Application for Grants

I. Certification

1. **Hawaii Compliance Express Certificate (attached)**
2. **Declaration Statement**
   We, as the organization, Equitable Solutions for the Indigenous, affirm compliance with 42F-103, Hawaii Revised Statutes.
3. **Public Purpose**
   The grant will be used for a public purpose, pursuant to Section 42F-102, Hawaii Revised Statutes. The specific purpose of this organization is: "To help Indigenous communities get the support they need to live better lives by addressing Indigenous issues such as the intersection of health and finance."

II. Background and Summary

1. As a newly established nonprofit organization founded on November 24, 2024, Equitable Solutions for the Indigenous (ESI) is built on a strong foundation of leadership experience and a clear mission to support indigenous communities by addressing the intersection of health and finance. Although ESI is a startup, the organization's Chief Executive Officer brings extensive professional experience in nonprofit management, grant writing, program development, and Indigenous advocacy. This background equips ESI with the necessary skills and knowledge to effectively design and implement programs that meet community needs.
2. The goals and objectives related to the request are based on ESI's mission to help indigenous communities get the support they need to live better lives by addressing indigenous issues such as the intersection of health and finance. The goals are:
   a. To provide resources and programs to strengthen the economic, social, and health outcomes of indigenous peoples.
   b. To address the intersection of health and finance by improving access to healthcare services, mental health support, and health education tailored to indigenous needs.
   c. To support indigenous communities in achieving financial independence through education, entrepreneurship programs, and advocacy for equitable access to financial resources.
   d. To collaborate with indigenous leaders to protect cultural heritage, language, and traditional practices while advocating for their rights under international and national frameworks.

e. To establish alliances with governments, NGOs, and private organizations to channel resources and opportunities to indigenous communities.

The objectives are:

- To develop and implement workshops to address challenges such as health and finance,
- To create and distribute educational materials on indigenous rights, sustainable living practices, and economic development.
- To develop projects that integrate traditional knowledge with modern technologies to address environmental and social challenges.

3. The public purpose is to help indigenous communities get the support they need to live better lives by addressing indigenous issues such as the intersection of health and finance. The need to be served for indigenous people encompasses a range of interconnected issues stemming from historical marginalization, systemic inequities, and the ongoing challenges of preserving cultural identity while achieving socio-economic progress.
4. ESI's programs are designed to serve indigenous peoples and communities, with a specific focus on addressing their unique cultural, economic, social, and health-related challenges. The target population includes individuals and groups from diverse indigenous backgrounds such as Native Hawaiians, other Pacific Islanders, Native Americans, and other indigenous peoples that are economically disadvantaged and experience health inequities.
5. ESI's programs and services for this grant funding opportunity focus on serving the geographic area across the State of Hawaii, with a primary emphasis on supporting Native Hawaiians and other indigenous peoples who reside across the islands.

III. <u>Service Summary and Outcomes</u>

1. ESI's scope of work is centered on improving the lives of indigenous communities by addressing issues at the intersection of health and finance. This involves education, advocacy, capacity-building, and resource allocation to empower these communities and help them achieve sustainable well-being while preserving their cultural heritage.
   The tasks and responsibilities include: Designing and executing educational workshops on financial literacy, health management, and sustainable living tailored to indigenous communities, Promoting awareness of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and working to integrate its principles into community programs and policies, Conducting community needs assessments to

identify gaps in health and financial resources, Building relationships with indigenous leaders and community members to ensure programs address their priorities, and integrating traditional knowledge with innovative approaches to address modern challenges.

2. **Timeline:**

- **July 2025**:

  - Conduct a kickoff meeting.
  - Finalize work plans, project objectives, and evaluation frameworks.
  - Begin outreach to identify priority indigenous communities and participants.

- **August 2025**:

  - Launch a community needs assessment with indigenous communities.
  - Develop culturally tailored educational materials for workshops.
  - Revise goals and objectives based on needs assessment for program implementation.

