



2025

IMPACT REPORT





King County:

33710 9th Ave S. Suite 1,
Federal Way, WA 98003



Vancouver:

17701 NE 95th St. Suite A,
Vancouver, WA 98682

Spokane:

1215 N Monroe St.
Spokane, WA 99201

www.picawa.org
contact@picawa.org

Find us on   
[@picawashington](https://www.instagram.com/picawashington)

As an organization committed to resisting unjust realities, we recognize and acknowledge the Indigenous Peoples of the lands we reside on, and pay our respects to the original stewards. We are grateful to have the opportunity to work on this land and offer our solidarity in supporting the sovereignty of the First Nations in what is now present-day Washington.

We acknowledge that our work happens throughout the unceded territory of Washington which is home to 34 tribal nations. This includes the Spokane, Chinook, Cowlitz, Muckleshoot, Snoqualmie, Duwamish, Chelan, Nisqually, Squaxin, Chehalis, Sauk-Suiattle, Stillaguamish, Tulalip, Puyallup, and the Steilacoom Tribes—the original caretakers of the lands in which we work upon.

It is essential to acknowledge and value the Indigenous Peoples who reside in the land before us and make their excellence and history known. We thank the First Nations of these lands for their stewardship, and strive to offer our continuing support and unity in their endeavors.

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A MESSAGE FROM SILI

Like a canoe guided by the steady currents of community strength, our work at PICA navigates each twist and turn with purpose - transforming challenges into resilience, deepening collective knowledge, and carrying our communities forward through shared care and action.

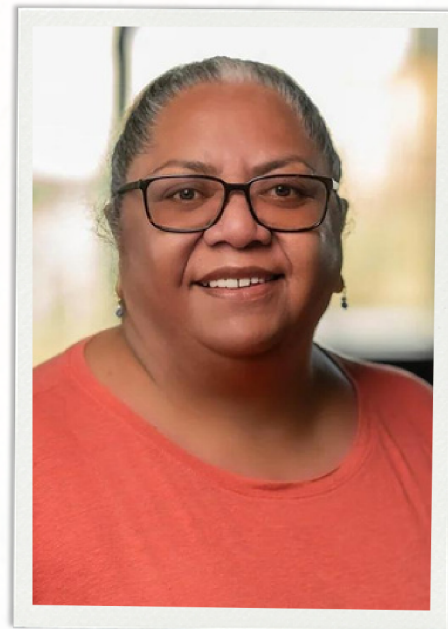
This is how I would describe PICA's journey in 2025. The waters have been choppy and we realize that in the last year, nonprofits including PICA, have been impacted by federal funding politics (*bullshit*) and these systemic issues contributed to the challenges faced throughout the year. Our response to this is to move in accountable ways, utilizing the power of community to humble us, as well as guide our movements. This struggle is not new to our BIPOC communities and we remain strong working in partnership with communities throughout the State.

We remain grateful to stand alongside dedicated partners and NH/PI community leaders, advancing together with purpose to uplift families through culturally rooted priorities and community-driven strategies. We are also extremely excited for the release of our Five-Year Strategic Plan, which will be shared this year, following this report!

As PICA enters its sixth year, we continue to grow as the largest statewide NH/PI community agency, grounded in the trust and encouragement of the communities we serve. Our journey has been strengthened by the ongoing support of key partners, coalitions and networks, institutions, and systems across the state. We are honored that our partners consistently turn to PICA for guidance, collaboration, and leadership. Together, these relationships reflect a shared commitment to ensuring that the work remains informed by and responsive to their voices, needs, and aspirations. We know that we cannot do this work alone!

This impact report remains a testament to the resilience and dedication of our staff and the steadfast guidance of our Board of Directors, whose collective strength continues to steady our canoe as we move forward together.

With deep gratitude, we once again honor the leadership of our NH/PI community, whose wisdom and unwavering commitment continue to inspire our path forward and motivate us to serve with purpose and heart.



Sili Savusa
Executive Director, PICA

ABOUT PICA

The Pacific Islander Community Association (PICA) is a statewide, community-based nonprofit organization by Pasifika, for Pasifika, founded in 2019.

Our work centers around providing direct community support paired with systems advocacy that is grounded in and guided by our Pasifika values.

MISSION

Establish a cultural home, center community power, and advance the wellness of Native Hawaiian/Pacific Islander communities across Washington State.

VISION

Native Hawaiian/Pacific Islander communities who are thriving physically, socially, culturally, and spiritually.



As a statewide organization, we have planted roots in three of the counties most populated by NH/PI communities across Washington.

Each of our locations are locally and community-led, offering direct services and programs to meet the support needs of our people where they're at.

Opening Dates:

Federal Way Office
est. October 2020



Vancouver Office
est. January 2024



Spokane Office
est. November 2024

OUR VALUES

PICA's values are rooted in the vast diversity and ancestral knowledge of our Oceanic cultures, drawing on a range of Pasifika perspectives. These shared values are woven into all we do, shaping and guiding how we move and show up for our communities.

In 2025, our team added to our founding values in a continued effort to be more inclusive and intentional in our representation of our diverse community.

