



The Duskin AINOWA Foundation

2015 Annual Report



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



With Our Gratitude

In 1981, the Duskin AINOWA Foundation was established in the spirit of “May I Help You?” to contribute to the independent living and full participation of disabled persons in society.

We have marked the 35 anniversaries of our founding and the launch of Mister Donut Study Abroad Leaders Program for the Disabled. These coincided with the same year of the 10th anniversary of Mister Donut, inspired by the United Nations’ declaration as the International Year of the Disabled. 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 35 years, a total of 489 trainees have participated in the training programs. Upon returning to Japan, they have utilized their precious experiences 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. Since 1999, the Foundation’s other program 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 17 years, 121 trainees have completed their individualized training programs in Japan. After their training, they have assumed leadership roles in their homelands.

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

In recent years, we have taken initiatives to make fans of AINOWA by providing opportunities to meet with trainees and informing them of our activities through Facebook. Some of the donations are made from individuals who have viewed its website.

To us, this is a genuine sign that the small wish each of us had 35 years ago has been forming a big “circle of love,” “AINOWA,” in the process.

We will continue to help create a society where everyone can lead happy lives, bringing awareness of our AINOWA campaign to a wider audience while realizing our foundation’s 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 2015.

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AINOWA Declaration
The Duskin AINOWA Foundation Charter

Over the last 35 years since its inception, the Duskin Study Abroad Leaders Program for the Disabled For the program's 35th year, five individual trainees have

has sent 489 trainees to 15 countries abroad. been dispatched overseas to study.

Coming off of the United Nation's declaration of 1981 as the International Year of the Disabled, the Duskin Study Abroad Leaders Program was launched with the aim of realizing equality for disabled persons and their total participation in society.

This program is widely known both within and outside of Japan as an overseas training dispatch program that accords disabled youth who seek to lead contributory efforts in their community the opportunity to participate in training abroad.

Makeup of Trainees (489 trainees)

Region (At the time of application)

Hokkaido	9	Hokuriku	13
Tohoku	27	Kinki	97
Kita Kanto	53	Chugoku	20
Minami Kanto	54	Shikoku	15
Tokyo	113	Kyushu	40
Tokai	48		

Gender

Male	221
Female	268

Dispatch destination

U.S.A.	386
U.K.	20
Sweden	15
Australia	12
New Zealand	11
Germany	11
Canada	9
Fiji	8
Finland	5
Italy	4
Norway	3
Denmark	2
France	1
The Philippines	1
Russia	1

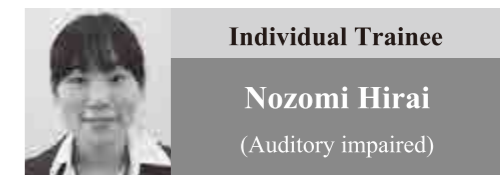
Type of disability

Intellectually challenged	77
Visually impaired	101
Auditorily impaired	97
Deaf blind	2
Physically impaired	190
Epilepsy	10
Internal disorder	8
Mental disorder	3
Developmental disorder	1

In learning about support systems for deaf sports in Russia, I reaffirmed just how serious conditions are in Japan.

With the All-Russian Society of the Deaf located in Saint Petersburg, Russia's second largest city, as my base of study, I learned about support systems for deaf sports in that country. Russia, which is a site of mass-production for medals for the Deaflympics and other events, is said to award citizens who take home medals in those events with an exorbitant sum of money that transforms their lives. In comparison, there is no such environment in place in Japan. Furthermore, recognition of the Deaflympics in Japan is but 2% of the population. There are many things we can learn from Russia in order to rectify the serious conditions that surround deaf sports in Japan. I think a common image of Russia is that it is a closed-off, unfamiliar world where information is limited. My training experience there turned that image completely on its head.

Although old buildings from the Soviet era remain in great number, high-rise condominiums, large shopping structures and other structures are being built at a rapid pace. Still, efforts to make places barrier-free are largely behind. For example, there are no elevators to be found at subway stations. For that reason, perhaps, Russians have a habit of treating elderly individuals and people accompanied by children with kindness. I often saw situations where young people went out of their way to give up their seat on the subway, buses, and the like. For any inconveniences I sensed in Russia, there were many areas where Japan can learn from the country. My training experience in Russia was full of surprise and discovery.



