

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 a:

Kumu Ola Pono

Amount of State Funds Requested: \$ _____

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

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ _____

Private/Other: \$ _____

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

\$ _____

Unrestricted Assets:

\$ _____

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:

City:

State:

Zip:

Contact Person for Matters Involving this Application

Name:

Title:

Email:

Phone:


Authorized Signature

Name and Title

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) 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

PRINT NAME AND TITLE

DATE



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: IMUA HEALTH GROUP, LLC

DBA/Trade Name: Kumu Ola Pono

Issue Date: 01/17/2025

Status: **Compliant**

Hawaii Tax#:

New Hawaii Tax#: GE-1955056128-01

FEIN/SSN#: XX-XXX5234

UI#: No record

DCCA FILE#: 228140

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	Compliant
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 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; and
- 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.
- 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 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.

(Typed Name of Individual or Organization)

(Signature)

(Date)

(Typed Name)

(Title)

Application for Grants Operating Grant Proposal

I. CERTIFICATION

1. Hawaii Compliance Express Certificate

See attached.

2. Declaration Statement

See attached.

PUBLIC PURPOSE

IMUA Health Group, LLC, a recognized mental health service provider in Hawai‘i, is seeking a grant in aid to significantly enhance mental health services across the state. Founded in 2019 in response to escalating concerns about mental health crises, IMUA Health has dedicated itself to offering comprehensive, culturally competent, and accessible care. From the outset, IMUA Health has operated under a principle of accessibility. This is critical as more than half of IMUA's patients are covered by CMS insurance, with many reporting extensive delays in accessing needed mental health services.

Mental illness remains a significant public health issue both nationally and in the state of Hawai‘i. According to the Centers for Disease Control and Prevention (CDC), nearly 1 in 5 Americans live with a mental health condition. This statistic reflects a broad national challenge that spans various demographics and regions. In Hawai‘i, the situation mirrors national trends but with unique local characteristics. The Health Resources and Services Administration (HRSA) notes that remote and rural areas in Hawai‘i experience particularly acute shortages of mental health professionals, exacerbating access issues and delaying necessary care for many. The Substance Abuse and Mental Health Services Administration (SAMHSA) reports that approximately 18.9% of adults in Hawai‘i experienced some form of mental illness in the past year. While this figure is slightly lower than the national average, it remains concerning, particularly due to Hawai‘i’s isolated location. Unlike in the continental United States, where individuals may have the option to access services across state lines, such options are not available in Hawai‘i, exacerbating the challenge of accessing adequate mental health care. These figures highlight the urgent need for enhanced mental health services and improved accessibility to care, especially in underserved communities.

The funding sought by IMUA Health Group aims to address the urgent need for increased mental health services, a need that has grown especially acute following the COVID-19 pandemic. With the requested funds, IMUA plans to double its full-time equivalent (FTE) staffing levels, including both clinical staff and providers. This expansion will allow the organization to reduce waiting times for therapy and counseling services and increase outreach and support capabilities across the state, particularly in underserved and rural areas.

The total requested funding amount of the grant is designed to cover the expansion of staff and the necessary training, support, and infrastructure enhancements required to sustain the increased service capacity. This initiative aligns with the public purpose of enhancing mental health services in Hawai‘i, demonstrating IMUA Health Group’s commitment to improving community health by filling critical gaps in care accessibility and quality.

II. BACKGROUND AND SUMMARY

Background of IMUA Health Group

IMUA Health Group, LLC (“IMUA Health” or “IMUA”) is a prominent behavioral health care clinic established with the mission to transform and enhance the delivery of mental health services across the State of Hawai‘i. Founded in 2019 in response to escalating concerns about addiction, mental health crises, and the acute shortage of behavioral health professionals both locally and nationally, IMUA Health has dedicated itself to providing comprehensive, innovative, and culturally competent mental health care tailored to the unique needs of Hawai‘i’s diverse population. The clinic is comprised of a diverse team of providers, including licensed psychologists, licensed clinical social workers, licensed mental health counselors, and licensed marriage and family therapists.

With the primary mission of "moving health forward," IMUA Health focuses on delivering a broad spectrum of behavioral health services and plays a crucial role in fostering the growth of the mental health field within the community. This includes mentoring emerging mental health professionals and supporting them in establishing their practices, especially in medically underserved communities.

The organization rapidly adapted to increased needs for mental health services at the beginning of the COVID-19 pandemic by expanding its offerings to include telehealth, which ensures that high-quality care reaches all corners of the state, irrespective of geographical barriers. IMUA Health's services include detailed assessments, personalized treatment planning, case management, and linkage to vital community resources, all provided by a team of skilled and licensed mental health practitioners and dedicated support staff. With a proven track record in responsive program development and successful grant management, IMUA Health is adept at meeting the evolving health needs of the community through innovative solutions and comprehensive care.

