



2025



A NEW ERA OF
GLOBAL LEADERSHIP

ANNUAL REPORT



ACHIEVING USJC'S VISION THROUGH PEOPLE-TO-PEOPLE RELATIONS

"I truly enjoyed connecting with so many inspiring leaders committed to strengthening the bond between our two nations."

- His Excellency Shigeo Yamada, Ambassador of Japan to the United States

DEAR USJC COMMUNITY,

As we look back on 2025, we reflect on a year that reinforced why this work matters. In a time of global uncertainty, the U.S.-Japan relationship has proven to be a source of stability and progress—and at its heart are the people-to-people connections that define our community.

This year was marked by the breadth and depth of engagement we achieved together. From emerging leaders entering bilateral exchange to seasoned voices shaping dialogue, our programs created spaces where meaningful partnerships take root.

The impact was evident throughout the year. Our **inaugural Day on the Hill** brought corporate leaders and policymakers together for briefings featuring **Senator Bill Hagerty, Representatives Adrian Smith and Jill Tokuda**, and a reception with remarks from **Senator Chris Coons, Representatives Judy Chu and Mark Takano, former Senator Chris Dodd**, and **Ambassador Shigeo Yamada**. We hosted **government briefings** featuring **DoD CIO Katie Arrington** and **Rep. Ro Khanna**, and launched **TOMODACHI Kibou for LA** in partnership with the **LA Dodgers** and **U.S.-Japan Foundation**, uplifting **wildfire-impacted youth** from **Altadena**.

Our **sold-out Annual Conference in Honolulu** convened nearly **650 leaders**, with **one-third joining for the first time** and **nearly a third under 40**. As ELP alumna Kristin Alm noted, *"What we do at USJC really well is the people-to-people connections."* Throughout the year, members led over 125 events across the United States and Japan—illustrating the extraordinary engagement that makes USJC vibrant.

This report showcases our defining moments of collaboration, leadership, and meaningful change. Each initiative underscores our dedication to strengthening a partnership that advances **peace, stability, and shared prosperity**.

To our sponsors, members, partners, supporters, and staff: thank you for making this work possible. Together, we are building a future where the U.S.-Japan alliance serves as a model for global cooperation.

With gratitude and hope,

Audrey Yamamoto, President & CEO

Sachi Hamai, Board Chair, USJC-U.S. & Henry Takata, Board Chair, USJC-Japan



**AUDREY
YAMAMOTO**

President & CEO



SACHI HAMAI

Board Chair-U.S.



HENRY TAKATA

Board Chair-Japan





WHO WE ARE

Founded by Japanese Americans in 2009, the U.S.-Japan Council strengthens U.S.-Japan relations through people-to-people connections.

Through our **U.S.-Japan Leadership Institute**, we build a pipeline of global leaders across sectors and generations committed to a strong and enduring partnership. Through signature convenings, leadership programs, and initiatives, we cultivate and connect leaders to address key bilateral issues. Our vibrant community of 1,200 members across the United States and Japan is a dynamic professional network that fosters deep connections and drives meaningful impact.



OUR VISION

A world where the U.S.-Japan relationship serves as the model for a thriving global partnership that inspires international collaboration and nurtures visionary leaders who create an inclusive, sustainable, and secure world.

OUR MISSION

We cultivate and connect leaders at every level in the United States and Japan who are committed to strengthening our global partnership.





Co-hosted pivotal **government briefings** with **Deloitte** and **Toyota**, featuring Department of Defense Chief Information Officer **Katie Arrington** and U.S. Representative **Ro Khanna**.

Our inaugural **Day on the Hill** brought together over **50 corporate leaders** for a National Association of Counties Fireside Chat, followed by government briefings on Capitol Hill, and concluded with a Sushi & Sake Reception in the historic Mike Mansfield Room.



Photo credit: Les Talusan



Announced the launch of **Japan-Texas Economic Summit** with the **City of Arlington's** \$500K commitment over three years, advancing U.S.-Japan economic ties ahead of May 2026.

Returning to founder **Senator Daniel K. Inouye's** home state, our Annual Conference featured Ambassador **Shigeo Yamada**, Governors **Josh Green** and **Hidehiko Yuzaki**, while highlighting the work of the U.S.-Japan Leadership Institute.



