn conflict resolution skills, they become ambassadors for peace in their families, schools, neighborhoods, workplaces, and beyond.

“The skills will be very useful in my personal life and growth. It has made me more open and mindful to listen, really listen. I’ve been through many trainings and feel I am leaving these last four days with more knowledge than any other workshop.”

– Basic Mediation Training Participant

Keeps Our Neighbors from Losing Their Homes to Foreclosure

Mediation is a self-empowering, flexible process that allows people to arrive at enduring resolutions to conflicts.

“Just knowing your office was looking out for me made it seem like I was not alone during this process, which I honestly did not foresee ending so positively. I feel blessed. Thank you!”

– Foreclosure Mediation Client

Gives People the Skills They Need to Prevent and Resolve Conflict

Facilitation creates a climate that invites creative thinking, protects individuals from criticism, and generates ideas so the group can reach its goals.

“I wanted to extend a huge thank you for what you did for our group. We made it much further and smoother than I thought we would have.”

– Facilitation Client

Teaches Our Keiki to Resolve Disputes Between Students

Peer mediators work in pairs and help other students reach agreements that are fair, safe, and doable.

“I like to help people because it is really, really not fun to be in a fight. If I can help put an end to disagreements, I would like to.”

– Peer Mediator (5th Grade)
In Memory of Sandra Song
In Honor of Lea Candy Cooper
In Memory of Gerard Lee Loy
In Memory of David Miller

William Brilhante
Taketa, Iwata, Hara & Associates, LLC
Law Offices of Yeh & Moore
Law Office of G. Kay Iopa
Island Naturals Market, Inc.
Carmela Orchids, Inc.

BUSINESSES & ORGANIZATIONS

Facilitator
Marcella Stroh*

Sandra Song
The Honorable Greg Nakamura
Jeffrey Melrose*

Gregory Kobayashi
Norman Kawabata*
Jay Ihara
Phillip Carey
Walmart

Conciliator
Hawaii County Bar Association
Floral Resources Hawaii

Negotiator
Richard Peterson
William Smith (ret.)
Evelyn Pacheco
Stuart Oda
Jeffrey & Jennifer Ng
Terri Monfore
Richard & Cheryl “Quack” Moore
Michael Moore
Robert Marx
Cathy Lowder
Karen Leialoha
Jay Kimura
Jay Kimura

MAHALO TO OUR SUPPORTERS
who provided critical funding to find solutions and grow peace

Peacemaker ($10,000 or more)
BUSINESSES & ORGANIZATIONS

Cooper Family Foundation
Hawaii’i Community Foundation (East Hawaii Fund), Kuko Community Fund, Omidyar ‘Ohana Fund
Hawaii Island United Way
Hawaii State Attorney General
Hawaii State Judiciary

Diplomat ($5,000-$9,999)
BUSINESSES & ORGANIZATIONS

Cooper Family Foundation
County of Hawaii’i
Hawaii Justice Foundation
Hilo Orchid Society

Ambassador ($2,500-$4,999)
None this year

Emissary ($1,000-$2,499)
BUSINESSES & ORGANIZATIONS

Day-Lum Rentals & Management, Inc.
& Coldwell Banker Day-Lum Properties
Anderson-Beck Kūkā is A Ulu Fund
of the Hawai’i Community Foundation
Herbert C. Shipman Foundation

INDIVIDUALS
Ted Hong
Joan Shaler
The Honorable Andrew & Roberta Wilson*

Moderator (up to $599)
BUSINESSES & ORGANIZATIONS

Bancroft Law, LLC
Document Services of Maui
Exotic Orchids of Maui, Inc.
Tecklenburg Ranch Services

INDIVIDUALS
Anonymous (7)
Peter Adler
Robert Allen
Sandi Amaral
The Honorable Anthony Bartholomew
Cynthia Bonafini & Amy Higuchi
Marielle Budd
Lily Carden

Facilitator (continued)
Gay Porter
Janice & Stan Roehrig
Joy San Buenaventura
Chris Schlueter
Patricia Scullary
Steven Strauss
The Honorable Diana & Lloyd Van De Car
Ivan Van Lee
Elin & Peter Walburn

Facilitator (continued)
Robert Allen
Sandi Amaral
The Honorable Anthony Bartholomew
Cynthia Bonafini & Amy Higuchi
Marielle Budd
Lily Carden

