

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) Hawaii Compliance Express Certificate (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


AUTHORIZED SIGNATURE

C. Kanoelani Naone, CEO
PRINT NAME AND TITLE

01/17/25
DATE

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:

Girl Scouts of Hawaii

Amount of State Funds Requested: \$ 348,149

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

The Girl Scouts of Hawaii respectfully requests direct operational support to provide funding to expand our membership throughout the state through our Girl Scouts of Hawaii programming. This includes funding of four new positions to dramatically increase our membership and to provide critical after school leadership experiences to girls, particularly in under-resourced communities. We also request support of technology to support under-resourced communities and a vehicle for maintenance and safety at Camp Paumalu.

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ 28,000

Private/Other: \$ 1,795,368

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

\$ \$708,000

Unrestricted Assets:

\$ 1,571,953

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:

1164 Bishop St #200

City:

Honolulu

State:

HI

Zip:

96813

Contact Person for Matters Involving this Application

Name:

Deborah Fitzgerald

Title:

Director of Development

Email:

dfitzgerald@gshawaii.org

Phone:

808-675-5516



Authorized Signature

Dr. C. Kanoelani Nanoe, CEO

Name and Title

01/17/25

Date Signed



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

Vendor Name: GIRL SCOUTS OF HAWAI'I

DBA/Trade Name: GIRL SCOUTS OF HAWAI'I

Issue Date: 01/16/2025

Status: **Compliant**

Hawaii Tax#: 20270690-01

New Hawaii Tax#:

FEIN/SSN#: XX-XXX3488

UI#: XXXXXXX1000

DCCA FILE#: 2991

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

Status Legend:

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISIED 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'i 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'i 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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii'i 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.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawaii'i 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.

Girl Scouts of Hawaii

(Typed Name of Individual or Organization)


(Signature)

01/17/2025

(Date)

C. Kanoelani Naone

CEO

(Typed Name)

(Title)

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page

1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2024.

See attached.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

See attached Declaration Statement. Girl Scouts of Hawai'i complies with all standards for the award of grants under Section 42F-103 of the Hawaii Revised Statutes.

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

The proposed grant, if awarded to Girl Scouts of Hawai'i, will be used for public purposes pursuant to Section 42F-102 of the Hawaii Revised Statutes.

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;

Girl Scouts of Hawai'i's mission is to build girls of courage, confidence, and character, who make the world a better place. Girl Scouting began in Hawai'i in 1917 when Florence Lowe, a teacher at Kamehameha School for Girls, organized a Girl Scout troop in Honolulu. A second group meeting was organized in what is now Kaka'ako. The groups became Troops One and Two respectively, with Queen Lili'uokalani, the last Hawaiian monarch, as their sponsor. Girl Scouts of Hawai'i was chartered by the Girl Scouts National headquarters in May of 1917, making us the oldest council west of the Mississippi River. Girl Scouting also has a longstanding presence on Hawai'i Island (1919), Maui

(1920), and Kaua'i (1933). Today,

Girl Scouts of Hawai'i delivers transformative programming to meet the developmental needs of more than 2,000 girls ages 5-18 statewide, of which 485 are economically disadvantaged girls through targeted outreach in under-resourced communities, specifically Title 1 Schools. Our core focus is through leadership programming in Science, Technology, Engineering, and Math (STEM), Outdoor Experiences, Life Skills and Entrepreneurship and Financial Literacy.

2. The goals and objectives related to the request;

Girl Scouts of Hawaii will add four new staff ASLP Advisor positions to dramatically increase statewide membership and deliver age-specific programming to 400 new girl memberships from Title 1 Schools through our After School Leadership Program (ASLP). Girls will have the opportunity to experience 4 leadership opportunities focused on STEM, Entrepreneurship & Financial Literacy, Life Skills, and Outdoor Skills, one community service event per ASLP site and bi-monthly meetings for 28 weeks.

ASLP ensures equitable access to high quality after school programming to girls at no cost in communities where it is needed most. While most traditional troops are led by our network of volunteers, GSH provides will provide the trained paid adult staff for ASLP troops to ensure access for girls whose families may not have the capacity to volunteer their time because of work or childcare or kupuna care commitments.