Goals and Objectives

IMUA Health Group aims to significantly increase the availability and quality of mental health care services in the State of Hawai‘i. This overarching goal is supported by several targeted objectives that seek to enhance the capacity and sustainability of mental health care provision across the state.

Objective 1: Doubling Qualified Mental Health Providers

A primary objective of the requested grant funding is to double the number of qualified mental health providers by increasing the full-time equivalent (FTE) staffing for both providers and support staff. Currently, it takes about 12 months for each provider to become fully credentialed with insurance companies. During this credentialing period, IMUA Health must cover the providers' salaries without the benefit of billing for their services. As a small organization with limited cash reserves, this restricts its ability to onboard a larger number of providers, consequently limiting the total number of patients they can serve. By expanding its provider base, IMUA Health aims to double its service impact, enhancing the availability and responsiveness of its care. This growth will not only decrease wait times but also expand its reach into underserved areas, significantly improving access to mental health services for more Hawai‘i residents.

Objective 2: Increasing Hours of Service

IMUA Health currently operates from Monday to Saturday, from 0900 to 1700 hours, and has grown to include over 20 licensed mental health therapists since its inception. Understanding the urgent needs of our community, IMUA Health also accommodates after-hours appointments for urgent behavioral health needs on an as needed basis, reflecting the deep commitment to the health, safety, and well-being of IMUA's patients and their families. To further this commitment and address the increasing demand for accessible mental health services, an essential objective is to expand the current operating hours to daily from 0600 to 2000 hours, doubling the availability of mental health services at IMUA. Increased funding would enable IMUA Health to provide critical support during times when services are limited. This expansion would ensure that individuals in crisis can access the help they need at any given time, significantly enhancing the reach and responsiveness of services.

Objective 3: Enhancing Provider Longevity and Retention

To ensure the longevity and retention of current providers, who are integral to the mission of IMUA Health, another key objective is to offer longevity bonuses and recognize their commitment with paid holidays. Despite the high costs of doing business in Hawai‘i, which have historically limited the organization's ability to offer competitive salaries, many providers have remained loyal to IMUA due to their dedication to its mission and their enjoyment in serving the community. Most of these providers hold full-time positions elsewhere and contribute to IMUA on a part-time basis. The grant aid would not only enable IMUA to provide longevity bonuses but also support the inclusion of six paid holidays: Good Friday, Kamehameha Day, Statehood Day, Thanksgiving, Christmas, and New Year's Day. This acknowledgment and reward

system not only reflects IMUA's commitment to the hard work and dedication of its staff but also promotes self-care and quality family time, enhancing job satisfaction and employee well-being, thus ensuring the continued provision of high-quality care.

Objective 4: Expanding Training for Students and Providers

Expanding training opportunities for both current providers and trainees is a crucial objective of funding. IMUA invests an average of \$3,440.23 annually per trainee, who may require supervision for periods ranging from one to four years before graduation and post-graduation/pre-licensure. The organization has established MOU agreements with five different academic institutions and has successfully trained over 20 trainees since the inception of its training program three years ago, with an average of three to 10 trainees per year¹. Since insurance payors do not reimburse for services provided by non-licensed therapists, IMUA bears all financial costs associated with trainees, which naturally limits the number of trainees it can supervise. By enhancing training for providers and supporting pre-licensure training programs, IMUA aims to ensure that its team is equipped with the latest, most innovative practices in mental health care. This investment in education not only upgrades the skills of the workforce but also ensures that the care delivered remains exceptional and at the forefront of the field.

Public Purpose and Need

Hawai'i is currently facing a significant mental health and addiction crisis that has been further exacerbated by the COVID-19 pandemic. Particularly alarming is the rising suicide rate among youth, which has emerged as the leading cause of death for individuals aged 10 to 19 years between 2018 and 2022. During this period, 51 children and adolescents died by suicide, surpassing the combined fatalities from the second (27 deaths from traffic crashes) and third (19 deaths from cancer) during this same time period. This distressing trend underscores the critical need for robust mental health interventions and support systems tailored specifically to the young population of Hawai'i to prevent further tragedies.

In addition to the devastating human cost, the financial implications of inadequate mental health care are substantial. The cost of psychiatric inpatient care in Hawai'i, ranging from \$2,655 at Adventist Health Castle to \$4,904 at Queen's Medical Center on O'ahu, places a significant burden on the healthcare system. This stark financial reality highlights the urgent need for more effective and accessible outpatient services that can alleviate some of the pressures on inpatient resources and provide early intervention to those in crisis.

IMUA Health Group provided almost 300 urgent walk-in behavioral health visits in 2024, of which only two resulted in psychiatric inpatient admissions. By preventing these hospitalizations with the average cost of \$3,779.50 for psychiatric inpatient care at the two major hospitals on O'ahu that treat severe mental health conditions, IMUA's services have resulted in potential cost savings equivalent to over \$1,000,000. This demonstrates the

effectiveness of outpatient and crisis intervention services in not only meeting immediate patient needs but also reducing overall healthcare costs across the state.