MAHALO NUI LOA to our 46 VOLUNTEER MEDIATORS & APPRENTICES
who collectively donated over 1,419 hours of service in mediations
who collectively attended over 600 hours of continuing education

MAHALO NUI LOA to our 46 VOLUNTEER MEDIATORS & APPRENTICES
who collectively donated over 1,419 hours of service in mediations
who collectively attended over 600 hours of continuing education

Moderator (continued)
Karen Holderman
Diana Hollingsworth
Cathy Hough
Mary Hyslop
Maurice Kahawai
Ann Kawabata
Rosemary Kawamoto
Ross Kawamoto
Susan Kim
Deborah Kirkendhal
Lawrence Kuekes
Caroline Lampa
Susan Lee Loy
Fred & Linda Levine
Kathleen Lucero
David & Metra Martins
Stephen & Velma Menezes
Jeffrey & Sally Mermelstein
Peter & Victoria Micerriman
Lena Mitchell
David Morgan
Judith & Lee Motteler
Darien Nagata
Tim Oldfather & Susan Wackerbarth
Julie Ota
Rosabella Payba
John Petrelia*
Janice Porter
Linda & Than Pratt
Arthur Roberts & Janet Snyder
Birch & Ruth Robinison
Gary Rothus
Adrienne Saucerman
Romy Saquing
Mayretta Scuito
Dorothy & Gene Short
Dena Smith
Molly Stebbins
Lorna & Peter Tadaki
Sheri Tavares
Ronald Terry
Andrea Ueno
Suzanna Valerie
Jennifer Wharton
Thor Wold
Susan Yates

Facilitator
Janet Rohm
Lilly Chin-Harris
Annette & Nate Chang
Randal Cockett
Eric Cohon
Ned Daniger
Claudette & Gerald De Mello
Harry Elison
Mal & John Erickson
Dorothea & Jeffrey Fendenz
Patricia & Robert Frazetti
Judy Fujimori*
Kathy Garson & Todd Shumway
Jeri Gertz*
Patricia & Robert Goodwin
Raymond Hasegawa
Jan & Roland Hijoshi

WHAT’S IN A NAME?

Ku’ikahi means a treaty, covenant, agreement, feeling of unity, peace, reconciliation.

Individuals (in-kind)
Theresa Arcilla
Ken & Rayna Armour
Robert & Velma Burgess
Danny Castro
John Ciambrome
Larry Conklin
Lea Cooper
Willill Darragh
Suzanna Valerie
Sandra Song
Mitch Roth
The Honorable Melvin Fujino
The Honorable Ben Gaddis (ret.)
Diane Ferreira*
Jose Fernandez
Lea Cooper*
Aaron Chung
Daniel Brown
Aaron Brown*
Facilitator

Individuals

Richard & Cheryl “Quack” Moore
Michael Moore
Robert Marx
Cathy Lowder
Karen Leialoha
Jay Kimura

MAHALO TO OUR IN-KIND SUPPORTERS
who generously donated in-kind goods and services

Businesses & Organizations (in-kind)
Aikane Plantation Coffee Co.
Aloha Chertton Family Foundation
AI & Sons Catering
Ali‘i Canoe Club
Aloha Cruiser Lodge & Lava Tube
Berk’s Foodland
Aloha Grow
Alumiside Products, Inc.
Bascially Books & Petropolis
Benjamin Moore & Co.
Big Island Candies
Body Glove Cruises
Botanical World Adventures
Cafe One / Volcano Garden Arts
Cafe Pesto
Captain Zodiac
Chalet Kilauea Collection
Cunningham Gallery
Cynthia Rubenstein Real Estate, Inc.
Dawson & Ladson, Ltd.
Day-Lum Rentals & Management, Inc.
& Coldwell Banker Day-Lum Properties
Fair Wind Cruises
Floral Mart
Francis H. I. Brown Golf Courses
Frank’s Fishponds, Inc.
Hawaii’s Alliance of Nonprofit Organizations
Hawaii Community Foundation
Hawaii Day Lindbergh Foundation
Hawaii State Attorney General
Hawaii United Way
Hilo Bay Cafe
Hilo Coffee Mill
HLM Building Supply

WHAT’S IN A NAME?

Ku’ikahi means a treaty, covenant, agreement, feeling of unity, peace, reconciliation.

