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ダスキン愛の輪基金

## The Duskin AINOWA Foundation

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# 2014 Annual Report

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The Duskin AINOWA Foundation supports the achievement of independent living for the disabled and their full participation in society.

## 35 Years of AINOWA

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The roots of the Duskin's AINOWA Campaign can be traced to the small wish of each individual member of the Duskin Family to do something to serve our society.

Thanks to your support and cooperation, we have been able to continue and expand our AINOWA activities over time, culminating in the 35<sup>th</sup> year of their implementation. We would like to extend our sincere gratitude to you in this special effort.

Today, the Duskin AINOWA Foundation conducts two major training programs.

The first of these programs, which we have been conducting since AINOWA's inception, is the dispatch of young people with disabilities who seek to be community leaders. Over the last 34 years, total of 484 trainees have participated in the training programs. Upon returning to Japan, they have utilized their precious experience abroad to assume active roles in various fields. We have trainees who are now college professors, attorneys, operators of Centers of Independent Living, and Paralympic athletes.

Through another program, since 1999, the Foundation has invited young people with disabilities from the Asia-Pacific region to Japan and has provided them opportunities to learn welfare systems for the disabled. For the past 16 years, 115 trainees have completed their individualized training programs in Japan. After their training, they have assumed leadership roles in their homeland.

The Foundation's initiatives have been made possible because of your generous support, including membership fees, collection at Mister Donut shops, donations from many people, and warm encouragement.

A product of the widespread, global activities of trainees in recent years is the increasing amount of donations the Foundation has received from individuals who have viewed its website. To us, this is an acute sign that the small wish each of us had 35 years ago has reached the ears of people all over, forming a "circle of love," or "AINOWA," in the process.

We will continue to help create a society where everyone can lead a happy life, bringing awareness of our AINOWA campaign to a wider audience while realizing our foundation vision and mission. We look forward to your continued support of the AINOWA Foundation.

山村輝治

Teruji Yamamura  
Chairman  
The Duskin AINOWA Foundation



# Thanks to your support by AINOWA members, various activities were conducted during 2014.

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has sent 484 trainees to 14 countries abroad.  
 As ten group trainees in two groups have been dispatched overseas to study.

**Duskin Disability Leadership Program  
 at UMass Boston**

**FY2015 marked the start of this new program. This FY, we dispatched three trainees to the US. There, they engaged in language studies and training consistent with their individually-pursued themes for a duration of about five months.**

**Training Institution:** Institute for Community Inclusion (ICI)  
 School for Global Inclusion and Social Development  
 University of Massachusetts Boston (UMB), US

**Duration of Training:** July 30-Dec. 22, 2014

**Description of Training:**

1. Intensive English-language training
2. Learning about disabilities
3. Individual leadership training for disabled persons
4. Regular group instruction seminars

**Mai Kawabata (Physically impaired)** Training Objective: Assistance for parents and guardians with disabled children



Since I was young, I had relationship problems with my parents. That compelled me to become interested in assistance for parents and guardians of disabled children while staying in Boston. The reason I was able to discover something that I felt I truly wanted to do was because the people I met in Boston accepted me for who I was. Through the internship I joined in at an organization for parents of disabled children, I learned the

importance of an environment where people with the same difficulties can gather, support each other, and casually consult with a specialist should they need to. I would say that this applies not only to parents and guardians of disabled children, but to all people who are considered socially vulnerable. I hope to leverage my takeaways from my stay in Boston towards helping to build a community where people in the same predicament can gather, give each other support, and feel free to talk to a professional.



**Saki Kuramoto (Physically impaired)** Training Objective: Methods for making oneself heard to society as a minority

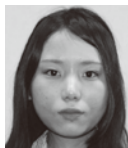


While living in Boston, I discovered and took interest in the various points of contact that disabled persons have with minorities as defined by all kinds of traits, be they culture, race, ethnicity or gender. Now that I am back in Japan, I hope to go beyond my own status as a disabled person to continue pondering and learning about minorities while concentrating on social justice and activism in

particular. A disability is not the focal point of how someone with a disability is defined as a person. I want my activities going forward to take root in the fundamental concept that the personality and rights of each and every such person should be protected. I intend to give deeper thought to the connection among the three elements of individual, the community and society, as well as to the influence of that connection.



**Kanae Kido (Physically impaired)** Training Objective: Barrier-free environments at public transportation facilities



I took part in this training with the hope that I would be able to learn about barrier-free environments at public transportation facilities in the United States. I was able to observe actual such environments from numerous angles with my own eyes, and compare them to the situation in Japan. Moreover, I was able to gain an understanding of the difference between the perception of disabilities in my host country and those in my home country. Americans tend to perceive a disability not as a “diagnosis,” but as an

“ability.” In other words, their attention goes to what that person can and cannot do, not to how they look or what their disability is called. I found this environment to be very comforting. Living in the United States opened my eyes once more to just how much I have lived my own life under a veil of prejudice. My experience gave me the chance to ask myself if the environment I considered normal in Japan really was normal, and why it became that way. I therefore took a new interests in two topics while in the United States: prejudice and education.