- **September 2025**:

  - Publish a needs assessment report to guide program priorities.
  - Host initial community engagement meeting or event to raise awareness about upcoming programs.
  - Secure partnerships with local service providers and stakeholders.

- **October 2025**:

  - Begin delivering workshops in target communities.
  - Distribute culturally relevant education materials.

- **November 2025**:

  - Expand workshops to cover additional topics

- **December 2025**:

  - Complete the first quarter of program evaluations and collect participant feedback.
  - Publish an interim report summarizing early outcomes and adjustments needed.
  - Celebrate program progress with community events highlighting participant successes.

- **January 2026**:

- Scale up programs based on early results, increasing the number of workshops and expanding reach.
- Initiate a new round of leadership and advocacy programs for additional participants.

- **February 2026**:

  - Strengthen partnerships to expand resource access.
  - Host a mid-year meeting to share program updates and gather input from stakeholders.

- **March 2026**:

  - Conduct a second round of program evaluations to track progress against annual goals.
  - Adjust programs based on data to ensure alignment with community needs and objectives.

- **April 2026**:

  - Wrap up final workshops and mentorship sessions for the service year.
  - Begin drafting the final evaluation report.
  - Host public events to showcase program impacts and success stories.

- **May 2026**:

  - Conduct follow-up surveys and interviews with program participants to assess long-term outcomes.
  - Publish the final program report, including data on deliverables, outcomes, and lessons learned.

- **June 2026**:

  - Submit final reports to funding agencies and stakeholders.
  - Plan for the next year's activities based on evaluation findings and community input.

3. ESI's quality assurance and evalution plans are based on best practices. ESI will regularly collect quantitative and qualitative data through surveys with program participants and community stakeholders. ESI will maintain attendance records for workshops, meetings, and/or events. ESI will conduct quarterly evaluations of all programs and initiatives to assess

progress against goals and objectives and revise course of action accordingly. Improvement will occur by adjusting programs and services based on evaluation findings to address gaps or enhance effectiveness.

- **Metric 1A**: Number of individuals attending workshops, training sessions, meetings or events.
- **Target**: Serve a minimum of 100 participants annually.
- **Data Source**: Attendance logs and registration forms.

- **Metric 1B**: Percentage of participants reporting increased knowledge or improved skills.
- **Target**: At least 80% of participants demonstrate improvement based on pre- and post-program surveys.
- **Data Source**: Survey responses and program evaluations.

- **Metric 1C**: Number of community members who gain access to resources as a direct result of ESI's programs.
- **Target**: Facilitate access to resources for at least 100 individuals annually.
- **Data Source**: Referral records, follow-up reports, and participant testimonials.

- **Metric 2A**: Percentage of participants and stakeholders reporting that the programs align with cultural values and address community priorities.
- **Target**: Achieve at least 90% satisfaction in annual surveys.
- **Data Source**: Feedback forms and stakeholder interviews.

- **Metric 2B**: Number of collaborative partnerships established or maintained to support program goals.
- **Target**: Form or strengthen at least 3 partnerships annually.
- **Data Source**: Memoranda of understanding (MOUs), partnership agreements, and meeting records.

IV. Financial

Budget (see attached)

1. See budget utilizing the enclosed budget forms.
2. ESI's anticipated quarterly funding requests for the fiscal year 2026 is as follows:

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
25,000	25,000	25,000	23,800	98,800

3. ESI has a private fee for service contract that it anticipates being awarded for fiscal year 2026.
4. ESI has 0 state and federal tax credits within the prior three years.

5. ESI has 0 federal, state, and county government contracts, grants, and grants in aid within the prior three years.
6. The balance of unrestricted current assets as of December 31, 2024 is 0.