Individual Trainee

Nozomi Hirai

(Auditory impaired)

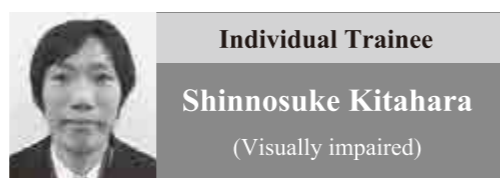
Training Institution: All-Russian Society of the Deaf, Saint Petersburg Regional Bureau, Russia
Duration of Training: Sept. 12, 2015 – Sept. 10, 2016 (tent.)
Training Theme: Learning about sports management in the context of deaf sports in Europe



By familiarizing myself with the current state of "music therapy" in European countries, I learned about work possibilities for the visually impaired.

In Austria, where my training is taking place, music therapy is recognized as a national qualification. Music therapists are as trusted as physical therapists, and many of them play active roles on the frontlines at hospitals, nursing care institutions and other facilities. In Japan, professions such as physical therapist, acupuncturist and moxa-cauterizer are where visually impaired individuals primarily find work, with little in the way of occupational options available to them at present. Having surmised that music therapist could join the list of occupations available to visually impaired and other disabled persons, during my training, I heard from members of the Viennese Institute for Music Therapy about the current state of music therapy in Austria and differences between Japan and Austria in the perception of music therapy. I also attended classes in

Music Therapy at the University of Music and Performing Arts, Vienna. In doing so, I learned about music therapy as it exists in European countries. My training also included visits to occupational training centers and schools for the blind in Germany, Czechoslovakia and Italy, where I familiarized myself with the current state of employment, the educational environment, instructional methods and other areas pertaining to visually impaired individuals. In addition, there is a sizeable presence of interesting equipment and initiatives for visually impaired individuals, some of which includes ideas that I would like to incorporate in Japan, too. My hope is that I can leverage the results of my current training in conducting future projects.



Individual Trainee

Shinnosuke Kitahara

(Visually impaired)

Training Institution: Nuremberg School for the Blind, Germany
 Austria Federation of the Blind
Duration of Training: Nov. 20, 2015 – Oct. 1, 2016 (tent.)
Training Theme: Learning about music therapy, welfare assistance and educational environments in Germany and Austria



Acquiring hints on how to change the employment of disabled persons in Japan through interviewing more than forty corporations and disabled people's groups

My experience with my own job search inspired me to do something to change the employment of disabled persons in Japan. For the site of my training, I chose Syracuse University in the US State of New York, the institution where disability studies have their origin. Over the course of my training, I visited twelve cities spread across seven states, including Seattle, San Francisco and Boston, and interviewed over forty companies and disabled persons' groups. Several things surprised me regarding the local employment of disabled persons. One thing is that disclosing whether or not you have a disability is voluntary. Another is that it is illegal for employers to ask prospective employees about disabilities. Additionally, one point that was made was that in hiring people, the thing that all companies emphasize the most is the "ability" those prospective employees have.

Upon my company visits, I also interviewed employees with disabilities. For example, at the headquarters of Facebook, I met an engineer who was completely blind. He is currently developing a system that uses voice to relay information on photos to visually impaired Facebook users. At the headquarters of Starbucks, I took part in an internal meeting together with a deaf business analyst. That analyst brought forth ideas from their own unique perspective, and enabled the other meeting attendees to see things in a new, different way. Additionally, at a majority of large corporations, employees belong to a group to elevate understanding regarding diversity through which they actively engage in related endeavors outside of their regular work. I got an acute sense that this, too, influences the corporate culture of those companies considerably.



