

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual: Db:

Domestic Violence Action Center (DVAC)

Amount of State Funds Requested: \$259,354

Brief Description of Request (Please attach word document to back of page if extra space is needed):

The Domestic Violence Action Center is seeking support for its Pulama I Ka Ohana (PIKO, Cherish the Family) program staff, including a PIKO Family Assistance Counselor, a PIKO Program Manager and a PIKO Attorney. With special attention to children, the PIKO program supports island families to overcome challenges together. The program accompanies survivors and their children on their path to safety and healing, through individual and family legal and advocacy services, as well as support groups.

Amount of Other Funds Available:

State: \$ \_\_\_\_\_

Federal: \$ \_\_\_\_\_

County: \$ \_\_\_\_\_

Private/Other: \$ \_\_\_\_\_

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$10,594,052

Unrestricted Assets:

\$389,229.89

New Service (Presently Does Not Exist):  Existing Service (Presently in Operation):

Type of Business Entity:

- 501(C)(3) Non Profit Corporation
- Other Non Profit
- Other

Mailing Address:

P.O. Box 3198

City:

Honolulu

State:

HI

Zip:

96801-3198

**Contact Person for Matters Involving this Application**

Name:  
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808-534-0040

Federal Tax ID#:

State Tax ID#

  
\_\_\_\_\_  
Authorized Signature

Nanci Kreidman, Chief Executive Office  
\_\_\_\_\_  
Name and Title

01/19/22

\_\_\_\_\_  
Date Signed

## Application Submittal Checklist

*The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.*

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



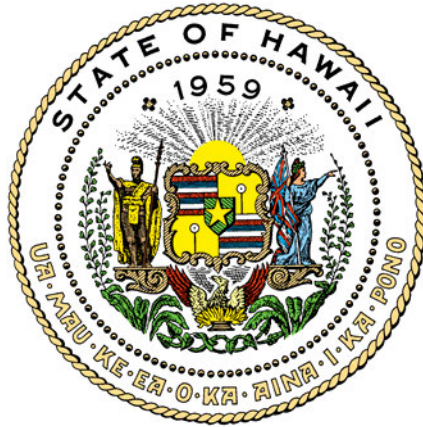
NANCI KREIDMAN, CHIEF EXECUTIVE OFFICER

01/19/2022

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

#### DOMESTIC VIOLENCE ACTION CENTER

was incorporated under the laws of Hawaii on 12/04/1990 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 14, 2022

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Domestic Violence Action Center  
(Typed Name of Individual or Organization)

(Signature) 

01/19/2022  
(Date)

Nanci Kreidman  
(Typed Name)

Chief Executive Officer  
(Title)

# Application for Grants

## **I. Certification**

### **1. Certificate of Good Standing**

Please see the Certificate of Good Standing attached.

### **2. Declaration Statement**

Please see the Declaration Statement attached.

### **3. Public Purpose**

The Domestic Violence Action Center (DVAC) confirms that this grant will be used for a public purpose, pursuant to Section 42F-102, Hawai'i Revised Statutes.

## **II. Background and Summary**

### **1. Applicant's background**

Anchored in the community, the Domestic Violence Action Center (DVAC) is committed to serving survivors of family violence in Hawai'i through leadership, prevention, legal services, housing, survivor advocacy, community building and system reform.

DVAC is the only agency of its kind on the island. While other local programs that serve survivors of domestic abuse are embedded in large social service agencies, or are part of a larger agency mission, DVAC's sole focus is to serve survivors and island families, creating client and community programs uniquely suited to address their specific needs.

DVAC began in Honolulu in 1990 as a legal Helpline with two part-time staff. Today, DVAC has a staff of approximately 50 and reaches survivors and their children across the state. DVAC serves survivors of family violence, and their families, through a comprehensive array of inclusive, client-centered services. These include HELPLINE assistance, long-term advocacy, crisis support, court outreach, teen outreach, housing, support groups, training opportunities, legal consultations and representation. DVAC also provides specialized services for immigrants, non-English speaking survivors, LGBTQ+ individuals, Native Hawaiian survivors, and child witnesses and their non-offending parent.

Expertly trained and well supervised staff provides safety planning, crisis support, risk assessment, support groups, court accompaniment, bilingual advocacy, teen support and referrals to internal and external programs, in addition to facilitating access to vocational training, financial aid, cell phones and bus passes for survivors and their children. DVAC is the only agency in Hawai'i equipped to accept complex, potentially lethal, contested divorce, temporary restraining order, post-decree, and paternity cases.

DVAC employs multilingual and multicultural staff members who are collectively dedicated and intentionally trained. They are able to assist survivors overcome barriers presented by economics, system weaknesses, lack of training, professional bias, limited resources and pursuit by perpetrators. DVAC staff is deeply involved in advocacy and outreach at the community level, and has participated in various working committees coordinated by government agencies such as the Department of the Attorney General (VAWA Planning Committee), Honolulu City Council (Domestic Violence Task Force), Judiciary (Access to Justice Commission), and O'ahu First Judicial Circuit. DVAC has also collaborated with local agencies such as Hawai'i State Coalition against Domestic Violence, Parents and Children Together, Legal Aid Society of Hawai'i, and Hawai'i Alliance of Nonprofit Organizations.

DVAC's executive management team has a combined 93 years of experience in managing domestic violence programs and advocating for survivors of family violence. DVAC's leadership is frequently invited to participate in initiatives and trainings related to family violence and its corresponding issues, such as post-traumatic stress disorder, needs of multi-ethnic communities, family practice issues, and challenges facing community-based programs, system reform, and survivors and their children.

DVAC developed its Pulama I Ka 'Ohana ("Cherish the Family," PIKO) program to serve the specific needs of survivors with children on O'ahu. PIKO in Hawaiian is the name of the unfolding hapu'u frond, symbolizing new life, nurturing, purity, personal growth and positive change. PIKO provides holistic advocacy, legal services and support group for survivors and their children, many of whom are involved in the Child Welfare System.

The program offers services such as personal and parenting skill building, family violence education, crisis support, risk assessment and safety planning, client-based advocacy, accompaniment to court, legal representation, support groups, and referrals to relevant community services. PIKO staff addresses immediate safety concerns and other pressing needs, which typically include (in order of urgency): shelter/permanent

housing, legal, financial, and mental health services. The program also supports families to rebuild their relationships that have been damaged by abuse.

DVAC seeks support from the Hawai'i State Legislature to sustain its PIKO services in FY 2023 (when current federal and VOCA grants end), for survivors and their children to facilitate healing, safety and love—foundational to a future free of violence.

## 2. Goals and objectives

DVAC is seeking support for one **PIKO Family Assistance Counselor**, one **PIKO Program Manager** and one **PIKO Attorney**. DVAC's model of supporting survivors is designed to be multi-disciplinary and holistic. With special attention to children, the PIKO program supports island families to overcome challenges together. The program accompanies survivors and their children on their path to safety and healing, through individual and family legal and advocacy services, as well as support groups.

The goals of the PIKO program are to:

- support the safety and health of survivors and their children, through trauma-informed advocacy and legal services; and
- facilitate healing, build resilience, and strengthen relationships damaged by past abuse, through trauma-informed and culturally responsive group support.

The objectives of this request are to provide:

- advocacy to survivors of family violence and their children on O'ahu, including safety planning, risk assessments, crisis support, long-term support, providing education about family violence, advocating for survivors, and encouraging survivors to advocate on their own behalf;
- civil legal services to survivors of family violence and their children on O'ahu, including representation in divorce, paternity, custody, post-decree, and restraining order cases;



- support groups to facilitate healing survivors and their children towards safety; and
- HELPLINE assistance via phone, text and website chat, including sharing information, offering crisis support, and providing referrals for survivors, their families, other providers, and community stakeholders.

### 3. Public purpose and need

Safe families are at the core of a healthy community. Yet, family violence remains a rampant and consistently underreported crime, bringing shame and terror to those who suffer its harm. It destroys families, scars children, puts lives at risk, contributes to homelessness, creates a cost burden for law enforcement, courts, and other sectors, impacts employers, interferes with learning, and results in adverse health effects.

Nationally, reported incidents confirm that 1 in 4 women and 1 in 9 men experience physical violence, sexual violence, and/or stalking perpetrated by an intimate partner. Domestic violence accounts for 15 percent of all violent crime, and is most common against women between the ages of 18 and 24.<sup>1</sup>

In Hawai'i, 36 percent of women and 22 percent of men have experienced physical violence, sexual violence, and/or stalking perpetrated by an intimate partner in their lifetime.<sup>2</sup> Survivors who are marginalized are especially vulnerable. Immigrant survivors, gender-based minorities, and Native Hawaiian survivors experience abuse at higher rates than other demographics.