To address the urgent need for after school leadership opportunities for all girls, our focus is to dramatically increase membership through utilizing a full-time paid facilitator model with the goal of increasing membership in 2026 to 2,400 girls. Ultimately, our goal is to have a presence in every State of Hawaii elementary school by 2030.

Our prior traditional paid facilitator model included only part-time staff to oversee ASLP troops. Due to the nature of these part-time roles and limited employee hours offered each week/month for troop management and oversight, we experience considerable turnover each membership year. As a result, GSH absorbs significant time and costs to recruit, hire, and re-train new team members each year. Our strategy is to expand the team to include four ASLP Advisors to manage multiple troops on alternate days/weeks. Additional work hours beyond the ASLP time commitment will focus on expanding our overall membership presence with additional troops/members in communities across the island.

Our membership team is actively developing strategies to increase recruitment efforts and working with Department of Education leadership to increase visibility and partnerships with our local schools, Parent-Teacher Associations, and at community events. With four full-time ASLP Advisors in place, we will be equipped with dedicated staff capable and committed to high quality educational program implementation and membership expansion.

3. The public purpose and need to be served;

Two thirds of our members come from low-income households under current HUD guidelines. Girls with low socioeconomic status are more likely to have lower academic and poorer social and behavioral outcomes. GSH offers ASLP to meet the need in Title I schools and under-resourced areas for leadership programs with girls from low-income households. The program utilizes Girl Scouts of the USA's (GSUSA) curriculum guidelines with localized content that provides hands-on, experiential out-of-classroom learning opportunities that complement national and state science standards to girls in under-resourced communities. We remove barriers to participation by offering the programs at a low cost and delivering them in their classrooms or within easy walking distance of school.

Young girls – and especially those already underserved – need as many tools as possible to overcome unique academic and socio-emotional challenges, risk factors, and societal barriers that limit women's potential to lead and succeed and, ultimately, perpetuate wage gaps and the cycle of poverty for women in Hawaii.

A 2017 study by the Myron B. Thompson School of Social Work at the University of Hawaii at Manoa showed that women in Hawaii are 57% more likely than their male counterparts to live in poverty. Disparities were attributed to early inequalities in girls' lives. According to the US Bureau of Labor and Statistics, Hawaii women's-to-men's earnings ratio fell to 79.8% in 2020 (compared to the US average of 82.3%). Women's median weekly earnings in Hawaii were between \$750 and \$849, amounting to an annual salary of about \$44,000. Meanwhile, the bare minimum ALICE household survival budget for a family of four in Hawaii was \$90,828 in 2018. The National Women's Law Center reports that 27.7% of female-headed households in Hawaii live in poverty.

Hawaii's lucrative leadership, managerial, and STEM positions are largely filled by men: women currently hold only 31.6% of leadership roles in Hawaii's legislatures (Civil Beat, January 20, 2021), own 38% of businesses, and fill 40% of managerial and professional occupations (The Status of Women in Hawaii Report, 2017). Women make up only 30% of Hawaii's STEM professionals. These are coveted jobs in Hawaii's high-priced economy: computer and mathematical occupations pay nearly double the median hourly wage for all jobs.

Girls are eager learners, but by the time they reach high school, only 13% consider STEM as their first career choice. Moreover, girls must overcome unique socio-emotional barriers to success and well being. Nationally, the country is in the middle of a youth mental health crisis and girls are its epicenter. Half of all mental health conditions begin by age 14, but most go undetected and untreated (Girl Scout Research Institute, 2020). In Hawaii, high school females are more likely than their male peers to: seriously consider suicide (20% vs. 13%), experience sexual violence (14% vs. 7%), and be electronically bullied (16% vs. 10%) (Centers for Disease Control and Prevention Youth Risk Behavior Surveillance (2019).

Out-of-school time activities are proven to address these and other challenges, yet, girls, especially those in the communities served by ASLP face cost or logistics barriers to enrollment. ASLP eliminates these barriers for Oahu's underserved girls.

4. Describe the target population to be served; and

Through our membership expansion project GSH will increase its reach statewide on the islands of O`ahu, Maui, Kaua`i and Hawai`i Island, to serve an additional 400 girls in Title 1 Schools with specialized leadership and after school programming.

5. Describe the geographic coverage.

The Girl Scouts of Hawai`i is statewide and includes unique properties and places of learning on O`ahu, Maui, Kaua`i and Hawai`i Island.