Individual Trainee

Mizuki Hsu

(Physically impaired)

Training Institution: Burton Blatt Institute, Syracuse University, US
Duration of Training: Oct. 3, 2015 – Sept. 16, 2016 (tent.)
Training Theme: How to manifest the capability of people with disabilities to the maximum extent



Duskin Disability Leadership Program at UMass Boston

This new program was started in FY2015. This year, we dispatched two 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. 21, 2015
Description of Training:
 1. Intensive English language training
 2. Learning about disabilities
 3. Individual leadership training for disabled persons
 4. Regular group instruction seminars

Yuta Yoshida (Auditory impaired)

Training Theme: Deaf people's identity, deaf culture and related educational methods



My training experience in Boston ended up being a trip of self-discovery. By working at DEAF, Inc., a non-profit organization established for the sake

of deaf individuals and persons who are hard of hearing, I was able to learn about deaf people's identity, deaf culture, and more. The identity of auditory impaired people can be broken down in to three groups. The first group is "deaf" (with a lowercase d), which includes the medical definition of being unable to hear. The second is "Deaf" (with a capital D), which focuses on culture, language and potential. The last category is "hard of hearing," whose members possess residual hearing. Before, I considered myself to fall in the

first category of "deaf." Following my experience in Boston, I came to strongly emphasize that I belong to the second category, or "Deaf." I think that discovering one's identity is a highly difficult task. At nearly all schools for the deaf in Japan, there are very few opportunities to learn about Deaf culture and history. Consequently, students at those schools who were unable to learn about identity and culture become unable



to emphasize their position in a world of people with normal hearing. It is fair to conclude that there is a need to elevate the recognition of Deaf culture in Japan. Going forward, I intend to participate in community support groups and share my experience in Boston with various people in order to elevate that recognition.



Yui Higashikawa (Physically impaired)

Training Theme: How art and its color impact the mind, body and brain of disabled persons



Through my training, I learned about "the importance of art" and "what kind of art endeavors can be proposed to people of varying ability." At the

Henderson Inclusion School where my internship took place, I was involved in art classes as an assistant to an arts instructor. When students with a disability take classes together with students who have normal hearing, emphasis tends to be put on what the former group is "unable to do." At my internship institution, I got an acute sense that the school endeavored to realize inclusive education with its focus on what students "can do." During arts and crafts, normally, thin colored paper is used. Students who cannot see are asked

to use thick paper instead. In other words, the school has students who cannot visually perceive color or shapes experience things the same way as other students around them using different senses. The instructors there are mindful to prepare multiple teaching options tailored to the ability and situation of students so that being "unable to do" something is not a possible outcome for them. This was my greatest takeaway



from the school. Following my experience, I started thinking that understanding the impact that art and its color has is not enough, and that I needed to study opportunities and forums for displaying that art as well as the formation of activities and space for drawing out the effects of art to the maximum extent. I was able to learn ways of approaching students with the use of diverse art forms.



Duskin Study Abroad Leaders Program for the Disabled
 From the acceptance of trainee applications to the presentation of training report (35th-year trainees)

(1) Program orientation

We held two program orientations: one on October 4, 2014 at Duskin's Tokyo Office and another at the Duskin Head Office on October 11. Over 40 applicants attended each briefing, which also included reports on study abroad experiences given by trainees who completed the program.



(2) Preliminary training workshop

Over the two-day period between March 27 and 28, a preliminary training workshop was held at the Duskin Head Office for the three individual trainees and two trainees of Duskin Disability Leadership Program at UMass Boston who were chosen to represent 35th-year Study Abroad Leaders. There, a series of lectures was held that covered the likes of the history and current state of welfare for disabled persons and independent living by and the empowerment of persons with disabilities. Additionally, the results of 33rd-year trainees were presented to the 35th-year trainees to boost their anticipation for their study abroad experience to come.



(3) Encouragement of trainees at send-off party

The send-off party for 35th-year trainees was held on May 16 at the Duskin Head Office with approx. 70 persons and trainees in attendance. There, The Duskin AINOWA Foundation Chairman Teruji Yamamura, Vice-Chairman Mariko Miyagi and numerous other attendees offered the trainees words of encouragement.



(4) Departure of the trainees

- Jul. 30: Yuta Yoshida and Yui Higashikawa, trainees of Duskin Disability Leadership Program at UMass Boston
- Sept. 12: Nozomi Hirai, individual trainee
- Oct. 3: Mizuki Hsu, individual trainee
- Nov. 20: Shinnosuke Kitahara, individual trainee



■Flow of Duskin Study Abroad Leaders Program for the Disabled

2014	Sept. 1	Acceptance of applications commenced
	Oct. 4/Oct. 11	(1) Study abroad briefings held
	Nov. 1	Applications no longer accepted
2015	Jan.	Application screening process conducted
	Feb. 21	Interview screening process conducted
	Mar.	Trainees finalized
	Mar. 27-Mar. 28	(2) Preliminary training workshop held
	May 19	(3) Send-off party held
	Jul.-Nov.	(4) Trainees depart
	Dec. 21	Trainees return to Japan from Duskin Disability Leadership Program at UMass Boston
2017		Presentation of trainee results held

Seventeen years have passed since the launch of this program for inviting trainees from the Asia-Pacific region.