# Duskin Study Abroad Leaders Program for the Disabled

## Intellectually Challenged Group Training

### Discovery 7

- Group Members:** Keiko Yamasaki (works for company), Asami Okano (belongs to Employment Support Center), Kouhei Torii (works for NPO Corporation), Shohei Oishi (belongs to Employment Support Center)
- Training Objective:** Experience services of independent living for the intellectually challenged  
•Experience vocational training •Visit group home •Interact with facility users
- Training Institution:** Helemano Plantation, Hawaii, USA
- Duration of Training:** Sept. 13-19, 2014



### Keiko Yamasaki



It surprised me that there are cafeterias at a U.S. military base. I am thankful that I got to work at the base. I was delighted to see how people seemed to really enjoy working there. I cannot imagine that in Japan. Japanese companies still do not have enough systems to accept people with disabilities. I spent

time with people at the Helemano Plantation doing the hula dance, making a bracelet, and singing karaoke. I am happy that I was able to voluntarily introduce myself at the final greeting. On the first day, I was so anxious and nervous that I could not speak much, but was able to spend relaxing and enjoyable time from the second day. It was nice to have experiential learning at the base and learn about the Helemano Plantation. All staff at the Helemano Plantation had smiles on their faces.



### Asami Okano



It was a good experience for me to enter an off-limit U.S. military base and see people with same kinds of disabilities working actively. I made a bracelet and an angel doll. It took me a while to make a doll, and sadly I could not go to karaoke.

The Helemano Plantation has an at-home atmosphere. Everyone seemed to feel comfortable with one another. They showed their true selves to staff. I am relieved to know that the facilities I go to are similar to the ones in the Helemano Plantation. Only society being ready to accept disabled people is not good enough. I would like to change how people and supporters think. I want to live comfortably in a safe society with no stress. This experience reminded me of volunteer spirit to work hard.



### Kouhei Torii



The sizes of the restaurants and souvenir shops are ones I had never seen in Japan. The training here is nothing like the one in Japan. They offered me something to drink during the training and had peace of mind while doing what they do. I was impressed that the shuttle bus we took is equipped with a wheelchair lift on the side. It surprised me that people take an FBI screening and work from morning to noon at the base. The most memorable thing was that all staff at the facilities had smiles on their faces.

I realized the surrounding environment is important. I wish there will be more facilities like this in the country for better welfare in Japan. I would like to personally come back and have a relaxing time in Hawaii.



### Shohei Oishi



A building facility requires hard work and substantial costs. All staff had smiles on their faces, which stands out in my memory. The facilities were very clean for a group home and seemed like paradise. It was a valuable experience to work at a U.S. military base, because I did not think it was possible. Everyone knows their entire work process and works with enthusiasm. It was fun to work together. I had unique experiences of hula dance and bracelet making and enjoyed karaoke with everyone. It was wonderful to see everyone at the Helemano Plantation lives their lives with dreams and hopes.





## Junior Leadership Group Training

### Visually Impaired Youth Program

- Group Members:** Kohki Iyama, Kei Sagawa, Yuria Shuin, Yukio Nozawa, Narumi Fujiwara, Kaho Michihara
- Training Objective:** Learn about the culture of the U.K. and the accessibility for the visually impaired
- Training Institution:** The Royal National Institute of Blind People (RNIB) and other places, U.K.
- Duration of Training:** Aug. 8-19, 2014



#### Kohki Iyama



One of the most memorable experiences during this program was at a museum. There are many museums in Japan that prohibit people from touching the exhibits. In the U.K., however, people with visual impairments can touch some of the exhibits, if they say that they are visually impaired. I believe this is because people there want all visitors to have more fun and learn more about the exhibits than people in Japan do. It will be great if museums in Japan also offer more touch tours. It should start by getting rid of the feelings of resistance people have toward touching works.



#### Kei Sagawa



After I learned about the current situations for the visually disabled in the U.K, it made me realize how to make up for my disability is important, not how to hide it. The training also gave me opportunities to experience not only the learning contents such as the current situations of education and employment and technologies for the visually impaired, but also culture and art, including musicals and concerts that offer assistance for people with visual impairments. This 12-day training was very fulfilling.



#### Yuria Shuin



The key difference between Japan and the U.K. was between nationalities. Japanese people tend to sound condescending when helping someone. People in the U.K., however, have the mindset of going to places together, not taking them to places. They were not overly helpful, but were filled with spirits of services, which are not too impersonal, across the country. Everyone seemed to get along well. When we met for the first time, they welcomed us like old friends and made us feel at ease. I hope to continue our friendships with those local students I met during the training.



#### Yukio Nozawa



This short 12-day training was full of new experiences, such as cultural exchanges, outdoor activities, education, accessibilities, and art and history study. What am I lacking? What do I need and what should I do for myself in the future? What do I want to do? What skills should I get and where should I go from here to achieve my goals? This training gave me many helpful hints to answer those questions.



#### Narumi Fujiwara



Through training at Oldham and RNIB, I felt it is important to share information to implement inclusive education in Japan. There is an electronic textbook database called Load 2 Learn, which provides Braille, text-to-speech, and enlarged text for children with visual impairments in the U.K. If the database is widespread, people will be able to have access to necessary educational materials wherever they are. I strongly feel that the Japanese systems need more work to be done to offer productive inclusive education at any location people prefer.



#### Kaho Michihara



After completing this training, it made me want to learn more about the education of the visually impaired which I had previously been interested in. I also realized that sometimes I could learn more if I let myself take action, not just wait passively. In addition, I would like to take time to learn from different viewpoints, so that I can look at things without bias or assumption. What I would like to do now is to improve my language abilities, as well as study at university and hopefully study abroad, while making the most of the things I learned in this training.





Sixteen years have passed since this  
program for inviting trainees from the  
Asia-Pacific region got off the ground.



