



**Since 1983 Ebisu in Tokyo**

## **About Palette**

### **~Aspirations and Pathways for Palette~**

Palette is a tool for painting. Just as colors on a palette that mix together to create new colors, we hope to create new possibilities by bringing together people, regardless of different abilities, sex, or race.

### **~Purpose and Mission of Palette~**

Palette contributes to the realization of a society where everyone can live life fully as they're inherently entitled, by providing solutions for various life challenges people with disabilities face in the realm of employment, living accommodations, and leisure.



**NPO  
Palette**



## ◆Message from the chair



Hiroaki Soma

Upon the 30<sup>th</sup> anniversary of Palette's establishment this year, I was appointed to take over the board chair position from the former board chair, Naoko Taniguchi. I have been involved with Palette since I was a student, participating as a volunteer in the leisure activities at "Tamariba", a community gathering place for people with different abilities. After graduating from the department of social welfare at the Meiji Gakuin University, I joined the "Okashi-ya Palette" patisserie as a training staff and worked on increasing sales in order to grow it beyond just a vocational rehabilitation center for people with disabilities. In the 1990's, we faced the difficulties of running an independent vocational center without government funding. Afterwards, I was promoted to the director of "Okashi-ya Palette" and had an

opportunity to learn about supported employment in New Hampshire, USA. I was surprised to see that the people with mental disabilities were protected across all aspects of their lives through laws of the United States. Eventually, some of participants from "Okashi-ya Palette" were able to enter the work-force at various companies.

As Palette continued to develop, I shared the growing pains with the former board chair. Programs involving leisure, employment, livelihood, and international development were full of challenges. One of the biggest challenges came from running the Palette operations in Sri Lanka. Of the 24 years that I have been involved with Palette, the 10 years I worked in Sri Lanka were the most toughening years of my career. In Sri Lanka, the welfare situation for people with disabilities was challenging and discriminatory. I encountered difficulties in sharing a common mission with locals, growing an organization, and continuing an organization without funding.

As a result of the replacement of the board chair, the new Palette has been born. We will reconsider our mission and determine the future direction of our organization through workshops with board members, volunteers, parents of beneficiaries, and Palette staff. We are facing multitude of issues, including the issue of aging workers at "Okashiya Palette". Our restaurant business is also under pressure to create a new direction in the face of continuing recession.

I am determined put my heart and soul into the board chair position at Palette, and to continue dreaming big, without losing sight of its mission and activities with people with disabilities since Palette's inception. I would like to thank all the supporters of Palette and ask for your continued support and encouragement. Together, we can continue to make a difference.

## ◆How You Can Help

Thanks to our supporters, we are able to enrich and expand our programs.

There are many ways to get involved. You can participate in our activities, utilize your skills as a volunteer, provide retail space for goods made by Palette participants, help produce events, be a part of the program development, become a member, make financial contributions, and/or share about the organization. Together, supporters and people with disabilities create new possibilities through meeting and interacting with one another. Please join and support us.

## ◆Summary of Palette

Board Chair	Hiroaki Soma
Executive Director	Tatsuro Minamiyama
Date of Establishment	March 25, 2002
Activities	Activity to enhance welfare and international cooperation
Fiscal Scale	104,348,624 yen (2012 Fiscal Year-end Revenue)
URL	<a href="http://www.npo-palette.or.jp">http://www.npo-palette.or.jp</a>

E-mail	palette@npo-palette.or.jp
Phone	03-5766-7302
Fax	03-3409-3790
Address	3-19-9, Ebisu East Bld., 101, Higashi, Shibuya-ku, Tokyo, Japan
Organizational Structure	14 board members, 1 auditor, 16 staff members, 429 members (including individuals and organizations)
Breakdown of contributions (2012)	Membership fee: 3.1% (3,223,000 yen) Donations: 5.7% (5,933,000 yen) Grants: 1.8% (1,854,000 yen) Subsidies: 56.8% (59,223,000 yen) Other Income: 32.7% (34,114,000 yen)
Awards	<ul style="list-style-type: none"> <li>- The 4<sup>th</sup> Yamato Welfare Foundation Award, December 2003</li> <li>- The 10<sup>th</sup> Kazuo Itoga Memorial Award, November 2006</li> <li>- The 2<sup>nd</sup> Business Innovation Award for excellence by Association of Management Consultants in Japan, October 2011</li> <li>- The 10<sup>th</sup> Yomiuri Welfare, Culture Award, December 2012</li> </ul>
Publication	<ul style="list-style-type: none"> <li>- <i>Fukushi ni hasso no tenkan wo: Palette no chosen</i> (Paradigm Shift in Welfare: From the Frontlines at NPO Palette) (Budo-shya, July 2005)</li> <li>- <i>Anata to watashi, watashi to anata: chiteki shogaishya kara no message</i> (You and I, I and you: Messages from the people with Intellectually disabilities) (Shogaku kan, January 2012)</li> </ul>