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 17th-year trainees out of 280 applicants. After an opening ceremony held on September 7, 2015 at the Duskin School, each of them headed for their respective training assignments, which lasted approximately ten months.



Gyan Bahadur Bhitakoti

Age: 24
Place of Origin: Nepal
Auditorily impaired

Gyan has the past experience of serving as an instructor in Nepalese sign language at the Gandaki Association of the Deaf, which seeks to provide education and occupational training to deaf persons and persons who are hard of hearing and facilitate their independence. In Japan, he has received training in social education for the deaf, the creation of places of belonging for elderly deaf individuals, methods of dispatching sign language interpreters and accompanying rules, and so forth. His goal after returning to Nepal is to assist deaf persons experiencing problems by helping to strengthen the organization of the Gandaki Association of the Deaf. Additionally, for the purpose of boosting the continuity of that organization as well, he seeks to have its young members gain experience so he can leave activities of the Association to them.



Phanita Maiphone

Age: 23
Place of Origin: Laos
Auditorily impaired

In her home country, Phanita worked as a finance officer and training overseer while serving as Vice-Chairman of the Lao Association of the Deaf. During her training in Japan, she familiarized herself with organizational formation of self-help groups for the deaf in Japan, the nature of their activities, deaf culture in Japan, activities to eliminate discrimination against deaf persons, the cultivation of sign language interpreters, and methods of sign language instruction. After she returns to Laos, Phanita aims to revise the organization of the Lao Association of the Deaf from the ground up, endeavor towards strengthening that organization, communicate the significance of being active alongside deaf people to those people, help to organize them, integrate groups of young deaf individuals, consolidate them into a single organization, and so forth.



Central & West Asia 7

- Kazakhstan 2
- Tajikistan 2
- Kyrgyzstan 1
- Afghanistan 1
- Uzbekistan 1

South Asia 32

- Nepal 9
- Pakistan 8
- Bangladesh 5
- Sri Lanka 4
- India 4
- Maldives 2

East Asia 22

- South Korea 6
- Taiwan 7
- Mongolia 5
- China 4

Southeast Asia 54

- Vietnam 8
- The Philippines 9
- Indonesia 7
- Cambodia 7
- Malaysia 6
- Myanmar 5
- Thailand 5
- Laos 5
- Singapore 2

Main Schedule in Japan for 17th-year Trainees

- Sept. 2015..... Commencement ceremony
Japanese language (sign language) training
- Dec. 2015..... Presentation of Japanese language training results
Group training
- Jan. 2016..... Homestay
Group training
- Feb. 2016..... Individual training (until May)
Group training (May-June)
- June 2016..... Presentation of results
Completion ceremony

To date, the number of participants totaled 121 from 27 countries and regions.

Oceania 6

- Papua New Guinea 1
- Fiji 4
- Solomon Islands 1



Jabis Ngibutai Manaika

Age: 24
Place of Origin: Solomon Islands
Visually impaired

In his home country, while engaging in receptionist duties at the Secretariat of South Pacific Communities, Jabis also worked as a reservation clerk at the King Solomon Hotel on weekends. His goal with his current training is to learn about language, culture, society, lifestyles, welfare policy and services for disabled persons, as well as to enhance his computer skills. After he returns to the Solomon Islands, in addition to holding workshops for people with disabilities, Jabis intends to return to his job as a receptionist and MC at a radio station and promote the production of radio programming that concerns disabled persons. He also says that he wants to be active as an instructor of braille, PC skills, methods of using assistive devices, and other areas.



Ariunaa Batsandag

Age: 29
Place of Origin: Mongolia
Visually impaired

From the time that she graduated the University of the Humanities in Mongolia until today, Ariunaa has performed English translation on both a freelance and volunteer basis as well as taught English at the Mongolia National Federation of the Blind. In order to involve herself in the activities of independent living centers, realize assistive services and develop daily life training programs for visually-impaired persons in her home country, through her training in Japan, Ariunaa actively familiarized herself with the themes of inclusive education, effective methods of instruction for students who are visually impaired, the creation of and possibilities for work opportunities, worksite and revenue creation, and so forth.



