



**Office of the Administrative Director of the Courts – THE JUDICIARY • STATE OF HAWAII**  
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**Brandon M. Kimura**  
ADMINISTRATIVE DIRECTOR

**Daylin-Rose H. Heather**  
DEPUTY ADMINISTRATIVE DIRECTOR

December 12, 2025

**Via electronic submission**

The Honorable Ronald D. Kouchi  
President of the Senate  
State Capitol, Room 409  
Honolulu, HI 96813

The Honorable Nadine K. Nakamura  
Speaker of the House of Representatives  
State Capitol, Room 431  
Honolulu, HI 96813

Dear President Kouchi and Speaker Nakamura:

Pursuant to Section 613-4, Hawai'i Revised Statutes, the Judiciary is transmitting a copy of the *Center for Alternative Dispute Resolution FY 2025 Annual Report*.

In accordance with Section 93-16, Hawai'i Revised Statutes, we are also transmitting a copy of this report to the Legislative Reference Bureau Library.

The public may view an electronic copy of this report on the Judiciary's website at the following link: [https://www.courts.state.hi.us/news\\_and\\_reports/reports/reports](https://www.courts.state.hi.us/news_and_reports/reports/reports).

Should you have any questions regarding this report, please feel free to contact Karen Takahashi of the Judiciary's Legislative Affairs and Special Projects Division at (808) 539-4896, or via e-mail at [Karen.T.Takahashi@courts.hawaii.gov](mailto:Karen.T.Takahashi@courts.hawaii.gov).

Sincerely,

*Brandon M. Kimura*

Brandon M. Kimura  
Administrative Director of the Courts

Attachment

c: Legislative Reference Bureau Library

Aloha,

The Center for Alternative Dispute Resolution (CADR) ensures that alternative dispute resolution is available in Hawai'i. CADR promotes access to ADR processes for early, efficient, and party-driven solutions.

To fulfill its mission, CADR:

- Designs and administers a range of education, training, and outreach programs for state and county government, and for the general public;
- Administers the Appellate Mediation Program;
- Manages the Judiciary's purchase of services contract for mediation and related dispute resolution services; and,
- Mediates and facilitates public policy disputes referred by elected or appointed government officials.

Mahalo nui loa to all the CADR volunteers for their dedication and commitment, and CADR staff for their hard work. This report summarizes CADR's work during FY 2024-2025.

Mahalo,

Sabrina S. McKenna  
Acting Chief Justice

## VOLUNTEERS

### Appellate Mediation Program Mediators

Hon. Simeon R. Acoba, Jr. (ret.)	Hon. Rosalyn Loomis (ret.)
Hon. Riki May Amano (ret.)	Stanley Majka, Esq.
George B. Apter, Esq.	Georgia K. McMillen, Esq.
Hon. Joel E. August (ret.)	Hon. Douglas S. McNish (ret.)
Sidney K. Ayabe, Esq.	Hon. Marie N. Milks (ret.)
J. William "Ned" Busch, Esq.	Richard C. Mosher, Esq.
Robin K. Campaniano, Esq.	Hon. Rhonda A. Nishimura (ret.)
Thomas W. Cestare, Esq.	Hon. Maura M. Okamoto, (ret.)
Corlis J. Chang, Esq.	Patricia Kim Park, Esq.
Louis L.C. Chang, Esq.	Barbara A. Petrus, Esq.
Charles W. Crumpton, Esq.	Justice Richard W. Pollack (ret.)
William C. Darrah, Esq.	Hon. Shackley F. Raffetto (ret.)
Hon. James E. Duffy (ret.)	Hon. Karl K. Sakamoto (ret.)
Jacqueline L.S. Earle, Esq.	Hon. Sandra A. Simms (ret.)
David H. Franzel, Esq.	Hon. Leland H. Spencer (ret.)
Hon. Max W.J. Graham (ret.)	Hon. Elizabeth A. Strance (ret.)
Gary G. Grimmer, Esq.	Hon. Allene K. Suemori (ret.)
Hon. Mahilani E.K. Hiatt (ret.)	Owen K. Tamamoto, Esq.
Jerry M. Hiatt, Esq.	Hon. Michael A. Town (ret.)
Hon. Douglas H. Ige (ret.)	Arne Werchick, Esq.
Sidney Kanazawa, Esq.	Hon. Andrew P Wilson (ret.)
Hon. Walter S. Kirimitsu (ret.)	

The AMP mediators are recognized annually by the Access to Justice Commission for their generous pro bono service to the community and the courts.

