

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

Sanoë Marfil, Chief Executive Officer

PRINT NAME AND TITLE

January 10, 2025

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:

Institute for Native Pacific Education and Culture

Amount of State Funds Requested: \$1,000,000.00

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

This funding request will support INPEACE's vision to expand and enhance its services by renovating a newly acquired building in West Oahu. The facility will provide a centralized and accessible space for underserved populations across the Waianae Coast, from Makaha to the Ewa district. More than just a physical structure, this project represents a transformative opportunity to create a hub for education, economic development, and cultural enrichment. The INPEACE Community Hub will be a cornerstone of resilience and progress for the community, fostering opportunities for self-sufficiency, cultural preservation, and empowerment for generations to come.

Amount of Other Funds Available:

State: \$

Federal: \$

County: \$

Private/Other: \$

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

\$4,965,176.00

Unrestricted Assets:

\$5,812,311.48

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:

91-1010 Shangrila St., Suite 306

City:

Kapolei

State:

HI

Zip:

96707

Contact Person for Matters Involving this Application

Name:

Sanoe Marfil

Title:

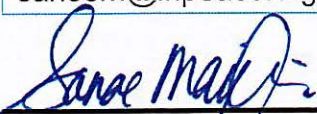
Chief Executive Officer

Email:

sanoem@inpeace.org

Phone:

(808) 693-7222


Authorized Signature

Sanoe Marfil, Chief Executive Officer

Name and Title

January 10, 2025

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: INSTITUTE FOR NATIVE PACIFIC EDUCATION AND CULTURE

Issue Date: 01/07/2025

Status: **Compliant**

Hawaii Tax#: 20486006-01

New Hawaii Tax#:

FEIN/SSN#: XX-XXX5193

UI#: XXXXXX2890

DCCA FILE#: 96944

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 REVISD STATUTES**

The undersigned authorized representative of the applicant certifies the following:

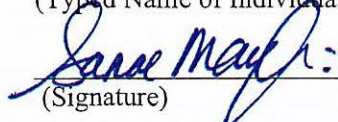
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide 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.

Institute for Native Pacific Education and Culture (INPEACE)

(Typed Name of Individual or Organization)



(Signature)

Sanoe Marfil

(Typed Name)

January 10, 2025

(Date)

Chief Executive Officer

(Title)



INPEACE

INSTITUTE FOR
NATIVE PACIFIC
EDUCATION
AND CULTURE

**PUBLIC PURPOSE
APPLICANTS FOR GRANTS PURSUANT TO
SECTION 42F-102, HAWAII REVISIED STATUTES**

The Institute for Native Pacific Education and Culture (INPEACE) certifies the funds awarded will be used for the public purpose pursuant to Section 42F-102. Our mission is to improve the quality of life for Native Hawaiians through community partnerships that promote educational opportunities and promote self-sufficiency. The public purpose of this grant is to support INPEACE's vision to expand and enhance its services by renovating a newly acquired building in West Oahu. The facility will provide a centralized and accessible space for underserved populations across the Waianae Coast, from Makaha to the Ewa district. More than just a physical structure, this project represents a transformative opportunity to create a hub for education, economic development, and cultural enrichment. The INPEACE Community Hub will be a cornerstone of resilience and progress for the community, fostering opportunities for self-sufficiency, cultural preservation, and empowerment for generations to come.

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

Institute for Native Pacific Education and Culture (INPEACE)

Typed Name of Individual or Organization

Sanoe Marfil
Signature

1.10.25

Date

Sanoe Marfil
Typed Name

Chief Executive Officer
Title

II. BACKGROUND and SUMMARY

1. Description of Applicant's Background

The Institute for Native Pacific Education and Culture (INPEACE) is a 501(c)(3) nonprofit organization founded in 1994 with the mission to "improve the quality of life for Native Hawaiians through community partnerships that provide educational opportunities and promote self-sufficiency." INPEACE delivers culture-based educational programs to underserved, low-income, and marginalized communities with significant Native Hawaiian populations. Each year, INPEACE serves more than 6,400 individuals statewide, 72% of whom are Native Hawaiian. Originally based on the Waianae Coast, the organization has since expanded its services to Kapolei/Ewa on Oahu, East Hawaii Island, Molokai, and Kauai, adapting its programs to meet the unique needs of each region. Through its grassroots approach, INPEACE has built strong community relationships and a deep understanding of how to serve these populations effectively.

INPEACE is governed by a 12-member Board of Directors and led by Chief Executive Officer Sanoë Marfil, supported by a four-member executive team. With an annual budget of \$7 million and approximately 85 year-round staff members, INPEACE has demonstrated exceptional administrative and programmatic capabilities. Over the years, the organization has successfully managed more than \$84 million in grants and consistently maintained compliance with federal and state reporting standards, including annual financial audits since 1999. These efforts have earned INPEACE a reputation as a low-risk auditee and a trusted steward of resources. INPEACE has also received numerous awards, including the Bank of Hawaii Native Hawaiian Non-Profit Award, the Cases Schutte Award for Best Non-Profit, and the Native Hawaiian Education Council Leadership Award. These accolades reflect the organization's effective leadership, strong infrastructure, and impactful programming.

A key strength of INPEACE is its staff, 90% of whom come from the communities they serve. This connection ensures that employees are deeply invested in their work, which directly impacts the well-being of their families and communities. INPEACE's programs are organized around three primary focus areas: **Early Learning and School Readiness, Educational Equity and Teacher Development, and Family Economic Capacity Building.**

In the Early Learning area, INPEACE empowers parents with tools and support to ensure their children's physical, emotional, intellectual, and academic development. Educational Equity programs enhance access to quality educators and learning resources, particularly in Native Hawaiian communities, addressing the persistent teacher shortages in underserved areas. Family Economic Capacity Building programs work with individuals and families to develop financial literacy and entrepreneurial skills, equipping them to manage finances effectively, grow assets, and achieve economic stability. The Early Literacy program also plays a critical role in INPEACE's impact by partnering with childcare providers and preschools to deliver professional development, educational materials, and evidence-based literacy interventions.