Meanwhile, 1 in 15 children are exposed to family violence each year; 90 percent of these children are direct eyewitnesses to the violence.<sup>3</sup> More than 95 percent of

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<sup>1</sup> National Coalition Against Domestic Violence. (2019). *Statistics*. Retrieved from <https://ncadv.org/statistics>

<sup>2</sup> National Coalition Against Domestic Violence. (2016). *Domestic Violence in Hawai'i*. Retrieved from [https://assets.speakcdn.com/assets/2497/hawaii\\_2019.pdf](https://assets.speakcdn.com/assets/2497/hawaii_2019.pdf)

<sup>3</sup> Hamby S, Finkelhor D, Turner H, and Ormrod, R. (2011). "Children's Exposure to Intimate Partner Violence and Other Family Violence." *National Survey of Juvenile Violence*. Washington, DC: Office of

survivors served by DVAC have children—many of them are not only witnessing but also experiencing abuse.

The COVID-19 pandemic dramatically impacted survivors and their children, nationally and in our state. Stay-at-home and safer-at-home directives created circumstances where victims became prisoners of their abusive partners or parents. Contacts to the National Domestic Violence Hotline (NDVH) increased 9 percent in the first months of the pandemic (March-May). DVAC saw an even more drastic increase during the beginning of Hawai'i's COVID-19 stay-at-home and safer-at-home orders. Calls to the DVAC Legal HELPLINE experienced a 68 percent increase between February and May 2020. The need was so great that DVAC began a 24-hour text and website chat feature in May 2020 as part of HELPLINE. DVAC staff had 13,398 contacts with clients in fiscal year (FY) 2021, compared to 5,387 in FY 2019.

The toll of this violence on our island community is enormous. Its impact goes beyond personal trauma to families, to include financial costs characterized as burdens on public resources, including law enforcement, courts, the health care sector, social services and mental health services. Survivors of family violence lose a total of 8 million days of paid work per year.<sup>4</sup> Effects on health, sleep, diet, learning and productivity in adult survivors, as well as the impact of violence on children's health and development are well documented and compelling factors for urgent community attention, collaboration and action.

Children exposed to family violence, even as infants, experience “emotional, mental, and social damage that can affect their developmental growth.”<sup>5</sup> Violence in the home can result in sleep disturbances, loss of appetite, tantrums, inability to learn or feel

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Juvenile Justice and Delinquency Prevention, US. Department of Justice. Available at <https://www.ncjrs.gov/pdffiles1/ojdp/232272.pdf>.

<sup>4</sup> Rothman, Emily F.; Hathaway, Jeanne; Stidsen, Andrea; de Vries, Heather F. “How employment helps female victims of intimate partner violence: A qualitative study.” *Journal of Occupational Health Psychology*, Vol 12(2), Apr 2007, 136-143. <http://dx.doi.org/10.1037/1076-8998.12.2.136>

<sup>5</sup> Child Welfare Information Gateway (2016). “Impact of domestic violence on children.” Washington, DC: Children's Bureau, Administration for Children and Families, U.S. Department of Health and Human

empathy for others. Research also shows that young children exposed to family violence are at increased risk of being abused and/or neglected.<sup>6</sup>

Protective factors can diminish the likelihood of abusive behaviors being repeated across generations.<sup>7</sup> Evidence-based frameworks such as the Center for the Study of Social Policy (CSSP) Strengthening Families framework map out protective factors that can be used by survivors to parent effectively.<sup>8</sup> Yet, DVAC advocates repeatedly encounter survivors of domestic violence with young children who lack the knowledge, tools and support to employ protective factors in their families. The PIKO program fills the need for trauma-informed and culturally responsive services that address the particular and urgent needs of survivors of family violence and their 'ohana in building protective factors.

Trauma-informed advocacy and support groups for survivors and their children, coupled with efficient and effective legal services greatly increases positive outcomes for these island families. However, the legal needs of survivors in the community are complex, and even more so when children are involved. Private attorneys are priced much higher than most survivors can afford. Many general practices lawyers are not well-versed in TRO proceedings, family law, or in working with survivors of family violence. Affordable or nonprofit legal services have no shortage of active or waiting clients, DVAC included. The loss of safety, freedom, hope, dignity, childhood and life claimed by family violence in our island communities cannot be minimized or quantified. The impact of family

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Services. Accessible at: <https://www.childwelfare.gov/topics/systemwide/domviolence/impact/children-youth/>

<sup>6</sup> Ibid.

<sup>7</sup> Dixon, L., Browne, K.D. & Hamilton-Giachritsis (2009). Patterns of risk and protective factors in the intergenerational cycle of maltreatment. *Journal of Family Violence*, 24, 111-122.

<sup>8</sup> The children's protective factors' framework adopted by the PIKO program includes six protective factors: 1. Nurturing and Attachment, 2. Knowledge of Parenting and Child Development, 3. Parental Resilience, 4. Social Connections, 5. Concrete Support for Families, 6. Social and Emotional Competence of Children. These are the protective factors of the CSSP Strengthening Family Framework, with the added factor of Nurturing and Attachment as detailed in the **2016-2017 Prevention Resource Guide: Building Community, Building Hope**, joint product of U.S. Department of Health and Human Services' Children's Bureau, its Child Welfare Information Gateway, and the FRIENDS National Center for Community-Based Child Abuse Prevention. See: [https://www.childwelfare.gov/pubPDFs/guide\\_2017.pdf](https://www.childwelfare.gov/pubPDFs/guide_2017.pdf).

violence on children has not been sufficiently addressed in our community. Necessary efforts and investments will be well used for the long-term health of our island families.

#### **4. Target population**

The target population to be served is family violence survivors with children on O‘ahu. While survivors can be of any gender, ethnicity, and socioeconomic status, women in need are most often the highest percentage of victims. Year after year, over 95 percent of DVAC clients are women with children, most of them living in poverty or receiving financial assistance on welfare.

In fiscal year (FY) 2021, DVAC’s caseload included survivors who are:

- Asian American and Pacific Islander (43 percent, with 13 percent Filipino, 12 percent Japanese, 8 percent COFA and Pacific Islander, 6 percent Korean, and 4 percent Chinese, Laotian, Vietnamese, and Thai);
- Native Hawaiian (23 percent, with 1 percent other indigenous people);
- Caucasian (23 percent);
- Hispanic (8 percent); and
- African American (3 percent).

Thirty-two percent of DVAC clients identified as immigrants.

Filipina and Japanese American survivors currently make up the majority of PIKO clients. Over eighty percent of families receiving PIKO services specifically come from islands across the Pacific and Asia, sharing common cultural practice and strong connections to oral storytelling and nature-based imagery. These cultural considerations have been integrated into the PIKO program design. PIKO demographic data also substantiates the need for culture-based support groups.

Culture-based support groups are essential in providing trauma-informed, culturally responsive support to families on O‘ahu. O‘ahu is home to large numbers of first generation and second generation immigrants, primarily from Asia and Micronesia.

Family violence in Hawai'i's immigrant communities occurs in the context of individual and societal bias experienced by immigrants on a daily basis. A growing body of research indicates that immigrant women in the United States are disproportionately affected by family violence. In Hawaii, almost 30 percent of fatal domestic violence cases over the last decade were of Filipino ancestry. Fear of deportation, language barriers, social isolation, lack of familiarity with available system supports and lack of financial resources are common factors that prevent immigrant survivors from reporting abuse, accessing services and achieving safety. Limited English proficiency increases social isolation and limits employment opportunities necessary for financial independence.

On average, 90 percent of survivors referred to PIKO services are involved in the Child Welfare System. The majority of PIKO clients (around 70 percent) are in need of legal assistance. Many are in the beginning stages of their healing process, which incorporates not only therapeutic components, but the legal and basic needs assistance to ensure their autonomy and sufficiency. PIKO clients are still experiencing or have escaped abuse. They must reclaim their independence, sense of self-determination, regain confidence in their parenting, and reestablish personal and family relationships. Survivors who are custodial parents (temporary or permanent) face a myriad of challenges. It is essential to strengthen and nurture the relationships they have with their children who have been exposed to—or have experienced—violence.