Individuals

Individuals (in-kind)

Theresa Arcilla
Ken & Rayna Armour
Robert & Velma Burgado
Danny Castro
John Ciambrome
Larry Conklin
Lea Cooper
Willill Darragh
Suzanna Valerie
Sandra Song
Mitch Roth
The Honorable Melvin Fujino
The Honorable Ben Gaddis (ret.)
Diane Ferreira*
Jose Fernandez
Lea Cooper*
Aaron Chung
Daniel Brown
Aaron Brown*
Facilitator

Individuals

Richard & Cheryl “Quack” Moore
Michael Moore
Robert Marx
Cathy Lowder
Karen Leialoha
Jay Kimura

MAHALO TO OUR IN-KIND SUPPORTERS
who generously donated in-kind goods and services

Businesses & Organizations (in-kind)
Aikane Plantation Coffee Co.
Aloha Chertton Family Foundation
AI & Sons Catering
Ali‘i Canoe Club
Aloha Cruiser Lodge & Lava Tube
Berk’s Foodland
Aloha Grow
Alumiside Products, Inc.
Bascially Books & Petropolis
Benjamin Moore & Co.
Big Island Candies
Body Glove Cruises
Botanical World Adventures
Cafe One / Volcano Garden Arts
Cafe Pesto
Captain Zodiac
Chaiet Kilauea Collection
Cunningham Gallery
Cynthia Rubenstein Real Estate, Inc.
Dawson & Ladson, Ltd.
Day-Lum Rentals & Management, Inc.
& Coldwell Banker Day-Lum Properties
Fair Wind Cruises
Floral Mart
Francis H. I. Brown Golf Courses
Frank’s Fishponds, Inc.
Hawaii’s Alliance of Nonprofit Organizations
Hawaii Community Foundation
Hawaii Day Lindbergh Foundation
Hawaii State Attorney General
Hawaii United Way
Hilo Bay Cafe
Hilo Coffee Mill
HLM Building Supply

WHAT’S IN A NAME?

Ku’ikahi means a treaty, covenant, agreement, feeling of unity, peace, reconciliation.

Individuals

Individuals (in-kind)

Theresa Arcilla
Ken & Rayna Armour
Robert & Velma Burgado
Danny Castro
John Ciambrome
Larry Conklin
Lea Cooper
Willill Darragh
Suzanna Valerie
Sandra Song
Mitch Roth
The Honorable Melvin Fujino
The Honorable Ben Gaddis (ret.)
Diane Ferreira*
Jose Fernandez
Lea Cooper*
Aaron Chung
Daniel Brown
Aaron Brown*
Facilitator

Individuals

Richard & Cheryl “Quack” Moore
Michael Moore
Robert Marx
Cathy Lowder
Karen Leialoha
Jay Kimura

MAHALO TO OUR IN-KIND SUPPORTERS
who generously donated in-kind goods and services

Businesses & Organizations (in-kind)
Aikane Plantation Coffee Co.
Aloha Chertton Family Foundation
AI & Sons Catering
Ali‘i Canoe Club
Aloha Cruiser Lodge & Lava Tube
Berk’s Foodland
Aloha Grow
Alumiside Products, Inc.
Bascially Books & Petropolis
Benjamin Moore & Co.
Big Island Candies
Body Glove Cruises
Botanical World Adventures
Cafe One / Volcano Garden Arts
Cafe Pesto
Captain Zodiac
Chaiet Kilauea Collection
Cunningham Gallery
Cynthia Rubenstein Real Estate, Inc.
Dawson & Ladson, Ltd.
Day-Lum Rentals & Management, Inc.
& Coldwell Banker Day-Lum Properties
Fair Wind Cruises
Floral Mart
Francis H. I. Brown Golf Courses
Frank’s Fishponds, Inc.
Hawaii’s Alliance of Nonprofit Organizations
Hawaii Community Foundation
Hawaii Day Lindbergh Foundation
Hawaii State Attorney General
Hawaii United Way
Hilo Bay Cafe
Hilo Coffee Mill
HLM Building Supply

WHAT’S IN A NAME?

Ku’ikahi means a treaty, covenant, agreement, feeling of unity, peace, reconciliation.