**Dheena Latheef**

Nickname: Dheena

Place of Origin: Maldives

Auditorily impaired

Dheena is a member of the Maldives Deaf Association. Through her training in Japan, she learned about the analysis of the problems women with hearing impairments face and the solutions. She also participated in the training on how to analyze sign language and to implement teaching methods appropriate for children with hearing impairments. Following her return to the Maldives, she plans on becoming a candidate for the position of female director at the Maldives Deaf Association, which she previously withdrew from in order to participate in this training program, and finding solutions for problems women with hearing impairments face. She also intends to train sign language interpreters, attract deaf youth camps, and establish a school for the deaf to improve deaf education.



**Jhong-Han WU**

Nickname: Michael

Place of Origin: Taiwan

Auditorily impaired

Michael has been active in orienteering in the Chinese Taipei Sports Association of the Deaf. Through his training in Japan, he learned about problems and challenges people with hearing impairments face daily and the solutions for these issues. He studied the situations of workplaces, living and social environments, and social participation, as well as the role of information and communication supports. His objectives after returning to Taiwan are to study Taiwanese sign language, work at a deaf-related organization to improve the welfare systems, and engage in advocacy group activities for people with hearing impairments. He will work very hard so that someday he can attend conferences of the deaf in the Asia Pacific region and worldwide.



**Ummul Kher**

Nickname: Mona

Place of Origin: India

Physically impaired

In her home country, Mona works at a charitable trust foundation that provides services regarding inclusive education, medical treatment, vocational training, child counseling, and start-up businesses for people with disabilities. During her training in Japan, she learned about the establishment and management of an organization of the disabled, its negotiations with public administration, and peer counseling at Japan's local independent living centers. Following her return to India, her plans are to return to college to carry out integrated research of international studies and disability studies, and to incorporate peer counseling—which is a new area for her, having previously studied psychology—into support services for the disabled in remote areas, for the purpose of self-support for the disabled, including her sister.



**Dilshod Normurodov**

Nickname: Dilshod

Place of Origin: Uzbekistan

Physically impaired

In his home country, Dilshod is enrolled in a graduate school of Tashkent University of Information Technologies. Through his training, he learned about the life and work of the disabled, leisure activities, means of transportation, and government support for people with disabilities at Japan's local independent living centers. After returning to Uzbekistan, he will go back to graduate school and hopes to change the image that disabled students at the university have about disabilities by talking with them and working together. Using his skills of building websites, he will create a comprehensive information website about people with disabilities, the first in Uzbekistan.



Under this program, young people with disabilities from the Asia-Pacific region are invited to Japan to study welfare for people with disability at institutions and facilities across the country. Following their return home, these trainees go on to serve in a leadership capacity in their native countries. Six individuals were chosen to be 16<sup>th</sup>-year trainees out of 254 applicants. After an opening ceremony held on September 9, 2014 at the Duskin School, each of them headed for their respective training assignments, which lasted approximately ten months.

Central & West Asia 7	
●Kazakhstan	2
●Tajikistan	2
●Kyrgyzstan	1
●Afghanistan	1
●Uzbekistan	1

East Asia 21	
●South Korea	6
●Taiwan	7
●Mongolia	4
●China	4

South Asia 30	
●Nepal	8
●Pakistan	7
●Bangladesh	5
●Sri Lanka	4
●India	4
●Maldives	2

Southeast Asia 52	
●Vietnam	8
●The Philippines	9
●Indonesia	7
●Cambodia	6
●Malaysia	6
●Myanmar	5
●Thailand	5
●Laos	4
●Singapore	2

**Main Schedule in Japan for 16<sup>th</sup>-Year Trainees**

Sept. 2014	Commencement ceremony Japanese language (sign language) training
Dec. 2014	Presentation of Japanese language training results Group training
Jan. 2015	Homestay Group training
Feb. 2015	Individual training (until May) Group training (May-June)
June 2015	Presentation of results Completion ceremony

**To date, the number of participants totaled 115 from 26 countries and regions.**

Oceania 5	
●Papua New Guinea	1
●Fiji	4



**Habibur Rahman Mollah**

Nickname: Mizan  
Place of Origin: Bangladesh  
Physically impaired

Mizan was working at the human resource section of a rehabilitation center for the disabled in Bangladesh. During his training in Japan, he learned about disability-related laws of Japan, comparisons between the laws of his country and those of Japan, support from disability-related organizations and government, advocacy groups, job creation, and empowerment for people with disabilities. Through the organization of the disabled which he founded, he intends to get involved in activities to build a barrier-free society through both hardware and software areas, attempt to improve laws relating to the disabled, build networks with organizations of the disabled and public administration, and host matchmaking parties for people with disabilities.



**Viliya Chanchaleun**

Nickname: Chigon  
Place of Origin: Laos  
Visually impaired

Back in his country, Chigon is involved in protecting the rights and interests of the visually impaired as a member of the Lao Association of the Blind and attends trainings and seminars, while working at a medical rehabilitation center. Through his training in Japan, he learned about DAISY production, sports and music instruction, and education and work for people with visual impairments. His objectives after returning to Laos are to return to his old job at the rehabilitation center, produce DAISY books, improve goalball teams, and teach traditional musical instruments and the Japanese language for the development of students with visual impairments.





**Meetings of AINOWA Regional Executive Committees convened**

Meetings of AINOWA Regional Executive Committees convened at the Duskin Head Office building on May 30, 2014. There, reports were made on AINOWA plans and activities in each region of Japan.



**Hokkaido**

**The Duskin Care Service Central Hokkaido Area Association Volunteer cleaning and mendicant activities**  
On June 3, 60 employees from franchisees belonging to The Duskin Care Service Central Hokkaido Area Association engaged in cleaning activities at seven welfare facilities in the cities of Sapporo and Otaru.