DVAC is committed to meeting survivors where they are on their journey: whether they are preparing to flee and pursue legal action, want to know all their options, or simply need emotional support, safety planning and information.

## **5. Geographic coverage**

DVAC's direct services, including PIKO legal representation and advocacy, are available to survivors on the island of O'ahu. DVAC clients come from all areas of the island. Certain agency programs are available statewide, including Teen Alert Program

(TAP808), technical assistance, Child Welfare Service DV expert consultation (with funding from Office of Violence Against Women), professional training, HELPLINE, text and chat (which are 24 hours, 7 days a week).

PIKO support groups are open to all survivors with children across O'ahu, PIKO groups will be held in strategic locations to serve members of specific geographic and/or cultural groups particularly affected by family violence and child abuse and neglect (CAN).

Statistical reports on child abuse and neglect (CAN) in Hawai'i show that children in Honolulu as well as on the Leeward Coast experience some of the highest CAN rates on O'ahu. Communities on the Leeward coast tend to be more insular and family-centered than in more urban centers, which can have both positive effects (emotional support, help with childcare) as well as adverse effects (isolation, lack of access to services, enduring cycle of violence and abuse across generations) for a parent survivor.

### **III. Service Summary and Outcomes**

#### **1. Scope of work, tasks and responsibilities**

The PIKO program services are designed to meet the complex, life-altering and life-threatening needs of survivors of family violence. Funding awarded through this request will support three professionals on staff (a **PIKO Family Assistance Counselor**, a **PIKO Program Manager** and a **PIKO Attorney**) who will enhance community safety by carrying out the tasks and duties described below.

The direct services mentioned in this proposal include: direct long-term specialized advocacy services to survivors and their children; legal representation in divorce, custody, paternity, post-decree and restraining order cases; support groups for families; and telephone, text and website chat HELPLINE assistance.

#### **A. PIKO Advocacy Services for Parent Survivors and their Children**

PIKO advocacy services for parent survivors and their children are provided by **PIKO Family Assistance Counselors (FAC)** and include:

- Comprehensive assessments of survivors and child(ren);
- Safety planning for each survivor and child;
- Crisis support;
- Family violence education to orient new PIKO clients on family violence dynamics, their legal rights and expectations of the child welfare system, when applicable
- Assistance to secure housing, income, healthcare, and childcare;
- Financial assistance to prevent homelessness (rental assistance), meet emergency needs for personal and hygiene needs, bus vouchers;
- Advocacy on behalf of clients with Child Protective Services, law enforcement, Immigration and Customs Enforcement (ICE), employers,

Hawai'i Public Housing Authority, public benefits agencies (Social Security Administration and Department of Human Services), among others; and

- Communications, interpersonal and self-sufficiency skill-building
- Court accompaniment and support for survivors seeking protection orders and/or serving as witnesses in criminal abuse cases.

Survivors and their children are typically referred to the PIKO program by community allies and partner organizations, other DVAC programs, calls to the DVAC Helpline, and self-referrals.

If a survivor would like to receive program services, a face-to face assessment is conducted by PIKO Program Staff. Since the majority of DVAC clients have children, a key development in the referral process is to assess what DVAC program a client would best be served by. The following questions are used during the assessment process for survivors with children, in addition to the standard DVAC assessment:

- Do you have concerns about your child?
- Have you noticed a change in their moods/behaviors? In the last 30 days? Or since witnessing any family violence?
- Have your children had any (physical, emotional), behavioral problems at home, school, or day care? (Describe)
- Has your children been fearful of leaving you? Do they find it difficult not being near you? Do the children sometimes want to stay home from school or not to go out and play in order to be with you?
- Do you feel your child could benefit from a support system around effects on domestic violence and if so what kind of support do you think would work best?

Once it is determined that the client would benefit from PIKO family-centered services, the **PIKO Program Manager** assigns the survivor and their children to a PIKO Family Assistance Counselor. Family Assistance Counselors assess survivors' and children's specific, individual family needs, conduct risk assessments and provide ongoing and



age-specific safety planning and crisis support. They accompany their clients to court hearings, interviews and appointments. Crisis support and ongoing safety planning is crucial because the period of transition out of an abusive relationship is the most dangerous time for survivors and their children. During this chaotic period, the dangers and a survivor's responses frequently change.

As part of the PIKO services, survivors receive relevant family violence education to understand the effects of the abuse that has been perpetrated against them and that their children have lived with. Empowerment is key to survival. Family Assistance Counselors also leverage special resources for their client and their children. DVAC frequently receives small grants for emergency rental and utilities subsidies for survivors to prevent houselessness and discontinuation of utilities. These grants also support transportation needs, housing relocation, cellular phone service with pre-paid minutes, tuition assistance and auxiliary school needs. For example, funds from the Teresa Hughes Foundation enable Family Assistance Counselors to administer Person in Needs (PIN) funds to benefit children of survivors under 18.

Finally, Family Assistance Counselors advocate on behalf of clients with community agencies while encouraging clients to speak and act on their own behalf. They support clients in their interactions with Child Welfare Services, law enforcement, Immigration and Customs Enforcement (ICE), employers, Hawai'i Public Housing Authority, public benefits agencies (Social Security Administration and Department of Human Services) and many others. For legal representation, Family Assistance Counselors refer PIKO clients to the **PIKO Attorney** (see below). PIKO Family Assistance Counselors also refer clients to individual or parent-child therapy provided by a contracted therapist, as needed.

Family Assistance Counselors each carry a maximum caseload of 25 clients at any given time, providing specialized services for nine months on average—and often up to 18 months.

### B. PIKO Legal Services

The **PIKO Attorney** represents PIKO clients in court to secure their rights and their safety. On average, 70 percent of PIKO clients are in need of legal representation. The PIKO Attorney assists with Temporary Restraining Orders (TROs), Divorce, Post Decree, and Paternity matters.

PIKO clients who need legal representation attend an initial intake meeting with their Family Assistance Counselor, the PIKO attorney and an agency paralegal (known as a “triad”). The meeting typically lasts three to four hours. A Hawai’i statute protects client-counselor privilege between advocate and client; DVAC clients sign a release which permits DVAC staff (Family Counselor, PIKO attorney and paralegal) to share information with one another. The survivor receives a client packet containing information about the client grievance process, client rights and DVAC services. The PIKO attorney then either responds to a filing or initiates a case on behalf of the client.

Requests for post decree representation is always assessed carefully. For survivors who have received court orders with visitation arrangements, there may be danger of violence occurring during the exchange of children or when financial commitments are not being honored by abusers. With these clients, legal strategy and safety planning create improved safety, and demands for compliance with orders consider the patterns of the prior victimization.

Fee adjustments for PIKO Legal Services are available for those victims unable to secure funds to support the legal representation; these waivers are granted after review by DVAC management. Services are provided along a sliding fee scale based on income.

### C. PIKO Support Groups

Support groups are an essential component (preferred mode of intervention in the field) of the PIKO program that promotes protective factors for the long-term and sustainable well-being of Hawai'i's families. They provide a safe and comfortable opportunity for survivors and their children to learn and grow. Groups promote healing and nurture the bond between parents and children. Parents at group benefit from family violence education, strengthen positive parenting and communication skills, and develop protective factors and valuable self-care techniques. Teens take part in a separate group facilitated by a licensed therapist and children ages 5 to 10 take part in their own age-appropriate activities, with a child facilitator and a creative art therapist. Childcare is provided for children 5 and under.

The PIKO Curriculum is designed to be modular, adjusting to the groups' needs and adapted to assess the current PIKO client demographic make-up. Previous and current PIKO groups include language and culture-based (Filipina, Japanese, Korean, Compact of Free Association [COFA]), and groups focused on mothers under 30 with children under 5 (as recommended by a study released by Hawaii's Department of Human Services CAN Report).

In 2021, PIKO held three culture and language-based support groups for survivors and their children: a Japanese group, a Korean group and a COFA group. Also in 2021, PIKO facilitated a LGBTQ+ support group. While most of these support groups met on Zoom due to the ongoing COVID-19 pandemic, the COFA support group continued to be held in-person at DVAC's Hale Maluhia housing site, with staff and participants closely following official health guidelines and recommendations. A PIKO support group is currently meeting every Friday evening at the Myohoji Mission, providing essential support to seven families.

When in-person groups are held, host sites typically accommodate both indoor and outdoor activities, including dialogue and experiential features. To maximize participation, PIKO groups are held either in the evening during the work week, or in the morning on a weekend day. Groups meet weekly or every other week. Sessions will last about 2 hours. All participants are provided a meal and drinks.