Va Tapuia (Samoan)
Sacred Relations

Vunilagi (Fijian)
Horizon Gazing

Inafa'maolek (Chamorro)
To Make Good

Kotahitanga (Maori)
Inclusive Collective

Aliliseoch (Chuukese)
Hospitality

Kūpa'a (Native Hawaiian)
Steadfast

Mana (Polynesian)
Power

Anemkwoj (Marshallese)
Liberation

Loto tō (Tongan)
Humility



OUR FRAMEWORK

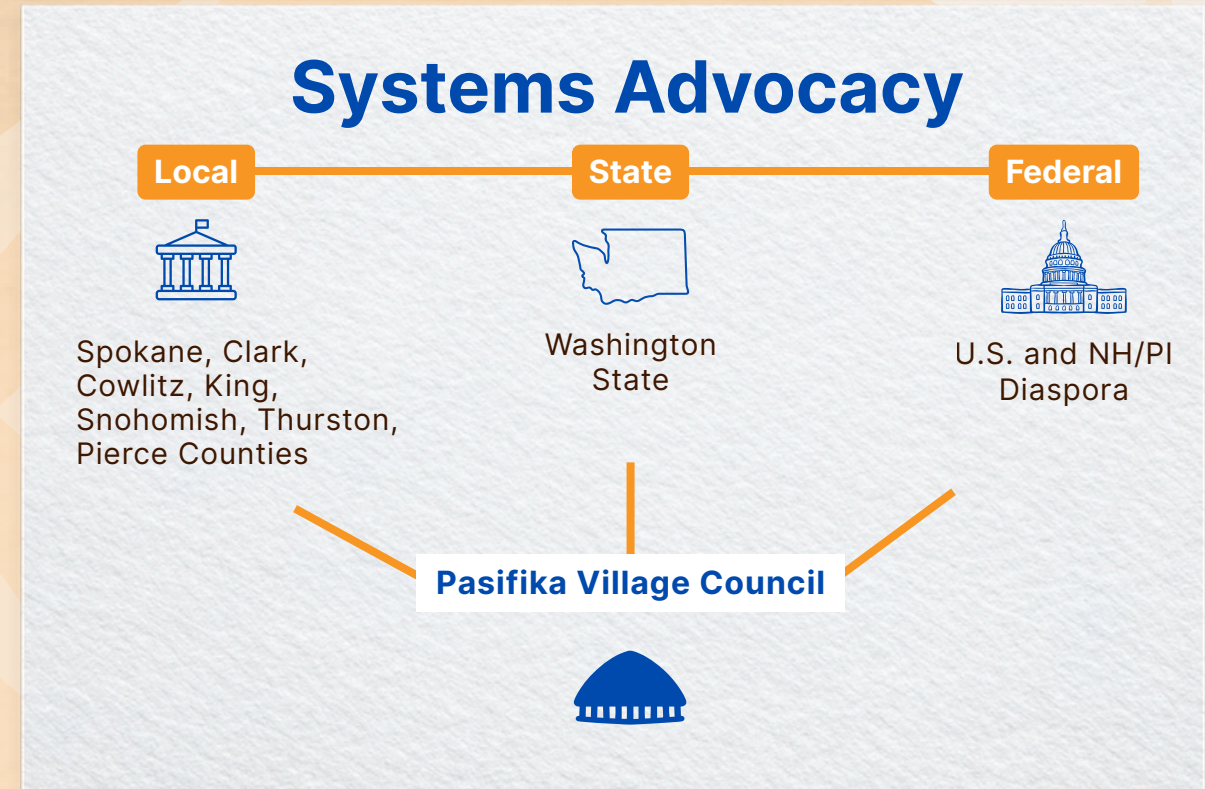
At PICA we believe that our work is two-pronged so in addition to our direct services, we also engage in systems advocacy work, recognizing that we cannot do one without the other and both allow us to connect and be accountable to the communities we serve.

Our Pasifika Communities

Micronesia, Polynesia, Melanesia
Community members, clients, partners, etc.

PICA Mission, Vision, and Values

Through offering intergenerational programs that address cultural and social determinants of health while advocating for the everyday experiences of our communities at the systems level, we are able to work closer to a thriving NH/PI community.



Wellness Policy Priorities

- NH/PI Political Autonomy
- Housing Justice
- Health Justice
- Police Accountability
- Pasifika Liberation
- QTPI Inclusion
- Food Sovereignty
- Immigration Justice
- Justice System Transformation
- Data Sovereignty
- Holistic Education
- Language Justice

PICA-WA's twelve wellness policy priorities were created with community input and are based off the most critical needs being addressed through our direct service and systems advocacy work.

PICA Staff and Board

These wellness policy priorities guide our systems advocacy work and serve as a values system for how we believe systems and institutions should be working with and serving our NH/PI communities.

KING COUNTY PROGRAMS & SERVICES

Our community-based workers in Federal Way continue to nurture our roots in community by engaging local youth, families, and elders through regular programming, events, and direct services in response to food insecurity, access to care and basic needs, while also cultivating spaces for cultural belonging and leadership development.



DIRECT SERVICES

Connecting and supporting community members through culturally relevant case management, referral, and resource navigation services to address social determinants of health.