At the heart of INPEACE's success is its emphasis on relationships. The organization's leadership includes seasoned educators and cultural experts recognized across Hawaii and beyond. Program staff actively involve the community in every stage of their work, from planning and design to recruitment and implementation. Each program incorporates feedback from dedicated Community Advisory Committees (CACs), which help ensure that services remain responsive to community needs. INPEACE also prioritizes hiring locally, recognizing that community members are uniquely equipped to develop solutions that reflect the strengths and address the challenges of their neighborhoods. This approach is particularly valuable for

marginalized populations, who often face barriers to navigating and succeeding within mainstream systems.

This funding request will support INPEACE's vision to expand and enhance its services by renovating a newly acquired building in West Oahu. The facility will provide a centralized and accessible space for underserved populations across the Waianae Coast, from Makaha to the Ewa district. More than just a physical structure, this project represents a transformative opportunity to create a hub for education, economic development, and cultural enrichment. The INPEACE Community Hub will be a cornerstone of resilience and progress for the community, fostering opportunities for self-sufficiency, cultural preservation, and empowerment for generations to come.

2. Goals and Objectives

The INPEACE Economic Enrichment & Learning Hub (INPEACE Community Hub) is a newly acquired economic and educational hub for the Waianae Coast. This transformative project aims to achieve two primary objectives: 1) develop a short-term plan for the interim use of the facility while planning for larger renovations and 2) prepare the Hub for operations, culminating in a celebratory grand opening event to engage the community and showcase its services. By establishing a centralized space, the INPEACE Hub will empower individuals and families to remain in their communities, pursue opportunities, and achieve economic stability.

The Hub will host six of INPEACE's eleven diverse educational initiatives, reflecting the organization's commitment to holistic community development:

1. **Ka Lama Education Academy:** Supports community members in becoming high-quality teachers through college support, mentorship, and professional training.
2. **Center for Entrepreneurship (C4E):** Provides support for family-owned business startups on the Leeward Coast of O'ahu, increasing their capacity for long-term success.
3. **Ho'oulu Waiwai:** Works with families to improve financial well-being through partnerships, pathways, and learning experiences that promote financial literacy and entrepreneurial growth.
4. **Kaulele Science Center:** Fosters STEM learning through Indigenous Hawaiian knowledge, bridging traditional and modern science to prepare young learners for success in STEM fields.
5. **Kupu Ola:** Collaborates with schools to strengthen academic and personal confidence through Native Hawaiian cultural practices, outdoor classrooms, and interactive learning experiences.
6. **Community Schools:** Builds partnerships with families, organizations, and schools to address students' basic needs, ensure equal opportunities, and empower students, families, and staff to enhance school conditions.

Through strategic community partnerships, these programs provide vital support, guiding families on pathways toward financial wellness, economic stability, and cultural preservation. Education, coaching, and access to field experts form the foundation of INPEACE's approach, advancing family economic capacities and strengthening educational systems. The facility will also house INPEACE's administrative offices, serving as the central hub for organizational operations. INPEACE believes that a community's greatest asset is its people, and by fostering self-sufficiency and resilience, the Hub will cultivate a vibrant, prosperous future for the Waianae Coast.

GOAL 1: <u>Develop a short-term plan for the interim use of the facility to ensuring immediate program operations while preparing for larger-scale renovations.</u>	
Objective 1.1:	Conduct a comprehensive assessment of the facility to identify areas suitable for immediate use and those requiring improvements.
Objective 1.2:	Identify and implement short-term modifications and low-cost adjustments to prepare selected spaces for program operations.
Objective 1.3:	Allocate specific spaces for key programs, including Kaulele Science Center, Center for Entrepreneurship, Kupu Ola, and Ho‘oulu Waiwai.
Objective 1.4:	Finalize logistics to ensure operational readiness, including utilities, staffing, and technology needs, by April 2025

GOAL 2: <u>Host a grand opening event in Fall 2025 to celebrate the launch of the Hub and engage with the community.</u>	
Objective 2.1:	Form a planning committee to coordinate the event, including logistics, invitations, and promotional materials.
Objective 2.2:	Ensure all operational areas are prepared and presentable for the event, with remaining short-term modifications completed by September 2025.
Objective 2.3:	Launch a comprehensive outreach campaign to announce the grand opening, engaging the community through digital, print, and in-person communications by September 2025
Objective 2.4:	Host the grand opening event, featuring facility tours, program showcases, and a ceremonial launch of the Hub by Fall 2025.

The goals and objectives of the INPEACE Hub reflect the organization’s commitment to creating a transformative community space that integrates education, economic development, and cultural enrichment. By focusing on short-term facility use and celebrating its grand opening, INPEACE aims to provide immediate benefits while laying the groundwork for long-term success. The Waianae Coast’s rich history, creativity, and potential form the foundation for this initiative, ensuring a sustainable and inclusive future for the community. As the INPEACE Hub takes shape, it will serve as a beacon of opportunity, fostering self-sufficiency and prosperity for generations to come.

3. Public Purpose and Need to be Served

The public purpose and need for establishing the INPEACE Economic Enrichment & Learning Hub (INPEACE Community Hub) on the Waianae Coast are deeply rooted in nearly 30 years of commitment to addressing systemic challenges and fostering comprehensive community development. As property values and lease costs continue to rise in Hawaii, nonprofit organizations face increasing difficulty in securing stable and adequate spaces to deliver essential services. By establishing a permanent facility, INPEACE ensures the longevity and stability of its programs, enabling sustained support for individuals and families on the Leeward Coast.

The INPEACE Hub will complement the organization’s existing Early Learning programs, which will remain based at the Kamehameha Community Learning Center in Ma‘ili. This new facility will serve as a focal point for economic enrichment and community development initiatives, prioritizing systems change collaborations and holistic support for families. Beyond addressing specific community challenges, the INPEACE Hub will fulfill a broader public purpose by fostering empowerment, education, and economic resilience. The Hub will serve as a catalyst for sustainable development, creating opportunities that empower the Waianae Coast community to thrive.