**Tohoku**

**Duskin Care Service Fukushima Franchisee Employee Conference**  
At this conference, which was held on November 6 at the Koriyama View Hotel Annex, an introduction to AINOWA activities and a briefing on membership was conducted, followed by fundraising activities.



**Kita-Kanto**

**AINOWA Charity Golf Tournament**  
On November 1 at the Ota Futaba Country Club (Ota-shi, Gunma), an AINOWA Charity Golf Tournament took place with 48 participants.



**Tokyo**

**AINOWA Charity Concert**  
On January 9, 27<sup>th</sup>-year trainee Koji Hattori gave an AINOWA Charity Concert at the Mandarin Oriental Tokyo.



Thanks to the efforts conducted across J Committee, the circle of understanding a activities has grown even wider.

**Minami-Kanto**

**AINOWA Charity Bowling Tournament Chiba Tournament**  
On March 15, a bowling tournament was held that brought Duskin branches and franchisees together with AINOWA trainees. Talks were also given by 30<sup>th</sup>-year trainee Yuriko Oda and 33<sup>th</sup>-year trainee Masato Furuta.



**Tokai**

**AINOWA Charity Golf Tournament**  
On October 24 at the Token Tado Country Club Nagoya (Kuwana-shi, Mie), an AINOWA Charity Golf Tournament took place with 36 participants.



**Hokuriku**

**AINOWA Campaign PR through tie-up with "24 Hour Television: Love Saves the Earth"**  
Between August 18 and 31, through a tie-up with Nippon Television's "24 Hour Television: Love Saves the Earth" TV special, we broadcasted PR for our AINOWA Campaign to households in Fukui and Ishikawa.



**Kinki**

**AINOWA Cup Charity Softball**  
As a means of creating opportunities to deepen enlightenment and understanding regarding AINOWA activities, on September 13, we held a charity softball tournament on the Maishima Grounds (Osaka-shi). Sixteen teams consisting of 300 members combined participated.



**Chugoku**

**AINOWA member solicitation activities**  
In May, 300 DVDs entitled "Duskin: Hand-in-Hand with the Local Community" were distributed at all Duskin Family shops in the Chugoku region.



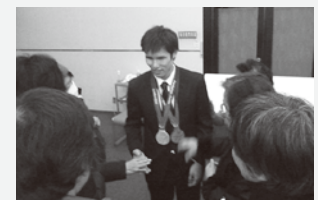
**Shikoku**

**AINOWA Charity Concert**  
On December 6, singer-songwriter Kei Horiuchi held an AINOWA Charity Concert at the Hirome Market (Kochi-shi).



**Kyushu**

**Duskin Oita Area First Half Kickoff Workshop**  
The Duskin Oita Area First Half Kickoff Workshop was held on February 13 with 250 participants. There, 30<sup>th</sup>-year trainee Keiichi Kimura gave a talk.





# Japan by the AINOWA Executive and support surrounding AINOWA



## Duskin 50<sup>th</sup> Anniversary Celebration Program Fundraising activities conducted at regional conventions



### AINOWA trainees participated in the four regional conventions.

- [Hokkaido]** On September 5, one trainee took part in the convention at the Châteraisé Gateaux Kingdom Sapporo (Sapporo-shi).
- [Kita-Kanto]** On April 19, trainees and regional executive committee members held an exchange session at M-WAVE, the Nagano Olympic Memorial Arena (Nagano-shi). Eleven trainees participated.
- [Tokyo & Minami-Kanto]** On May 15, nine trainees took part in the convention at the Nippon Budokan (Chiyoda-ku, Tokyo).
- [Kinki]** On August 20, nine trainees took part in the convention at the World Hall (Kobe-shi).

## AINOWA Time

### Trainees gave presentations during the AINOWA Time segment of The Duskin Group Anniversary Assembly of Gratitude.

During the AINOWA Time segment of this Assembly, AINOWA trainees presented their training results. Participating trainees and their respective venues of participation are detailed in the following chart.



Niihama	Ryota Kataoka	30 <sup>th</sup> trainee
Kyoto	Keiichi Kimura	30 <sup>th</sup> trainee
Tokyo	Yukari Ishida	31 <sup>st</sup> trainee
Sapporo	Kaori Miura	32 <sup>nd</sup> trainee
Aizuwakamatsu	Tomoe Takada	29 <sup>th</sup> trainee
Tsu	Koji Kobayashi	33 <sup>rd</sup> trainee
Fukuoka	Yuriko Oda	30 <sup>th</sup> trainee
Matsuyama	Dilshod Normurodov	16 <sup>th</sup> Asian trainee
Hiroshima	Kosei Suekiyo	28 <sup>th</sup> trainee

### Trainees gave presentations during the AINOWA Time segment of the 35<sup>th</sup> Mister Donut Friendship Festival tournaments held across Japan.

At the Mister Donut Friendship Festival, employees of Mister Donut put their everyday work skills and service to the test in a face-off against each other. At the tournaments held across Japan under this festival, AINOWA trainees presented their training results in the capacity of guest speakers. Participating trainees and the regional tournaments they respectively participated in are detailed in the following chart.