152
families supported

Healthier Here in the mix



HealthierHere is a nonprofit collaborative of more than 150 organizations in King County dedicated to advancing health equity through collective action and cross-sector partnerships. Through HealthierHere, we have strengthened bridges between community and resources, bolstered our referral and service tracking system, and have built lasting partnerships with other local organizations.

COMMUNITY EVENTS

Creating access, reducing financial burden and fostering spaces for families that create fun, welcoming environments for community support and relationship building.

365
children, youth & young adults participated in our Christmas gift giveaway in partnership with PICA's youth team

409
students equipped with supplies for the upcoming school year

PROGRAMMING & INFO-SESSIONS

With support from local partners, we offered free workshops and wellness education sessions for community members to learn and equip themselves with tools and knowledge around budgeting, tenants rights, Department of Licensing and DSHS access, and culturally relevant nutrition guidance.

184
wellness education session attendees

43
attendees at job fair

6
first-time homebuying classes

16
insurance open-enrollment event attendees

74
people provided with access to one-stop DSHS and DOL services



PASIFIKA FOOD NETWORKS

Our PFN program was established to combat the devastating impacts of food insecurity experienced by our NH/PI communities through providing access to food. Through our partnerships with other NH/PI-serving organizations and agencies, we are able to extend beyond our local reach to serve our communities across the region.

FOOD PANTRY

Our food pantry is a warm and welcoming space which allows us to maintain and increase access to healthy culturally relevant foods for families in the South King County community.

1
full year
operating

250
community
members served
monthly

108
open pantry hours

HOLIDAY FOOD DISTRO

During the fall holiday season, our food pantry works to provide access to holiday-specific food items to community at no cost.

Over 750
community members received
holiday & culturally relevant foods

40
boxes packed
for youth

40
boxes packed
for elders

Partners we provide food for:

- Asia Pacific Cultural Center
- Fiji Women's Association of WA
- First Chuukese WA Women Association
- UTOPIA WA
- West Papua Campaign-USA

Partners in the work:

- Food Lifeline
- Community Justice Alliance
- Northwest Harvest
- Harvest Against Hunger
- King County Farmer Share
- Food Justice Collaborative



Our Hometown Hero

In 2025, Rosi, our Pasifika Food Networks Manager, was named "Hometown Hero" by the Federal Way Mirror in May 2025 for her efforts to fight local food instability.

Read the full article here: ["Fighting hunger is about more than food."](#)



CULTURAL WEAVERS

Our elderly engagement program that focuses on providing a space for Pasifika elders to engage in community connection, cultural celebration, and thoughtful programming in an environment fostering love, dignity, and safety while providing direct service support and resource navigation for our NH/PI aging adults.

WEEKLY PROGRAMMING

Our weekly program days create space for our Pasifika elders to foster meaningful connections with other elders while also centering and celebrating their unique cultural backgrounds.

220
hours

40
enrolled elders

22
workshops

41
program days

BASIC NEEDS SUPPORT

Our Cultural Weavers program creates space for elder engagement and provides basic needs support as well as case management, connecting our elders with services to support healthy and dignified aging.

82
elders supported

ANNUAL WINTER GATHERING

Closing out another year of programs, community and relationships built over the course of 2025 by celebrating with food, music, dancing, and time together.

100
elders & their families

"Ia faafetai lava Seiuli i lou manatu mai i tama ma tina o le tatou polokalame e ese le aoga o le polokalame ia te au au aua foi ou te fiafia e vaavai ai i tagata matutua ae maise ai le tatou taitai auleleifaapea le bingo ia manuia tele lou aso Seiuli alofa atu."

– CW member, Lavinia Savea

Translation: "Thank you kindly, Seiuli for always thinking the best for us elderly people, I enjoy our program so much, it's always great to see our elders having fun especially the bingo activity."

MATUA O LE MOANA

"Elders of Oceania" was our first Elder's Fair, celebrated on National Senior Citizen's Day, and focused on honoring our Pasifika elders while connecting them to resources.

250
attendees

15
resource vendors

"Oi kalofae Oi ia a le aoga ua fata luga fata lalo ile aoga tele ole polokalama ia te au ma lou aiga Ua leiloa faavasega le aoga tele o lenei polokalama ia te au E maua Al lou malosi O meai."

– CW Member, Chief Lemalu Pualaga Pua'auli

Translation: "In honor of love and appreciation, with such abundance of support in so many ways, I don't know how to describe all the things this program had done for me and my family, food, assistance with special needs. I am beyond appreciation."

Seiuli Chanel
Cultural Weavers program lead since 2021.



CULTURAL WEAVERS HIGHLIGHT

My name is Elenoa Ralulu, and I'm a Fijian community member. The Pacific Islanders' weekly gathering has been a vital part of our community's cultural preservation and social connection. As a Fijian community member, I've seen firsthand the impact of this gathering on our community, particularly in preserving our culture and traditions.

The gathering provides a space for Pacific Islanders to come together, share traditional food, and engage in activities that remind us of home. It's a place where elders are valued for their wisdom and experience, and where younger generations can learn from them. The gathering also helps combat isolation among elders, providing them with social interaction and a sense of community.