The following community challenges highlight the critical need for the INPEACE Hub:

Educational Inequity and Teacher Shortages

Hawaii continues to face a significant shortage of high-quality teachers, particularly in low-income and rural communities like the Waianae Coast. These areas are home to large populations of Native Hawaiian students, who are disproportionately affected by teacher shortages. The Hawaii Department of Education (HIDOE) reports that in the 2020-2021 school year, Native Hawaiian students represented 23.3% of the total public school population, making them the largest student demographic in the state.¹

Despite this demand, most new teachers hired in Hawaii are from the U.S. continent, with a declining percentage coming from in-state teacher preparation programs. In the 2021-2022 school year, only 30% of new hires were graduates of Hawaii-based teacher preparation programs, down from 38% in 2013-2014. Furthermore, 27.6% of new hires lacked a State Approved Teacher Education Program (SATEP) degree, and 43.3% of these new teachers were placed in schools serving predominantly Native Hawaiian communities. These schools experience alarmingly high teacher turnover rates of 35%, compared to just over 8% statewide, exacerbating educational disparities for Native Hawaiian students.²

The INPEACE Hub addresses these challenges through initiatives like the Ka Lama Education Academy and Community Schools program. These programs focus on recruiting and supporting individuals from the Waianae Coast—where 72% of residents identify as Native Hawaiian—to pursue careers in education. By offering college support, licensure assistance, and job placement, these initiatives aim to ensure that Native Hawaiian students are taught by educators who understand their culture, share their experiences, and are committed to their community. This culturally grounded approach seeks to close the educational equity gap and provide consistent, high-quality teaching in Native Hawaiian communities.

Student STEM Proficiency and Cultural Revitalization

The suppression of Native Hawaiian culture and language during Hawaii's colonial history has created a lasting gap in educational achievement, particularly in STEM-related subjects. Native Hawaiians and Pacific Islanders remain underrepresented in STEM fields, with data showing that only 28.4% of Native Hawaiian students demonstrate math proficiency compared to 46.8% of non-Hawaiian students. Similar disparities exist in science, with Native Hawaiian students ranking among the lowest-performing groups statewide, as highlighted in Kamehameha Schools' publication, *Ka Huaka'i 2021: Native Hawaiian Educational Assessment*.³

To address these gaps, the INPEACE Hub will house initiatives like the Kaulele Science Center, which integrates Indigenous Hawaiian knowledge with modern STEM education. By blending traditional practices with contemporary science, the center creates culturally relevant learning experiences that engage students and foster academic achievement. These programs not only aim to improve STEM proficiency but also strengthen students' ties to their heritage, fostering a sense of pride and identity.

The Kaulele Science Center's holistic approach bridges systemic barriers, empowering Native Hawaiian students to envision and pursue careers in STEM fields. By nurturing a new generation

¹ Hawaii Department of Education Data Book 2022 <http://arch.k12.hi.us/reports/hidoe-data-book>

² Hawaii Accountability Data Center. <http://arch.k12.hi.us/reports/hidoe-data-book>

³ Office of Hawaiian Affairs, *Native Hawaiian Databook* 2017.

of innovators and leaders, the center contributes to a more equitable and vibrant educational landscape.

The INPEACE Hub's establishment on the Waianae Coast will have a transformative impact on the community, addressing long-standing systemic inequities and creating pathways for self-sufficiency and success. By combining economic enrichment with cultural preservation and educational empowerment, the Hub ensures a sustainable future for individuals and families, fostering a thriving, resilient Waianae Coast for generations to come.

Economic Disparities and Entrepreneurial Empowerment:

According to DataUSA.io, the Waianae community faces significant economic challenges, with a 2021 poverty rate of 21.2% and a median household income of \$71,681. Residents endure an average commute time of 44.8 minutes—well above the national average—with 11.2% of the workforce experiencing "super commutes" that exceed 90 minutes. These lengthy commutes underscore the urgent need for local economic opportunities to reduce the burden on families and improve their quality of life.⁴

The challenges are even more pronounced in Makaha, where the poverty rate rises to 31.2% and the median household income drops to \$47,470. Commute times in this community average 50.6 minutes, with 15.4% of the workforce facing "super commutes." In stark contrast, Honolulu boasts a significantly lower poverty rate of 8.6% and a higher median household income of \$92,600, alongside more manageable commute times. These disparities highlight the economic inequality faced by Leeward Coast communities and the need for targeted, sustainable initiatives to bridge the gap.⁵

The INPEACE HUB aligns with community values by acting as a bridge to provide workshops and support for individuals and families in these vulnerable communities. By fostering economic well-being, The INPEACE Hub aims to enhance school readiness, reduce poverty rates, and contribute to the economic stability of the entire Leeward Coast. This initiative is a strategic investment in the holistic development of these communities, providing tangible solutions to address economic disparities and create lasting positive change. (*Ho'oulu Waiwai and Center for Entrepreneurship*).

In summary, the need served by the new INPEACE Economic Enrichment & Learning Hub (INPEACE Community Hub) revolves around combating educational inequality, revitalizing Native Hawaiian culture, bridging economic disparities, and fostering community development. The INPEACE Hub seeks to be a transformative center, addressing pressing needs and creating a space where the Waianae Coast community can flourish and thrive.

4. Target Population

The target population to be served by the new INPEACE Economic Enrichment & Learning Hub (INPEACE Hub) on the Waianae Coast encompasses a diverse range of individuals within the local community, with a specific focus on addressing the unique needs and challenges faced by Native Hawaiians and other vulnerable groups. The primary groups include:

Native Hawaiian Students and Families:

⁴ DataUSA (2021), Waianae, HI. <https://datausa.io/profile/geo/waianae-hi>

⁵ DataUSA (2021), Waianae, HI. <https://datausa.io/profile/geo/waianae-hi>

- Focus on Native Hawaiian students and families facing educational and economic disparities.
- Prioritize culturally sensitive initiatives to bridge achievement and opportunity gaps.

Low-Income and Rural Communities:

- Extend services to residents in low-income and rural areas along the Coast.
- Families experiencing financial difficulties.

Children and Youth:

- Increase culture-based educational resources, particularly in the STEM fields, to at-risk children and youth for enhanced school readiness and long-term educational success.
- Collaborate with the public schools to increase resources, strengthen community connections, and improve systems.
- Current and Potential Educators:
 - Provide support for educators to address the teacher shortage, promote cultural competence, and increase teacher quality and credentials.
 - Extend services to individuals seeking to enter the teacher career field, including support for degree attainment and financial assistance.

Cultural Enthusiasts and Artists:

- Engage cultural enthusiasts interested in preserving and promoting Native Hawaiian traditions.
- Offer a platform for artists to contribute to the vibrant cultural tapestry of the community.

Entrepreneurs and Small Business Owners:

- Support new and existing entrepreneurs and small business owners through the Center for Entrepreneurship.
- Foster economic stability and growth within the community.