The 135.5-acre Camp Paumalū property is located on the North Shore of O`ahu alongside the Ko`olau mountain range approximately two miles inland from Sunset Beach. Camp Paumalū is bordered by Federal land to the south and east (as part of the Kahuku Training Area) and by State of Hawai`i land to the west (as part of the Pupukea-Paumalu State Park Reserve). The lands makai of the camp are privately owned. As part of the ahupua`a of Paumalū in the moku of Ko`olauloa, Camp Paumalū is adjacent to the ahupua`a of Pūpūkea, Waimea, and Kaunala but serves users residing throughout the island of O`ahu.

Girl Scouts of Hawai`i has a STEM Center for Excellence at Camp Paumalū that serves as a living laboratory providing year-round opportunities for girls statewide, in subjects such as cyber security, astronomy, robotics, computer coding, botany, chemistry, environmental stewardship and more. The Center provides interactive programming to encourage girls to pursue educations and careers in STEM fields; areas of which women are vastly underrepresented.

The building features a 10,000 square-foot facility that includes a main upper level with a welcome lobby, an Innovation Center with laboratory equipment, Computer lab and observation deck for astronomy and space science activities. The lower level features a program activity/dining hall, commercial kitchen, health center, laundry room, restrooms and showers. Through these amenities and partnerships with national agencies like NASA, SETI Institute, Raytheon, Palo Alto Networks and The North Face, the STEM Center for Excellence provides better support of high-quality STEM engagement for Girl Scouts and non-Girl Scouts.

Camp Kilohana is 6.83 acres located on the island of Hawai`i, moku of Kohala, and ahupua`a of Ouli. The area surrounding Camp Kilohana is rural open-space. Lands to the east and the north are range and pasture lands and to the west is the Ka`ohe Game Management Area, Lands south of the camp are used by the military as a training and target area. The property's western property line also serves as a portion of the Hāmākua/South Kohala District Boundary. Camp Kilohana recently received significant renovations and updates through the support of the Department of Defense Innovative Readiness Training Program in 2023.

Camp Pi`iholo is a 6 acre Girl Scout property on Maui, secluded in the upcounty Makawao area; Pi`iholo can be described as an intimate tree-surrounded rustic getaway, located 30 minutes from the Kahului airport with cabins, tent platforms, a kitchen and lodge area.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

Girl Scouts of Hawaii will hire and train four dedicated ASLP Advisors to implement ASLP troop leadership activities at Title 1 Schools. Girls will have the opportunity to experience 4 leadership opportunities focused on STEM, Entrepreneurship & Financial Literacy, Life Skills, and Outdoor Skills, and one community service event per ASLP site and bi-monthly meetings for 28 weeks.

Additional duties of the ASLP Advisor role will focus on incremental membership expansion over the course of the membership year, which is from October 1 – September 30. We estimate an additional 100 new girl members per ASLP Advisor role, totaling 400 new members.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

With funding in place, GSH will:

- Hire and train 4 ASLP Advisors (July/August 2025)
- Host bi-monthly troop meetings for 1.5 hours during the school year over 28 weeks from October 2025 through May 2026.
- Host 4 leadership or STEM events including STEM Fest (November 2025), Cookie University (January 2026), STEM Camp (June 2026), and Journey Camp (August 2026)
- Provide 1 community service project opportunity (May/June 2026)
- Expand membership to include 400 new members at Title 1 schools by June 2026.

Programming includes:

Science, technology, engineering, and math (STEM): GSH delivers high-quality, age-appropriate activities spanning engineering, computer science, environmental stewardship, citizen science, robotics, space science, cybersecurity, etc. that were developed in collaboration with expert national partners; NASA, Raytheon, and the SETI Institute. GSH also offers a variety of special, STEM-focused events throughout the year. STEM Fests including STEM Fest, November 2025, and outdoor STEM camps offer exposure to a wide range of STEM careers through hands-on activities facilitated by local STEM professionals. ASLP Girl Scouts will have access to at least two additional STEM events and campouts through the program year, including June 2026. Applied learning through practical STEM-related activities facilitated by community-based STEM professionals increases girls' aspirations for studying STEM in higher education and/or entering STEM careers.