The ratio of mental health providers to those in need in Hawai‘i highlights a significant shortage, with the state reporting about 1 provider for every 360 residents, compared to the national average of 1 to 350. This discrepancy indicates not only a scarcity of mental health providers but also the challenge many residents face in accessing the necessary care, despite Hawai‘i’s relatively high ranking in provider numbers per capita nationally. Furthermore, the American Psychological Association (APA) estimated that the mental health effects of the COVID-19 pandemic could take up to 10 years to fully recover from, illustrating the long-term nature of this crisis. This extended recovery period underscores the urgent need for sustained investment in mental health services to ensure that communities can effectively rebound and thrive.

Given these circumstances, IMUA Health Group’s commitment to expanding mental health services is more crucial than ever. The organization’s request for financial support through this grant in aid is grounded in the grim reality of the current health crisis and the proven effectiveness of their model in providing cost-effective, community-based care. Supporting IMUA Health Group in their mission to enhance mental health services will not only address the immediate needs of Hawai‘i’s residents but also contribute to the long-term recovery and stability of the community’s mental health infrastructure.

Target Population

IMUA Health Group is steadfast in its commitment to serving individuals and families throughout the State of Hawai‘i who are struggling with a range of mental health issues. Since opening its doors, IMUA has operated on the principle of accessibility, offering services regardless of an individual’s ability to pay. This commitment has led to its designation as a Health Resources and Services Administration-approved site in 2022, enabling the organization to reach an even broader segment of the population in need.

IMUA Health also treats adolescents and adults suffering from substance use disorders, including those with co-occurring mental health conditions. By recognizing and addressing the complexities of these disorders, IMUA Health ensures that all patients receive holistic, tailored care designed to facilitate recovery and enhance overall well-being, in addition to creating safer communities for all residents of Hawai‘i.

At any given time, more than half of IMUA's patients are covered by CMS insurance, reflecting the organization's critical role in serving underprivileged and underserved populations. Since 2019, IMUA has served over 2,000 individuals and families. Many of these patients report having attempted to access mental health services for months, and in some cases, years before finding mental health support through IMUA. This highlights the significant barriers to accessing

mental health care in the region and underscores IMUA Health's vital role in filling this gap, ensuring that essential health services are accessible to those most in need across Hawai'i.

Geographic Coverage

While IMUA Health Group's clinic is based in Aiea, Hawai'i, on the island of O'ahu, its services span across all Hawaiian Islands due to its robust, HIPAA-compliant, end-to-end encrypted telehealth platform. This virtual service delivery model enables IMUA Health to provide uninterrupted access to mental health care for residents across the state, particularly benefiting those in rural and remote areas who otherwise might face significant barriers to accessing care. Through this statewide coverage, IMUA Health ensures that no individual in need of mental health services is left behind, regardless of their physical location within the islands.

III. SERVICE SUMMARY AND OUTCOMES

In response to the growing demand for mental health services in Hawai'i, IMUA Health Group has developed a comprehensive plan to increase the availability and quality of these services.

Scope of Work, Tasks and Responsibilities

This section outlines the scope of work, tasks, and responsibilities associated with the overarching goal to enhance mental health care facilities and services across the state. Each objective detailed here is part of a strategic approach designed to expand service capabilities, enhance service quality, and ensure sustainable operations. Through a combination of recruiting and training more qualified mental health providers, extending operational hours, implementing effective staff retention strategies, and continuously improving service delivery, IMUA Health Group aims to meet and surpass current health care demands. This structured framework will guide the implementation of initiatives and ensure alignment with the organization's mission to provide exemplary mental health care.

Goal: Increase the Availability and Quality of Mental Health Care Services

Scope of Work: The overall scope of this project involves expanding service capabilities, enhancing service quality, and ensuring sustainable operations to meet the growing mental health needs in Hawai'i.

Tasks and Responsibilities:

- Recruit and train additional qualified mental health providers.
- Extend operational hours to include Sundays and longer weekday hours.
- Implement staff retention strategies including longevity bonuses.
- Expand training programs for current and future mental health providers.

Objective 1: Doubling Qualified Mental Health Providers

Scope of Work: The full-time equivalent (FTE) staffing for both providers and support staff is to be increased to enhance service delivery and extend reach into underserved areas. By doubling the current staff and provider count, IMUA Health aims to significantly amplify its impact, thereby increasing the number of patients and families served.

Tasks and Responsibilities:

- **Recruitment:**
 - Develop and launch a recruitment campaign.
 - Partner with training institutions to identify potential hires.
 - Conduct interviews and hiring processes.
- **Training and Development:**
 - Provide initial and ongoing training for new employees.
 - Monitor and evaluate the performance of new staff.
 - Provide mentorship and support from experienced staff.
- **Integration:**
 - Integrate new staff into existing teams.
 - Ensure new staff are familiar with IMUA Health's mission, methodologies, and values.