## Management

Chair	Hiroaki Soma	Hiroaki Soma (Doubles as president of Okashi-ya Palette)
Vice Chair	Tatsuro Minamiyama	Tatsuro Minamiyama (Executive Director of NPO Palette)
Board member	Naoko Taniguchi	Naoko Taniguchi (Director of Palette International Japan)
Board member	Yoshiko Sugahara	Yoshiko Sugahara (Director of Ebisu Palette Home)
Board member	Masayuki Taniguchi	Masayuki Taniguchi (CEO/Chairman, TOKYOMOKKOSHO CO., LTD)
Board member	Tomoko Takahashi	Tomoko Takahashi (Chair of “Service With”, an incorporated non-profit organization for at-home welfare services)
Board member	Minako Nishijima	Minako Nishijima (Former adviser at Japan Federation of Economic Organizations for employment of people with disabilities)
Board member	Ichiro Miyazawa	Ichiro Miyazawa (Board member of incorporated non-profit organization “Asanoha Network”)
Board member	Keiji Imai	Keiji Imai (Representative of incorporated non-profit organization “Shinagawa IT Supporters”)
Board member	Tomoko Konishi	Tomoko Konishi (Chair of the board, Palette Parents Association)
Board member	Masao Tsuji	Masao Tsuji (President, Artist Union)
Board member	Kaoru Maeda	Kaoru Maeda (Former president, Isetan related company)
Board member	Yukie Miyashiro	Yukie Miyashiro (Chair person, “School Facility for Public Use” committee chair of Nagayado Elementary School in Shibuya-ward)
Board member	Yuichi Taguchi	Yuichi Taguchi (Volunteer of “Tamari-ba Palette”, support member for Palette Group Home “Ikotto”)
Auditor	Mei Yazaki	Mei Yazaki (Yazaki Certified Accountant Office)

## ◆Major Activities

Tamari-ba Palette (Palette Gathering Place) (1983-)	Social gathering place where everybody can gather freely and find the new friends and possibilities.
Okashi-ya Palette (Patisserie Palette) (1985-)	Vocational training workshops where people with disabilities aim participate in society and become independent through the production and sales of cookies and cakes. (Vocational support project “Type B” for sustainable workforce)
Sri Lanka Restaurant Palette (January 1991 – December 2012 closed)	Palette Inc., through its restaurants, provided the best foods and services through unified work of differently abled staff and foreigners.
Ebisu Palette Home (1993-)	Care home provides long-term, temporary, and care services, and facilitates independent living for the people with intellectually disabilities.
Palette International Japan (1999-) ※Palette (Sri Lanka Palette 1999- August 2009 closed)	Place for international exchange, cooperation and development activities. Place for people with disabilities in Sri Lanka to perform work through the production of cookies. Since 2010, large confectionary manufacturing company has established a cookie factory in Sri Lanka. Palette’s staff and participants were hired as founding members.
Palette House “Ikotto” (2010-)	Housing where the differently-abled people (disabled and abled) live together. Provides a good option for independent living amongst trustworthy human relationships.

## ◆History and Timeline

- Launched on July 10, 1983.
- Palette was established by like-minded volunteers from the “Ebisu Youth Classroom” (social skill development class for people with disabilities) facilitated by Shibuya Ward Board of Education.
- The initial aim was to expand the circle of socialization and lifestyles for people with intellectually disabilities.
- Like the colors on a painting palette that mix together to create new colors, Palette strives to create new possibilities by bringing together diverse people with varying abilities.