## Duskin New Year's Meeting



### Trainees interacted with other attendees while giving talks and performances.

- [Hokkaido]** On January 13, 27<sup>th</sup>-year trainee Jun Kojima gave a performance at the Sapporo Grand Hotel.
- [Tohoku]** On January 16, 27<sup>th</sup>-year trainee Jun Kojima gave a concert at the Westin Hotel Sendai.
- [Tokyo]** On January 9, six 16<sup>th</sup>-year trainees from Asia were invited to take part in exchange with meeting attendees at the Mandarin Oriental Tokyo.
- [Tokai]** On January 16, seven trainees who reside in the region were asked to give a report on their recent activities at the Nagoya Tokyu Hotel.
- [Kinki]** On January 9, 27<sup>th</sup>-year trainee Jun Kojima gave a performance at the Westin Hotel Osaka.
- [Chugoku & Shikoku]** On January 17, 30<sup>th</sup>-year trainee Yuriko Oda gave a talk at the Kure Hankyu Hotel.
- [Kyushu]** On January 14, 30<sup>th</sup>-year trainee Masayuki Yasuda gave a talk at the Nishitetsu Grand Hotel in Fukuoka-shi.



Hokkaido Area	Kaori Miura	32 <sup>nd</sup> trainee
Tohoku Area	Yuriko Oda	30 <sup>th</sup> trainee
Kita Kanto Area	Sayaka Adachi	30 <sup>th</sup> trainee
Tokyo	Asako Hirokawa	29 <sup>th</sup> trainee
Kanagawa Area	Tomoe Takada	29 <sup>th</sup> trainee
Hokuriku Area	Yukari Ishida	31 <sup>st</sup> trainee
Tokai Area	Asami Ishikawa	24 <sup>th</sup> / 25 <sup>th</sup> trainee
Kinki Area	Ryota Kataoka	30 <sup>th</sup> trainee
Chugoku & Shikoku Areas	Hisami Yoshioka	31 <sup>st</sup> trainee
Kyushu Area	Mayumi Aoyagi	18 <sup>th</sup> trainee

## Statement of changes in net assets, Balance sheet and Statement of assets

The revenue from membership fees, and donations, etc., totaled 177 million yen in the Fiscal 2014.

Statement of changes in net assets		(April 1, 2014 - March 31, 2015) (in yen)
Account	Total	
I Changes in unrestricted net assets		
1. Changes in ordinary account		
(1) Ordinary revenue		
Income from investment of foundation assets		
Interest earned on foundation assets	10,255,242	
Membership fee	146,926,494	
Donation	19,737,710	
Miscellaneous revenue	83,519	
Total	177,002,965	
Ordinary expenses	192,667,974	
Balance	-15,665,009	
2. Changes in extraordinary account		
(1) Extraordinary revenue		
Extraordinary revenue	0	
(2) Extraordinary expenses		
Extraordinary expenses	0	
Balance	0	
Increase/decrease for unrestricted net assets for the year	-15,665,009	
Unrestricted net assets, beginning of the year	75,758,177	
Unrestricted net assets, end of the year	60,093,168	
II Changes in restricted net assets		
Increase/decrease for restricted net assets for the year	0	
Restricted net assets, beginning of the year	1,855,000,000	
Restricted net assets, end of the year	1,855,000,000	
III Net assets, end of the year	1,915,093,168	

Balance sheet				As of March 31, 2015 (in thousands of yen)
	FY2012 Mar. 31, 2013	FY2013 Mar. 31, 2014	FY2014 Mar. 31, 2015	
Assets				
Current assets	86,424	71,378	57,530	
Fixed assets	1,869,404	1,874,617	1,872,392	
<b>Total Assets</b>	<b>1,955,829</b>	<b>1,945,996</b>	1,929,923	
Liabilities				
Current Liabilities	2,406	3,622	2,268	
Fixed Liabilities	10,721	11,615	12,562	
<b>Total Liabilities</b>	<b>13,127</b>	<b>15,238</b>	14,830	
Net Assets				
Restricted Net Assets	1,855,000	1,855,000	1,855,000	
Unrestricted Net Assets	87,701	75,758	60,093	
Total Net Assets	1,942,701	1,930,758	1,915,093	
<b>Total Liabilities and Net Assets</b>	<b>1,955,829</b>	<b>1,945,996</b>	1,929,923	