Expert **PIKO facilitators** as well as the **PIKO Program Manager** guide discussions and activities. Aided by PIKO program staff, facilitators create a safe and welcoming space and facilitate group discussions. DVAC also invites community experts and allies to participate in the sessions throughout the year. These healthcare providers, cultural navigators, spiritual leaders, artists and other local community members are important resources for the participants. They enhance the parents' and other caregivers' knowledge of parenting and child development, all the while extending the families' social network.

Between 4-8 families participate in each group session. Each family typically includes a parent and at least one child. Other caregivers or extended family members who play a central role in caring for the child(ren) are also invited to attend. This is particularly important in Hawai'i, where parents often live with or near family and where almost half of grandparents are responsible for raising their grandchildren.<sup>9</sup> In each session, parents and caregivers take part in a group discussion or "talkstory" on a specific protective factor, and reflect on their own parenting styles. Participants then engage in hands-on, creative, cultural activities together, as well as with their children. This provides caregivers and their children with safe opportunities to make decisions that have positive results and outcomes, advancing recovery from trauma so that "gradual reorientation to present and future is no longer dominated by the past."<sup>10</sup> Crafting, land-based work and/or physical activities also promote healing, reduce stress, and relieve anxiety. Doing these activities together as a family and with other families enhances

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<sup>9</sup> 2010 US Census.

<sup>10</sup> Warshaw C., Sullivan C.M., Rivera E.A. (2013) "A Systematic Review of Trauma-Focused Interventions for Domestic Violence Survivors." Chicago, IL: National Center on Domestic Violence, Trauma & Mental Health, p. 16.

protective factors such as nurturing and attachment, parental resilience and social connections.

As support material for the PIKO group, PIKO facilitators and program staff will use and distribute PIKO Plus Toolkits. The PIKO Toolkit contains user-friendly brochures with:

- Information on protective factors;
- Suggestions of activities that parents and other caregivers can do at home with their children, to build protective factors;
- Prompts/questions for parents and 'ohana to reflect on their own parenting style; and
- Age-specific information, fun facts and helpful tips for parents and related to specific protective factors, and relevant to Hawaii's cultural diversity.

The PIKO Plus Toolkit was developed with support from the Hawai'i Children's Trust Fund, and is now an integral part of the PIKO program support to survivors.

#### D. HELPLINE

The **PIKO Family Assistance Counselor** and the **PIKO Attorney** cover HELPLINE shifts; HELPLINE is DVAC's telephone hotline. HELPLINE is open from 8:30 AM to 5:00 PM every business day and functions as a point of intake for agency services, a source of referrals to other community agencies, and a legal helpline offering safety planning, crisis support, and information about options. All direct services personnel are trained to answer HELPLINE calls and are assigned alternating shifts. In May 2020, DVAC began a 24-hour (7 days a week) text and website chat HELPLINE feature, to respond to the limitations imposed by stay-at-home and safer-at-home directives prompted by the COVID-19 pandemic. It is not possible to make a telephone call when an abuser is standing by, listening, tracking external conversation.

HELPLINE assists those seeking information about domestic violence or referrals for services. HELPLINE provides referrals and procedural information for obtaining temporary restraining orders, applying for child support, or utilizing the court system.

HELPLINE callers are not only people experiencing abuse, but employers, healthcare professionals, teachers, attorneys, and other concerned community members who are searching for information or have questions about how to help someone who may need assistance.

HELPLINE services consist of:

- crisis support;
- insight into options available for survivors weighing difficult decisions;
- sharing information about family violence;
- sharing information about DVAC services available;
- safety planning for survivors and their families;
- emotional and practical support to aid confidence and decision-making;
- referrals to other community agencies; and
- referrals to DVAC services.

HELPLINE staffers may encounter survivors in crisis and deal with confidentiality issues, suicide intervention, emotional support, risk assessments, and safety planning. Staff members listen with compassion and patience, answering questions related to safety, choices, and the legal right to live free from violence.

All HELPLINE calls are confidential and are not recorded. HELPLINE staff records information from every call into the agency database and completes a caller sheet, which is reviewed by the HELPLINE Specialist for quality assurance. The HELPLINE Specialist is a full-time position providing HELPLINE services with staff who are assigned rotating shifts. HELPLINE is positioned to serve as a point of intake for agency services, with staffers assessing callers for survivor status.

DVAC's staff is multilingual, with languages spoken by staff members including Ilocano, Tagalog, Spanish, Japanese, Korean, Marshallese and other languages. If a caller speaks a language not familiar to any staffer, DVAC utilizes the Bilingual Access Line

(BAL). HELPLINE staff may refer callers to the Legal Team for specific legal questions, advocates for advocacy issues, or to other DVAC programs as appropriate.

## 2. Projected annual timeline

The **PIKO Family Assistance Counselor, PIKO Program Manager and PIKO Attorney** will achieve the following results over the course of the grant period:

- 35 parent survivors will receive long-term PIKO advocacy services, at a rate of approximately 9 per quarter
- 20 cases will be assigned to the PIKO Attorney, at a rate of approximately 5 per quarter
- 2 PIKO support groups for parent survivors will be held
- 12 parent survivors will participate in PIKO support groups
- 16 children affected by family violence will participate in PIKO groups
- DVAC Attorney will answer 100 HELPLINE calls and provide any appropriate assistance, at a rate of approximately 25 calls per quarter

The following timeline and target numbers reflect the activities of the **PIKO Family Assistance Counselor, PIKO Program Manager and PIKO Attorney** during the one-year grant period.

Activity	July 1, 2022 – June 30, 2023				
	Q1	Q2	Q3	Q4	Total
Families provided with direct advocacy services	8	9	9	9	35
New divorce, paternity, post-decree, restraining order cases assigned	5	5	5	5	20
PIKO support groups held	1	-	1	-	2
Parent survivors who participated in PIKO support groups	6	-	6		12
Children survivors who participated in PIKO support groups	8	-	8	-	16

HELPLINE calls answered and assistance provided	25	25	25	25	<b>100</b>
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**3. Quality assurance and evaluation plan**

DVAC's agency-wide Quality Assurance (QA) Program is in place to ensure that all clients and stakeholders who seek and receive assistance (direct services, community education, personnel matters, and contract compliance) are provided high quality services.

The QA Program addresses client satisfaction, agency outcomes, and delivery of services. Program Managers review service delivery monthly. Administrative review of client outcome, record reviews, quality assurance, client complaints, and grievances and appeals is done quarterly. The executive management team, comprised of the Chief Executive Officer and Vice Presidents, is responsible for the development, implementation, and administration of the QA Program.

Results from the funded program will be incorporated into DVAC's Quality Assurance Program. The QA Program, together with qualitative data and anecdotal feedback collected by direct services personnel, informs the agency's measures of successful outcomes for clients. The Managing Attorney and PIKO Program Manager are charged with monitoring and evaluating the results of this program work, while the Vice President of Survivor Advocacy Services will have ultimate oversight of the program.

DVAC's QA Program includes:

- Statistics Grid: Quantitative information on program outputs and outcomes are entered into a statistical data grid every month. Information for the grid is pulled from case records, staff documentation, and client surveys. Each staff member of the PIKO program will input data into the grid as appropriate.



- Quality Management Reports (QMR): QMRs include outputs and outcome measures and, for each measure, who is affected, when the measure was taken, where the data comes from, who is responsible, and the targeted benchmark. Each Program Manager reviews the data compiled in accordance with the measures established as a baseline and representative of the quality of program services. For this program, the Managing Attorney and Advocacy Manager will be responsible for the review of QMRs.
- Case File Reviews: Each Program Manager overseeing direct services conducts a case review to ensure client contact is ongoing and maintained, actions taken are responsive to client needs, and efforts to promote safety are occurring. Case file reviews also confirm that case records are adequately maintained and reflect the services being provided. Program Managers conduct case file reviews monthly through a random sampling. Case reviews are included in both program evaluations and personnel performance evaluations. For the PIKO program, the PIKO Program Manager and Managing Attorney will review a random sampling of cases covered under this funding request as part of their regular case review sessions.
- Client Surveys: Each client is given a feedback survey at the opening of their case. The survey focuses on areas of client satisfaction and asks for recommendations for improvements in program services. Results are reviewed and reported, with recommendations for improvement discussed and implemented as appropriate.
- Documentation & Analysis: The agency maintains a record of the services provided by each staff member to each client. Other documentation includes: client grievance procedure forms, which are distributed to clients at the beginning of the relationship, enabling them to file grievances about services or staff; client retainer agreements, release of confidentiality forms and notice about the extent of services and expectations, which are provided to all clients who receive

services; staff training records, which are maintained by each department; and attendance sheets and pre- and post-tests for agency trainings and presentations, which are maintained by the appropriate department.