Our **Business Advisory Board** convened over 200 corporate leaders on bilateral issues, featuring **Hans Klemm**, **Gerald Curtis**, and **David Ha**.

In partnership with the **Los Angeles Dodgers** and the **U.S.-Japan Foundation**, we sent 10 students from Altadena to Japan's Tohoku region where they connected with survivors, explored sites of recovery, and returned home with bold ideas, renewed purpose, and the enduring power of kibou: **hope**.





CONVENING LEADERS ACROSS SECTORS AND GENERATIONS

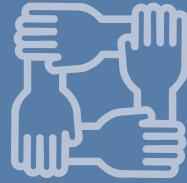
"What we do really well at USJC is the people-to-people connections and the ability to walk into a space and make it feel like community."

- Kristin Alm, Hawaii Regional Co-Chair



200+

next-generation
leaders trained



200+

donors driving the
success of our mission



900+

leaders convened

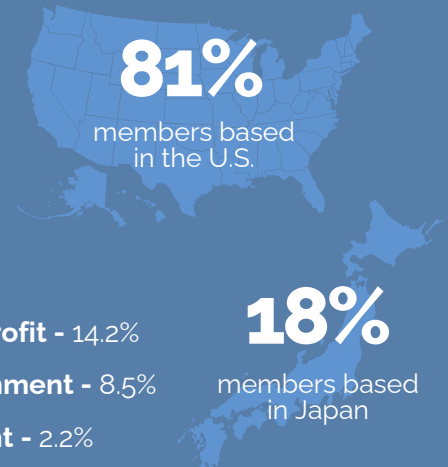


125+

member events

1200+

members across 12 regions



- **Business** - 58.1%
- **Law** - 6.5%
- **Healthcare** - 2.4%
- **Education** - 8.4%
- **Non-profit** - 14.2%
- **Government** - 8.5%
- **Student** - 2.2%

SINCE OUR
FOUNDING...



years of
impact



24

staff across
U.S. & Japan



24,000+ event
attendees

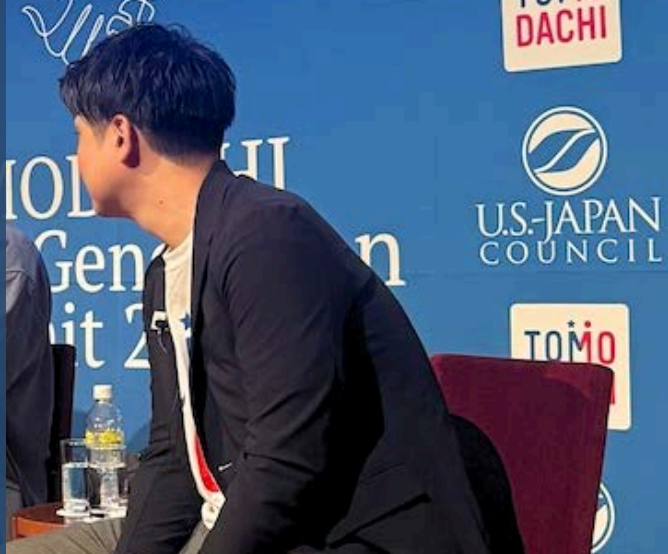


11,250+

leadership program alumni



BUILDING A PIPELINE OF GLOBAL LEADERS



TOMODACHI GENERATION PROGRAMS

16 TOMODACHI Initiative programs reached **191 participants** across the United States and Japan. The **Mineta Ambassadors Program** welcomed two new grantees, and the **Toshizo Watanabe Study Abroad Scholarship Program** awarded **35 new students** — continuing to invest in the next generation of global leaders.



EMERGING LEADERS PROGRAM

The 2025 cohort welcomed 13 new delegates, growing our alumni network to **71+ leaders**, highlighted by a discussion with **Maya Rogers** and **Kathy Matsui** on inclusive leadership.



ADVANCED LEADERS COLLECTIVE

This year brought together **40+ mid-career professionals** for intensive leadership development through strategic workshops, executive mentoring, and peer coaching circles.



JAPANESE AMERICAN LEADERSHIP DELEGATION

Celebrating **13+ years**, JALD's 2025 pau hana united **250+ alumni** and stakeholders for strategic dialogue, with special remarks from Ambassador Shigeo Yamada.