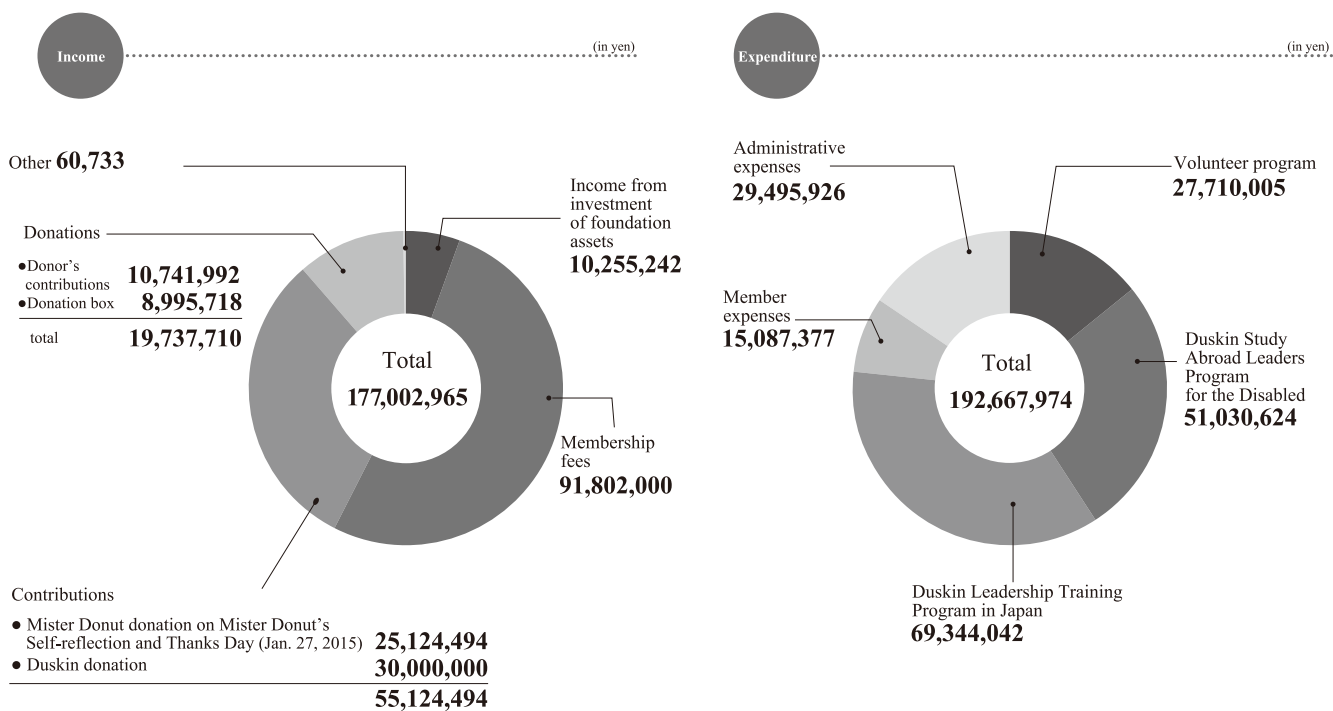
\* The amounts presented above are indicated in thousands; amounts less than a thousand are dropped.

Statement of assets		As of March 31, 2014 (in yen)
<b>Assets</b>		
<b>【Current Assets】</b>		
Cash Deposit	55,735,401	
Stored Items	1,512,599	
Advances	73,280	
Advanced expenses	200,000	
Temporary payments	9,675	
Total Current Assets	57,530,955	
<b>【Fixed Assets】</b>		
Endowment	1,855,000,000	
Other Fixed Assets	17,392,885	
Total Fixed Assets	1,872,392,885	
<b>Total Assets</b>	<b>1,929,923,840</b>	
<b>Liabilities</b>		
<b>【Current Liabilities】</b>		
Accrued Payable	1,632,752	
Membership Fee Received	227,000	
Deposit Received	408,756	
Total Current Liabilities	2,268,508	
<b>【Fixed Liabilities】</b>		
Reserve for Retirement Allowance	12,562,164	
Total Fixed Liabilities	12,562,164	
<b>Total Liabilities</b>	<b>14,830,672</b>	
<b>Net Assets</b>	<b>1,929,923,840</b>	

# Income and expenditure

## Membership

### Income and expenditure



### Membership

	Corporate Members	Special Corporate Members	Elder Members	Duskin Employees	Regular Member As	Regular Member Bs	Regular Member Cs	Sub total	Friendship Members	(accumulated)	Total	(accumulated)
FY2012 Mar. 31, 2013	233	439	547	1,709	1,465	2,870	5,791	13,054	282	173,507	13,336	186,561
FY2013 Mar. 31, 2014	229	448	535	1,774	1,409	2,854	6,440	13,689	168	173,675	13,857	187,364
FY2014 Mar. 31, 2015	221	455	535	1,755	1,420	2,924	6,233	13,543	157	173,832	13,700	187,375



# For the program's 34<sup>th</sup> year, 14 trainees have been dispatched overseas to study.

**1981**

- Mar. 16: Mister Donut U.S. Study Abroad Leaders Program for the Disabled was announced at a press conference held at the Imperial Hotel, Tokyo.
- Nov. 26: The AINOWA Foundation was authorized by the Ministry of Health and Welfare.

**1982**

- Jan. 7: Ten trainees of the first program were dispatched to the U.S.
- Jan. 27: Mister Donut "One Charity Day" was conducted.



- Four institutions were chosen for the Foundation's research/development aid programs.
- Ten trainees of the second year were dispatched abroad.

**1983** ●Nine trainees were dispatched abroad.

**1984** ●Nine trainees were dispatched abroad.

- Late Toshio Yamanishi received the Anne Sullivan Gold Medal for his contribution to the welfare of people with disabilities through the Mister Donut U.S. Study Abroad Program for the Disabled.



**1985** ●Nine trainees were dispatched abroad.

**1986** ●Eight trainees were dispatched abroad.

- Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix for people suffering from phenylketonuria, a condition caused by abnormal metabolism of protein substance.

**1987** ●Eight trainees were dispatched abroad.

**1988** ●Seven trainees were dispatched abroad.

**1989** ●Seven trainees were dispatched abroad

**1990** ●Ten trainees were dispatched abroad.

**1991**

- The program name was changed from Mister Donut Study U.S. Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for the Disabled. The destination for training expanded from U.S. to other countries outside Japan. Group training programs were introduced. Two teams consisting of 27 members (including helpers) had 2 week-training sessions in the U.S.
- AINOWA Regional Committees were established in 10 regions in Japan.
- The first AINOWA Assembly was held.

**1992**

- 98 trainees (including helpers) were dispatched under Duskin Study Abroad Leaders Program for the Disabled. 4 teams were formed by the type of disabilities. The intellectually challenged team had training in Sweden, visually challenged, auditory challenged and physically challenged teams received training in the U.S. for two weeks.



