

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:

Maui Roots Reborn

Amount of State Funds Requested: \$174757

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

This initiative provides monthly "Know Your Rights" training sessions for immigrants and migrants, covering vital legal and practical knowledge related to rights in the workplace, at home, on the road, and in public spaces. It includes a "Train the Trainer" component for managers and leaders to extend program reach. Additionally, the program offers on-site legal counsel, translation services, and care navigation for comprehensive participant support throughout the year. The initial focus of this program will be on disaster-impacted individuals and expand throughout 2025 to include all Maui County residents looking to attend.

Amount of Other Funds Available:

State: \$

Federal: \$

County: \$69,900

Private/Other: \$272250

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

\$0

Unrestricted Assets:

\$400000

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:

285 W. Ka'ahumanu Avenue Suite 1016

City:

Kahului

State:

HI

Zip:

96732

Contact Person for Matters Involving this Application

Name:

Nicholas Winfrey

Title:


Strategic Consultant

Email:

nwinfrey@rootsreborn.org

Phone:

808.793.7220



Authorized Signature

Veronica Mendoza - ED

Name and Title

1/10/25

Date Signed

Applicant Roots Reborn

## 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

Veronica Medina - ED

PRINT NAME AND TITLE

4/10/25

DATE



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

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

MAUI ROOTS REBORN, INC.

was incorporated under the laws of Hawaii on 04/22/2024 ;  
that it is an existing nonprofit corporation; and that,  
as far as the records of this Department reveal, has complied  
with all of the provisions of the Hawaii Nonprofit Corporations  
Act, regulating domestic nonprofit corporations.



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

Dated: December 17, 2024

Director of Commerce and Consumer Affairs



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

The undersigned authorized representative of the applicant certifies the following:

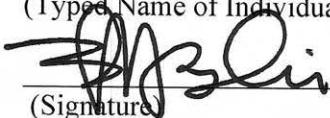
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide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

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

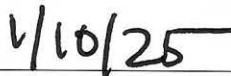
Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

**Roots Reborn**

(Typed Name of Individual or Organization)



(Signature)



(Date)

**Veronica Mendoza Jachowski**      **Executive Director**

(Typed Name)

(Title)



January 9th

State of Hawaii

Subject: Statement of Public Purpose for "Know Your Rights" Training Program

Dear Grant Review Committee,

On behalf of Roots Reborn, I am writing to affirm that the "Know Your Rights" training program is a public-purpose initiative aimed at empowering immigrant communities across Hawaii. This enhanced program is designed to provide critical education and resources to ensure the safety, well-being, and empowerment of individuals navigating complex legal and social systems.

The program offers monthly "Know Your Rights" training sessions that address essential legal and practical knowledge, including rights in the workplace, at home, on the road, and in public spaces. These sessions are tailored to meet the needs of immigrant communities, ensuring access to information that supports informed decision-making and self-advocacy.

A key component of the initiative is the "Train the Trainer" model, which equips managers and leaders with the tools necessary to extend the program's reach and sustainability. Additionally, the program provides vital on-site services, including legal counsel, translation assistance, and care navigation, ensuring comprehensive support for participants. The initial focus will be on individuals impacted by recent disasters, addressing immediate and pressing needs within the community.

This program directly aligns with the public purpose of fostering community resilience, enhancing access to justice, and promoting equitable access to essential resources. By empowering individuals with knowledge and support, we aim to strengthen the fabric of our communities and promote long-term well-being for all residents of Hawaii.

Sincerely,

A handwritten signature in black ink, appearing to read 'Veronica', is written over a horizontal line.

Veronica Mendoza Jachowski  
Executive Director, Roots Reborn



## Application for Grants

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

### I. Certification – Please attach immediately after cover page

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

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

#### 2. Declaration Statement

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

#### 3. Public Purpose

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

### II. Background and Summary

#### 1. Applicant Background

Roots Reborn is a nonprofit organization dedicated to empowering immigrant and migrant communities by providing access to resources, education, and support systems. With a focus on community resilience, legal empowerment, and cultural inclusivity, Roots Reborn has successfully delivered programs addressing immigration, housing, and social equity. Our team comprises experienced professionals in nonprofit leadership, legal advocacy, and community engagement.

#### 2. Goals and Objectives

The primary goals of the "Know Your Rights Training Program" are to empower immigrant and migrant individuals with knowledge of their legal rights and provide resources to navigate immigration enforcement situations effectively. Specific objectives include:

- Delivering **monthly training sessions** to educate up to 40 participants per session on their rights at work, home, on the road, and in public spaces.
- Conducting **quarterly "Train the Trainer" workshops** to equip 8-10 managers and leaders to support immigrant workers and extend program reach.
- Providing **on-site legal counsel**, multilingual resources, and care navigation to address participants' immediate needs.

- Creating a sustainable program that builds confidence, safety, and resilience in immigrant communities.

### 3. Public Purpose and Need to Be Served

This program addresses critical gaps in education and resources for immigrant and migrant populations, particularly concerning legal rights during interactions with law enforcement and immigration authorities. By empowering individuals with knowledge and providing practical tools, this program:

- **Promotes public safety** by reducing harmful encounters with immigration enforcement.
- **Supports workplace equity** by training managers to foster inclusive environments for immigrant workers.
- **Enhances community resilience** by connecting participants to essential resources and legal support.