Entrepreneurship: The Girl Scout Financial Literacy and Entrepreneurial Program, including, Cookie University in January 2026, encourages Girl Scouts to explore ways in which they can change the world by participating in lessons that teach them five key skills: goal-setting, decision-making, money management, people skills, and business ethics.

Life Skills: Girl Scouts enhance their academic skills by exploring civic engagement, healthy living, communication skills and global citizenship. Each year, Girl Scouts participate in an annual World Thinking Day, a tradition dating back to 1926 when girls join together and take part in activities that promote changing the world for the better. Girl Scouts will earn their Bronze and Silver Awards through community service projects. Gold Award, the pinnacle honor of Girl Scouting, will be awarded to older girls that design and execute a sustainable project that fulfills a community need. A community service project will be completed in May/June 2026.

Outdoor Experiences: Girl Scouts experience nature, build confidence by taking risks and learning outdoor skills, and take action in their communities as environmental stewards. Girl Scouts learn about the importance of protecting watersheds, study entomology, geology, astronomy, and more. Regular outdoor exposure is a key aspect of leadership development in girls, turning them into problem-solvers and challenge-seekers. Girls also have an opportunity to attend GSH camps at Camp Paumalu on O'ahu in August 2026.

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

GSH uses annual surveys and attendance records to measure indicators as demonstrated by girl scouts: strong sense of self, positive values, healthy relationships, effective communication, challenge-seeking behavior, problem-solving skills, understanding of STEM concepts, and commitment to environmental stewardship. Girl Scouts mark their individual progress by earning badges and patches, which represent the knowledge gained and actions carried out in each Leadership Journey.

Girl Scouts of Hawai'i also benefits from quarterly evaluation against national averages for program and fiscal criteria, including girl engagement, member trends and retention, market share, program sustainability, cash reserves, product sales, and income diversity. Additionally, every other year, Girl Scouts of the USA assists us in polling volunteers and girl families to evaluate program outcomes and measure the impact of girl scouting in Hawai'i.

GSH will be working with schools statewide to provide evidence-informed curriculum that introduces STEM concepts in creative, age-appropriate ways that complement academic studies at all grade levels in alignment with the Hawai'i Common Core State Standards.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

Membership Expansion will be achieved through incremental increases throughout the membership year from October 1, 2025 – September 30, 2026, resulting in 400 new members.

The success of GSH's STEM and Leadership Curriculum is measured using a survey developed by an independent consultant. GSH survey evaluates program impact through the following indicators as demonstrated by Girl Scouts: a strong sense of self, positive values, healthy relationships, effective communication, challenge-seeking behavior, problems solving skills, understanding of STEM concepts, and commitment to environmental stewardship.

At least 70% of girls will demonstrate increased understanding of STEM concepts and healthy behaviors through program surveys and badges earned representing knowledge gained.

70% will exhibit increased healthy relationship behaviors

70% will demonstrate effective problem-solving and communication skills

70% will be able to describe ways their leadership actions contributed to making their homes, schools, environment, and /or community a better place as a result of the program

70% will demonstrate increased knowledge of STEM concepts

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - 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](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$160,186	\$62,654	\$62,654	62,655	348,149

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.

McInerny Foundation \$30,000
Atherton Family Foundation \$20,000
The Freeman Foundation \$25,000
The Queen's Health Systems \$50,000
Marguerite Gambo Wood Foundation \$30,000
Sophie Russell Testamentary Trust \$30,000
GN Wilcox Foundation \$15,000
Annie Sinclair Knudsen \$12,000
United Airlines \$25,000

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable.

The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2026 for program funding.

See attached.

5. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.

\$1,571,953

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

Office Facilities

Our main office on Oahu is located at 1164 Bishop Street #200 in downtown Honolulu, with a central location and a program room used to implement Girl Scouts training opportunities to girls, volunteers, and families. Our Maui office is located at 200B Liloliho St in Wailuku. Our Kauai office is located at 4272-B Rice St in Lihue. Hawaii Island is currently operated out of Kona, however we do have a Keaau service center which is currently occupied by another non-profit organization.

Camp Facilities

Camp Paumalū has 25,000 gross square feet of facilities spread across 135 acres and is connected through a network of trails and driveways. The entire camp can accommodate up to 200 persons, with permanent sheltered accommodation for about 150. There are four separate camping sites consisting of cabins and platform tents for sleeping shelter and restroom/shower facilities for each (168 beds total). The STEM Center for Excellence (164-capacity) includes an Innovation Center, dining hall, computer lab, health center and commercial kitchen.