Community Members of All Ages:

- Ensure inclusivity by offering open programs and services to individuals of all ages and backgrounds.
- Encourage community-wide participation and collaboration in The INPEACE Hub's diverse activities.

The target population is characterized by its diversity, encompassing various age groups, economic backgrounds, and cultural identities. The INPEACE Hub aims to tailor its services to meet the specific needs of these groups, fostering an inclusive and supportive environment for the entire Waianae Coast community.

5. Geographic Coverage

We have secured a location for the new INPEACE Economic Enrichment & Learning Hub (INPEACE Community Hub) in Nanakuli on the Waianae Coast. This strategic site is designed to serve communities along the Waianae Coast, from Keaau to Nanakuli, while also extending to the Kapolei and Ewa regions. These areas have historically faced significant challenges in education, economic stability, and cultural revitalization. By focusing on these neighborhoods, the INPEACE Hub will deliver tailored services that address community-specific needs and create a meaningful, concentrated impact on the local population.

While the primary focus of the Hub is to serve the Waianae Coast and Kapolei regions, its reach will extend across the State of Hawaii and beyond. Through initiatives like the Kaulele Science Center, the Hub will attract visitors from outside the region, showcasing Indigenous Hawaiian knowledge and bridging traditional and modern science. Additionally, the retail outlet in the Center for Entrepreneurship will promote, market, and sell products developed by participating businesses, fostering economic growth and income generation for the community.

The INPEACE Hub is not just a space but a commitment to empowering underserved communities by creating opportunities for education, economic development, and cultural preservation. By establishing a permanent, centralized facility in Nanakuli, we aim to foster a sustainable, thriving future for the Waianae Coast and beyond.

III. SERVICE SUMMARY and OUTCOMES

1. Scope of Work, Tasks, and Responsibilities

Scope/Tasks	Person Responsible
Develop a plan for interim use of the facility, including identifying areas for immediate use and short-term modifications.	Principal Investigator (PI) and Co-PI
Complete immediate, low-cost modifications to enable interim use of the facility.	PI and Contractor
Transition key programs, including Kaulele Science Center, Center for Entrepreneurship, Kupu Ola, and Ho‘oulu Waiwai, Community Schools, Ka Lama into the facility.	PI and Co-PI
Secure contractor for necessary remodeling work to support long-term renovations.	PI
Complete renovation design plans for the INPEACE Hub with input from key stakeholders.	PI, Co-PI, and key stakeholders
Obtain required permits for renovations.	PI and Contractor
Oversee renovations to prepare the facility for expanded operations.	PI, Co-PI, and Contractor
Conduct soft opening for partial services.	Co-PI
Host the grand opening event for the INPEACE Hub.	Co-PI

PI-Sanoe Marfil

2. Outcomes Projected Annual Timeline

Scope/Tasks	Person Responsible	Timeframe
Develop a plan for interim use of the facility, including identifying areas for immediate use and short-term modifications.	PI and Co-PI	October 2024 - January 2025
Complete immediate, low-cost modifications to enable interim use of the facility.	PI and Contractor	January - March 2025
Transition key programs (Kaulele Science Center, Center for Entrepreneurship, Kupu Ola, and Ho‘oulu Waiwai) into operational portions of the facility.	PI and Co-PI	March - April 2025
Secure contractor for long-term renovations.	PI	December 2024 - March 2025

Complete renovation design plans for the INPEACE Hub with input from key stakeholders.	PI, Co-PI, and stakeholders	January - March 2025
Obtain required permits for renovations.	PI and Contractor	January - March 2025
Oversee renovations to prepare the facility for expanded operations.	PI and Contractor	March - May 2025
Conduct soft opening for partial services.	Co-PI	April 2025
Host the grand opening event for the INPEACE Hub.	Co-PI	Fall 2025

PI-Sanoe Marfil, Co-PI-Saydee Pojas

With the acquisition of the building complete, INPEACE is now focused on transforming the facility into a fully operational hub to meet the immediate and long-term needs of the Waianae Coast community. This includes creating interim-use plans, completing short-term modifications, and transitioning key programs into the facility by April 2025.

The facility will also undergo strategic renovations to support its broader vision, including expanded operations, cultural programming, and economic development initiatives. A soft opening will allow partial services to begin, culminating in a grand opening event in June 2025 to celebrate the facility's launch and its transformative impact on the community. This proactive, phased approach ensures that INPEACE will meet its objectives while addressing urgent community needs, creating a lasting space for education, economic empowerment, and cultural preservation.

3. Quality Assurance and Evaluation

INPEACE's Board of Directors has authorized the Chief Executive Officer (CEO) to oversee the transformation of the newly purchased facility into the INPEACE Economic Enrichment & Learning Hub (INPEACE Hub). The acquisition marks a significant step in establishing a permanent presence in the Waianae Coast community. To support this effort, the Board has allocated resources and formed a subcommittee of Board members tasked with monitoring progress, providing input, and ensuring alignment with INPEACE's mission and objectives. The CEO, working alongside this subcommittee, is responsible for overseeing the implementation, monitoring, and reporting on the project's development and ensuring adherence to established timelines and goals.

INPEACE's approach to quality assurance and evaluation is guided by a comprehensive, strengths-based framework designed to uplift high-need communities. This framework is built on five key strategies:

- **Partnerships and Collaboration:** INPEACE emphasizes the importance of collective impact by engaging community residents, school officials, service providers, and state and national stakeholders. Through collaboration, INPEACE amplifies its effectiveness and builds strong, sustainable networks.
- **Holistic Approach:** Recognizing the interconnectedness of various factors affecting community development, INPEACE designs and executes programs that address these factors comprehensively, ensuring lasting change.
- **Asset-Based Community Building:** INPEACE builds upon the strengths and assets within the community, focusing on participants' inherent gifts and capacities. This strengths-based approach fosters empowerment and resilience.

- **Cultural Framework:** Culture is central to INPEACE's philosophy, informing external partnerships, internal management, and direct services. By honoring the cultural heritage and identity of the community, INPEACE ensures that its work remains relevant and impactful.
- **Addressing Root Causes:** INPEACE is committed to addressing the root causes of systemic challenges, avoiding superficial solutions. This deep understanding of community needs allows for the development of meaningful and sustainable interventions.