Objective 2: Increasing Hours of Service

Scope of Work: Extend service hours to include Sundays and additional hours on weekdays (morning and evenings) to meet urgent and after-hours care needs.

Tasks and Responsibilities:

- **Logistics and Planning:**
 - Assess current facility usage and plan for extended hours.
 - Adjust staffing schedules with new staff to cover additional operating hours.
 - Coordinate logistics for extended hours.
- **Communication:**
 - Inform current and potential clients of new hours.
 - Update all promotional and contact materials to reflect the change in hours.
- **Implementation:**
 - Monitor the implementation of new hours.

- Gather feedback and make adjustments as needed.

Objective 3: Enhancing Provider Longevity and Retention

Scope of Work: Implement a longevity bonus program to retain high-quality staff and providers to maintain continuous service excellence.

Tasks and Responsibilities:

- **Financial Planning:**
 - Budget for and allocate funds for longevity bonuses.
 - Develop criteria for eligibility and distribution of bonuses.
 - Allocate funds to offer six designated paid holidays: Good Friday in March or April, Kamehameha Day in June, Statehood Day in August, Thanksgiving in November, Christmas in December, and New Year's Day in January.
- **Administration:**
 - Communicate the new bonus program and paid holiday benefits to staff.
 - Manage the distribution of bonuses and additional holiday pay through the HR department.
- **Evaluation:**
 - Regularly review the effectiveness of the bonus program and holiday pay in retaining staff.
 - Adjust the program based on staff feedback and outcomes.

Objective 4: Expanding Training for Students and Providers

Scope of Work: Increase training opportunities for both current providers and trainees to ensure up-to-date, innovative care is provided.

Tasks and Responsibilities:

- **Program Development:**
 - Expand existing training modules and materials.
 - Develop partnerships with more academic institutions.
 - Provide funding (\$5,000 per licensed provider and \$1,000 per staff, including registration fees, travel, accommodations) and time off (40.0 hours per year) for training.
 - Offer funding for providers to pursue and maintain training for additional specialty certifications (\$1,000 per certification per provider).

- Reimburse licensure and certification fees to ensure compliance with State standards and regulations.
- **Training Delivery:**
 - Schedule and conduct training sessions.
 - Provide resources and support for trainees and providers.
- **Evaluation:**
 - Assess the effectiveness of training programs.
 - Collect feedback from participants and make necessary adjustments.

This comprehensive approach to improving mental health services in Hawai‘i demonstrates IMUA Health Group's commitment to addressing urgent needs while fostering long-term sustainability in care provision.

Projected Annual Timeline for Proposed Scope of Work

Quarter 1:

- **Recruitment Drive for Mental Health Providers:** Launch a targeted recruitment campaign to attract qualified mental health professionals.
- **Planning and Budget Allocation for Longevity Bonuses:** Finalize the criteria and budget for the longevity bonus program.
- **Logistics Planning for Extended Hours:** Assess facility and staffing needs to support extended operating hours, including Sundays and weekday extensions.

Quarter 2:

- **Training Program Expansion:** Develop and enhance training modules; initiate partnerships with additional academic institutions.
- **Implementation of Extended Hours:** Begin extended service hours, adjust staff shifts, and implement security measures for new operating times.
- **Staff Onboarding and Integration:** Integrate new hires into the team, begin initial training and mentorship.

Quarter 3:

- **Monitoring and Adjustment of Extended Hours:** Collect feedback on new operating hours and make necessary adjustments.
- **First Distribution of Longevity Bonuses:** Execute the first round of longevity bonuses for eligible staff.

- **Evaluation of Training Programs:** Conduct mid-year evaluations of the training programs, gather feedback, and implement improvements.

Quarter 4:

- **Second Recruitment Phase:** If necessary, initiate a second recruitment drive based on the year's growth and service demand.
- **Year-End Review and Planning:** Conduct a comprehensive review of all new implementations (staffing levels, service hours, training effectiveness).
- **Planning for Next Year's Longevity Bonuses:** Assess the impact and feedback of the longevity bonus program and plan for the next year's distribution.

Ongoing Throughout the Year

- **Continuous Monitoring and Feedback Collection:** Regularly collect and analyze data on staff performance, client satisfaction, and operational efficiency to inform continuous improvements.
- **Regular Staff Training and Development:** Ongoing training sessions will be held throughout the year to ensure all staff are up-to-date with the latest in mental health care practices and innovations.
- **Financial Management and Reporting:** Continuously monitor budget utilization and financial health of the programs to ensure alignment with goals and financial sustainability.