#### **4. Measures of effectiveness**

Measures of effectiveness for the PIKO program will include:

- Number of families provided with PIKO direct advocacy services (Target: 35 families)
- Number of new divorce, paternity, post-decree, restraining order cases assigned to PIKO Attorney (Target: 20 cases)
- Number of PIKO support groups held (Target: 2 support groups)
- Number of parent survivors who participated in PIKO support groups (Target: 12)
- Number of children survivors who participated in PIKO support groups (Target: 16)
- HELPLINE calls answered and assistance provided by PIKO Attorney (Target: 100)

The preceding output indicators will be populated using DVAC records, including the statistics grid and QMRs.

Outcome measures include:

- Number of clients who will receive protective orders, custody orders, or divorce decrees (Target: 18 PIKO clients)
- Percentage of clients who indicate that they felt supported in their decision-making (Target: 75 percent of PIKO clients)
- Percentage of clients who indicate their safety has increased (Target: 75 percent of clients)
- Percentage of clients who report increased knowledge and confidence to care for their children post-trauma of family violence (Target: 75 percent of PIKO clients and their children)

- Percentage of clients and their children who report that their bond has strengthened (Target: 75 percent of PIKO clients and their children)
- Percentage of clients who indicate their PIKO attorney and/or PIKO staff kept them informed (Target: 75 percent of PIKO clients)

These outcome indicators will be populated using QMRs, case reviews, and client surveys.

**IV. Financial**

**Budget**

**1. Budget forms**

Applicable budget forms are attached.

**2. Anticipated quarterly funding requests for the fiscal year 2023**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$64,838	\$64,838	\$64,839	\$64,839	\$259,354

**3. Listing of all other sources of funding DVAC is seeking for fiscal year 2023**

Other major sources of funding being pursued for FY 2023 include:

- Aloha United Way (Safety Net)
- Bank of Hawai'i Foundation
- City & County of Honolulu Grant-in-Aid
- Harry & Jeanette Weinberg Foundation, Inc.
- Hawai'i Justice Foundation
- State of Hawai'i Department of the Attorney General Violence Against Women Act (Victim Services for Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking)
- FVPSA (Family Violence Prevention Services Act, ARP American Rescue Act Plan)

Other foundation sources to be solicited have not yet been determined.

**4. Listing of all state and federal tax credits granted within the prior three years; listing of all state and federal tax credits applied for or anticipated, if applicable.**

DVAC amended 2020 and 2021 payroll tax returns to capture the available credits from the Families First Coronavirus Response Act (FFCRA). DVAC does not anticipate applying for any state or federal tax credits.

**5. Listing of all federal, state, and county government contracts, grants, and grants in aid granted within the prior three years and will be receiving for fiscal year 2023 for program funding.**

Please see the listing attached.

**6. Balance of unrestricted current assets as of December 31, 2023.**

The balance of DVAC's unrestricted current assets as of December 31, 2021 is \$389,229.89.

## **V. Experience and Capability**

### **1. Necessary Skills and Experience**

Since 1990, DVAC has helped survivors and their families find safety and rebuild their lives without violence. DVAC's diverse, multilingual, and multi-cultural staff mirrors the communities they serve. The DVAC team is extensively trained to assist survivors and their children as they overcome barriers presented by economics, system weaknesses, lack of training, professional bias, limited resources, and the unrelenting pursuit by perpetrators.

DVAC has been providing legal assistance to victims of relationship violence since its inception. DVAC is the only organization with a staff of attorneys and paralegals specifically trained to accept complex divorce, custody, paternity, post-decree and restraining order cases. Agency attorneys have been representing victims in family court cases for 30 years. Since 2000, when DVAC centralized its data collection system, DVAC attorneys have closed more than 7,542 temporary restraining order, divorce and paternity cases.

The PIKO program focuses on alleviating trauma, fostering safety and self-sufficiency, and assisting families to rebuild relationships negatively impacted by violence and abuse. Since 2013, PIKO program staff has served 647 adults and 1,103 children. Just in 2021, PIKO staff opened 56 cases, conducted 349 risk assessments and completed 468 safety plans with survivors and their children.

PIKO's approach to helping survivors of family violence build protective factors is recognized nationally as a best practice. In 2020, New York State's North Country Prenatal/Perinatal Council Healthy Families invited PIKO to conduct a webinar on the effects of abuse on children and on protective factors. Cedar Rising Coalition in Washington State also extended an invitation to PIKO to conduct a webinar about how the program uses culture in its strategy for service delivery when working with different

cultural groups. After effectively implementing the PIKO program with Family Violence Prevention and Services Act (FVPSA) funding for 5 years, DVAC was asked to join a national mentorship initiative, facilitated by Futures without Violence. As a national mentor, DVAC provided guidance to grantees of FVPSA funds to implement programs similar to PIKO.

HELPLINE began over thirty years ago as two volunteers fielding phone calls (during lunch hour) from survivors who had nowhere else to turn. HELPLINE has since grown to be a source of education and support for survivors, their loved ones, professionals in various fields, and other concerned community members.

The growth of the organization highlights its reliable track record of achieving proposed outcomes. This includes the addition of culturally responsive services, adjusted staffing patterns, strengthening of infrastructure, and swift responsiveness to current events (such as the COVID-19 pandemic and stay-at-home orders).

A 22-year data retrospective (FY2000-FY2021) illustrates not only the demand for services, but also the foundational soundness and sustainability of the agency:

- Telephone contact with 322,709 callers
- 8,559 requests for legal representation
- 7,542 legal cases opened
- 9,429 advocacy cases opened
- 9,826 court appearances by agency attorneys
- 26,574 accompaniments of clients to agencies, appointments, or court
- 89,673 risk assessments conducted
- 98,810 safety plans completed

As clients share their challenges and experiences, DVAC has developed responsive and unduplicated programs to address their needs through both direct service and community engagement. DVAC developed specialized advocacy services for certain segments of the survivor population, such as immigrants, LGBTQ, Japanese-speaking, COFA migrants and Korean-speaking.

DVAC recognizes the immense need for culturally appropriate, client-centered services for immigrant and LEP survivors to process and heal from their trauma. The specialized PIKO advocacy, legal services and support groups respond to this need.

DVAC also cultivates relationships with other agencies to promote survivors' access to relevant community resources. For example, DVAC has an agreement with the Consulate of Japan to support Japanese nationals who are in need of agency services. In 2020, the Pacific Survivor Center invited the agency to partner in the interests of immigrant survivors who are in the midst of their VAWA applications for legal status.

Verifiable experience of projects and contracts related to the PIKO program in the past three years include:

<b>Contracting Agency</b>	<b>Contract Number &amp; Period</b>	<b>Title of Project</b>
Hawai'i State, Attorney General's Office	20-V2-07 7/1/2021 - 6/30/2022	Pulama I Ka 'Ohana (PIKO) Program
Federal, Department of Health and Human services, Administration for Children and Families, Special services for Abused Parents and Their Children	90EV043604 10/1/2016 - 9/30/2020	Pulama I Ka 'Ohana (PIKO) Program
Federal, Office on Violence against Women, Legal Assistance for Victims	2018-WL-AX-0001 10/1/2018 – 9/30/2021	Leeward Legal Assistance for Victims
Hawai'i State, Judiciary	J20204 7/1/2019 – 6/30/2021	Specialized Domestic Violence Interventions to Victims/Survivors
Hawai'i State, Judiciary	J20075 7/1/2019 – 6/30/2020	Indigent Legal Assistance Fund
Hawai'i State, Judiciary	J19062 7/1/2018 – 6/30/2019	Indigent Legal Assistance Fund
Hawai'i State, Judiciary	J16175 7/1/2017 – 6/30/2019	Specialized Services to



		Domestic Violence Victims
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**2. Facilities**

The Domestic Violence Action Center is headquartered in downtown Honolulu, within walking distance of Circuit Court, District Court, the State Capitol, government agencies, other community organizations, and bus routes. This location provides access to resources and other community agencies for clients.

Agency offices have 7,372 usable square feet consisting of 15 enclosed offices, 32 workstations, two intake rooms, two meeting/conference rooms, an IT server room, two kitchenettes, and a reception area. Each office and workstation is equipped with a computer and telephone.