REFLECTIONS FROM OUR PARTICIPANTS



"'Shinka' in Okinawan language means where people are connected, a group, comrade... similar to the Japanese word of Nakama 仲間 and Musubitsuki 結びつき. It also sounds the same as Japanese word of 進化 Evolution/Progress and I find the word so fitting to describe this new chapter on ALC for me."

– Mai Taira (TOMO '13, ALC '25)



"I met my ELP 2025 cohort — and it felt like meeting long-lost cousins. People who understood me to my core. Who made me feel seen. Who didn't need an explanation when I said I felt like I lived in-between. They just got it."

– Megumi Voight (ELP '25)



"Being part of this delegation has opened countless doors. It continues to shape how I see my own growth, not as an individual journey, but as one deeply connected to others. Each conversation, introduction, and shared idea becomes an opportunity to learn and give back. The network we built has evolved into a source of encouragement, guidance, and partnership that extends far beyond the conference itself."

– Elisabeth T. Ooka (JALD '25)





ADDRESSING KEY BILATERAL ISSUES

In **2025**, the **Women's Leadership Initiative** launched the **Women+ Forum** at the 2025 Annual Conference, bringing together nearly **100 participants** to build connections and advance women leaders across sectors and generations.



Climate & Sustainability Leadership Initiative develops sustainability-focused leaders and engages current leaders to drive a sustainable future, co-hosting **four roundtables** with partners **Tara Climate Foundation** and **Amazon** covering **green emissions** and **offshore wind power**.



"Those relationships—'goen'—are really precious, and if you really value them, you will get real payback in the long-term."

- Governor Hidehiko Yuzaki

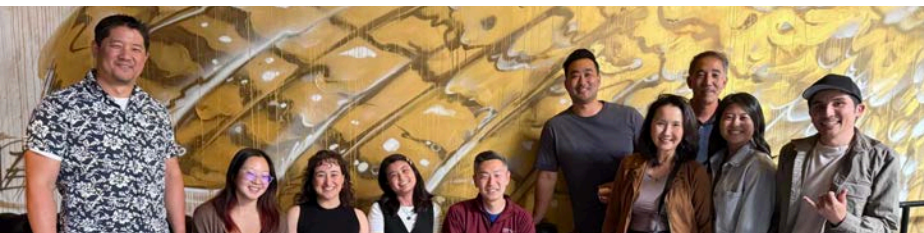


Government Relations Initiative builds relationships with U.S. and Japanese government leaders to address bilateral priorities through **Day on the Hill** and **Government Briefings**.

Signature Convenings brings together leaders through flagship events and regional gatherings in the United States and Japan, announcing the upcoming **Japan-Texas Summit** and **U40 Summit**.



Our **12 member regions** bridge global perspectives with local action, fostering meaningful engagement across communities. This year, our member regions strengthened local connections through over **125 in-person events and virtual gatherings**. Our seven member-led **Affinity Groups** connected members virtually across regions with over **20 seminars and discussions**. The Mentoring Program paired **16 mentors and mentees**, supporting professional development and cross-generational knowledge sharing.



Meanwhile, our **Visionary Voices Leadership Series** continued to bring inspiring conversations to communities nationwide.



THANK YOU

As we reflect on 2025, we are profoundly grateful to our sponsors, supporters, partners, and members. Your dedication and generosity have made our work and impact over the past year possible. We look forward to continuing to work together to ensure a strong and enduring U.S.-Japan partnership.

U.S. BOARD OF DIRECTORS

Sachi Hamai, Chair
Mark Okada, Vice-Chair
Ann Teranishi, Secretary
Eiichiro Kuwana, Treasurer
 Todd Guild
 Josh Morey
 Audrey Yamamoto
 Kira Teshima Conlon
 Margaret Cummisky
 Dianne Fukami
 Yoh Kawanami
 George Kobayashi

Masatoshi Komoriya
 Katrina Lake
 Kathy Matsui
 Susan Morita
 Andrew Ogawa
 Yoko Otani
 Curtiss Takada Rooks
 Yoshiteru (Terry) Suzuki
 Rona Tison
 Minoru Tsumura
 Masami Tyson

JAPAN BOARD OF DIRECTORS

Henry Seiichi Takata
 Norie Iwamoto
 David Kenji Chang
 Miyuki Tani
 Takako Ebata
 Jenifer Rogers