These strategies translate into clear quality assurance and evaluation practices for the INPEACE Hub project. INPEACE has established robust guidelines to regularly assess operations, measure program effectiveness, and ensure alignment with community and stakeholder needs. Evaluation standards include:

- **Ongoing Monitoring and Feedback:** The CEO and Board subcommittee will conduct regular reviews of project milestones, gathering input from stakeholders and participants to ensure continuous improvement.
- **Data-Driven Decision-Making:** INPEACE is committed to collecting and analyzing accurate and timely data to guide decision-making and demonstrate impact. All data collection will adhere to funder requirements and deadlines.
- **Alignment with Goals and Objectives:** Evaluation efforts will focus on ensuring that the INPEACE Hub meets its primary objectives, including interim facility use, the rollout of key programs, and preparation for a successful grand opening.
- **Transparent Reporting:** INPEACE will provide regular updates to funders, stakeholders, and the community, demonstrating progress and accountability at every stage of the project.

INPEACE's organizational philosophy, centered on understanding and addressing systemic challenges, ensures that the INPEACE Hub will deliver tangible, lasting results. By adhering to these rigorous quality assurance and evaluation practices, the project will effectively meet the needs of the Waianae Coast community and contribute to its long-term growth and resilience.

4. Measures of Effectiveness

Task	Success Measure
Develop a plan for interim use of the facility.	A detailed interim-use plan is finalized, identifying areas for immediate use and short-term modifications.
Complete immediate, low-cost modifications.	Short-term modifications completed, ensuring readiness for program operations.
Transition key programs (e.g., Kaulele Science Center, Center for Entrepreneurship, Kupu Ola, Ho'oulu Waiwai) into the facility.	Successful relocation and operational readiness of key programs.
Secure contractor for long-term renovations.	A qualified contractor secured to oversee long-term renovations.
Complete renovation design plans with stakeholder input.	Renovation plans finalized with stakeholder feedback, submitted for permitting.
Obtain required permits for renovations.	All necessary permits were successfully issued to allow construction to begin.

Oversee renovations for expanded operations.	Facility renovations were completed on time and within budget.
Conduct soft openings for partial services.	Successful soft opening held, providing initial services to the community.
Host the grand opening event for the INPEACE Hub.	Grand opening event executed, marking the full operational launch of the Hub.

IV. FINANCIAL

1. Budget

Budget request by source of funds – **Please see Attachment A**
 Personnel salaries and wages – **Please see Attachment B**
 Equipment and motor vehicles – **Please see Attachment C**
 Capital project details – **Please see Attachment D**
 Government contracts, grants, and grants in aid – **Please see Attachment E**

Renovations will focus on approximately 5,000 SF of the total building space. Design and planning are estimated at \$35,000 and include interior design services and engineering and structural plans. Construction is estimated at \$165.25/SF (\$826,650). Construction costs include permits and approvals, demolition and preparation, construction and materials (including walls and partitions, painting and wall finish, flooring, ceiling, HVAC, plumbing, and electrical upgrades, lighting and fixtures, and office furniture). Workstations are estimated at an additional \$3,500 per workstation @ 25 workstations (\$87,500).

2. Anticipated Quarterly Funding Requests – Fiscal 2025

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$258,125	\$240,000	\$244,375	\$257,500	\$1,000,000

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

N/A

4. State and Federal Tax Credits

Anticipated: New Market Tax Credits - \$1,500,000

5. Government Contracts, Grants, and Grants-In-Aid

Please see Budget Form Page 10 – Government contracts, grants, and grants in aid

6. Unrestricted Current Assets

\$5,812,311.48 as of 12/31/2024.

V. EXPERIENCE and CAPABILITY

1. Necessary Skills and Experience

The Institute for Native Pacific Education and Culture (INPEACE) has been a trusted leader in community-driven, culture-based education for Native Hawaiians since its establishment in 1994. With a mission to improve the quality of life for Native Hawaiians, INPEACE serves structurally underserved, low-income, and marginalized communities, having impacted over 32,000 individuals statewide.

Administrative Competence.

INPEACE is governed by a 12-member Board of Directors and led by CEO Sanoë Marfil, supported by a strong administrative team. With an annual operating budget of \$7 million, INPEACE has demonstrated exceptional financial and administrative competence, successfully managing over \$84 million in grants since its inception. The organization consistently undergoes annual audits and meets all financial compliance standards, positioning it as a low-risk auditee.

Community-Centric Approach

Built on a grassroots model, INPEACE has fostered deep and trusting relationships with the communities it serves. With 90% of staff originating from these communities, the organization ensures that its workforce remains connected and engaged with its mission. This approach allows INPEACE to directly address the unique needs of the communities it serves, fostering shared responsibility and impactful outcomes.

Proven Track Record

INPEACE's success is demonstrated by numerous awards and recognitions, including the Cases Schutte Award for Best Non-Profit and the Native Hawaiian Education Council Leadership Award. Additionally, being recognized as one of the "Best Places to Work" and receiving the Native Hawaiian Non-Profit Award further underscores INPEACE's commitment to excellence in leadership, staff engagement, and organizational management.

Programmatic Impact

INPEACE delivers comprehensive programming in three key areas: Early Learning & School Readiness, Educational Equity & Teacher Development, and Family Economic Capacity Building. Utilizing a multi-generational framework, INPEACE's programs are designed to foster cultural pride, increase access to quality education, and economically empower families. Programs such as Ka Lama Education Academy, Kaulele Science Center, and Ho'oulu Waiwai exemplify the organization's ability to create systemic, lasting impact.

Community Involvement

Community engagement is central to INPEACE's work. Programs are designed and implemented with active input from community members through Community Advisory Committees (CACs), which convene at least twice annually to provide ongoing feedback. This ensures that the programs remain relevant, effective, and rooted in community-driven solutions.

In summary, INPEACE's leadership, administrative competence, community-centric approach, and proven track record demonstrate its capability to execute the proposed project successfully. The organization's commitment to serving Native Hawaiian and underserved communities has earned it a reputation as a trusted and effective partner for community development.

Facilities

INPEACE's main administrative office is currently located in a leased space at 91-1010 Shangrila St., Suite #306, in Kapolei. This facility houses the organization's core operations

staff, including the CEO, who serves as the Principal Investigator for this project. This space has been INPEACE's administrative hub since 2019.