Camp Piʻiholo, near Makawao, Maui has a kitchen and lodge area, A-Frame cabins and tent platforms, and will accommodate up to 50 people.

Camp Kilohana on Hawaiʻi Island includes a lodge with kitchen and dining area, three cabins, and can accommodate 80 people.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

Girl Scouts of Hawaiʻi is staffed by 21 full-time and 17 part-time staff, divided into executive leadership, business/finance office, membership, program services, camp advancement, fund development, and retail and product services, and community partnership functions.

Girl Scouts of Hawaiʻi relies on a statewide network of more than 1,700 adult volunteers who serve as troop leaders, guest speakers, special event and camp maintenance volunteers, and project mentors for individual Girl Scouts.

Dr. Kanoe Nāone, Chief Executive Officer, brings over 20 years of experience leading nonprofit and educational organizations.

Dr. Nāone served as CEO of the Boys & Girls Clubs of Greater Conejo Valley in Southern California from 2017 to 2022 before launching her own company, Lā'au Inc. From 2007 to 2017, she was the CEO of the Institute for Native Pacific Education and Culture (INPEACE), where she provided vision and oversight for the statewide organization's mission to improve the quality of life for Native Hawaiians through community partnerships that provide educational opportunities and promote self-sufficiency.

Nāone holds a Doctor of Philosophy from the University of Hawai'i at Mānoa, where she also earned an M.A. and B.A. in Political Science. She has an extensive background in policy work locally and nationally and has conducted presentations on early education, culture-based learning, workforce and economic development, and organizational leadership. Dr. Nāone has received numerous leadership awards, including the AIM for Excellence Awards from the Harry & Jeannette Weinberg Foundation, Alliance for Strong Families and Communities Commitment Award for Advancing Equity, Cades Shutte Non-Profit Leadership Award, and Bank of Hawai'i's Native Hawaiian Non-Profit Leadership Award.

J Cisneros has 14 years of experience working with youth-focused nonprofit organizations, including four years assisting in launching and supporting a music-focused organization, and two years as a chief of staff within the publishing industry. Cisneros is now the chief operating officer, responsible for leading operations, overseeing strategy and company policy, membership, volunteer and team capacity training, monitoring and evaluations, risk mitigation and compliance, communications, IT and system support, as well as managing eight facility and camp properties. Cisneros earned a Bachelor of Arts in Music and Theatre from Principia College in Elsah, Illinois, and a Master's of Business Administration from California State University Channel Islands in Camarillo.

Charelle Silva, Director of Programs, oversees all statewide programming for Girl Scouts of Hawai'i GSLE and ASLP programs, including the development and implementation camps, annual STEM Fest, the Higher Awards program and more. She is a skilled event planner, who has held positions with Kualoa Ranch Hawai'i, Inc. and Something New. Silva's history with the Girl Scouts goes back to 1987 when she joined her first troop. She received both the Silver and Gold Awards as a Girl Scout, and participated as a teen mentor at various camps, served as a troop leader and cookie manager, all before joining as council staff in 2016.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

See attached.

3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Chief Executive Officer, \$185,000
Fund Development Director, \$96,640
Chief Operating Officer, \$92,000

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

Not applicable.

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Girl Scouts of Hawaii is affiliated with the Girl Scouts of the USA, a strong nationwide organization.

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

No State funds will be used to directly support a sectarian or non-sectarian educational institution. If awarded, the proposed grant will support infrastructure improvements on property of Girl Scouts of Hawai'i and will directly benefit our 501(c)(3) nonprofit organization.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2026 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2026, but
- (b) Not received by the applicant thereafter.