V. Experience and Capability

1. Necessary Skills and Experience

As a newly established nonprofit organization founded on November 24, 2024, ESI is built on a strong foundation of leadership experience and a clear mission to support indigenous communities by addressing the intersection of health and finance. Although ESI is a startup, the organization's Chief Executive Officer brings extensive professional experience in nonprofit management, grant writing, program development, and Indigenous advocacy. This background equips ESI with the necessary skills and knowledge to effectively design and implement programs that meet community needs.

To strengthen its capacity, ESI is actively building partnerships with established community organizations, indigenous leaders, and service providers to collaboratively deliver impactful programs. The organization will leverage the CEO's past experience managing community outreach initiatives and securing funding to establish a solid operational framework. Additionally, ESI's strategic use of online platforms and flexible program delivery models ensures cost-effective and scalable services.

While ESI has a fee for service contract in place, ESI does not yet have a portfolio of completed projects due to its recent formation. ESI will rigorously monitor program outcomes and continually seek funding opportunities to expand its impact, demonstrating its readiness and capability to fulfill the proposed services.

2. Facilities

ESI will utilize a flexible and cost-effective approach to facilities management by primarily operating through **online platforms** and renting physical spaces as needed for in-person events and programs. Virtual workshops, meetings, and outreach activities will be conducted using secure and accessible online platforms, ensuring broad reach across geographically dispersed indigenous communities. For in-person workshops, community events, and meetings, ESI will rent culturally appropriate and accessible venues, such as community centers, libraries, and educational facilities, ensuring that spaces are welcoming and inclusive for indigenous participants. This flexible facilities plan supports the organization's ability to scale services, manage costs effectively, and adapt to the needs of the communities served.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

ESI will be led by a Chief Executive Officer (CEO) who will be solely responsible for overseeing all aspects of the organization's operations, program development, and service delivery. The CEO brings extensive experience in nonprofit leadership, indigenous advocacy, program management, and grant administration, ensuring the organization's capacity to effectively implement its programs and achieve its objectives. The CEO will manage all administrative duties, community outreach, program execution, and partnership development. To expand service capacity without additional full-time staff, the CEO will engage volunteers, interns, and community partners to support program activities and outreach efforts. Additionally, the CEO will participate in ongoing professional development to stay informed on best practices in nonprofit management, cultural competency, and program evaluation. This streamlined staffing model allows ESI to maintain operational efficiency while remaining adaptable and responsive to the needs of indigenous communities.

Organization Chart

At present, there is only 1 professional contractor, the Chief Executive Officer, otherwise known as "Director," and there is no other staff. The Chief Executive Officer is supervised by the Board of Directors.

2. Compensation

The Chief Executive Officer, otherwise known as "Director," shall be compensated between $80,000 to $150,000 which is the average pay for individuals in Hawaii with the same position. Information was gathered from Glassdoor.com.

VII. Other

1. Litigation

The organization is not a party to any pending litigation.

2. Licensure or Accreditation

The Director, Ruth Faioso Leau, holds a Masters in Public Health specializing in Native Hawaiian and Indigenous Health. The organization does not hold any licensures or accreditations relevant to this request.

3. Private Educational Institutions

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

4. **Future Sustainability Plan**

To ensure the long-term sustainability of its programs beyond fiscal year 2026, ESI will leverage a fee-for-service contract already in place and expected to continue into 2026, providing a stable funding source while actively pursuing additional opportunities for growth. The organization will diversify funding through grants from federal, state, and private foundations, corporate partnerships, and individual giving campaigns benefitting the Native Hawaiian diaspora and allies. ESI will also explore launching social enterprises offering culturally relevant products and consulting services in Indigenous engagement to generate income. Strengthening partnerships with local organizations will allow for resource sharing and collaborative grant applications, while volunteer engagement and staff development will reduce operational costs and enhance program efficiency. By prioritizing high-impact programs, expanding virtual service delivery, and empowering community leaders to take ownership of initiatives, ESI will build a sustainable foundation to continue serving Indigenous communities across Hawaiʻi.