With the acquisition of a 15,210-square-foot facility in Nanakuli, INPEACE is now positioned to consolidate key programmatic and administrative functions under one roof. The newly acquired facility will house a selection of programs currently operating out of leased spaces at the Kamehameha Community Learning Center in Maili and the Kapolei program office at 91-1010 Shangrila St., Suite #201. By transitioning programs into the new INPEACE Hub, the organization will enhance operational efficiency, create a centralized space for community engagement, and reduce long-term overhead costs associated with leasing multiple properties.

This permanent facility provides INPEACE with the opportunity to establish a lasting presence in the Waianae Coast, further strengthening its ability to serve the community through education, economic development, and cultural preservation initiatives. INPEACE's administrative offices in Kapolei are slated to move the building acquisition project proposed.

VI. PERSONNEL: PROJECT ORGANIZATION and STAFFING

1. Personnel: Proposed Staffing, Staff Qualifications, Supervision and Training

The primary staff member for this project is Sanoe Marfil, CEO of INPEACE, serving as the Principal Investigator (PI) in collaboration with a subcommittee of the Board of Directors. As PI, Marfil will oversee the successful achievement of the project's objectives and outcomes, ensure timely approval of all reports, and maintain alignment with INPEACE's mission of serving Native Hawaiian communities.

Marfil joined INPEACE in 2006, progressing through various leadership roles to become Chief Program Officer before her appointment as CEO in 2023. Her professional journey reflects her deep commitment to community empowerment and her ability to lead impactful initiatives. A proud graduate of Nānākuli High School, Marfil holds a BA in Hawaiian Pacific Studies from the University of Hawai'i–West O'ahu, a Master's in Education from Fielding Graduate University, and is currently pursuing her EdD in Educational Leadership. These academic achievements complement her years of experience designing and managing community-based programs tailored to the unique needs of Native Hawaiian families.

During her tenure at INPEACE, Marfil has been instrumental in strengthening programmatic strategies and fostering collaborations with stakeholders at the local, national, and international levels. Her leadership has been marked by a commitment to culturally grounded education, economic development, and systemic change. Marfil's deep ties to the Waianae Coast community, where she resides with her family, positions her uniquely to understand and address the community's needs effectively.

The Board subcommittee chair for this project is Walter Thoemmes, who has served on the INPEACE Board since 2018. Thoemmes is a recognized expert in commercial real estate, specializing in facilities design, construction, and management. As the Managing Director for the Commercial Real Estate Division at Kamehameha Schools, Thoemmes brings invaluable expertise in guiding this project.

Antoinette Konia Freitas, PhD, serves as the Board President and has been a member since 2018. Dr. Freitas holds a PhD in Urban and Regional Planning and currently works at the Kamakakūokalani Center for Hawaiian Studies at the University of Hawai'i at Mānoa. Her

expertise in planning and her dedication to Native Hawaiian advancement provide critical oversight for this initiative.

Together, Marfil, Thoemmes, Dr. Freitas, and the Board subcommittee represent a highly capable team dedicated to the success of this project. With Marfil's leadership and the Board's guidance, INPEACE is well-positioned to achieve the project's goals and create a lasting impact for Native Hawaiian communities. (see Attachment F1 for Resume)

2. Organization Chart

The chart which illustrates our multi-purpose organization, and the placement of this request will be included in our attachments (see Attachment G for Organization Chart)

3. Compensation

All salaries in the organization are in compliance with fair compensation laws and regulations for non-profit organizations and are well within the limits of compensation. Salaries are based on experience, degrees, level of responsibility and performance. This is the same policy applied to all positions within the organization and in addition, we have a salary structure that helps determine pay. We have an annual performance review for every employee in the organization and all pay increases are determined by performance.

Chief Executive Officer - \$135,000.00

Chief Financial Officer - \$90,417.60

Director of Human Resources - \$85,238.40

VII. OTHER

1. Litigation

The Institute for Native Pacific Education and Culture currently does not have any pending litigation.

2. Licensure or Accreditation

There are no licensures, accreditations or special qualifications required of INPEACE relevant to this request. However, if we are awarded funding, INPEACE will work through a State of Hawai'i licensed Realtor for building acquisition.

3. Private Educational Institutions

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

4. Future Sustainability Plan

Sustainability Plan for the INPEACE Economic Enrichment & Learning Hub (THE INPEACE HUB) Beyond Fiscal Year 2024-25:

Cultural Tourism Initiatives:

Leverage the rich cultural heritage of Hawaii through the Kaulele Science Center to establish The INPEACE Hub as a cultural tourism destination. Develop guided tours, cultural workshops,

and events showcasing Native Hawaiian traditions, arts, and history. Collaborate with local businesses for joint cultural and tourism ventures.

Sustainability Impact: This initiative not only preserves cultural heritage but also generates revenue, making The INPEACE Hub a sustainable cultural destination.

Commercial Partnerships, Rentals, and Educational Programs:

Forge partnerships with local businesses and institutions for commercial use of hub spaces, including rentals for events and workshops. Simultaneously, establish fee-based educational programs and workshops, collaborating with local schools and businesses for workforce development.

Sustainability Impact: Diversify income sources by combining commercial partnerships and fee-based education, creating a versatile space adaptable to community and commercial needs.

Community Memberships and Grant Diversification:

Introduce a community membership program for financial contributions, providing exclusive benefits. Simultaneously, actively seek additional grants from various sources, diversifying the funding base.

Sustainability Impact: Create ongoing community support through memberships while reducing reliance on a single grant, ensuring financial stability and adaptability.