Sereypong Chhim

Age: 30
Place of Origin: Cambodia
Physically impaired

Sereypong is slated to work as a public servant following his return to Cambodia. While enrolled in the Royal University of Phnom Penh, he studied Japanese at the institution's Cambodia-Japan Cooperation Center, and passed Level 3 of the Japanese-Language Proficiency Test. After graduating, Sereypong worked at several locations, including World Vision Cambodia, the French Red Cross, and the Cambodian Children's Fund. In Japan, his training centered on a wide range of themes that included welfare policy and services for disabled persons, inclusive education in Japan, and advocacy activities. His goal after returning to his home country is to spread inclusive education in Cambodia and assist in the learning efforts of children with disabilities.



Adeel Ahmed

Age: 28
Place of Origin: Pakistan
Physically impaired

Adeel won a bronze medal in the Design Category at the International Abilympics held in South Korea in 2011. Today, he makes a living doing Web development and graphic design. In Japan, Adeel received training in areas such as the principle of and legal systems for supporting the independence of severely-disabled persons as well as associated services. After returning to his home country, he intends to talk about human rights and privileges to people with disabilities and establish a support center for them where he will teach them computer skills and more. In doing so, Adeel plans on giving disabled persons means of earning income and commencing assistive services for people with severe disabilities.



Thanks to the efforts conducted across Japan by the AINOWA Executive Committee, the circle of understanding and support surrounding AINOWA activities has grown even wider.

AINOWA Time

Trainees gave talks during AINOWA Time at Business Strategy Meeting and other forums at affiliate companies.

Award ceremonies, Business Strategy Meeting and other forums at affiliate companies across Japan allotted an AINOWA Time segment for the first time this year. Trainees gave talks during that segment. Please see the attached chart for a list of attending trainees.



Serve Hokkaido	Kentaro Fukuchi	25th trainee
Serve Tohoku	Yumi Matsumoto (Formerly Moriyama)	28th trainee
Serve Kita Kanto	Saki Kuramoto	34th trainee
	Yuriko Oda	30th trainee
	Sanae Hayashi	19th trainee
Shuttle Tokyo	Ying-Ju CHEN	10th Asian trainee
Serve Tokai Hokuriku	Koji Kobayashi	33rd trainee
Serve Kinki	Makiko Yamamoto	33rd trainee
	Kojiro Hirose	15th trainee
Serve Chugoku Shikoku	Toshihiko Hata	28th trainee
Serve Kyushu	Yui Higashikawa	35th trainee

Trainees gave talks during AINOWA Time at the Duskin Assembly of Thanks

Trainees gave talks during the Duskin CSR Activity Report given at the first part of the “Duskin Assembly of Thanks” held across Japan. The table below is a list of attending trainees and assembly venues.



Kobe	Ruriko Tsune	26th trainee
Sapporo	Mitsuru Nagase	21st trainee
Saijo	Nayuta Yamato	30th trainee
Miyagi	Yumi Matsumoto (Formerly Moriyama)	28th trainee
Tokyo	Maika Tanizawa	32nd trainee
Takaoka	Keiichi Kimura	30th trainee
Fukuoka	Yuriko Oda	30th trainee
Numazu	Yuriko Oda	30th trainee
Matsuyama	Narumi Fujiwara	34th trainee
Hiroshima	Toshihiko Hata	28th trainee



Duskin New Year's Meeting



We endeavored to conduct exchange through talks given by trainees and other activities

- [Hokkaido] On January 16, we featured exhibit booths and collected donations at the Sapporo Grand Hotel.
- [Tohoku] On January 12, 13th-year trainee Satoshi Sato gave a talk at the Koyo Grand Hotel.
- [Kita Kanto/Minami Kanto] On January 13, we promoted membership by presenting a video on AINOWA and collected donations at the TKP Garden Palace Shinagawa.
- [Tokyo] On January 8, 13th-year trainee Satoshi Sato gave a talk at the Conrad Tokyo.
- [Tokai] On January 8, 2nd-year trainee Akihiro Taniguchi gave a talk at the Hilton Nagoya.
- [Kinki] On January 12, 30th-year trainee Yuriko Oda gave a talk at the Hotel New Otani Osaka.
- [Shikoku] On January 16, 25th-year trainee Tetsuro Wakimizu gave a talk at the Hotel Clement Tokushima, where we also collected donations for charity.
- [Kyushu] On January 15, we displayed panels and handed out pamphlets at Okinawa Karuyushi Urban Resort Naha.