**1993**

- 97 trainees (including helpers) were dispatched under Duskin Study Abroad Leaders Program for the Disabled. Additional two teams of the physically challenged and a team of individuals suffering from epilepsy were formed. Six teams in total had training in the U.S. for two weeks and learned about "Work" by the Disabled.

**1994**

- Regional Executive Committees were established in 59 areas in the nation.
- Eight trainees were dispatched under Duskin Study Abroad Leaders Program for the Disabled for individual training for a longer period. A team consisting of five intellectually challenged (with six helpers) had training in the U.S. for a short period.

**1995**

- Regional Executive Committees were reformed to cover 72 areas in the nation.
- Ten trainees were dispatched abroad.

**1996** ●Ten trainees were dispatched abroad.

**1997** ●Nine trainees were dispatched abroad.

**1998** ●Seven trainees were dispatched abroad.

- Ms. Miki Matsue, a trainee of 18<sup>th</sup> term program won three gold medals at Nagano Paralympics Games. The Foundation recognized her success with an "AINOWA Award."

**1999** ●Nine trainees were dispatched abroad.

- Duskin Leadership Training Program in Japan was introduced.



**2000** ●Eight trainees were dispatched abroad.

**2001** ●Nine trainees were dispatched abroad.

**2002** ●Nine trainees were dispatched abroad.

**2003**

- "Group Training Program" was added in commemoration of 25<sup>th</sup> anniversary of the Foundation.
- Eleven trainees, including two groups consisting of seven people and four individual trainees, were dispatched abroad.

**2004**

- Twelve trainees, including two groups consisting of eight people and four individual trainees, were dispatched abroad.

**2005**

- Nov. 16: The Foundation's 25<sup>th</sup> Anniversary Ceremony was held at Hilton Tokyo.
- Eleven trainees, including a group of six people and five individual trainees, were dispatched abroad.

**2006**

- Twelve trainees, including three groups consisting of nine people and three individual trainees, were dispatched abroad.

**2007**

- Twelve trainees, including two groups consisting of eight people and four individual trainees, were dispatched abroad.

**2008**

- Thirty trainees, including four groups consisting of seventeen people, five individual trainees, and a group of eight junior leaders (a new program) were dispatched.
- AINOWA Regional Executive Committees were reformed to cover 11 areas in the nation.



**2009**

- Sixteen trainees, including two groups consisting of eight people and eight individual trainees were dispatched.

**2010**

- Twenty-seven trainees, including four groups consisting of twenty-one people and six individual trainees were dispatched.
- Mr. Mitsuru Nagase, a trainee in the 21<sup>st</sup> year, won a silver medal in the ice sledge hockey competition in the Vancouver Paralympics Games in 2010. The Foundation recognized his success with an "AINOWA Award."
- Dec. 3: The Duskin AINOWA Foundation received the 2010 Minister of Health, Labour and Welfare commendation. The award was presented in recognition of its social welfare programs for people with disabilities over the past 30 years.

**2011**

- Nineteen trainees, including two groups consisting of thirteen people and six individual trainees were dispatched.
- The Duskin AINOWA Foundation was authorized by the government in Dec. 2011 and made a new start as a public interest incorporated foundation in Feb. 2012.

**2012**

- Thirteen trainees, including two groups consisting of ten people and three individual trainees were dispatched.

**2013**

- Nine trainees, including a group of five trainees, and four individual trainees, were dispatched abroad.
- Mr. Keiichi Kimura, a 30<sup>th</sup>-year trainee won a silver medal and a bronze medal in swimming competition at the 2012 London Paralympics Games. The Foundation recognized his success with an "AINOWA Award."

**2014**

- "Duskin Disability Leadership Program at UMass Boston" was added with the cooperation of University of Massachusetts Boston.
- Fourteen trainees, including two groups consisting of ten people, one individual trainee, and three trainees of Duskin Disability Leadership Program at UMass Boston were dispatched abroad.

# Officers, Committee Members

## ■ Directors

(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2017)

<b>Director</b>	Chairman	Teruji Yamamura	President & CEO, Duskin Co., Ltd.
	Senior Executive Director	Kazuya Satooka	Principal, Mister Donut College, Duskin Co., Ltd.
	Executive Director	Norimichi Yamamoto	Secretary General, The Duskin AINOWA Foundation
	Director	Kaneo Ono	Chairman, Taiho Group
	Director	Mariko Miyagi	Principal, Nemunoki Home and Nemunoki School
	Director	Tadashi Ono	Chairman, Duskin Franchise Chain Community
	Director	Ryo Matsumoto	Welfare Official, Waseda Spike, Social Welfare Office
	Director	Noriko Igarashi	Executive Director, Social Welfare Juridical Person KOYUKAI
	Director	Ryosuke Matsui	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Director	Hiroyuki Seki	Executive Director, Nippon Lighthouse
	Director	Hideki Miyahara	Chairman, Mister Donut Franchise Community
	Director	Yoshinori Sato	Chairman, Duskin Production & Logistics Franchise Association
	Director	Yukiko Ohkuma	Professor, International University of Health and Welfare Graduate School
	Director	Hiroshi Tamon	Attorney at Law, Tomin Sogo Law Office

(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2019)