BOARD OF COUNCILORS

Ernest M. Higa, Chair
Masaaki Tanaka, Vice-Chair
Takeshi Niinami, Vice Chair
 Shigeru Ariizumi
 Gerald Curtis
 Ichiro Fujisaki
 Hiroyuki Fujita
 Glen S. Fukushima
 Yuko Hayashi
 James Higa
 Toshiaki Higashihara
 Jennifer Hirano
 Yosuke Jay O. Honjo
 Noriyuki Inoue
 Ken Inouye
 Russell K. Kawahara
 Junya (Justin) Kida
 Hans Klemm
 Masaharu Kohno
 Satoru Komiya

Taro Kono
 Hiroko Kuniya
 Toru Matsui
 Kanetsugu Mike
 Merle Aiko Okawara
 Kentaro Okuda
 John Onoda
 Susan Roos
 Kenichiro Sasae
 Scott Sato
 Jun Sawada
 John Thomas Schieffer
 George Takei
 Miki Tsusaka
 Toshizo Watanabe
 Akio Yamaguchi
 Kristi Yamaguchi
 Roy Yamaguchi
 Shinya Yamanaka
 Paul K. Yonamine

HONORARY COUNCILORS

George Ariyoshi
 Yasuo Fukuda
 Mazie Hirono
 Ryoza Kato
 Yohei Kono
 Doris Matsui
 Mark Takano
 Jill Tokuda

PRESIDENT'S ADVISORY BOARD

Phyllis Campbell	Yuko Kaifu	Paul Niwa
David Kenji Chang	Frederick Katayama	Susan Onuma
Donna Cole	Stan Koyanagi	Stephen Sakanashi
Royanne Doi	Colbert Matsumoto	Dennis Teranishi
Robert Ichikawa	Gary Moriwaki	Jan Yanehiro
Tom Iino	David Nishida	Kazuhiro Gomi

STAY CONNECTED WITH USJC

Follow us on social media and for the latest updates.

-  @U.S.-Japan Council
-  @USJapanCouncil
-  @U.S.-Japan Council
-  @USJC

DIAMOND
\$250,000



PLATINUM
\$100,000



KATHY MATSUI
FAMILY FUND



THE TOSHIZO
WATANABE
FOUNDATION

ANONYMOUS
INDIVIDUAL
DONOR

SAPPHIRE \$50,000



GOLD \$25,000



SILVER \$10,000








DARIN
ARITA

Arnold & Porter



SUZANNE &
JOHN BASALLA

BLACKSAND
CONSULTING

PHYLLIS
CAMPBELL

RANDALL & LISA
CHAFETZ



DONNA
COLE

MARGARET
CUMMISKY

ROYANNE
K. DOI



FIRST R RATE



GONDO
COMPANY, INC.

YASUKO &
TODD GUILD

SACHI
HAMAI







J.C.C.FUND
(U.S. - JAPAN FRIENDSHIP)




RUSSELL & YUKO
KAWAHARA



MARI KANO
KLEMM &
HANS KLEMM



GEORGE
KOBAYASHI




masuda funai

COLBERT
& GAIL
MATSUMOTO




Morgan Stanley

MORI HAMADA

NAGASHIMA OHNO
& TSUNEMATSU

DEBRA
NAKATOMI

DAVID
NISHIDA

MARCUS & LISA
OGAWA
SMALL RIVER FOUNDATION






JENIFER
ROGERS



SCOTT
SATO

SERVCO

servicenow



Space for your Smile
SKY Perfect JSAT




SONY

LANCE STUART &
JESSIE FURNESS




SUNTORY

SUSTECH


systemsGo

HENRY SEIICHI
TAKATA

HIROKO & MASA
TANAKA

ANN TERANISHI &
ERIC KUNISAKI

BRENDA
& DENNIS
TERANISHI

ANN TERANISHI &
ERIC KUNISAKI



LOUIS
VIGDEN

ROY & DENISE
YAMAGUCHI

KRISTI INKINEN
YANAGIHARA
CHARITABLE FUND



PAUL & LYNDA
YONAMINE

BRONZE \$5,000

Central Japan Railway Company

David Kenji Chang & Jaime Sugino

DELSOLE Corporation

Takako Ebata Office

Dr. Hiroyuki & Mrs. Mikiko Fujita

Jose Keichi Fuentes

Dianne Fukami

Global Link Lab, Inc.