### Timeline of Palette’s History

January 1983	Set up the preparatory committee to establish the organization.
July 1983	Tamari-ba Palette opened.
September 1983	Established “Palette Wo Sasaeru Kai” (Palette Support Association).
September 1984	Set up the preparatory committee to establish Okashi-ya Palette.
April 1985	Okashi-ya Palette opened.
January 1989	Set up the preparatory committee to create a restaurant.
January 1991	Sri Lanka Restaurant Palette opened.
January 1993	Created “Ebisu Palette Home” project committee.
August 1993	Established the Ebisu Palette Home.
September 1998	Set up Palette project committee in Sri Lanka.
May 1999	Established Palette International Japan.
October 1999	Palette opened in Sri Lanka.
June 2002	Attained incorporated non-profit organization status in June of 2002 and changed the name to “NPO Palette Inc.”



August 2008	Closed Palette in Sri Lanka after the business condition worsened due to political instability.
January 2010	Major confectionary manufacturer established a nonprofit cookie factory. Palette staff and workers with disabilities were employed as founding members.
January 2009	Set up “Palette House Ikotto” project committee.
April 2010	Completed the “Palette Home Ikotto”.
December 2012	Closed Sri Lanka Restaurant Palette due to managerial reasons.
April 2013	Changed the Okashi-ya Palette designation to “Continuous Vocational Support Project Type B” based on the Comprehensive Support for Persons with Disabilities Act.
July 2013	Certified Approved Specified Nonprofit Organization

## ◆Contact and address

### ➤Head Office

3-19-9 Ebisu East Bldg., 202, Higashi, Shibuya-ku, Tokyo, 150-0011, Japan  
Office TEL : 03-5766-7302 / FAX : 03-3409-3790  
URL: <http://www.r-palette.or.jp/>  
E-mail : [palette@npo-palette.or.jp](mailto:palette@npo-palette.or.jp)

### ➤Tamari-ba Palette

3-19-9 Ebisu East Bldg., 202, Higashi, Shibuya-ku, Tokyo, 150-0011, Japan  
Tamari-ba Palette TEL : 03-5766-7304 / FAX : 03-3409-3790  
URL : <http://www.npo-palette.or.jp/tamariba/>  
E-mail : [tamariba@npo-palette.or.jp](mailto:tamariba@npo-palette.or.jp)

### ➤Okashi-ya Palette

Ebisu East Bldg., 101, Higashi, Shibuya-ku, Tokyo, 150-0011, Japan  
TEL : 03-3409-3774 / FAX : 03-3409-3790  
URL : <http://www.okashiya-palette.or.jp/>  
E-mail : [okashiya@npo-palette.or.jp](mailto:okashiya@npo-palette.or.jp)

### ➤Ebisu Palette Home

3-14-5, Higashi, Shibuya-ku, Tokyo, 150-0011, Japan  
TEL : 03-3407-6070 / FAX : 03-3407-6070

E-mail : [ep-home@npo-palette.or.jp](mailto:ep-home@npo-palette.or.jp)

## PLAY—Tamari-ba Palette



Cooking Event

### 【Overview of Tamari-ba Palette】

~ A place where everybody can get together freely and find the new friends and possibilities~  
Whether people with disabilities one can come to Palette to play. Volunteers and users who gather in Tamari-ba make friends and plan activities together. They are free to spend their time doing fun activities — playing games, chatting, cooking, going outside, etc.



Ebisu snow Festival

**Main Activity Schedule** Every first Sunday of the month:  
10:00am ~ 3:00pm (Subject to change)

**Main Activities:** Cherry-blossom viewing, ramen noodle tour, cooking classes, karaoke parties, visiting amusement parks, strolling in the neighborhood, games, and chats, etc.



**Overnight Activities:** Mini-vacation (August) and Ebisu Snow Festival (February) are very popular programs every year. Participants feel like they're siblings when they sleep over!

**Palette Charity Bazaar :** More than 100 volunteers work together for this annual big charity bazaar. It is one of the crucial sources of funding for Tamari-ba activity.

**Club Activities (all year round) :** Clubs for sports fans, Japanese culture and foreign language study. We hold Classes of computer, Hip Hop dance and Yoga. They are planned and managed by those who want to participate. Of course, anyone can join.