This timeline ensures a structured approach to implementing and monitoring the proposed enhancements, allowing IMUA Health Group to adapt and respond effectively to the dynamic needs of their community and workforce.

Quality Assurance and Evaluation

Quality Assurance Plan

To ensure the highest standards of care and operational efficiency, IMUA Health Group will implement a comprehensive quality assurance (QA) system. This plan includes:

- **Regular Staff Training and Competency Assessments:** Continuous education and professional development sessions will be held to keep all team members updated on the latest best practices and regulatory compliance requirements. Competency assessments will be conducted semi-annually to ensure adherence to clinical guidelines and protocols.
- **Policy and Procedure Reviews:** IMUA Health will regularly review and update its policies and procedures to reflect current best practices and legal requirements. These reviews

will be conducted quarterly and after any significant changes in healthcare regulations or in response to an incident.

- **Client Satisfaction Surveys:** Client feedback will be actively sought after the conclusion of treatment sessions, and more comprehensive surveys will be distributed bi-annually to gather insights on the client's experience and areas for improvement.

Evaluation Plan

IMUA Health Group's evaluation plan is designed to monitor program effectiveness, assess outcomes, and identify areas for improvement:

- **Performance Metrics:** Key performance indicators (KPIs) such as client engagement rates, therapy outcomes, wait times, and staff retention rates will be monitored. Data will be collected through healthcare management software and reviewed monthly.
- **Outcome Assessments:** Clinical assessments to measure patient progress, such as symptom reduction and satisfaction with life measures, will be conducted at the start, midpoint, and end of treatment. This will allow for ongoing evaluation of treatment efficacy.
- **Feedback Mechanisms:** Regular feedback sessions will be implemented where staff can discuss case studies, share best practices, and provide peer reviews. This will not only enhance service quality but also foster a collaborative work environment.

Improvement Plans

Based on the data collected from the QA and evaluation processes, IMUA Health Group will:

- **Adjust Treatment Protocols:** Treatment plans and group programs will be adjusted in response to client feedback and outcome assessments to better meet the needs of the community.
- **Staff Development:** Training programs will be updated to address any gaps in knowledge or skills identified during competency assessments and performance reviews.
- **Operational Adjustments:** Service hours, staff schedules, and client flow processes will be modified based on the analysis of wait times and client engagement metrics to optimize operational efficiency.

Monitoring and Reporting

IMUA Health Group will maintain an active monitoring system to ensure ongoing adherence to goals and objectives:

- **Monthly Reports:** These will summarize key metrics, progress towards objectives, and any issues or anomalies. The management team will review them to ensure prompt response to any emerging challenges.
- **Annual Reviews:** Comprehensive annual reviews will be conducted to assess the overall effectiveness of the programs and services. This review will include recommendations for the next year's strategic planning and budgeting.
- **Stakeholder Engagement:** Regular meetings will be held with stakeholders including funders, community partners, and client representatives to ensure transparency and incorporate external insights into service improvement efforts.

Through these rigorous quality assurance, evaluation, and improvement plans, IMUA Health Group aims to consistently refine and enhance the quality of mental health services it provides, ensuring they meet the needs and expectations of their clients and the community effectively.

List of Measures of Effectiveness

IMUA Health Group will utilize several key measures of effectiveness to provide objective and standardized assessments of program achievements to the State agency overseeing the grant in aid funds. These measures are designed to transparently showcase the impact of the funding and the accomplishments of the programs supported by the grant:

1. **Increase in FTE for Providers and Support Staff:** This metric will monitor the growth in full-time equivalent (FTE) staffing for both providers and support personnel. It will track the number of providers and staff added relative to patient volume, aiming to demonstrate how these recruitment efforts effectively reduce wait times and enhance the accessibility and quality of care. This measure highlights the direct impact of expanding the workforce on improving the provider-to-patient ratio, ensuring that care is more readily available and responsive to community needs.
2. **Client Satisfaction Scores:** Create and implement a standardized client satisfaction survey, scores will be collected and reported to assess the quality of the interaction and treatment received by clients. This measure will help evaluate client perceptions of the care provided.
3. **Reduction in Wait Times:** The average time from initial contact to the first appointment will be tracked and reported. This metric will demonstrate the effectiveness of increased staffing and extended hours in making services more accessible.
4. **Therapeutic Outcomes:** Standardized clinical scales (e.g., PHQ-9 for depression, GAD-7 for anxiety) will be used to measure symptom reduction at set intervals throughout

treatment. Improvements in these scores will be reported to indicate the effectiveness of the therapeutic interventions.