The Pacific Island Community Association of Washington has been instrumental in supporting this gathering, providing space and resources that enable us to come together. Their delicious lunches every Friday have become a highlight of our gathering.

One of the most meaningful aspects of our community is the way we come together to support each other during difficult times. When a member of our community passes away, we rally around the family by donating to help with funeral expenses and other needs. This practice, common in Pacific Island cultures such as Samoa, Tonga, and Fiji, demonstrates our commitment to caring for one another and honoring the deceased.



This community space is essential for preserving our cultural heritage and promoting intergenerational connections. It's a place where we can be ourselves, enjoy each other's company, and uphold our traditions.

I'd like to extend my gratitude to the Pacific Island Community Association of Washington, particularly the Executive Director and the Manager Tiare Seuli, for their support and provision of space and resources for our weekly gatherings.



*Malo
vakalere*

YOUTH NAVIGATION

Our Youth Navigation program centers the leadership of our Pasifika youth through peer advocacy and helps our young people get set up for a healthy, positive, culturally-grounded future. Our Navigators are committed to meeting our young people where they're at, providing support and contributing to their leadership development, advocacy, and community organizing skills.

CULTURAL ROOTS

Cultural Roots this year focused on oral histories from Pacific Islands across all regions of Oceania. To increase access, this program was also brought directly into schools to combat transportation barriers.

8 program sessions **100** Wayfinders*

OPEN GYMS

Open gym was a new focus this year in response to youth requests - giving them a space to come together, build community, and have fun while supporting their physical health.

3 gym nights **140** Wayfinders

1:1 SUPPORT

Through partnership with Restorative Community Pathways, our Youth Services team works one-on-one with young people in King County to navigate accountability, restitution, growth, and healing for those who would otherwise experience the harmful effects of the incarceration system.

26 youth completed program

CIVIC CHAMPIONS YOUTH TOWNHALL

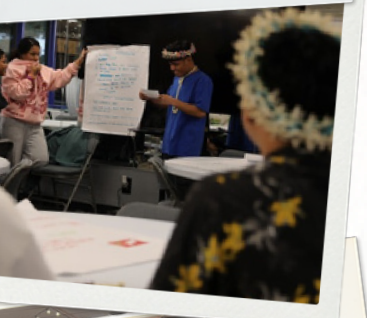
Our youth had a chance to meet with King County Council Members Girmay Zahilay and Claudia Balducci to share their voice on topics such as gun violence, education, workforce development, and more.

16 NH/PI youth attended
2 PICA youth panelists

HIGH SCHOOL & STUDENT OUTREACH

This year, we continued to build relationships and opportunities for connection with youth to learn, support, and celebrate them during events, conferences, assemblies, and more.

41 students at two in-school workshops **1** Pasifika youth health focus group
20 school events attended across Federal Way, Auburn, and Highline School Districts
5 school graduations attended to celebrate NH/PI seniors
3 family college nights



New Navigator on board

At the end of 2025, we welcomed a new Youth Navigator to the King County Team - Letauaeletise Hunkin!

**Wayfinders are our NH/PI youth program participants.*



VANCOUVER PROGRAMS & SERVICES

Our Vancouver team remains deeply rooted in the communities we serve in Clark and Cowlitz Counties, guided by a strong commitment to local partnership, outreach, and meaningful engagement. We collaborate closely with local organizations, leaders, families and youth to understand evolving needs and build trust. Through this, we've continued to offer responsive programming and services that address access to care, housing stability, and food security.

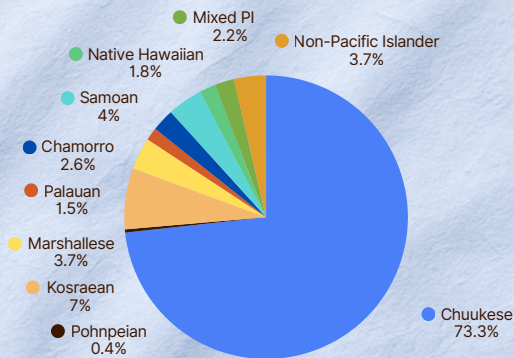
DIRECT SERVICES

Connecting and supporting community members through culturally relevant case management, referral, and resource navigation services to address social determinants of health.

273
families supported

290
services provided

Client Ethnicity Demographics



BACK TO SCHOOL BBQ

Bringing together our local students and their families for a day of lunch, games, and cultural performances while giving out supplies to kick off the upcoming school year.

291
students and family members

COMMUNITY INFO-SESSIONS

With support from local partners, we offered free workshops and info sessions for community members to learn, access support, and equip themselves with the tools and confidence to be strong self-advocates.

4
sessions on Know Your Rights, Tenant Rights, Health Insurance, and Prenatal Care Access

62
total info session attendees

OUTREACH & ADVOCACY

Supporting, celebrating and bridging access for our NH/PI communities with other agencies and organizations to ensure our peoples' needs are addressed in culturally relevant and community-centered ways.