Kazu & Lynda Gomi

Russell Hata

Hawaiian Host Group

Hawaii Gas

Higa Industries Co., Ltd.

Tom Iino

Island Movers, Inc.

Japan Industrial Partners, Inc.

Japanese American National Museum

JTB

Mike Kato

Yoh Kawanami

Stan Koyanagi

KTA Super Stores

Mitsui Chemicals America, Inc.

Mitsui Fudosan Co., Ltd.

Northrop Grumman Corporation

Oracle Corporation Japan

The Roche Family Foundation

Sompo International

Tetris, Inc.

Tony Group Foundation Fund

Rona Tison

Junko Tsuda

Christopher Vilburn

Anonymous Individual Donors

Aflac	Goldman Sachs	Satoru and Hiroko Murase	Thierry Porté
Apple*	Kawasaki Heavy Industries, Ltd., and Kawasaki Good Times Foundation	Oisix ra daichi Inc.	TOBE MAKI Foundation and Otsuka America, Inc.
The BlackRock Foundation*	Kikkoman Corporation	PKSHA Technology Inc.	United States-Japan Foundation
CrowdWorks, Inc.	Mitsubishi UFJ Financial Group	Sony Group Corporation	The Toshizo Watanabe Foundation*
Dr. Hiroyuki and Mrs. Mikiko Fujita		Suntory Holdings Limited	

THANK YOU TO OUR CONTRIBUTING BENEFACTORS

Members who make a contribution of \$1,000 towards their membership

Wendy Abe	Yuka Hayashi	Christopher "Chris" Mitchell	Dennis Sugino
Casey Abel	Scott Higashi	Masahisa Mitsunaga	Yasutomu Suzuki
Diane Adachi	Michael "Mike" Hirai	Jason Miyashita	Masako Takagi
Emi Au	Ken Horne	Jin Montesano	Saki Takasu
David Buerge	Fumiaki Ikeno	Brennon Morioka	Yuji Takata
Mary Collins	Kensuke "Ken" Inoue	Janice Munemitsu	Richard "Rick" Tanaka
Jessica Cork	Marc Hideo Iyeki	Susan Shirasawa Muranishi	Takayuki "Taka" Tanaka
Richard Dasher	Stephen Kagawa	Satoru Murase	Takeshi "Tak" Tarui
Tracey Doi	Atsuko Kanai	Jeanne Murata	Tyler Tokioka
Susan Eichor	Hidehito "Jake" Kanai	Norman and Renette Nakasone	William "Bill" Tsutsui
Christopher "Chris" Emura	Karey Kapoi	Robert Nakamura	Hideaki "Roy" Umetsu
Sarah Fitts	Frederick "Fred" Katayama	Saske HR Ninja	Allen Uyeda
Eric Fujimoto	Masanari Katsumi	Andrew "Andy" Ogawa	Suzanne Vares-Lum
Koji Fukumura	Eric Kawabata	Michael Omoto	Akira Yamamoto
Mark Fukunaga	Yoh Kawanami	John Onoda	Audrey Yamamoto
Byron Gill	Keidanren-USA	Michael Perry-Clemons	Miyako Shinyong Yamamoto
Katherine Hall	Derek Kenmotsu	Maria Pinto	Mika Yokota
Hozumi Hanada	Moriaki Kida	Jared Poelman	Tasha Yorozu
Terry Hara	Mari Kuraishi	Kelly Saito	David Yoshimura
Christine Harada	Michael "Taketoshi" Maekawa	Steve Sakanashi	Hironobu Yoshikawa
Keitaro Harada	Jonathan "Jon" Malamud	Michael Stephenson	Joseph "Joe" Young
Kimberly "Kim" Haruki	Denny Minami	Rachel Sokugawa	Atsuko Yube