Security and safety are of maximum importance to DVAC staff. The specific location of agency offices is kept confidential for the safety of clients and staff. The agency is not listed on the building directory; the agency’s physical address is not listed in the telephone directory or its letterhead. Entry to the office is by key fob access for staff, while visitors are screened via an intercom system. For added security, glass panels on the side of the entry door are tinted with a security film, and a video system makes visitors visible to reception.

DVAC’s offices are compliant with the American with Disabilities Act (ADA); the building has an elevator and the restrooms are equipped with large stalls to accommodate a wheelchair. For clients who need assistance in arriving at DVAC’s headquarters, a staff member will meet them outside the building and accompany them to the office to facilitate a more comfortable entry.

DVAC also maintains offices at the Ronald T.Y. Moon Judiciary Complex in Kapolei and at Ka’ahumanu Hale in Honolulu, to accommodate its EXPO Court Outreach Program

staff. The offices are furnished to provide filing space and office equipment, as well as access to DVAC's computer network and databases.

Client services are provided at DVAC headquarters and on-site at the following locations:

- First Circuit Court Ka'ahumanu Hale on Punchbowl Street in Honolulu
- First Circuit District Court Kauikeaouli Hale on Alakea Street in Honolulu for Family Court adult criminal matters, which include domestic abuse cases and TRO violations

Advocates are also available to meet clients at sites convenient to clients' schedules and/or locations.

PIKO support groups are held in easily accessible yet secure locations with ample space to accommodate the survivors and their children. Due to the ongoing COVID-19 pandemic, support groups met virtually on Zoom, with the exception of the COFA (Compact of Free Association) group. The COFA group met at DVAC's Hale Maluhia housing site, which provides 20 families and their children with permanent housing with on-site supportive services under the State's 'Ohana Zone pilot program. A PIKO support group is currently meeting in person at the Myohoji Mission in Honolulu.

## **VI. Personnel: Project Organization and Staffing**

### **1. Proposed Staffing, Staff Qualifications, Supervision and Training**

The requested funding will support one **PIKO Family Assistance Counselor**, one **PIKO Program Manager** and one **PIKO Attorney**. Rather than hiring new staff, the requested funding will be utilized to support existing agency staff who are currently providing the services. Funds for their work will expire. Managing the PIKO program and providing advocacy and legal services tailored to survivors with children requires training, supervision, and ongoing professional education that exceeds the one-year grant period. For new staff attorneys, particularly, there is a learning curve: working in family law may be unlike other types of law they have practiced, and there are many shadowing and supervision opportunities while they pick up new cases and grow their experience. Therefore, DVAC has found it to be more cost-effective to utilize this funding for existing staff, rather than hire new staff for a one-year grant period.

#### **A. PIKO Family Assistance Counselors**

The PIKO Family Assistance Counselors have extensive experience working with individuals or families in crisis or suffering trauma, providing advocacy and crisis counseling services, as well as facilitating support groups. They possess knowledge of the criminal and civil justice systems, as well as feminist philosophy of violence against women. Not only are they skillful regarding outreach to potential clients, they are also familiar with the multicultural styles of communications. Family Assistance Counselors are trained to work with multi-risk factor families with complex cases that include child protective services (CPS). They have at minimum a Bachelor's degree in Social Work or a related field and three years' experience working with people who have experienced trauma. The PIKO Family Assistance Counselors report directly to the PIKO Program Manager.

DVAC currently has two PIKO Family Assistance Counselors who provide long-term advocacy services to PIKO clients: 'Iolani Brizuela and Kyoko Takayanagi. 'Iolani Brizuela has a Master in Social Work. Before joining DVAC in 2019, she worked as a Social Work Assistant for the Hawai'i Department of Human Services for 8 years. Kyoko Takayanagi also has her Master's degree in Social Work, and is completing a Master's degree in Counseling Psychology at Chaminade University. She joined DVAC in 2021, after co-facilitating group counseling sessions for domestic violence survivors and conducting counseling sessions for Japanese-speaking survivors at Parents and Children Together (PACT).

*B. PIKO Program Manager*

The PIKO Program Manager provides supervision for the Family Assistance Counselors on staff, to ensure the delivery of effective PIKO program services to survivors and their children. The Program Manager also promotes program development and undertakes supervisory, training and management tasks related to program administration.

The PIKO Program Manager has excellent problem-solving skills as well as extensive experience with public speaking, training of community professionals, and support group facilitation. The Manager also participates in agency program planning and program evaluation efforts and has a good understanding of the justice systems and community resource systems.

At minimum, the PIKO Program Manager must have a Master in Social Work or an equivalent. The PIKO Program Manager reports directly to the Vice President of Survivor Advocacy Programs.

The current PIKO Program Manager—also referred to as 'Ohana Services Manager—is Rayella Mojica. Rayella has a Bachelor of Science in Criminal Justice Administration and a Master of Science in Psychology. She has been providing trauma-informed direct services to family violence survivors for 10 years. She joined DVAC in 2017 as a PIKO

Family Assistance Counselors. Demonstrating tremendous skills blending her victim services and mental health case management experience, she now serves as the PIKO Program Manager, in addition to supervising DVAC's Ho'oikaiki 'Ohana program for Native Hawaiian families.

### C. PIKO Attorney

The PIKO Attorney is part of DVAC's Legal team. DVAC currently has six licensed attorneys on staff and a Managing Attorney, who leads the Legal Team.

The PIKO Attorney is an experienced litigator, with experience in family law and a deep understanding of domestic violence and the challenges faced by survivors in their efforts to get free and safe, parent and heal. Like all DVAC attorneys, they are well-versed in the area of domestic violence and have been trained in providing trauma-informed services. They understand how trauma affects a survivor's ability to relate a coherent narrative of the abuse they have suffered and how that can impact their participation in the court process.

DVAC staff attorneys with litigation responsibilities must be licensed to practice law in the state of Hawai'i, have no disciplinary findings, participate in mandatory agency training, and undergo close supervision. Staff attorneys, including the Immigration Attorney, are supervised by the Managing Attorney, who also has supervisory responsibility of the paralegal team.

The Managing Attorney assigns cases, monitors caseloads, conducts performance evaluations for the Legal Team, serves as a mentor and advisor to the Legal Team, conducts case reviews, and tracks training opportunities and completion for the Legal Team. They are a part of the agency's Leadership Team.

DVAC's current PIKO Attorney, Jasmine Pointillas Davé, obtained her Juris Doctorate from the William S. Richardson School of Law. Before joining DVAC in 2021, she

served as the Title IX Law & Policy Program Specialist at the University of Hawai'i System Office of Institutional Equity, drafting policy, assisting in investigations, and applying her background in feminist theory to gender-based violence.

The current Managing Attorney, Erin Sugita, is an experienced litigator and family law attorney with a demonstrated history of working with survivors of abuse. She has a Juris Doctorate from the Santa Clara University Law School, and previously served as a Hearings Officer at the Child Support Hearings Office of the State of Hawai'i Attorney General for two decades.

Under this funding request, the PIKO attorney will hold a caseload of no more than 30 cases.

#### D. Administrative Support

Agency administrative staff provide essential support to the PIKO team:

- Finance Manager – The Finance Manager ensures the agency's compliance with Generally Accepted Account Principles, develops program and agency budgets, and maintains accurate financial records and timely financial reporting. Finance Manager Monica Paet has been with DVAC since 2020. She completed a B.A. in Business Administration and has over 15 years of professional accounting experience.
- Human Resource Manager – The Human Resource Manager is responsible for staff recruitment, assists in the procurement of employee benefits, audits and processes employee time reports, and maintains the agency's personnel records. DVAC's Human Resource Manager is Jacque Kotarek, who has been with the agency for over 5 years and has a wealth of experience in human resources for major corporations.

- Grants Manager – DVAC’s Grants Manager identifies grant opportunities, drafts proposals and reports, and maintains the agency’s grants files. Grants Manager Rose Chismar has extensive experience in grant writing and management, and has a master’s degree in Business Administration. She returned to work at DVAC in 2020 after having raised two children; her first term of employment with DVAC began in 1998.
- Accounting Clerk/Administrative Assistant – This position is responsible for reviewing check requests for proper supporting documentation, coding invoices using appropriate fund source code, issuing checks, and processing checks for payment. Accounting Clerk/Administrative Assistant Patricia Low has been with the agency for over 15 years and has extensive administrative experience.