By combining these strategies, the INPEACE Economic Enrichment & Learning Hub can streamline its sustainability efforts, creating a well-rounded approach that addresses financial stability, community engagement, and cultural preservation.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Institute for Native Pacific Education and Culture

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	37,500			
2. Payroll Taxes & Assessments	4,525			
3. Fringe Benefits	3,825			
TOTAL PERSONNEL COST	45,850			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL	954,150			
TOTAL (A+B+C+D+E)	1,000,000			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	1,000,000	Marissa Pico 808-693-7222		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		Sanoe Marfil 1-10-25		
(d) Total Private/Other Funds Requested		Signature of Authorized Official Date		
TOTAL BUDGET	1,000,000	Sanoe Marfil, CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: _Institute for Native Pacific Education and Culture_

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Principal Investigator	1	\$150,000.00	25.00%	\$ 37,500.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				37,500.00
JUSTIFICATION/COMMENTS: Principal Investigator will be responsible to ensure the overall project objectives and outcomes are met according to the agreement; approving all reports. Will work with realtor to identify, negotiate, and finalize building purchase and will spearhead the securing of contractors, and work with them to complete necessary remodelling and rennovating of the building. (0.25 FTE/12 month position, 520 hrs. @ \$72.12/hr = \$37,500 annual salary).				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: _Institute for Native Pacific Education a

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Not Applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
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: Institute for Native Pacific Education and Culture

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			15,000			
LAND ACQUISITION						
DESIGN			25,000			
CONSTRUCTION			826,650			
EQUIPMENT			87,500			
TOTAL:			954,150			
JUSTIFICATION/COMMENTS:						
Renovations include plans/design, permits, construction, demolition, mechanical/electrical, technology, and furniture/equipment, etc.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AIDApplicant: Institute for Native Pacific Education and Culture

Contracts Total: 30,517,940

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Waiwai Grant	7/1/24 - 6/30/25	County of Hawaii	Hawaii County	50,000
2	Grant in Aid Fund - Department of Community S	10/1/21 - 3/31/23	City and County of Hon	Honolulu	200,000
3	Early Literacy	10/1/20 - 9/30/25	HI State DOE - University of Hawaii	State	1,154,573
4	Office of Hawaiian Affairs	12/5/21 - 11/30/22	Office of Hawaiian Affai	State	134,309
5	Office of Youth Services	7/1/18 - 6/30/23	State of HI DHS	State	500,000
6	Home Visiting	7/1/20 - 6/30/25	State DOH Family Health Services Div. Maternal and Child Health Branch	State	2,001,439
7	Office of Youth Services	7/1/23 - 6/30/25	State of HI DHS	State	300,000
8	Office of Hawaiian Affairs	9/15/21 - 4/15/23	Office of Hawaiian Affai	State	175,000
9	Native Hawaiian Education Program	10/1/20 - 9/30/23	US DOE NHEP	U.S.	6,578,533
10	Native Hawaiian Education Program	10/1/23 - 9/30/26	US DOE NHEP	U.S.	2,608,281
11	Native Hawaiian Education Program	10/1/23 - 9/30/26	US DOE NHEP	U.S.	8,215,548
12	Native Hawaiian Education Program	5/1/21 - 4/30/25	US DOE NHEP	U.S.	2,885,009
13	Maternal, Infant, and Early Childhood Home Vis	7/1/20 - 6/30/25	US Dept of Health and Human Svcs HRSA	U.S.	1,321,017
14	Native Amer./Native Hawaiian Museum Service	7/1/21 - 12/31/22	Institute of Museum and	U.S.	99,842
15	Native Amer./Native Hawaiian Museum Service	7/1/22 - 6/30/23	Institute of Museum and	U.S.	99,953
16	Native Amer./Native Hawaiian Museum Service	7/1/23 - 6/30/24	Institute of Museum and	U.S.	100,000
17	Native Amer./Native Hawaiian Museum Service	7/1/24 - 6/30/26	Institute of Museum and Library Services IMLS	U.S.	249,495
18	Native Hawaiian Education Program	9/1/21 - 8/31/25	US DOE NHEP	U.S.	1,044,941
19	Congressional Earmarks Initiative	9/1/22 - 8/31/25	US Small Business Administration	U.S.	500,000
20	National Science Foundation	9/1/23 - 8/31/28	National Science Fdn	U.S.	2,000,000
21	SBA PRIME Technical Assistance	9/30/24 - 9/29/25	US Small Business Administration - OGM	U.S.	300,000
22					

SUMMARY OF EXPERIENCE

I am a nonprofit leader with nearly 20 years' experience in people, program, and project management. I am also a bilingual (Hawaiian and English) educator with experience in Hawaiian culture- and place-based pedagogy and curriculum. Over my career, I have federal, state, and foundation grants for programs, been responsible for all program and project deliverables, both at the program level and at the division level.

EDUCATION

- **PRESENT: Fielding Graduate University (California):** EdD in Leadership for Change
- **Fielding Graduate University (California):** Master's in education 2024
- **University of Hawaii at Mānoa (Honolulu, HI):** Kamakakūokalani School of Hawaiian Studies
- **University of Hawaii – West O'ahu (Pearl City, HI):** Bachelor of Arts in Sciences with a Concentration in Hawaiian Pacific Studies 2011
- **Leeward Community College (Pearl City, Hawaii):** Associate of Arts in Liberal Arts 2006

PROFESSIONAL EXPERIENCE

Institute for Native Pacific Education and Culture (INPEACE) | Wai'anae, HI

Chief Executive Officer

2024 – Present

- Directs the execution of strategy to build on INPEACE's recent successes and plan for the future, setting a bold vision and demonstrating creative, entrepreneurial leadership
- Ensures that the structure of the organization is aligned properly to support programs efficiently and foster productive employees in a team environment
- Responsible for preparation and submittal of new and renewed grant proposals and for proper administration of current grants.
- Maintains positive working relationships, especially in Native Hawaiian communities, by serving on boards, attending meetings, giving presentations, and supervising public relations efforts.
- Identifies and communicates needed improvement plans throughout programs. Works closely with Executive Management to assess and communicate progress on improvement plans to the Board of Directors
- Performs other duties as requested by the Board of Directors.

Institute for Native Pacific Education and Culture (INPEACE) | Wai'anae, HI

Chief Program Officer

2019 - 2024

- Responsible for the strategic direction of all programming, including Early Learning, Educational Equity and Economic Development.
- Develops strong relationships with foundations, business, and community leaders.
- Supervisory responsibility for 10 director level staff members.
- Ensure open and effective communication with all program directors.
- Provide quarterly reports to the Board of Directors
- Participates in development efforts through grant application and reporting.

Institute for Native Pacific Education and Culture (INPEACE) | Wai'anae, HI

Program Director, Kūlia & Ka Lama Education Academy

2017-2019

- Oversee the implementation of the grant requirements and deliverables of the program.
- Interface with all partners to ensure that our relationships help the participants in the educational journeys.
- Provide timely feedback on the progress of the project, and work to resolve operational issues.
- Interface with school principals and as well as the program staff to ensure the best possible outcomes.
- Ensure the budget is adhered to and reconcile any discrepancies.
- Design, plan and implement workshops and cultural activities.
- Ensure the maximum participation of the community, schools, and INPEACE participants in the project.
- Ensure open and effective communication between all parties involved in the project.
- Provide monthly reports on the progress of the project and maintain records on workshop participation.