## WORK – Okashi-ya Palette/Sri Lanka Restaurant Palette



Okashi-ya Palette

~Place for people with intellectually disabilities to work independently as a full member of society~

“Okashi-ya Palette” and “Sri Lanka Restaurant Palette” support the social participation of people with disabilities. Our current major goal is for the workers to receive enough income to live independently in the future by increasing production and sales. We are making various efforts toward achieving this goal, through product improvement, innovation and distribution channel expansion.

### 【Overview of Okashi-ya Palette】

In the spring of 1985, Okashi-ya Palette, the vocational rehabilitation workshop, was opened in Ebisu, Tokyo, for the purpose of fostering social participation and independence for people with disabilities. The workshop produces and distributes hand-made cookies and pound cakes. It offers employment support for those who wish to work for external companies.

【Business hours】: 9:00am ~ 5:30pm【Holidays】 Saturdays, Sundays, and national holidays



### 【Okashi-ya Palette Shop】

<http://www.palette-ss.net/>

You can purchase the Okashi-ya Palette products online.

You can also find entertaining content such as the video of surprise visit to the store!



Members of  
Okashi-ya palette

### 【Overview of Sri Lank Restaurant Palette (1991 – 2012)】

Sri Lanka Restaurant Palette was an “Izakaya” or a tavern, mainly serving spicy original dishes and Sri Lankan curry. An intellectually disabled person, an abled person, and a Sri Lankan person were put together as a 3-person team. Palette Inc. managed the restaurant, and the restaurant operated since 1991 in East Ebisu, Shibuya Ward.

For 22 years, the restaurant was patronized by many who valued us as a company that put disabled, abled, and foreign workers together to pursue profitability. However, it was closed due to management reasons in December, 2012. In the future, NPO Palette will rebuild the social enterprise mission advocated by Palette Inc., and we will continue to innovate in this realm by having discussions among all stakeholders.

## LIVE – Ebisu Palette Home/ Palette House “Ikotto”

~ Independent and Community Based Living for people with intellectually disabilities~

Ebisu Palette Home and Palette House “Ikotto” aim to create a home that is a restful haven for the residents, who naturally integrate into the local community. The homes foster psychological independence for residents and encourage them to participate in local community.



Ebisu Palette Home is subsidized by the Shibuya Ward as a “Group Care Home”, one of the social services based on the Independent Living Support for Persons with Disabilities Act. Along with a group home, there is a temporary emergency care service for mentally disabled children and adults, commissioned by the Shibuya Ward.



### **Overview of Ebisu Palette Home**

“Palette wo Sasaeru Kai” (Palette Support Association), a predecessor of NPO Palette, took the initiative to create a “Group Home” that can facilitate disabled youths and adults to continue living within their community. The proposal was based on the needs expressed by the parents. Afterwards, Ebisu Palette home received a subsidy from Shibuya Ward, and in August 1993, it was established as the second living dormitory in Shibuya Ward after the Hatsudai Living Dormitory. In April 2009, it became a common living care

entity (Care Home), one of the disability social services based on the Independent Living Support for Persons with Disabilities Act.

**Max. Number of Residents:** 6

**Residency Criteria:**

1. Basic requirement: a people with intellectually disabilities who is over the age of 15, living in Shibuya Ward.
2. A person who is mostly independent in his/her living and is employed

Monthly Residence Fee: 55,000 yen (Meal: 30,000 yen, Rent: 20,000 yen, Utilities: 5,000 yen)

**Supporters:** Four full-time staff, supplemented by substitute staff, dinner-cooking volunteers, etc.

**Services Provided:**

Meals, managing household finances, employment assistance, relationship advice, health maintenance, etc.

### **Emergency Temporary Shelter Program**

About the Emergency Temporary Shelter Program (Commissioned by Shibuya Ward)

When guardians of a people with disabilities become unable to take care of him/her, Ebisu Palette Home will temporarily take care of the people with disabilities.

**Criteria:**

people with intellectually disabilities who is over the age of 6 and is living in Shibuya Ward.

**Capacity:** 2 people

**Duration of Stay:** 7 days per stay, up to 6 times per year (negotiable depending on situation)

**Use Cases** – When a caretaker is unable to give care due to: illness, giving birth, attending ceremonial functions, moving, taking a business trip, needing respite, etc.

**Registration Steps:**

Please register initially at the Shibuya Ward office in order to use the service of the Emergency Temporary Shelter. Afterwards, go to the Shibuya Ward office during weekdays to reserve a spot, or contact Ebisu Palette Home directly on weekends, holidays, nighttime, and in an emergency. Service is free of charge, except for the cost of meal, transportation, and other incidental costs.