5. **Staff Retention Rates:** The percentage of staff remaining with IMUA Health Group over the funding period will be measured and reported. High retention rates will serve as an indicator of job satisfaction and stability, reflecting the success of the longevity bonus and other retention strategies.
6. **Increase in Trainee Enrollment:** This metric will track a 20% increase in the number of trainees enrolled in training programs. It will monitor both the total number of training sessions conducted and the participation rates in these sessions, demonstrating the effectiveness of efforts to expand and enhance the training program. This measure aims to highlight the growth and scalability of the training initiatives, ensuring that a larger number of future mental health professionals are being prepared to meet the community's needs.
7. **Tracking Professional Development Participation:** This metric will monitor the number of training sessions each provider and staff member attends to enhance their professional skills. It will assess the commitment to ongoing education and professional growth within the organization, highlighting the engagement of staff in improving their competencies and staying updated with the latest practices in mental health care. This measure ensures that the quality of care provided remains high as it reflects the continuous learning and development efforts of the team.
8. **Urgent Behavioral Health Visits and Inpatient Admissions:** The number of urgent behavioral health visits that do not result in psychiatric inpatient admissions will be monitored. This metric will help assess the effectiveness of the outpatient and crisis intervention services in managing acute episodes and preventing costly inpatient care.

Note on Appropriation Adjustments: Should the level of appropriation differ from the amount requested in this application, IMUA Health Group will promptly update these measures of effectiveness to reflect the adjusted resources and capabilities. Updated measures will be transmitted to the expending agency to ensure that the assessment of the program's performance remains accurate and reflective of the funding provided. This approach guarantees that the State can continuously assess IMUA's achievements and adjust support as needed to optimize community health outcomes.

IV. FINANCIAL

Budget

See attached required budget forms.

Anticipated quarterly funding requests for FY 2026:

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$253,284.50	\$253,284.50	\$253,284.50	\$253,284.50	\$1,013,138.00

Applications for other sources of funding in fiscal year 2026:

- Hawai‘i Community Foundation
- State of Hawai‘i’s Alcohol and Drug Abuse Division
- United States Probation and Parole Office

Listing of all state and federal tax credits granted within the prior three years:

None

Listing of all federal, state, and county government contracts, grants, and grants in aid within the prior three years:

2020 – 2022: United States Parole and Probation Office

Balance of unrestricted current assets as of December 31, 2024:

\$69,198.87

V. EXPERIENCE AND CAPABILITY

1. Necessary Skills and Experience

Although IMUA Health Group is relatively new, its leadership team—including the CEO, COO, and Clinic Operations Manager (COM)—brings together over 50 years of collective experience in the healthcare field. This seasoned team is distinguished by its successful management of grant funds, ensuring efficient resource use that maximizes the benefits to community health. Moreover, IMUA has cultivated and maintained strong relationships with various community organizations, which has significantly enhanced its outreach capabilities and fostered effective collaborative efforts.

The leadership at IMUA Health Group is a cornerstone of its success. The Founder/Chief Executive Officer brings significant expertise in business, program development, and team management, skills that have been crucial in driving the clinic's expansion and enhancing its service offerings. Under the CEO's guidance, IMUA has developed a wide array of programs that cater to diverse community needs, from preventive services to intensive therapeutic interventions.

The Chief Operating Officer of IMUA Health Group also plays a pivotal role, bringing clinical experience as a mental healthcare provider. This clinical background is invaluable, not only in overseeing the provision of patient care but also in providing supervision and consultation to trainees and other providers. The COO's hands-on approach ensures that the clinical team is well-supported and that the services delivered are of the highest standard, aligning with current best practices in mental health care. The Chief Operating Officer at IMUA Health Group is a licensed mental health provider with nearly two decades of experience within the State of Hawai'i. Bringing a wealth of knowledge and expertise, the COO has a robust background in managing comprehensive mental health programs, providing both daily administrative and clinical oversight. This extensive experience ensures that the COO is exceptionally well-equipped to lead the clinic's operations, maintaining high standards of care and ensuring that all practices comply with current health regulations. With a strong focus on operational efficiency and clinical excellence, the COO plays a pivotal role in steering the clinic towards continued growth and success in serving the community's mental health needs.

At IMUA Health Group, the Clinic Operations Manager plays a crucial role in ensuring the smooth functioning of the clinic by effectively managing support staff. This includes overseeing scheduling to ensure that staffing levels are optimal for patient needs, managing inventory to keep the clinic well-stocked with necessary supplies, and ensuring compliance with health care regulations and standards. The Operations Manager's responsibilities are integral to maintaining operational efficiency and ensuring that the clinic operates seamlessly on a day-to-day basis. This position not only supports the clinical staff in providing high-quality care but also ensures that the clinic environment is organized, efficient, and compliant with all necessary guidelines.

Together, the leadership team's complementary skills in administration, clinical operations, and strategic development equip IMUA Health Group to continue its mission of improving mental health services and expanding its reach within the community.