### E. Leadership

DVAC is led by a core group of four dedicated, experienced executives with a combined 93 years of experience in managing domestic violence programs and advocating for survivors:

- Nanci Kreidman, Chief Executive Officer – Ms. Kreidman co-founded the Domestic Violence Action Center (DVAC). She has served as its leader since the inception of the agency in 1990 and has been working with local and national efforts to address family violence issues for more than 35 years. She is qualified as an expert witness in state and federal court and has served on many committees at the community level and through appointment by the Governor, Chief Justice, Mayor, and Attorney General. She has been invited to address local, national, and international audiences on topics related to families, women, and children.
- Pauline Ohlendorf-Chun, Vice President of Operations – Ms. Ohlendorf-Chun has managerial experience with communication, supervisory, and fiscal skills.

She has been with DVAC since 1994 and has played a lead role in directing and managing the agency's growth from a nine-person, \$600,000/year legal services and community education organization to its current 50-person, \$3million+/year presence as one of the state's leading domestic violence agencies. She is responsible for the administration, coordination, and direction in the areas of finance, human resources, inventory control, vendor contracts, facilities, and risk management at the agency.

- Cristina Arias, Vice President of Survivor Advocacy Services – In her almost 17 years at DVAC, Ms. Arias started in a direct services position and was promoted to Advocacy Manager and again to VP of Survivor Advocacy Services. She has extensive experience working with survivors, and a sophisticated understanding of survivors' needs in relation to their escape, use of the community system, in court, and the restraining order process in Family Court. Ms. Arias provides insight about the needs of immigrant survivors and participates in community meetings on the issue, as well as coordination of agency partnerships serving survivors directly.
- Lise Vaughan-Sekona, Vice President of Community Services – Ms. Vaughan-Sekona joined DVAC in March 2021, to build on DVAC's track record of success implementing effective community engagement through delivery of services. Having practiced law in Hawai'i since 2005, Ms. Vaughan-Sekona has a keen understanding of gaps existing in the community's response to family violence. She serves as the internal leader to strengthen and manage community services in alignment with the agency's vision.

The staff supported by this funding request fall under the Vice President of Survivor Advocacy Services, Cristina Arias. She provides leadership and supervision of all direct service agency programs.



### F. Training

Training is a high priority for the agency. All staff members are required to attend DV101 training upon hiring, an intensive four-day training that covers the basics of domestic violence, community resources, and agency services. DV101 also covers delivery of services for specific populations, such as LGBTQ+ survivors and immigrant survivors.

All staff members are required to complete a minimum of one training every quarter, or four per year. Trainings can include in-person training or webinars, and are focused on domestic violence education and delivery of services by their position in the agency.

In 2020, staff participated in 950 hours of training, on topics such as: Trauma-Focused Mental Health; Child Forensic Interviewing; Optimizing Child and Family Resiliency; Immigrant Populations, Home-less Victims; Children Exposed to Domestic Violence; and Safety Technology.

Staff members are encouraged to share relevant training opportunities with the agency as a whole.

## **2. Organization Chart**

DVAC's Organization Chart is attached.

## **3. Compensation**

Chief Executive Officer: \$120,275

Vice President of Operations: \$94,208

Vice President of Survivor Advocacy Services: \$89,590

## **VII. Other**

### **1. Litigation**

DVAC is not a party to any pending litigation.

### **2. Licensure or Accreditation**

There are no special qualifications, licensures, or accreditations relevant to this request.

### **3. Private Educational Institutions**

This grant will not be used to support or benefit a sectarian or non-sectarian private educational institution.

### **4. Future Sustainability Plan**

DVAC's legal and advocacy programs are core services of the agency. The COVID-19 pandemic has highlighted the great need for increased support services. Offering survivors and their children support—in particular to those most vulnerable such as immigrant survivors—through legal representation, advocacy services and HELPLINE, are the agency's highest priorities.

DVAC understands that innovative funding strategies are crucial to sustaining a vital, viable, and visible organization, especially in perilous times. DVAC has worked to boost community support and diversify its revenue streams, while remaining steadfast to its mission, and maintaining quality unduplicated programs and services.

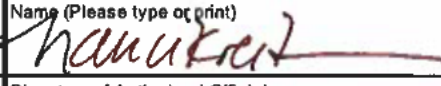
DVAC's funding is derived from foundation grant awards, government grant contracts, special events, client fees, and donor gifts. DVAC's special events usually include annual fundraisers such as Chipping Away at Domestic Violence Golf Tournament, Feast for Peace, and Mother's Day Beauty of it All Flower Sale. However, the COVID-19 pandemic required the cancellation of such events. Thus, DVAC's current funding strategy includes soliciting funding from a variety of sources, including foundations,

government contracts, virtual events, online auctions, private donations, and in-kind support from the community. DVAC's thirtieth anniversary campaign, which was celebrated in 2021, served the dual roles of raising public awareness and raising funds to meet the steady demand for dedicated programs addressing domestic violence.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Domestic Violence Action Center

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	164,500			
2. Payroll Taxes & Assessments	17,700			
3. Fringe Benefits	28,610			
<b>TOTAL PERSONNEL COST</b>	<b>210,810</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Airfare, Out-of-State				
3. Audit Services	1,680			
4. Contractual Services - Administrative	739			
5. Contractual Services - Subcontracts	11,235			
6. Insurance	1,608			
7. Lease/Rental of Equipment	1,296			
8. Dues and Subscription	1,476			
9. Lease/Rental of Space	684			
10. Mileage & Parking	240			
11. Postage, Freight & Delivery	480			
12. Publication & Printing & Outreach	6,720			
13. Repair & Maintenance	3,192			
14. Staff Training	750			
15. Substance/Per Diem	0			
16. Supplies	672			
17. Telecommunication	2,688			
18. Transportation	0			
19. Utilities	13,872			
20. Recruitment Costs	12			
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>47,344</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>1,200</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>259,354</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	259,354	Monica Paet <span style="float: right;">808-447-3557</span>		
(b) Total Federal Funds Requested		Name (Please type or print) <span style="float: right;">Phone</span>		
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested		Signature of Authorized Official <span style="float: right;">Date</span>		
<b>TOTAL BUDGET</b>	<b>259,354</b>	Nanci Kreidman, CEO Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2022 to June 30, 2023

Applicant: Domestic Violence Action Center

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
PIKO Staff Attorney	1	\$65,000.00	100.00%	\$ 65,000.00
PIKO Manager	1	\$56,000.00	100.00%	\$ 56,000.00
PIKO Counselor	1	\$43,500.00	100.00%	\$ 43,500.00
				\$ -
				\$ -
<b>TOTAL:</b>				164,500.00
<b>JUSTIFICATION/COMMENTS:</b>				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: Domestic Violence Action Center

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Laptop	1.00	\$1,200.00	\$ 1,200.00	1200
			\$ -	
			\$ -	
<b>TOTAL:</b>	1		\$ 1,200.00	1,200

**JUSTIFICATION/COMMENTS:**

Due to Cov19 most facilities are handling business remotely and this will assist on helping our clients more efficient

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
<b>TOTAL:</b>				

**JUSTIFICATION/COMMENTS:**

**FY 2023 GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Domestic Violence Action Center (DVAC)

Contracts Total: \$ 2,119,530.00

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Justice for Families	10/1/2021- 9/30/2024	DOJ (OVW)	Federal (U.S.)	\$ 549,996.00
2	Direct Legal Services	7/1/2022 - 6/30/2023	Judiciary	State	\$ 1,369,534.00
3	Covid Crisis Response Services	1/1/2022 - 12/31/2022	City & County (GIA)	Honolulu	\$ 200,000.00