Individuals

Individuals (in-kind)

Theresa Arcilla
Ken & Rayna Armour
Robert & Velma Burgado
Danny Castro
John Ciambrome
Larry Conklin
Lea Cooper
Willill Darragh
Suzanna Valerie
Sandra Song
Mitch Roth
The Honorable Melvin Fujino
The Honorable Ben Gaddis (ret.)
Diane Ferreira*
Jose Fernandez
Lea Cooper*
Aaron Chung
Daniel Brown
Aaron Brown*
Keep The “Song” Alive

Sandra Song was an integral force here at Ku’ikahi, as a founding and long-time board member. Her energy and enthusiasm as an advocate of mediation and in support of our outreach and fundraising efforts were an inspiration to us all.

Ku’ikahi’s Board of Directors has created the “Keep The Song Alive” Sandra Song Memorial Scholarship for Basic Mediation Training. The scholarship will be funded out of general funds and will be open to all women applicants.

If you believe in the value of alternate dispute resolution and our 501(c)(3) non-profit community mediation center—as Sandy did—we welcome your support. To make a memorial donation, visit www.hawaiimediation.org or call 935-7844 x 1. Please note that your gift is in memory of Sandy. Help us “Keep The Song Alive”!

Conflict Resolution Day

For Conflict Resolution Day 2014, Ku’ikahi hosted an Open House for visitors to listen to educational presentations, “Ask A Mediator,” watch mediation videos, browse literature, and more. The event’s highlight was a live-action demo of a mediation in process.

Conflict Resolution Day is an annual international celebration held every third Thursday in October. It promotes awareness of peaceful means of resolving disagreements and encourages the use of conflict resolution in schools, families, businesses, communities, government, and the legal system.

YOUR SUPPORT...

Teaches Our Keiki to Resolve Disputes Between Students

Peer mediators work in pairs and help other students reach agreements that are fair, safe, and doable.

“I like to help people because it is really, really not fun to be in a fight. If I can help put an end to disagreements, I would like to.”

– Peer Mediator (5th Grade)

Keeps Our Neighbors from Losing Their Homes to Foreclosure

Mediation is a self-empowering, flexible process that allows people to arrive at enduring resolutions to conflicts.

“Just knowing your office was looking out for me made it seem like I was not alone during this process, which I honestly did not foresee ending so positively. I feel blessed. Thank you!”

– Foreclosure Mediation Client

Gives People the Skills They Need to Prevent and Resolve Conflict

When community members learn conflict resolution skills, they become ambassadors for peace in their families, schools, neighborhoods, workplaces, and beyond.

“The skills will be very useful in my personal life and growth. It has made me more open and mindful to listen, really listen. I’ve been through many trainings and feel I am leaving these last four days with more knowledge than any other workshop.”

– Basic Mediation Training Participant

Helps Groups Facilitate Meetings on Sensitive Issues

Facilitation creates a climate that invites creative thinking, protects individuals from criticism, and generates ideas so the group can reach its goals.

“I wanted to extend a huge thank you for what you did for our group. We made it much further and smoother than I thought we would have.”

– Facilitation Client

SELECT HIGHLIGHTS

172 Homeowners Save Their Homes in the Foreclosure Mediation Program

Through a partnership of Ku’ikahi Mediation Center and West Hawai’i Mediation Center, along with the Third Circuit Court, lenders and borrowers have the opportunity to utilize mediation services while in judicial foreclosure.

During the mediation process, lenders and borrowers engage in meaningful discussions that can lead to real resolutions. The ideal outcome is for residents to retain their houses. This win-win solution also serves the lender, by keeping the mortgage solvent, and the greater community, by reducing the negative effects that foreclosures have on neighborhoods.

Together our mediation centers have helped save 172 homes to date, through loan modification or reinstatement. If retention is not possible, other options such as a short sale, deed in lieu, or cash for keys can be discussed.

172 Homeowners Save Their Homes in the Foreclosure Mediation Program

Through a partnership of Ku’ikahi Mediation Center and West Hawai’i Mediation Center, along with the Third Circuit Court, lenders and borrowers have the opportunity to utilize mediation services while in judicial foreclosure.

During the mediation process, lenders and borrowers engage in meaningful discussions that can lead to real resolutions. The ideal outcome is for residents to retain their houses. This win-win solution also serves the lender, by keeping the mortgage solvent, and the greater community, by reducing the negative effects that foreclosures have on neighborhoods.

Together our mediation centers have helped save 172 homes to date, through loan modification or reinstatement. If retention is not possible, other options such as a short sale, deed in lieu, or cash for keys can be discussed.