60
hours dedicated to community advisory and workgroups

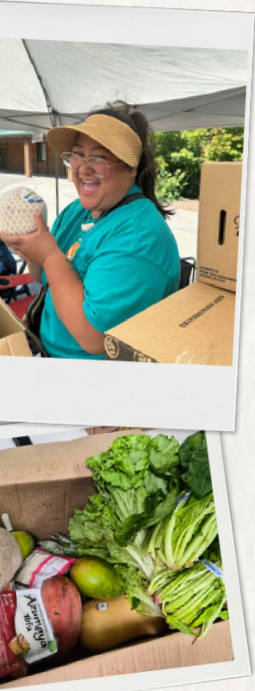
25
outreach events attended

Over 11,000
people in attendance at outreach events



FOOD PANTRY

1
full year operating
1,566
individuals accessed food support through pantry



SUMMER FRESH FOODS

In partnership with Clark County Food Bank, we held pop-up food distribution events over the summer and into fall in order to supply our local families with fresh food at no cost.

398
families provided with fresh foods
1,993
community members total



CULTURAL ROOTS

The Cultural Roots summer program series focused on oral histories from across all the regions of Oceania. We shared cultural stories and legends by creating engaging activities and learning opportunities for our youth.

4
program sessions
68
wayfinders in attendance



WAYFINDER HIGHLIGHT



Malachi T. is a young man of many talents and passions. From excelling in academics to embracing his Pacific Islander heritage, Malachi is a shining example of dedication, creativity, and community spirit!

Like many high school students, Malachi faces the challenge of balancing schoolwork with extracurricular activities. However, he found that creating a mental schedule and staying consistent were key to finding his rhythm. Ultimately, he credits his success to the unwavering support of his family, friends, and teachers.

Malachi also served as the Vice President of his school's Pacific Islander Club, deeply committed to sharing his culture with the broader community.

When asked about his favorite part of being a Pacific Islander, he points to the sense of community. "We're kind, loving, and humorous," he says. He also cherishes the traditions that bring people together, especially cooking.

Malachi is a young man with a bright future ahead of him. Whether he's excelling in the classroom, performing on stage, or celebrating his PI heritage, he approaches everything with purpose and passion. His story is a reminder of the importance of perseverance, community, and staying true to oneself.

SPOKANE PROGRAMS & SERVICES

In 2025, our Spokane team supported local communities and families in strengthening household stability, improving access to essential social services, and delivered culturally responsive support across health, housing, food security, and financial well-being. Through direct services and strategic partnerships, we are working to advance wellness for hundreds of families and center community power in Spokane's NH/PI population.

DIRECT SERVICES

Connecting and supporting community members through culturally relevant case management, referral, and resource navigation services to address social determinants of health.

68
families supported

30
individual community members supported

131
families assisted with Working Families Tax Credit applications and accessing prior year tax refunds.

Collaborated with SNAP, Northwest Fair Housing Alliance, Spokane Regional Health District, Numerica Credit Union, Family Promise, Habitat for Humanity Spokane, Spokane Public Schools, Northwest Harvest (Spokane Distribution Center), and Union Gospel Mission Women's Shelter.

FOOD PANTRY

218
families accessed food through pop-up distributions

929
individual community members benefitted from grocery gift cards during the SNAP food benefits pause

COMMUNITY INFO-SESSIONS

Educational info sessions hosted by partners that focused on weatherization, financial literacy, tenant rights and responsibilities, and digital connectivity.

132
community member participants



SPOKANE PASIFIKA YOUTH ADVISORY COUNCIL

The Spokane Pasifika Youth Advisory Council finalized three areas of focus for PICA to prioritize in the greater Spokane area.

MENTAL HEALTH



Members felt that mental health continues to be an area of concern for Pasifika youth and young adults. They shared about youth having difficulty sharing their mental health with parents and family, and recognized the stigma attached to having mental health challenges within Pasifika communities.

TEENAGE PREGNANCY PREVENTION & SEX EDUCATION



Youth advisory members perceived a spike in teenage pregnancies within Spokane Pasifika communities. Members felt there was a gap in services, and expressed needs for workshops to teach youth about safe sex, STDs, pregnancy resources, discussions around cultural stigmas, and how to support young parents.

PASIFIKA IDENTITY IN SPOKANE



Council members expressed a desire for PICA to support local Pasifika youth in connecting to their Pasifika identities and learning more about culture and history. They stated that this is deeply tied to the health and wellness of young people and the wider community.

10 ACTIVE MEMBERS

advising PICA on youth issues in Spokane while furthering their learning about community organizing and systems advocacy.

MORE THAN HALF

of the Spokane Pasifika Youth Advisory Council members were connected to further educational or professional opportunities in the community.



SPYAC MEMBER HIGHLIGHT

Erik M. is a proud member of PICA's Spokane Pasifika Youth Advisory Council, where he continues to inspire and uplift his community through his work and advocacy.

Erik's path to the U.S. began in 2019 when he applied for a scholarship through the Papuan government's Study Abroad Program. This opportunity allowed him to leave his homeland, where gunfights between the military and local rebels are a daily reality, and pursue education in a safer environment. Erik is currently studying to become a pilot mechanic at Moody Bible Institute. His passion for aviation is fueled by a desire to contribute to the development of West Papua and the Pacific Islands.