Friendship activities between trainees and the community

<p>Tohoku</p> <p>Rent-All/Health Rent Masters Contest</p> 	<p>Kinki</p> <p>AINOWA Bowling Fellowship</p> 
<p>Minami Kanto</p> <p>AINOWA Charity Bowling Tournament in Kanagawa</p> 	<p>Chugoku</p> <p>Rent-All/Health Rent Masters Contest</p> 
<p>Tokyo</p> <p>17th Friendship Skiing Activity with Asian Trainees</p> 	<p>Kyushu</p> <p>Field trip</p> 

Marking 35 years since the establishment of the Duskin AINOWA Foundation:
The Duskin AINOWA Foundation presented their Study Abroad Leaders Program Report. Their Imperial Highnesses Princess Kiko Akishino and Princess Mako were in attendance!

To mark the 35th anniversary of the establishment of The Duskin AINOWA Foundation, on July 2, we held a commemorative ceremony in the form of a presentation of the Study Abroad Leaders Program Report at the Marunouchi Hall & Conference Center in Tokyo's Chiyoda Ward. Approximately 211 representatives from AINOWA corporate member offices and other attendees were on hand. Upon the presentation of report, one 33rd-year trainee and thirteen 34th-year trainees (four individual trainees and nine group trainees representing two groups) shared their takeaways from their training sites.

A special note: Their Imperial Highnesses Princess Kiko Akishino and her daughter Princess Mako of the Japanese Imperial Family attended this event. They blessed the proceedings with their presence, and addressed some of the trainees with the use of sign language following the presentation.



The revenue from membership fees, and donations, totaled 175 million yen in the FY 2015.