172 Homeowners Save Their Homes in the Foreclosure Mediation Program

Through a partnership of Ku’ikahi Mediation Center and West Hawai’i Mediation Center, along with the Third Circuit Court, lenders and borrowers have the opportunity to utilize mediation services while in judicial foreclosure.

During the mediation process, lenders and borrowers engage in meaningful discussions that can lead to real resolutions. The ideal outcome is for residents to retain their houses. This win-win solution also serves the lender, by keeping the mortgage solvent, and the greater community, by reducing the negative effects that foreclosures have on neighborhoods.

Together our mediation centers have helped save 172 homes to date, through loan modification or reinstatement. If retention is not possible, other options such as a short sale, deed in lieu, or cash for keys can be discussed.
FROM THE PRESIDENT
The Honorable Andrew Wilson

In 2015, Ku‘ikahi Mediation Center celebrated our 10 year anniversary. Our center began in 1983 as a program of the Hawai‘i Island YMCA. In 2006, we formed an independent non-profit organization. Ku‘ikahi has come a long way in the past decade.

In 2006, our annual revenue was approximately $120,000; in 2015, it was more than triple that. In 2006, we had 1 full-time and 2 part-time staff; in 2015, we had 5 full-timers. In 2006, 35 active mediators provided conflict resolution services; in 2015, our volunteer mediators numbered 46. In 2006, these dedicated mediators donated 834 hours of service; in 2015, that number jumped to 1,419 hours. Most importantly, our mediation case load nearly doubled, from 282 cases in 2006 to 1,058 clients served in 2015.

Our mediation case load nearly doubled, from 282 cases in 2006 to 1,058 clients served in 2015. At our 20 year anniversary, we hope to report a decade of student peacemaking in East Hawai‘i schools.

To Our Clients: I am continually impressed by your willingness to sit down at the table to try to work it out, especially when you are facing some of the toughest issues of your lives (e.g., divorce, foreclosure, credit card debt, etc.). Your openness to the process, to deeply sharing, and to negotiating even while engaged in the struggle is why we exist.

To Our Mediators: Your skillful service to community members in need is truly remarkable. You have open ears, open minds, and open hearts. Thank you for facilitating the cause of peace every day.

To Our Board: The 12 of you took our organization to its next highest level this year, including setting aside our first operating reserves ever. Sadly, we lost Sandy, and continue to miss her very much.

To Our Staff: Your dedication, sensitivity, and compassion has helped us better serve clients. You embody our values: communication, collaboration, confidentiality, courtesy, and competence.

To Our Donors: Mahalo for your time, talents, and treasures. You make the work of peace possible with your generosity. Countless lives were changed for the better because of you.

As my third year with Ku‘ikahi comes to a close, I remain humbled and awed by our community’s commitment to “Finding Solutions, Growing Peace.”

Thanks to all who choose to..... listen first, talk second... understand first, debate second... and seek common ground first, agree to disagree second.

I want to personally thank all of our mediators, board, staff, volunteers, and donors. You support makes achieving our mission possible. Mahalo!