However, Erik's journey hasn't been without its hurdles. In early 2025, his scholarship wasn't renewed, forcing him to work double shifts to pay for rent, food, and school. Despite the grueling schedule between work and classes, Erik remains grateful for the opportunity to work and study. "It's taught me to be humble. Sometimes I feel like giving up, but I remind myself to be thankful for how far I've come."

Erik's experiences growing up in Intan Jaya have deeply shaped his worldview. The region, known for its vast copper and gold mines, is also marked by heavy military presence and violence.

Erik's story is a testament to the power of resilience, faith, and community. From the mountains of West Papua to the classrooms of Spokane, WA, he has carried his culture, values and dreams with him. He is paving the way for a brighter future



PASIFIKA VILLAGE COUNCIL



Our Pasifika Village Council (PVC) of Washington works to drive policies and reduce barriers for Pasifika peoples to thrive while creating civic education opportunities to cast a wide net to help Pasifika peoples politicize their values and voice from the local, state, and federal levels. Our PVC is a collective body of trusted messengers whose work is focused on systems advocacy and policy transformation, disaggregated and inclusive research and data efforts, and collective power building through coalition spaces and strategic partnerships.

PVC MEMBERSHIP

Statewide representation from NH/PI-populated counties and organizations who directly serve our Pasifika communities in WA.

21 active members **20** organizations

7 counties represented



COUNCIL MEETINGS

Held throughout the year to deep dive into policy priority issues, pulling out specific policy/advocacy, programmatic, narrative building, and research needs.

7 meetings **12** policy priority issues

PVC RETREAT

hosted members from across the state in-person for the first time to deepen relationships, uplift NH/PI-led advocacy efforts, and identify clear community policy goals which will define organizational and Council work for the next 12 to 36 months.

30 NH/PI policy and community leaders

COLLABORATED WITH THE OFFICE OF INDEPENDENT INVESTIGATIONS

to provide input on their training and hiring plan for death investigations and investigators working on these cases in the state including emphasizing the importance of cultural sensitivity, restoration and healing practices, centering those most impacted, and the importance of training for all investigators, whether community-based or past law enforcement.

AMPLIFIED WASHINGTON COMMUNITY VOICES ON THE NATIONAL NH/PI POLICY COUNCIL

Building sustainable relationships and collaborative advocacy efforts with NH/PI leaders and organizations across the country to engage in community alignment, federal policy planning, and disaggregated research efforts.





JOINED THE NATIONAL LOCAL BUDGET EQUITY COMMUNITY OF PRACTICE

The Community of Practice is led by the Southern Economic Advancement Project and The New School's Institute on Race, Power and Political Economy to convene equity-centered advocates and government officials for collective learning in efforts to align local government dollars with their visions of thriving communities.



CITY OF SPOKANE EQUITY SUBCOMMITTEE MEMBER SINCE 2021

The subcommittee is an advisory body for the Spokane City Council's Finance and Administration Committee. Its purpose is to collaborate with City Council and Departments on policy and budget initiatives which advance equity and inclusion.



Legislative Session Advocacy 2025

TRACKED AND ADVOCATED FOR 25 BILLS

relating to PICA's 12 policy priorities and the Washington Pasifika community's most pressing issues.

SIGNED-ON TO 16 ADVOCACY LETTERS

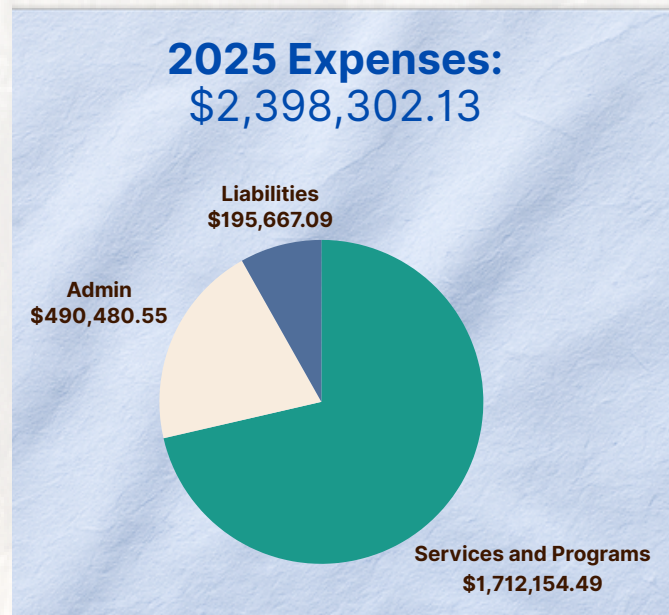
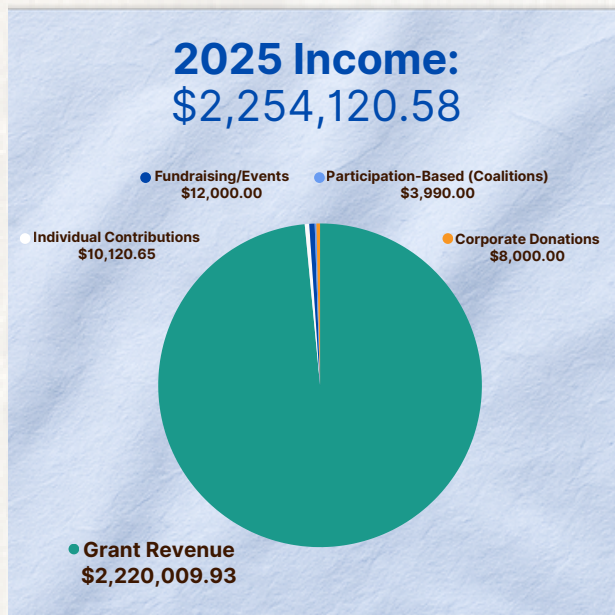
in collaboration with other coalitions and partner organizations across the state which align with our community priorities.