IMUA Health's team is comprised of highly competent and exceptional licensed mental health providers who are equipped to handle a full spectrum of mental disorders, including acute mental health needs. These providers are well-versed in the variety of community resources available, ensuring that they can extend comprehensive support and referrals as needed. The diversity within the team in terms of therapeutic styles allows IMUA to

carefully match patients with providers, optimizing the therapeutic relationship and enhancing treatment outcomes. Above all, the providers at IMUA are distinguished by their caring and compassionate approach, coupled with their leadership in the mental health field, which makes them not just practitioners but also pioneers in improving mental health care practices. Their dedication and expertise are central to IMUA's mission of delivering exemplary mental health services across Hawai'i.

2. Facilities

To fulfill the commitment to providing accessible programs and services, IMUA Health has strategically established a clinic site in Aiea on the island of O'ahu. This location was strategically chosen to ensure ease of access for individuals seeking our services, as well as for staff and volunteers conducting outreach activities within the community. IMUA's clinic is situated in a confidential setting, providing a discreet and secure environment for both patients and service providers. Therapy and group rooms are thoughtfully designed to prioritize confidentiality, safety, and comfort, while also embracing cultural sensitivity to meet the diverse needs of our clientele. By maximizing the functionality of our current space, IMUA is able to minimize overhead costs associated with facilities and equipment, thereby optimizing program cost-effectiveness and ensuring that resources are allocated efficiently to directly benefit those we serve.

Recently, IMUA Health Group made strategic decisions to optimize resource allocation and focus services at the Aiea headquarters by closing its Windward location in Kāne'ohe last year and the Downtown location in Honolulu this year. These closures are part of IMUA's ongoing efforts to enhance service delivery and operational efficiency, ensuring that our headquarters remain well-equipped to meet the growing needs of the communities they serve.

At IMUA Health, confidentiality and security of sensitive information is prioritized. Staff adheres to stringent regulations outlined in 42 C.F.R., Part 2 and the Health Information Portability and Accountability Act (HIPAA). All confidential documents are securely stored in locked file cabinets within our clinic premises, accessible only to authorized IMUA Health staff members.

Furthermore, the secured building undergoes continuous monitoring, with contracted property security guards and surveillance cameras operating 24 hours a day. This comprehensive security infrastructure provides an additional layer of protection for sensitive information and ensures the safety of our staff and clients.

In addition to maintaining a secure environment, the designated space is equipped with essential resources for conducting treatment services, including phone lines, copy machines, internet access, and other necessary amenities. The IMUA clinic is designed to

meet all Americans with Disabilities Act (ADA) accessibility codes, ensuring that individuals of all abilities can access our services comfortably and without physical barriers.

VI. PERSONNEL: PROJECT ORGANIZATION AND STAFFING

1. Proposed Staffing, Staff Qualifications, Supervision and Training

Proposed Staffing Structure: IMUA Health Group proposes to expand its team to meet the increased demand for mental health services. The proposed staffing includes:

- Additional licensed mental health professionals:
 - Two (2) licensed psychologists
 - Two (2) licensed master's level therapists (i.e., LCSW, LMHC, LMFT)
- Administrative personnel responsible for front desk operations, scheduling, and billing:
 - Two (2) registered medical assistants
 - One (1) half-time credentialing specialist (0.50 FTE)
 - One (1) half-time biller (0.50 FTE)
- A Clinic Operations Manager to oversee daily operations, ensuring efficiency and compliance.
 - One (1) half-time Clinic Operations Manager position (0.50 FTE)
 -

Staff Qualifications:

- **Mental Health Professionals:** Must possess a valid state license and have at least two (2) years of clinical experience. Specialization in areas such as cognitive-behavioral therapy, trauma-informed care, or child and adolescent psychology is preferred.
- **Administrative Personnel:** Should have experience in healthcare administration, with proficiency in Microsoft office suite programs and patient scheduling systems.
- **Clinic Operations Manager:** A bachelor's degree in healthcare administration or related field is required, along with five years of managerial experience in a clinical setting.

Supervision:

- Supervision will be structured according to role and licensure requirements. Licensed professionals will receive peer supervision from senior staff members and the COO. Administrative personnel will be overseen by the Clinic Operations Manager. The COM will be supervised by the CEO.

- Regular supervision sessions will be conducted to discuss case management, review compliance with healthcare protocols, and provide career development support.

Training Plan:

- **Initial Training:** All new hires will undergo an orientation program to familiarize them with clinic procedures, the electronic health record system, and emergency response protocols.
- **Ongoing Professional Development:** IMUA Health Group will facilitate continuous education opportunities including workshops, seminars, and online courses relevant to the staff's respective fields. This will ensure that all team members stay updated with the latest practices in mental health care.
- **Specialized Training:** Based on the needs identified during supervision sessions, specialized training will be provided. For instance, therapists may receive training in new therapeutic techniques, while administrative staff may be trained on updates to healthcare laws affecting billing and patient privacy.
- **Performance Evaluations:** Regular performance evaluations will be conducted to assess the effectiveness of training programs and individual employee progress. This will help tailor future training initiatives to meet the specific needs of the staff and the clinic.