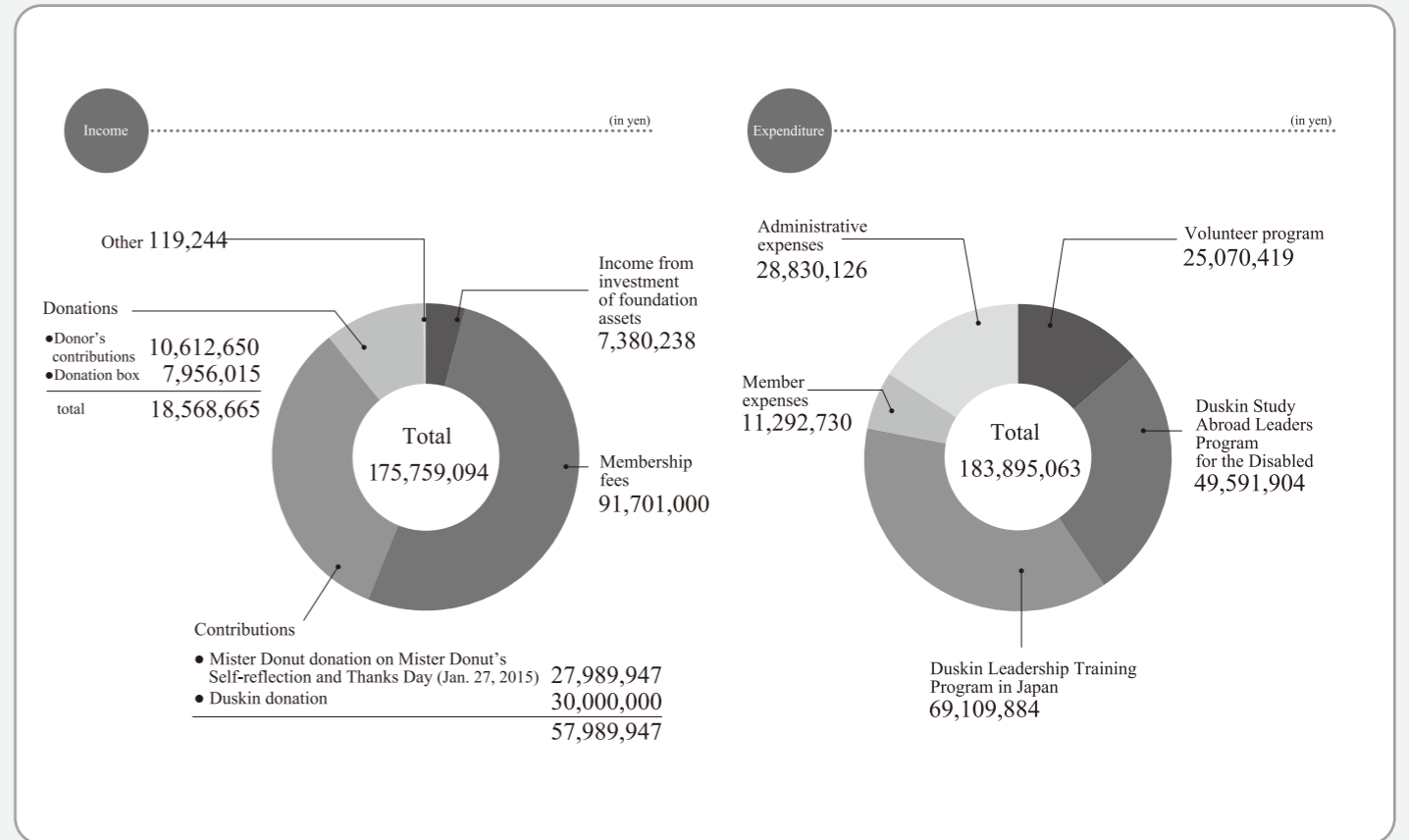
Statement of changes in net assets		(April 1, 2015 - March 31, 2016)
		(in yen)
Account	Total	
I Changes in unrestricted net assets		
1. Changes in ordinary account		
(1) Ordinary revenue		
Income from investment of foundation assets		
Interest earned on foundation assets	7,380,238	
Membership fee	149,690,947	
Donation	18,568,665	
Miscellaneous revenue	119,244	
Total	175,759,094	
Ordinary expenses		
	183,895,063	
Balance	-8,135,969	
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	-8,135,969	
Unrestricted net assets, beginning of the year	60,093,168	
Unrestricted net assets, end of the year	51,957,199	
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		
	1,906,957,199	

Balance sheet		As of March 31, 2016		
		(in thousands of yen)		
	FY2013	FY2014	FY2015	
	Mar. 31, 2014	Mar. 31, 2015	Mar. 31, 2016	
Assets				
Current assets	71,378	57,530	52,284	
Fixed assets	1,874,617	1,872,392	1,870,252	
Total Assets	1,945,996	1,929,923	1,922,537	
Liabilities				
Current Liabilities	3,622	2,268	1,987	
Fixed Liabilities	11,615	12,562	13,592	
Total Liabilities	15,238	14,830	15,579	
Net Assets				
Restricted Net Assets	1,855,000	1,855,000	1,855,000	
Unrestricted Net Assets	75,758	60,093	51,957	
Total Net Assets	1,930,758	1,915,093	1,906,957	
Total Liabilities and Net Assets	1,945,996	1,929,923	1,922,537	

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

Statement of assets		As of March 31, 2016
		(in yen)
Assets		
【Current Assets】		
Cash Deposit		49,548,528
Stored Items		1,641,698
Advances		0
Advanced expenses		1,094,400
Temporary payments		0
Total Current Assets		52,284,626
【Fixed Assets】		
Endowment		1,855,000,000
Other Fixed Assets		15,252,443
Total Fixed Assets		1,870,252,443
Total Assets		1,922,537,069
Liabilities		
【Current Liabilities】		
Accrued Payable		1,367,406
Membership Fee Received		209,500
Deposit Received		410,576
Total Current Liabilities		1,987,482
【Fixed Liabilities】		
Reserve for Retirement Allowance		13,592,388
Total Fixed Liabilities		13,592,388
Total Liabilities		15,579,870
Net Assets		1,922,537,069

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)
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
FY2015 Mar. 31, 2016	223	456	535	1,739	1,382	2,964	6,829	14,128	92	173,924	14,220	188,052

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 10th 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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