### **Overview of Palette House “Ikotto”**



Palette House “Ikotto” is a house where the differently abled (disabled and abled) people live together. Unlike a social services institution, there are no professional caretakers. It is an innovative model program which goes beyond the traditional welfare model.

“Creating a House where People with or without Disabilities can Live Together Comfortably”

- 1) The house facilitates independent living for people with disabilities
- 2) Each resident has his/her own bedroom, with a shared kitchen and living room.
- 3) Communications between all the residents are encouraged, and the residents are empowered to choose the way in which they live.

**Building Type:** Wooden construction (2 x 4 method), Three stories, Eight bedrooms

**Gross Floor Space:** Approximately 169 m<sup>2</sup>

**Bedroom Space:** Approximately 6-tatami mat sized rooms (plus the storage space)



**Common Spaces:** Shared use of the bathroom, shower and washing machine.  
On the first floor, there are the shared kitchen, living, and dining rooms, called “Iko-ma”.  
**Floor Plan:** Rent: 61,000-65,000 yen, 2-months rent deposit, no key money.  
Utilities are shared by residents.  
**Requirement:** Those who are employed and able to live independently.  
No age requirements.  
**Construction Year:** April 2010

### **Management:**

NPO Palette has a sub-lease agreement with TOKYOMOKKOSHO CO., LTD.  
The residents sign a lease agreement with NPO Palette.  
Now that the Palette house “Ikotto” has been built, the original planning committee and preparatory workshop has transformed into a new volunteer organization “Ikotto Operations Committee” to support the management of Palette house Ikotto.  
<http://ikotto.npo-palette.or.jp/> For more details, please see Palette House “Ikotto” website.  
Services Provided by Palette Staff:

1. Operation assistance and support for self-management of Ikotto
2. Help and conflict resolution for residents
3. Inspect rooms upon residents moving out
4. Rent collection and management
5. Management of the keys
6. Public relations and advertising for Ikotto
7. Contract preparation and administration

### **Ikotto Operations Committee:**

#### **Purpose:**

1. Support Ikotto’s operations in conjunction with Palette
2. Disseminate the mission of Ikotto to the general public

#### **Role**

1. Participate in the residents meeting if necessary, and provide other support (program promotion, management)
2. Advise on public relations, seminars, programs

## **International Development Support -Palette International Japan**

**Global Expansion through International Exchange, Collaboration, and Development Support ~**  
We conduct the Palette International Exchange programs in order to expand our perspectives, not only in the realm of social services, but in the realms of culture and society.

### **About the activity of Palette International Japan**

#### **Palette in Sri Lanka (1999~2008)**

~ Providing Workplace for People with disabilities in Sri Lanka ~

We provide vocational technical support through providing workplaces for people with disabilities in Sri Lanka (intellectual and other disabilities), where independent living for the people with disabilities does not come easily. Through this program, the people with disabilities from “Okashi-ya Palette” in Japan get an opportunity to contribute to society through pastry making.

On October 10th, 1999, we established the cookie factory, “Palette” (Sri Lanka Palette) in order to provide vocational support for people with disabilities in Sri Lanka, in a town called Meegoda, 27km from Colombo city. Mr. Dayasiri Warnakulasooriya, a ceramic factory owner, generously leased us a part of the factory land for free. Our factory produces and sells cookies, and employs 8 youths with physical and intellectual disabilities.

In order to give technical assistance to the people with disabilities in Sri Lanka, two people with disabilities from Okashi-ya Palette Japan left for Sri Lanka and performed social contribution and international support themselves. In June 2000, we started “Happy Palette”, a community hangout to deepen the links with the local community.

Ten years after the launch, we have been distributing our cookies to local super markets in Sri Lanka and customers were increasing. However, due to the worsening of political situation, the managerial and financial situations got worse and we had to close down Sri Lanka Palette in 2009.

Then, in January of 2010, a major confectionary company in Sri Lanka established the first locally incorporated nonprofit organization to create work for people with disabilities. Palette received recognition for the pioneering work it has done, and all staff and disabled workers who worked for Palette were employed by this new local non-profit organization. They are all working enthusiastically.