This comprehensive plan ensures that the staffing, qualifications, supervision, and training at IMUA Health Group are aligned with the goal of providing high-quality mental health services. It also supports the sustainability and growth of the clinic by investing in the professional development of its staff.

2. Organization Chart

See attached.

3. Compensation of Top Three (3) Employees

Position	Salary
Licensed Mental Health Counselor (1.0 FTE)	\$60,000.00
Licensed Mental Health Counselor (1.0 FTE)	\$60,000.00
Marketing Coordinator (1.0 FTE)	\$45,000.00

VII. OTHER

1. Litigation

As of the present time, IMUA Health Group, LLC confirms that we do not have any pending litigation nor any outstanding judgments. We operate with integrity and transparency, ensuring compliance with all legal requirements and obligations. Should there be any changes in our legal status during the duration of the grant in aid funding period, we will promptly disclose such information to the appropriate authorities.

2. Licensure or Accreditation

All mental health providers at IMUA Health Group are fully licensed to practice within the state, ensuring they meet the required standards for delivering mental health services. This licensure guarantees that each provider possesses the necessary qualifications, has undergone rigorous training, and adheres to the professional and ethical guidelines set forth by the state's licensing board.

IMUA Health Group's commitment to maintaining current and valid licensure is further supported by a dedicated credentialing specialist who ensures that all licenses and certifications are actively monitored and renewed when indicated. This role is critical in upholding the integrity of the services offered and reinforces the trust placed in the providers by their clients, ensuring that IMUA Health Group continues to provide high-quality and compliant mental health care to the community.

3. Private Educational Institutions

IMUA Health guarantees that funding will not be utilized to support or benefit a sectarian or non-sectarian private educational institution, in line with prohibited use of funds outlined in Article X, Section 1, of the State Constitution.

4. Future Sustainability Plan

IMUA Health Group plans to take several strategic actions to enhance the sustainability and scope of its mental health services. Firstly, the clinic intends to negotiate higher reimbursement rates with state health insurance providers and Medicaid officials at the end of their current contracted period. This effort will focus on presenting compelling data that illustrates the cost-effectiveness of early mental health interventions and the long-term savings these can provide to the healthcare system. The objective is to increase the financial sustainability of mental health programs, allowing for the hiring and retention of more qualified staff and the expansion of services at IMUA Health.

In addition to improving reimbursement rates, IMUA Health Group is also committed to diversifying its funding sources. By reducing its dependency on any single source of funding, IMUA aims to secure a more stable and continuous flow of resources. This will involve applying for grants, engaging in fundraising activities, and seeking partnerships with private foundations that support mental health initiatives. The goal here is to ensure robust support for expanded services and the development of new programs that are tailored to meet community needs.

Furthermore, IMUA Health Group plans to increase the number of patients it serves as a means to boost revenue. This increase in patient volume is expected not only to enhance the financial footing of the organization but also to expand its impact in the community, providing vital mental health services to a larger segment of the population. By increasing its capacity to serve more individuals, IMUA Health Group aims to further its mission of improving mental health care availability and quality across the state.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Imua Health Group, LLC

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	520,280			
2. Payroll Taxes & Assessments	63,734			
3. Fringe Benefits	107,958			
TOTAL PERSONNEL COST	691,972			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	0			
2. Insurance	0			
3. Lease/Rental of Equipment	0			
4. Lease/Rental of Space	66,729			
5. Staff Training	350,000			
6. Supplies	0			
7. Telecommunication	0			
8. Utilities	4,139			
9. Longevity bonuses	170,000			
10. Provider licensure	2,700			
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	593,568			
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	1,285,540			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	1,285,540	Travis Purdy, CEO (808) 953-4682		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	0	45,674		
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official Date		
TOTAL BUDGET	1,285,540	Travis Purdy, CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Imua Health Group, LLC

POSITION TITLE		FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Psychologist		1	\$114,400.00	100.00%	\$ 114,400.00
Psychologist		1	\$114,400.00	100.00%	\$ 114,400.00
Master Levels Therapist		1	\$72,800.00	100.00%	\$ 72,800.00
Master Levels Therapist		1	\$72,800.00	100.00%	\$ 72,800.00
Support Staff		1	\$37,440.00	100.00%	\$ 37,440.00
Support Staff		1	\$37,440.00	100.00%	\$ 37,440.00
Credentialer/Biller		1	\$45,000.00	100.00%	\$ 45,000.00
Operations Manager		1	\$52,000.00	50.00%	\$ 26,000.00
					\$ -
TOTAL:					520,280.00
JUSTIFICATION/COMMENTS:					

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Imua Health Group, LLC

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Imua Health Group, LLC

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Imua Health Group, LLC

Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1					
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ORGANIZATIONAL CHART