We will continue to seek private foundation, corporate, and nationally competitive education-focused grants to secure revenue for our programming. We will be actively

developing a new three-year strategic plan during our fiscal 2025 year. We plan a greater diversification of revenue by growing sources of earned income including membership fees for traditional troops, special events, individual giving, corporate, and foundation partnerships. We recently hired a Director of Camp Advancement to increase camp utilization and rental fees for when camp is not in use by Girl Scouts programs. Finally, we are developing a best in class volunteer program to grow our community volunteer base.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

App

Girl Scouts of Hawaii

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	220,000	0	178,000	
2. Payroll Taxes & Assessments	55,000			
3. Fringe Benefits				
TOTAL PERSONNEL COST	275,000	0	178,000	
B. OTHER CURRENT EXPENSES				
Salaries & Wages				1,598,708
Employee Benefits				253,760
Payroll Taxes				110,395
Professional Fees				279,069
Supplies				413,982
Telephone & Internet				37,172
Postage & Delivery				6,520
Facilities				231,776
Equipment				54,679
Printing, Publications & Advertising				11,095
Transportation & Travel				214,508
Conferences & Meetings				31,071
Financial Assistance				62,945
Interest Expense				54,828
Insurance				68,269
Other Expenses				106,273
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	0			3,535,050
C. EQUIPMENT PURCHASES	20,989			
D. MOTOR VEHICLE PURCHASES	52,160			
E. CAPITAL	0			
TOTAL (A+B+C+D+E)	348,149	0	178,000	3,535,050
SOURCES OF FUNDING		Budget Prepared By: Deborah Fitzgerald, Development Director (808) 6755516 Name (Please type or print) _____ Phone _____ <i>C. Kanoelani Naone</i> 1/17/25 Signature of Authorized Official Date Dr. C. Kanoelani Naone, CEO Name and Title (Please type or print) _____		
(a) Total State Funds Requested	348,149			
(b) Total Federal Funds Requested	0			
(c) Total County Funds Requested	178,000			
(d) Total Private/Other Funds Requested	3,535,050			
TOTAL BUDGET	4,061,199			

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Girl Scouts of Hawaii

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
ASLP Advisor	1	\$55,000.00	100.00%	\$ 55,000.00
ASLP Advisor	1	\$55,000.00	100.00%	\$ 55,000.00
ASLP Advisor	1	\$55,000.00	100.00%	\$ 55,000.00
ASLP Advisor	1	\$55,000.00	100.00%	\$ 55,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				220,000.00
JUSTIFICATION/COMMENTS: The ASLP Advisor is responsible for delivering Girl Scout leadership programs and membership expansion. Their daily work and goals are directly tied to achieving the objectives and deliverables outlined in the grant.				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Girl Scouts of Hawaii

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Dell Laptop XPS 13"	10.00	\$999.00	\$ 9,990.00	
Mini iPad	10	\$649.99	\$ 6,499.90	
Wifi Hotspot	10	\$449.99	\$ 4,499.90	
			\$ -	
			\$ -	
TOTAL:	30		\$ 20,989.80	20,989
JUSTIFICATION/COMMENTS: The equipment is requested for use in under-resourced communities where accessibility is limited				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
GMC 4WD Truck	1.00		\$ 52,160.00	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 52,160.00	52,160
JUSTIFICATION/COMMENTS: The request is for a new motor vehicle for onsite maintenance and facility repairs to ensure the safety of the camp facilities at Camp Paumalu.				

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Girl Scouts of Hawaii

Contracts Total: 1,108,000

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Community Project Funding (Camp Kilohana)	10/01/22-9/31/2031	US Department of Housing and Urban Development	US	400,000
2	State of Hawaii (Solar Panels installation at Camp Paumalu)	04/23/23-06/30/25	Department of Land & Natural Resources	State of Hawaii	225,000
3	City and County of Honolulu GIA (STEM)	10/1/23-09/30/24	Department of Community Services	State of Hawaii	200,000
4	County of Maui (After School Leadership Program) ASLP	10/1/24-9/30/25	Office of Economic Development	County of Maui	28,000
5	County of Maui (After School Leadership Program)	10/1/23-9/30/24	Office of Economic Development	County of Maui	40,000
6	County of Maui (After School Leadership Program)	10/01/22-9/30/23	Office of Economic Development	County of Maui	40,000
7	City and County of Honolulu GIA (ASLP)	10/1/21-9/30/22	Department of Community Services	State of Hawaii	150,000
8	County of Hawaii (GS Leadership Experience)	07/1/21-6/30/22	Hawaii County Council	Hawaii County	25,000
9	State of Hawaii (GS Leadership Experience)	Pending Contract \$75,000	Department of Education	State of Hawaii	
10					
11					
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