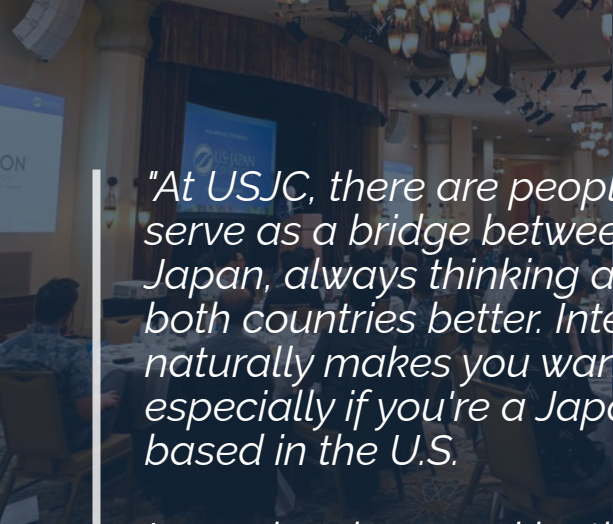
"At USJC, there are people who strive to serve as a bridge between the U.S. and Japan, always thinking about how to make both countries better. Interacting with them naturally makes you want to support USJC, especially if you're a Japanese company based in the U.S."

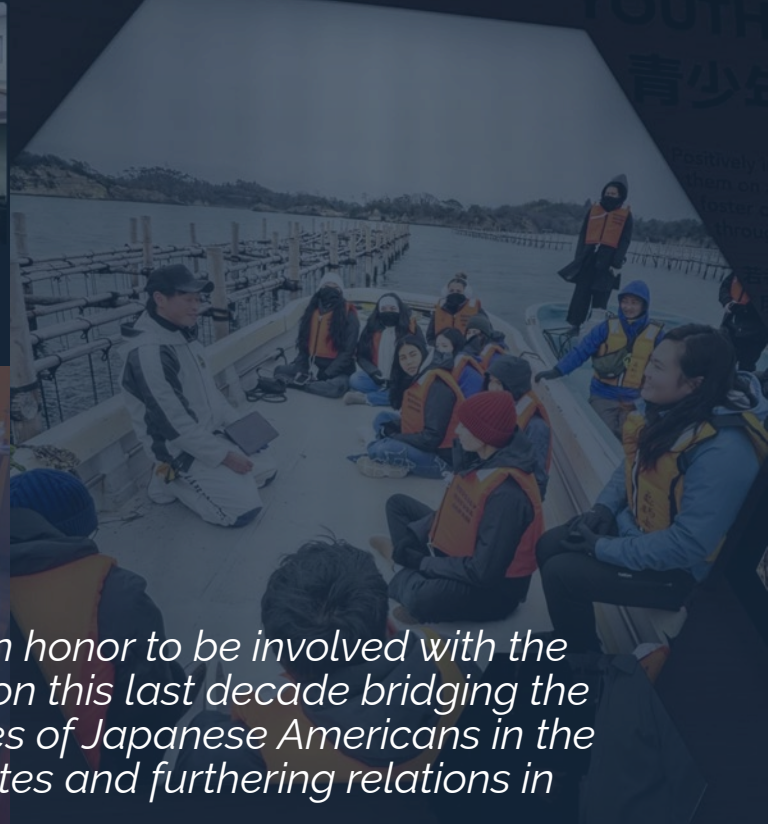
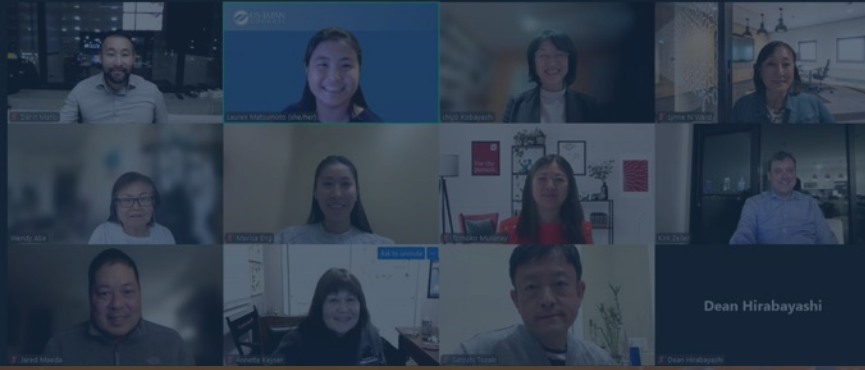
"I was deeply moved by the words of the late Senator Daniel Inouye and Irene, who once told me, "Even after our generation is gone, we want you to continue supporting the ELP... Because 10 or 20 years from now, they will surely become the leaders of both nations." A decade later, their words have truly come to pass, and I am truly grateful for the opportunity to support this mission."