**FY 2022 GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Domestic Violence Action Center (DVAC)

Contracts Total: \$ 5,637,954.00

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Justice for Families	10/1/2021- 9/30/2024	DOJ (OVW)	Federal (U.S.)	\$ 549,996.00
2	Legal Assistance to Victims (Leeward )	9/30/2018 - 9/30/2022	DOJ (OVW)	Federal (U.S.)	\$ 600,000.00
3	Hooikaika Program	6/1/2020 - 5/31/2022	AG (VAWA)	State	\$ 297,088.00
4	Immigration Triad	7/1/2020 - 6/30/2022	AG (VOCA)	State	\$ 436,432.00
5	Pulama I Ka Ohana Program	7/1/2021 - 6/30/2022	AG (VOCA)	State	\$ 146,115.00
6	Teen Dating Violence & Support Services	7/1/2020 - 6/30/2021	DHS	State	\$ 289,118.00
7	DVAC Pride	5/21/2021-12/31/2021	DOH	State	\$ 44,822.00
8	Pacific Islander	5/21/2021 - 12/31/2021	DOH	State	\$ 48,796.00
9	Statewide	5/21/2021 - 12/31/2021	DOH	State	\$ 37,853.00
10	Direct Legal Services	7/1/2021 - 6/30/2022	Judiciary	State	\$ 1,369,534.00
11	Specialized Adovacy Services	1/1/2021 -12/31/2021	City & County (GIA)	Honolulu	\$ 125,000.00
12	Covid Crisis Response Services	1/1/2022 - 12/31/2022	City & County (GIA)	Honolulu	\$ 200,000.00
13	Hale Maluhia	4/1/2020 - 3/31/2022	City & County	Honolulu	\$ 193,200.00
14	CDBG-CV 2021	NA	City & County	Honolulu	\$ 1,300,000.00



**FY 2021 GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Domestic Violence Action Center (DVAC)

Contracts Total: \$ 3,441,843.00

	<b>CONTRACT DESCRIPTION</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Legal Assistance to Victims (Leeward Triad)	DOJ (OVW)	Federal (U.S.)	\$ 600,000.00
2	Ho'oikaika Program	AG (VAWA)	State	\$ 297,088.00
3	Immigration Triad	AG (VOCA)	State	\$ 436,432.00
4	Teen Dating Violence & Support Services	DHS	State	\$ 289,118.00
5	DVAC Pride	DOH	State	\$ 44,822.00
6	Pacific Islander	DOH	State	\$ 48,796.00
7	Statewide	DOH	State	\$ 37,853.00
8	Services to Victims	Judiciary	State	\$ 1,369,534.00
9	Specialized Adovacy Services	City & County	Honolulu	\$ 125,000.00
10	Hale Maluhia	City & County	Honolulu	\$ 193,200.00

**FY 2020 GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Domestic Violence Action Center (DVAC)

Contracts Total: \$ 2,979,366.86

	<b>CONTRACT DESCRIPTION</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Pulama I Ka 'Ohana (PIKO)	Department of Health and Human Services (FVPSA, SSAPC)	Federal (U.S.)	\$ 518,225.95
2	Legal Assistance to Victims (Leeward Triad )	DOJ (OVW)	Federal (U.S.)	\$ 90,707.00
3	Specialized Advocacy for LGBTQ+ and Immigrant IPV Survivors	AG (VOCA)	State	\$ 166,447.66
4	Safe on Scene	AG (VOCA)	State	\$ 74,096.51
5	Campus Survivor Advocacy Program	AG (VOCA)	State	\$ 27,692.28
6	Campus Survivor Advocacy Program	AG (VAWA)	State	\$ 86,416.97
7	Teen Dating Violence & Support Services Program	DHS	State	\$ 289,118.00
8	Safe on Scene	State Legislature (GIA)	State	\$ 154,193.49
9	Indigent Legal Assistance Fund	Judiciary (ILAF)	State	\$ 147,935.00
10	Direct Legal Services	Judiciary	State	\$ 1,374,534.00
11	Immigrant Services	Legal Aid Society of Hawaii	State	\$ 50,000.00

**FY 2019 GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Domestic Violence Action Center (DVAC)

Contracts Total: \$ 2,885,614.00

	<b>CONTRACT DESCRIPTION</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Ho'oikaika 'Ohana (HO'O) Program	Department of Health and Human Services (FVPSA, SSAPC)	Federal (U.S.)	\$ 134,668.00
2	Pulama I Ka 'Ohana (PIKO) Program	Department of Health and Human Services (FVPSA, SSAPC)	Federal (U.S.)	\$ 335,422.00
3	Safe on Scene	AG (VOCA)	Federal (U.S.)	\$ 167,080.00
4	Campus Survivor Advocacy Program	AG (VOCA)	Federal (U.S.)	\$ 222,975.00
5	Specialized Advocacy for LGBTQ+ and Immigrant IPV Survivors	AG	State	\$ 90,069.00
6	Teen Dating Violence & Support Services Program	DHS	State	\$ 289,118.00
7	Direct Legal Servies	Judiciary	State	\$ 1,374,534.00
8	Indigent Legal Assistance Fund	Judiciary (ILAF)	State	\$ 140,708.00
9	Immigrants Services	Legal Aid Society of Hawaii	State	\$ 50,000.00
10	Safe on Scene	City & Country (GIA)	Honolulu	\$ 81,040.00

# DOMESTIC VIOLENCE ACTION CENTER ORGANIZATION CHART

**BOARD OF DIRECTORS**

**CHIEF EXECUTIVE OFFICER**  
Nanci Kreidman  
(FTE 1.0)

**VICE PRESIDENT OF SURVIVOR ADVOCACY SERVICES**  
Cristina Arias  
(FTE 1.0)

**VICE PRESIDENT OF COMMUNITY SERVICES**  
Lise Vaughn-Sekona  
(FTE 1.0)

**Executive Assistant**  
Christiana (Ana) Ramirez  
(FTE 1.0)

**Grants Manager**  
Rose Chismar  
(PTE 50)

**Marketing & Development Manager**  
Lani Moore  
(FTE 1.0)

**VICE PRESIDENT OF OPERATIONS**  
Pauline Ohlendorf-Chun  
(FTE 1.0)

**Managing Attorney**  
Erin Sugita  
(FTE 1.0)

**Advocacy Manager**  
Genia Stith  
(FTE 1.0)

**Pulama I Ka 'Ohana (PIKO) Ho'oikaika 'Ohana (HOO)**

**'Ohana Services Manager**  
Rayella Mojica  
(FTE 1.0)

**PIKO Family Assistance Counselors**  
Kyoko Takayanagi  
Iolani Brizuela  
(FTE 2.0)

Hawaiian  
Vacant  
(3 FTE 1.0)

**Paralegals**  
Chona Kwock  
Ann Yonamine  
(FTE 2.0)

**PIKO Paralegal**  
Jennie Caraang  
(FTE 1.0)

1 Vacant  
(FTE 1.0)

**Staff Attorneys**  
Tony Donnes  
Mike Lee  
Rosalyn Payen  
(FTE 3.0)

**PIKO Attorney**  
Jasmine Dave  
(FTE 1.0)

**Immigrant Attorney**  
Rebecca Yonashiro  
(FTE 1.0)

**TRO Attorney**  
Brian Buckley  
(FTE 1.0)

**Specialized Advocacy Services**

**Bilingual Korean Advocate**  
Hannah Kim  
(FTE 1.0)

**COFA Advocate**  
Joanne Loeak  
(FTE 1.0)

**Japanese Advocate**  
Mariko Ono  
(FTE 1.0)

**LGBTQ+ Advocate**  
Olivia Moten  
(FTE 1.0)

**Immigrant Advocate**  
Michelle Amsic  
(FTE 1.0)

**OVW Advocate**  
Ana Namoa  
(FTE 1.0)

**Teen Alert Program (TAP808)**

**TAP808 Manager**  
Tanya Philip  
(FTE 1.0)

**Outreach Advocates**  
Haley Lewis  
Kelii Beyer  
Vacant  
(3 FTE)

**Helpline Specialist**  
Tessa McGarvey  
(FTE 1.0)

**EXPO Court Outreach Program**

**EXPO Supervisor**  
Vacant  
(FTE 1.0)

**Advocates**  
Annabel Tibar  
Lahela Correa  
Lea Iaea  
(3 FTE 1.0)

**PT20 Advocate**  
Luana Moreno

**Hale Maluhia**

**Housing Mgr.**  
Lydia Pavon

**Advocate**  
Julie Gatdula  
(FTE 2.0)

**UCC Housing Advocate**  
Christina Wu  
(FTE 1.0)

**Human Resources Manager**  
Jacquelyn Kotarek  
(FTE 1.0)

**Stability Coordinator**  
Dyani Cantu  
(FTE .5)

**Administrative Assistant**  
Cecily Higa  
(PT .5)

**Operations Manager**  
Rickie Esposito  
(FTE 1.0)

**Administrative Assistant**  
Kaitlyn Carlson  
(FTE 1.0)

**Receptionist**  
Mia Matoba  
(FTE 1.0)

**Finance Manager**  
Monica Paet  
(FTE 1.0)

**Accounting Clerk / Administrative Assistant Legal Services**  
Patricia Low  
(FTE 1.0)