Data & Research

- ✦ **Stories of Educational Wayfinding: Supporting the educational voyages of Native Hawaiian and Pacific Islander Students** – Worked with UW researchers as a member of the Advisory Council for these data collection and reporting efforts while connecting community members across WA to be a part of the study. (Published in Dec. 2025)
- ✦ **Toward Equitable Public Budgets: Lessons from the ARPA Experience in Washington** – Worked with Inatai Foundation and the New School's Institute on Race, Power and Political Economy as a Research Advisory Member for this statewide report. (Released in Dec. 2025)
- ✦ **NH/PI Washington Population (WashPop) Study** – Worked with UW as a Community Advisory Board Member to demonstrate the importance of community data governance in the context of improving state administrative demographic and population data collection. (Ongoing)
- ✦ **University of Washington Community Based Research Collaboratory Founder's Group Member** – Strengthens partnerships between community members and researchers, ultimately to address healthcare disparities affecting diverse populations across WA. (Ongoing)

UNAUDITED FINANCIAL OVERVIEW



OVER \$5,000 RAISED

During our first GiveBIG virtual fundraising campaign, helping us build and grow our individual donor base.

46
individual donors

2025 FISCAL SPONSORSHIP

In 2025, PICA happily served as the fiscal sponsor for a number of NH/PI-led organizations that align with our mission of establishing a cultural home, centering community power, and furthering the wellness of Native Hawaiian/Pacific Islander communities across Washington State.

3
groups fiscally sponsored

First Chuukese WA Women Association



Learn more:
First Chuukese WA Women Association on FB

Tenant Organizers & Advocates



Learn more:
www.toa-strong.org

Spokane Marshallese Community Association



Learn more:
Spokane Marshallese on FB

DEVELOPMENT OVERVIEW

OUR 2025 FUNDING PARTNERS



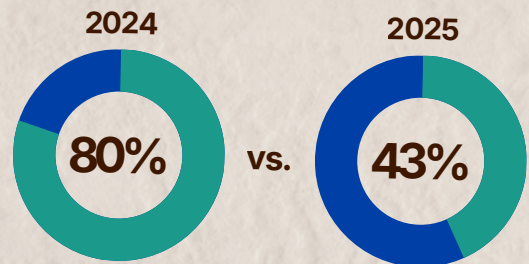
SIGN OF THE TIMES

In 2025, we saw continued impacts and hardship on our organization and the communities we serve as we all adapt to state and federal public policy and budget changes.

Last year, we applied to over twice as many grant opportunities as we did in 2024 and still experienced an over \$500,000 loss in income as well as multiple grant award cancellations. This loss in funding predominantly impacts our programs and direct services even though our communities continue to experience similar, if not increased levels of need. Although we have been fortunate to not layoff or furlough any staff, we have lost and not re-filled multiple positions, and our staff have still been carrying out the same level of service with fewer resources than before. Furthermore, we have had an increased administrative burden from managing multiple, smaller, one-time grants to fill gaps as we try to continue to push forward.

We are deeply grateful for all our community partners who have supported us in meeting our community where they are at despite the many challenges we have all faced. We are also deeply grateful to our funders who have supported us during this increasingly difficult year.

Grant Writing Success Rate



while applying for **twice** as many grants in 2025 than 2024.

Loss of over half a million dollars in income **since 2024.**

Loss of over one million dollars in income **since 2023.**

STAFF & BOARD DEMOGRAPHICS



We are women-led and intergenerational, and one hundred percent of our staff and board identify as NH/PI and Indigenous. Our staff and board are diverse in age, ability, gender identity including our Samoan cultural third gender (fa'afafine) as well as sexuality, lived experience, and citizenship status ranging from U.S. citizen to undocumented and COFA resident to U.S. National and refugee.

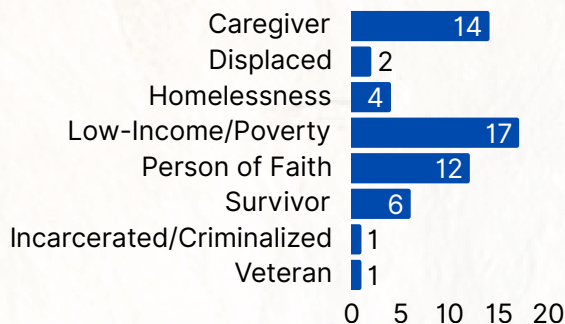
Like our community, our staff and board also range in identifying as caregivers, formerly experiencing poverty and/or homelessness, displacement due to nuclear testing, immigrants, and survivors.