- Yosuke Honjo, President & CEO ITO EN (North America) Inc., USJC Board of Councilors Member

"You are more than bridge-builders — you are changemakers, innovators, and the driving force behind a shared vision."

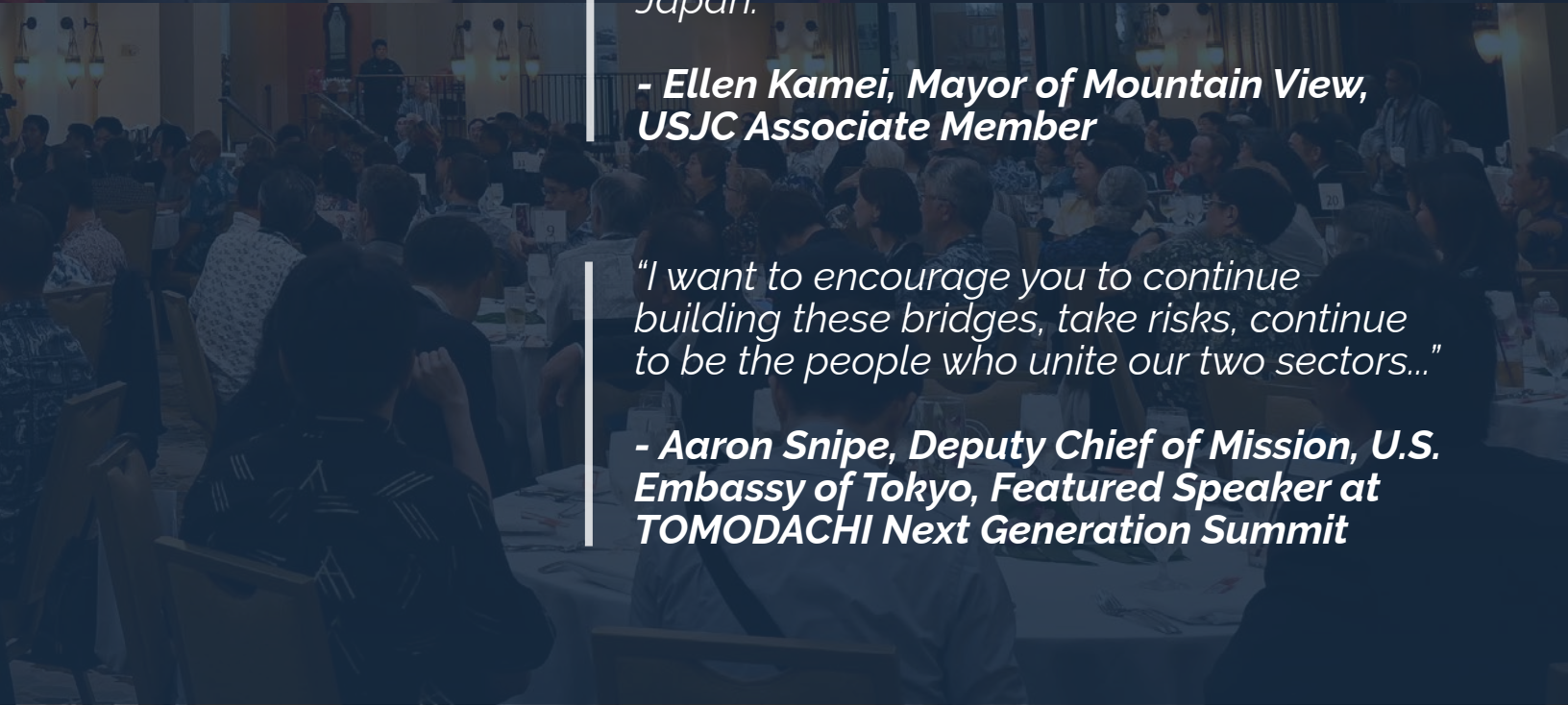
- Audrey Yamamoto, President & CEO





"What a an honor to be involved with the organization this last decade bridging the experiences of Japanese Americans in the United States and furthering relations in Japan."

- Ellen Kamei, Mayor of Mountain View, USJC Associate Member



"I want to encourage you to continue building these bridges, take risks, continue to be the people who unite our two sectors..."

- Aaron Snipe, Deputy Chief of Mission, U.S. Embassy of Tokyo, Featured Speaker at TOMODACHI Next Generation Summit