### SPRING 2025 INTERN

Kiera Fagan, BA Political Science, College of Social Sciences,  
University of Hawaii at Manoa

### BOARD OF ADVISORS

Margery S. Bronster, Esq.	Kauai Council Chair
Charles W. Crumpton, Esq.	Mel Rapozo
Hon. Riki May Amano (ret.)	Hon. Michael Broderick (ret.)
Ashley K.K. Obrey, Esq.	Elizabeth Kent, Esq.
Hawaii Council Member	Colbert Matsumoto, Esq.
Holeka Inaba	

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# Center for Alternative Dispute Resolution

## The Judiciary State of Hawai'i



## Annual Report

July 1, 2024 - June 30, 2025

*Presented to the  
Thirty-fourth Legislature*

*Pursuant to  
Hawai'i Revised Statutes §613-4*

# Highlights from Fiscal Year 2024 - 2025

## Programs

### Hawai'i Appellate Mediation Program (AMP)

From inception in 1995 to end of FY 2024-25, 835 cases entered the program. Of the 32 active cases in FY 2024–25, 12 settled or partially settled; 7 were returned to the ICA docket; 1 was withdrawn prior to mediation, and 11 cases carried over to the new fiscal year. The AMP achieved an overall settlement/partial settlement rate of 50 percent.

During FY 2024 – 2025, volunteer mediators provided more than 292 hours of mediation services.

### Family Court, First Judicial Circuit Volunteer Settlement Master Program (VSM)

CADR continues to provide assistance to VSM, which provides divorcing or separating parents an alternative to litigation in the Family Court of the First Circuit. Nine of 11 active cases during FY 2024-2025 closed, with a 67 percent settlement rate.

### Workplace Dispute Resolution Program

The Workplace Dispute Resolution Program (WDRP) is administered by CADR to provide mediation and facilitation options for Judiciary employees in workplace disputes. Since the program's expansion in 2019, 26 cases have been reviewed and 8 referred for mediation.

## Training, Education, Outreach, and Research

### ADR-Related Workshops for Government Employees

CADR annually provides the following free workshop series to government employees:

- *Working it Out - Skills for Managing Conflict*
- *Handling Difficult Behaviors at Work*
- *Communicating with Empathy*
- *Managing Your Hot Buttons*
- *Facilitating Effective Meetings*
- *Collaborative Workplace: Skills Toolbox*
- *Collaborative Workplace: Giving Productive Feedback*

### Additional CADR Training by Special Request

- Nov. 2024 "Hot Buttons" webinar for Ku'ikahi Mediation Center's Brown Bag Lunch Series
- Sept. & Oct. 2024 CADR workshops for City and County of Honolulu Supervisor Mentoring Program

### Continuing Legal Education (CLE)

CADR develops programs to deliver quality continuing legal education to the legal community. Three of the training and outreach events in FY 2024-25 offered free CLE Credits.

### Seminars, Lectures, and Community Forums

- July 2024 presented "*Attorney Preparation for Mediation*" webinar to HSBA—Appellate Section
- Sept. 2024 presented "*Empathetic and Inclusive Language*" webinar to Judiciary Employees for Judiciary's Diversity and Inclusivity Working Group
- Oct. 2024 co-sponsored with ADR partners a presentation for Advocacy for Social Justice Talk Story Series "*Healing in Divided Times*"
- Nov. 2024 delivered a guest lecture "*Multi-Stakeholder Processes—Dialogue and Communication*" to advanced conflict studies class, Matsunaga Institute for Peace and Conflict Resolution, UH Mānoa
- Jan. 2025 hosted special guest trainer presentation "*Taking Stock: Conflict Goals*"
- March 2025 hosted special guest trainer presentation "*Navigating Power and Culture in Conflict*"
- April 2025 co-sponsored with ADR partners the 15th Annual Cyber Conference "*Peace Engineering and Dispute Systems Design*"
- April 2025 presented "*Essentials for Attorneys Representing Clients in Appellate Mediation*" to HSBA—Appellate Section, co-hosted with HSBA
- May 2025 co-sponsored with ADR partners "*Beyond Resolution*," for professional development series
- June 2025 presented advanced mediator symposium "*Strategies for Balancing Legal and Emotional Components of Disputes*," co-hosted with MCP

### Hawaii Guidelines for Mediators

Two members joined an ADR task force to update the Hawai'i Guidelines for Mediators, which the Hawai'i Supreme Court endorsed in May 2025.

## Community Mediation Centers

CADR administers a purchase of services contract for mediation and related dispute resolution services with Mediation Centers of Hawai'i, Inc. ("MCH"). MCH serves as an umbrella organization for the five community mediation centers throughout the state.

In FY 2024-2025, the mediation centers opened 4,201 cases and served 11,083 clients.

### Act 202: Pre-eviction Mediation Involving the Maui Wildfires

Of over 500 eviction cases, MMS and MCP have a 79 percent agreement rate. The program ends in February 2026.

### Act 278: Statewide Pre-eviction Mediation Program

The Act allocates \$2.5 million to the Judiciary for pre-eviction mediation services. The mediation program will run from February 2026 through February 2028.

## ADR Partners

CADR collaborates on outreach programming with these organizations: Conflict Resolution Alliance; Hawai'i Friends of Restorative Justice; Hawai'i State Bar Association – ADR Section; Kaua'i Economic Opportunity, Inc., Mediation Program; King Kamehameha V Judiciary History Center; Ku'ikahi Mediation Center; Matsunaga Institute for Peace and Conflict Resolution, University of Hawai'i at Mānoa; Maui Mediation Services; Provost Office, University of Hawai'i at Mānoa; The Mediation Center of the Pacific; West Hawai'i Mediation Center.