100%
of PICA staff and board identify as NH/PI and Indigenous.

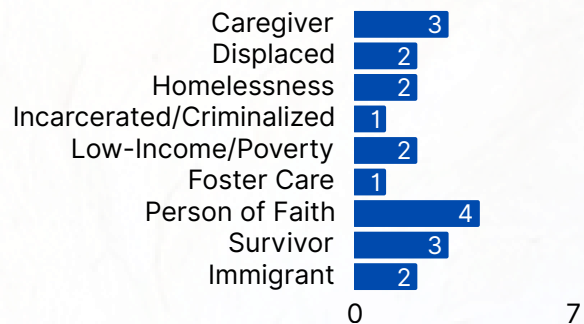
Island Nations Represented by Staff and Board Members



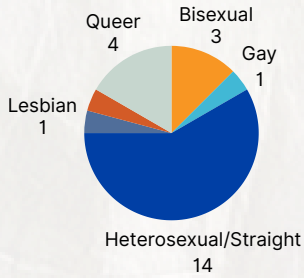
Lived Experience of Staff



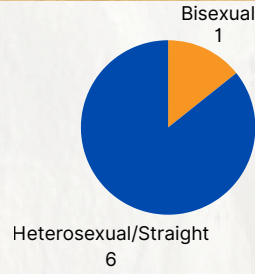
Lived Experience of Board Members



Sexual Orientation of Staff

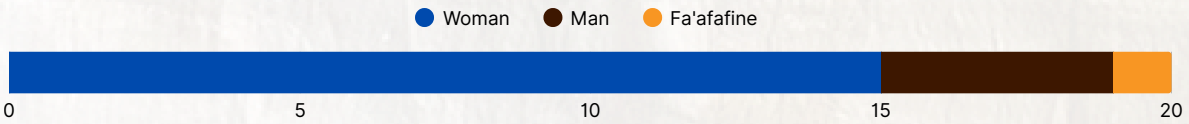


Sexual Orientation of Board Members

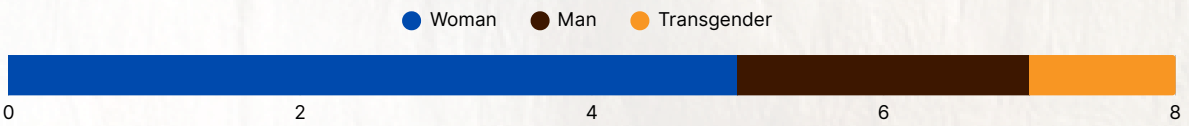


Note: Some PICA-WA staff identify with more than one sexual orientation.

Gender Identity of Staff

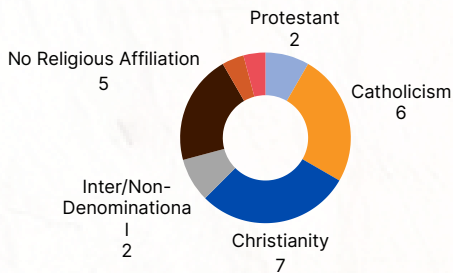


Gender Identity of Board Members

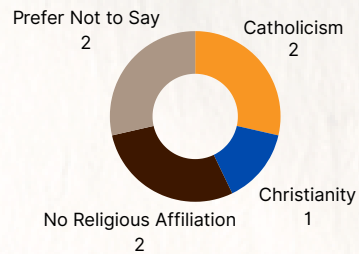


Note: Some PICA-WA staff and board members identified as fa'afafine (Samoan third gender) or cisgender.

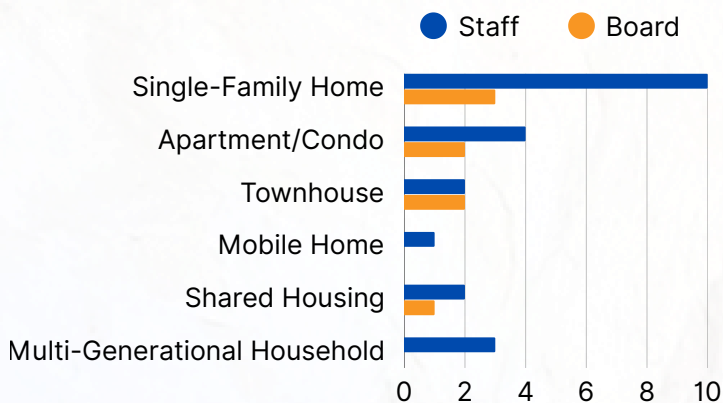
Religious Affiliation of Staff



Religious Affiliation of Board Members



Current Housing Situation



Disability/Chronic Condition

+ Has a disability or chronic condition
+ No disability or chronic condition

Staff



Nearly one-third of our staff identify as having a mental health condition.

Board



**Thank
You!**



PICA
PACIFIC ISLANDER
COMMUNITY ASSOCIATION