Institute for Native Pacific Education and Culture (INPEACE) | Wai'anae, HI

Program Manager, Kupu Ola

2010-2017

- Develop and maintain a planning schedule for effective, timely coordination and completion of the project.
- Interface with all material suppliers, consultants, and volunteers as needed and ensure that invoices are submitted and paid out.
- Provide timely feedback on the progress of the project, and work to resolve operational issues.
- Interface with school principals and teachers as well as the program staff to ensure the best possible outdoor classroom outcome.
- Ensure the budget is adhered to and reconcile any discrepancies.
- Design, plan and implement the planting workshops and cultural activities.
- Ensure the maximum participation of the community, schools, and INPEACE participants in the project.

Institute for Native Pacific Education and Culture (INPEACE) | Wai'anae, HI

SPARK

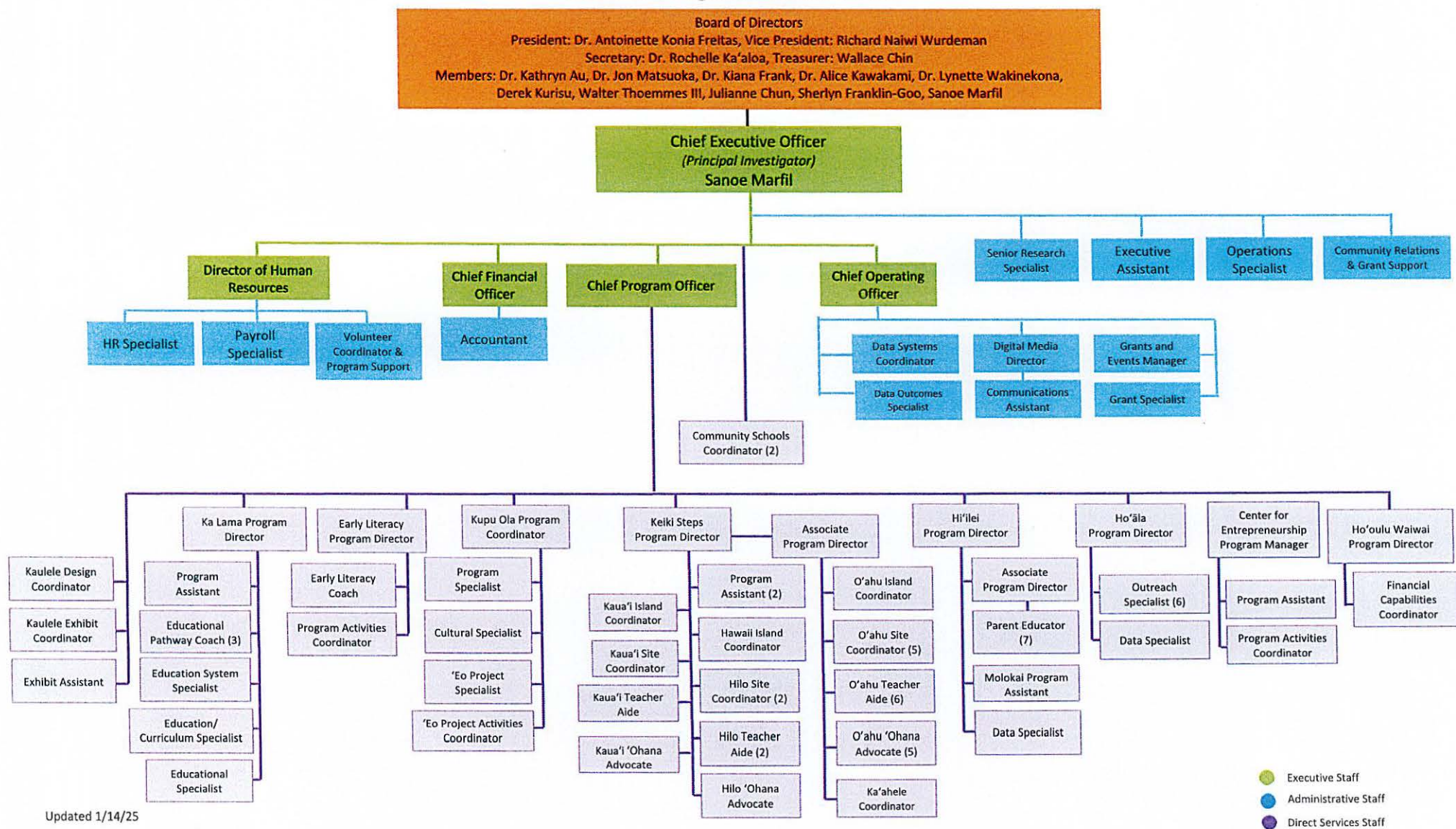
2006-2010

- Increase Literacy
- Administer the PPVT assessment to kindergarten students in the Wai'anae Moku.

AWARDS/PROFESSIONAL AFFILIATIONS

- Indigenous Wisdom Council (October 2023-Present)
- Department of Hawaiian Homelands O'ahu Commissioner (September 2023-Present)
- Hi'iaka Association (September 2022-Present)
- Ho'okele Strategies, Braided River Institute Fellow (February 2023)
- Communities of Practice Trained (November 2022-February 2023)
- ToP Performance Strategic Planning (October 2022)
- Nanaikapono Hawaiian Civic Club President (March 2021-Present)
 - Member since 2018
- Concordia Round table Alumni (March 2019-Present)
- Certified Nonprofit Professional (CNP) (June 2019)
- American Express Leadership Academy Graduate (May 2018)
- Member, Kanaeokana Network of Hawaiian-language (2018)
- Kamehameha Schools, First Nations Futures Program Fellow (June 2016-2017)
- Innovation Engineering, Blue Belt Training (March 2016)
- Ka Papahana 'o Mā'ilikūkahi (2014-present)
 - Uo Mamo (parent liaison)
- Komike Makua Pūnana Leo o Wai'anae (2010-2014)
 - Pelekikena (president)
- Child and Family Services: Parent Leader Award (2007)

INPEACE Organizational Chart



Updated 1/14/25