<b>Council Member</b>	Council Member	Osamu Aoyagi	President & CEO, Yokohama Foods Co., Ltd.
	Council Member	Masaki Azuma	Chairman, Duskin Uniform Service Franchise Community
	Council Member	Shuzo Kataishi	Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Council Member	Mamori Kimizuka	Past Chairman, Rehabilitation Centers (Hospital and Home) for Children with Physical Disabilities in Japan
	Council Member	Takashi Suda	President & CEO, Koryu Sangyo Ltd.
	Council Member	Jiro Shimo	Chairman, Duskin Labor Union
	Council Member	Tetsuji Tanaka	Chairman, Japan Braille Library
	Council Member	Yoshitaka Tanaka	Chairman, Duskin National Care Service Franchise Association
	Council Member	Tomoya Nakao	Chairman, Duskin Rent-All Franchise Association
	Council Member	Hiroshi Hanashima	Director, The Kyoyo-Hin Foundation
	Council Member	Yasushi Fukuwatari	Former Director, Jyousou-no-sato

(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2019)

<b>Auditor</b>	Auditor	Akihisa Tsurumi	Senior Executive Director, Duskin Co., Ltd.
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(Term of office: June 17, 2015 through Council Meeting expected to be held in June 2017)

<b>Advisor</b>	Advisor	Hideyuki Ito	Former Chairman & CEO, Duskin, Co., Ltd.
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## ■ Executive Committee for the Duskin Study Abroad Leaders Program

(Term of office: April 1, 2015 through March 31, 2017)

Saburo Yagi	Associate Professor, Tenri University	Jun Ishikawa	Professor, Faculty of International Relations, University of Shizuoka
Toshiaki Aomatsu	Teacher, Special Needs Education School for the Visually Impaired, University of Tsukuba	Koji Onoue	Vice Chairperson, Japan National Assembly of Disabled Peoples' International
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology
Takashi Kanatsuka	General Manager, NPO Job Support Network	Sachiko Yamashita	Associate Professor, College of Integrated Human and Social Welfare, Shukutoku University

## ■ Executive Committee for the Duskin Leadership Training in Japan

(Term of office: April 1, 2015 through March 31, 2017)

Akira Terashima	Professor, Faculty of Comprehensive Welfare, Urawa University	Ichiro Miyamoto	Board Member, Japanese Federation of the Deaf
Kazuhiko Yamaguchi	Executive Director, Approved Specified Nonprofit Corporation (TOMO)	Junko Ina	Psychiatric Social Worker
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Misako Nomura	Director of Information Center, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
Yutaka Takamine	Chairman, Non-Profit Organization Empowerment Okinawa	Michio Murase	Vice-principal, Yokohama Christian School for the Visually Impaired
Kunio Ogura	Secretary General, Empowering the Disabled in Asia		

## ■ The Duskin AINOWA Foundation Regional Executive Committee Chairpersons

(Term of office: April 1, 2014 through March 31, 2016)

Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hiroyuki Fujimura	President & CEO, Fujimura Shokai Ltd.
Tokyo	Moriyasu Harada	President & CEO, c-crew Co., Ltd.
Kita-Kanto	Yoshitaka Terasawa	President & CEO, Duskin Nishikanbara Co., Ltd.
Minami-Kanto	Tamotsu Makino	President & CEO, Duskin Mobarra Ltd.
Hokuriku	Shingo Izumi	President & CEO, Duskin Takaoka Co., Ltd.
Tokai	Shogo Sakatoku	President & CEO, Duskin Komehiko Ltd.
Kinki	Hidetoshi Moriya	President & CEO, I & A Corporation
Chugoku	Masanori Hashizume	President & CEO, Duskin Aino-Mise Hatsukaichi Co., Ltd.
Shikoku	Masato Nishioka	CEO, Duskin Kochi Co., Ltd.
Kyushu	Yoshiro Kadono	President & CEO, Ohric Co., Ltd.

## **AINOWA will make ever-greater efforts to reach out to help more people.**

On August 22, 1980, 17 years after the Duskin's foundation, Seiichi Suzuki passed away. Duskin employees needed a common goal in order to go forward by inheriting the unique management philosophy, "Prayerful Management" and his belief of "Help People Grow" and "Lavish Affection on People." Making ever-greater efforts to reach out to help more people is the unifying goal.

In 1981, Mister Donut celebrated its 10<sup>th</sup> anniversary and set up "Mister Donut Study Abroad Leaders Program for the Disabled" in order to reciprocate the community's patronage of our Mister Donut shops. This program was to express our support for "Active and equal participation of the disabled" which was the theme of the United Nation's International Year of the Disabled. This program was well-received around the country and the Duskin AINOWA Foundation, one of Duskin's Corporate Social Responsibility efforts, was established in order to continue the program in the long term. In February 2012, the Foundation made a new start as a public interest incorporated foundation after receiving authorization from the Cabinet Office.

"May I help you?" What we can do may not be much, but we want to be of service to someone, no matter how small that service is. We want to extend a helping hand to someone who is in need in our community.

We hope each one of us would express our sincere support for achieving "Independent living for the disabled and their full participation in society" and that the small circle of volunteer spirit will expand to create a society where everyone can lead a happy and fulfilled life, regardless of disability.

### **AINOWA Declaration**

We pledge through this movement to do our best, from the viewpoint of equality, to promote the welfare of disabled children and adults so that they can fully participate in society.

### **The Duskin AINOWA Foundation Charter**

We share a sense of solidarity with mentally or physically disabled people, based upon our belief in the dignity and social rights of all human beings.

We wear the Duskin AINOWA Foundation's button to let people know of our belief, and to appeal to them to participate.

We shall make every effort to advance our knowledge and improve our ability to provide disabled people with a safe environment in society, and to understand their needs, as to achieve successful volunteer activities.

All human beings are free and equal, worthy of respect, and have fundamental rights. We hereby declare our commitment to active support and cooperation in strengthening the bonds that link all human beings, and in realizing full participation of all in society.



## **The Duskin AINOWA Foundation**

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