FROM THE EXECUTIVE DIRECTOR
Julie Mitchell

STATEMENT OF ACTIVITIES
as of June 30, 2015

Public Support & Revenue

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>188,669</td>
<td>164,230</td>
<td>24,439</td>
</tr>
<tr>
<td>Donated Volunteer Services</td>
<td>85,140</td>
<td>66,900</td>
<td>18,240</td>
</tr>
<tr>
<td>Foundation Grants</td>
<td>55,319</td>
<td>19,044</td>
<td>36,275</td>
</tr>
<tr>
<td>Fundraising</td>
<td>30,419</td>
<td>30,453</td>
<td>0</td>
</tr>
<tr>
<td>Donations</td>
<td>13,380</td>
<td>11,549</td>
<td>1,831</td>
</tr>
<tr>
<td>Hawai‘i Island United Way</td>
<td>10,350</td>
<td>10,000</td>
<td>350</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>419,117</td>
<td>357,446</td>
<td></td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Expense</td>
<td>167,864</td>
<td>142,151</td>
<td></td>
</tr>
<tr>
<td>Donated Volunteer Services</td>
<td>85,140</td>
<td>66,900</td>
<td>18,240</td>
</tr>
<tr>
<td>Occupancy</td>
<td>26,267</td>
<td>25,311</td>
<td>956</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>25,027</td>
<td>23,429</td>
<td>698</td>
</tr>
<tr>
<td>Office Expense</td>
<td>18,067</td>
<td>13,453</td>
<td>4,614</td>
</tr>
<tr>
<td>Fundraising Expense</td>
<td>7,984</td>
<td>7,509</td>
<td>475</td>
</tr>
<tr>
<td>Miscellaneous Expense</td>
<td>7,603</td>
<td>4,091</td>
<td>3,512</td>
</tr>
<tr>
<td>Contract Services</td>
<td>9,784</td>
<td>7,901</td>
<td>883</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>5,618</td>
<td>4,679</td>
<td>939</td>
</tr>
<tr>
<td>Accounting Services</td>
<td>5,521</td>
<td>3,724</td>
<td>1,797</td>
</tr>
<tr>
<td>Depreciation Expense</td>
<td>4,989</td>
<td>4,989</td>
<td>0</td>
</tr>
<tr>
<td>Travel and Meeting Expense</td>
<td>3,658</td>
<td>2,417</td>
<td>1,241</td>
</tr>
<tr>
<td>Insurance</td>
<td>1,770</td>
<td>1,801</td>
<td>31</td>
</tr>
<tr>
<td>Staff Development</td>
<td>1,268</td>
<td>1,400</td>
<td>132</td>
</tr>
<tr>
<td>Capital Equipment Purchase</td>
<td>1,133</td>
<td>2,960</td>
<td>(1,827)</td>
</tr>
<tr>
<td>General Excise Tax</td>
<td>919</td>
<td>939</td>
<td>20</td>
</tr>
<tr>
<td>Equipment Repair &amp; Maint.</td>
<td>557</td>
<td>100</td>
<td>454</td>
</tr>
<tr>
<td><strong>Total EXPENSES</strong></td>
<td>369,635</td>
<td>313,754</td>
<td></td>
</tr>
</tbody>
</table>

Change in Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2014-2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>49,482</td>
<td>43,692</td>
</tr>
</tbody>
</table>

Net Assets, Beginning of Year

<table>
<thead>
<tr>
<th>Description</th>
<th>2014-2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>143,541</td>
<td>99,849</td>
</tr>
</tbody>
</table>

Net Assets, End of Year

<table>
<thead>
<tr>
<th>Description</th>
<th>2014-2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets, End of Year</td>
<td>193,023</td>
<td>143,541</td>
</tr>
</tbody>
</table>

STATEMENT OF FINANCIAL POSITION
as of June 30, 2015

<table>
<thead>
<tr>
<th>Description</th>
<th>2014-2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>209,156</td>
<td>152,167</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>600</td>
<td>2,014</td>
</tr>
<tr>
<td>Prepaid Insurance</td>
<td>3,267</td>
<td>2,775</td>
</tr>
<tr>
<td><strong>Total CURRENT ASSETS</strong></td>
<td>213,023</td>
<td>156,956</td>
</tr>
<tr>
<td>Furniture, Fixtures &amp; Equipment</td>
<td>24,458</td>
<td>27,057</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>[10,102]</td>
<td>[6,969]</td>
</tr>
<tr>
<td><strong>NET CAPITALIZED ASSETS</strong></td>
<td>14,356</td>
<td>20,088</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>227,379</td>
<td>177,044</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2014-2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities &amp; Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>145</td>
<td>2,940</td>
</tr>
<tr>
<td>Accrued Payroll</td>
<td>4,894</td>
<td>2,763</td>
</tr>
<tr>
<td>Accrued Payroll Taxes</td>
<td>1,590</td>
<td>1,342</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>27,727</td>
<td>26,458</td>
</tr>
<tr>
<td><strong>Total CURRENT LIABILITIES</strong></td>
<td>34,356</td>
<td>33,503</td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>193,023</td>
<td>143,541</td>
</tr>
<tr>
<td>Unrestricted Board Designated Net Assets</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>193,023</td>
<td>143,541</td>
</tr>
</tbody>
</table>

2014-2015 Functional Expenses

- Management & General (18%)
- Program Services (80%)
- Fundraising (2%)
ANNUAL REPORT
July 1, 2014 - June 30, 2015

Our Vision
A peaceful community where people routinely seek common ground.

Our Mission
We empower people to come together—to talk and to listen, to explore options, and to find their own best solutions.

To achieve this mission, we offer mediation, facilitation, and training to strengthen the ability of diverse individuals and groups to resolve interpersonal conflicts and community issues.

Our Values
Communication • Collaboration • Confidentiality • Courtesy • Competence