This initiative directly aligns with the State Legislature's priorities of promoting equity, safety, and access to justice for all residents.

### 4. Target Population to Be Served

The program primarily serves:

- **Immigrants and migrants**, including undocumented individuals and mixed-status families, who are often vulnerable to legal and workplace challenges.
- **Managers and community leaders** who interact with immigrant populations and can amplify the program's impact through workplace training and advocacy.
- Participants from diverse linguistic and cultural backgrounds, with materials and support provided in multiple languages, including Spanish, Pohnpeian, and others commonly spoken in the community.
  - 70% Hispanic
  - 30% COFA

### 5. Geographic Coverage

The program is designed to serve communities across the state, with a focus on regions with significant immigrant and migrant populations, including urban centers, rural areas, and agricultural hubs. Training sessions will be conducted both in-person and virtually to maximize accessibility and ensure broad geographic coverage, particularly in areas with limited access to legal and educational resources.

This request highlights the critical need for the "Know Your Rights Training Program" and its alignment with the State Legislature's goals of fostering equity, inclusion, and empowerment for underserved communities.

## III. Service Summary and Outcomes

1. Scope of Work, Tasks, and Responsibilities

Scope of Work:

The "Know Your Rights Training Program" is a comprehensive initiative aimed at empowering immigrant and migrant communities with the knowledge and resources to understand and assert their legal rights. This program encompasses bi-monthly participant training, quarterly "Train the Trainer" workshops, on-site legal counsel, translation services, and care navigation to connect participants with additional resources.

Tasks and Responsibilities:

- 1. **Program Coordination:**
  - Oversee scheduling, logistics, and execution of bi-monthly training sessions and quarterly workshops.
  - Coordinate with legal counsel, trainers, and care navigators for seamless delivery.
- 2. **Training Sessions:**
  - Conduct 12 "Know Your Rights" sessions annually for up to 40 participants per session.
  - Cover topics such as workplace rights, interactions with law enforcement, and public safety.
- 3. **Train the Trainer Workshops:**
  - Host four workshops annually, training 8-10 managers and community leaders per session.
- 4. **Participant Support:**
  - Provide on-site legal consultations, multilingual materials, and care navigation for participants requiring follow-up assistance.
- 5. **Outreach and Engagement:**
  - Conduct targeted outreach campaigns to recruit participants from underserved immigrant and migrant communities.
- 6. **Evaluation and Reporting:**
  - Monitor program effectiveness through feedback surveys, attendance metrics, and participant outcomes.
  - Prepare quarterly and annual reports for the State agency.

2. Projected Annual Timeline

Month	Activity
January	Program launch, outreach campaigns, first training session.



<b>February</b>	Second training session, outreach for upcoming workshops.
<b>March</b>	First "Train the Trainer" workshop, training session.
<b>April-June</b>	Monthly training sessions, participant follow-ups.
<b>July</b>	Mid-year evaluation and reporting.
<b>August</b>	Second "Train the Trainer" workshop, training session.
<b>September</b>	Bi-monthly training sessions, outreach campaigns.
<b>October</b>	Third "Train the Trainer" workshop, training session.
<b>November</b>	Final bi-monthly training session, evaluation surveys.
<b>December</b>	Annual review, reporting, and planning for next year.

### 3. Quality Assurance and Evaluation Plans

#### Monitoring and Evaluation:

- **Participant Feedback:** Collect pre- and post-session surveys to assess knowledge gained and program relevance.
- **Attendance Metrics:** Track attendance rates and analyze participant demographics to ensure inclusivity.
- **Outcome Tracking:** Follow up with participants to evaluate the real-world application of training knowledge (e.g., interactions with law enforcement, workplace advocacy).

#### Improvement Plans:

- Quarterly staff meetings to review feedback, refine training content, and address logistical challenges.
- Ongoing collaboration with legal experts and community leaders to ensure training materials are accurate and culturally relevant.
- Annual program review to adjust curriculum and strategies based on evaluation results.

#### 4. Measures of Effectiveness

The program's effectiveness will be assessed through the following measurable outcomes:

1. **Training Reach:** Number of participants attending bi-monthly sessions (target: 900 annually).
2. **Trainer Development:** Number of managers and community leaders trained through workshops (target: 40-60 annually).
3. **Participant Knowledge Gains:** Increase in participant confidence and understanding of their rights, measured through pre- and post-session surveys (target: 85% improvement).
4. **Follow-Up Support:** Number of participants receiving additional legal counsel or care navigation services (target: 300 annually).
5. **Program Accessibility:** Number of multilingual materials distributed and on-site translation services utilized (target: 1,200 materials annually).
6. **Participant Outcomes:** Percentage of participants reporting successful application of training knowledge (target: 75% of survey respondents).

## IV. Financial

### Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.

- a. Budget request by source of funds (Link)\*
- b. Personnel salaries and wages (Link)\*
- c. Equipment and motor vehicles (Link) **NA**
- d. Capital project details (Link) **NA**
- e. Government contracts, grants, and grants in aid (Link) **NA**

**\*See attached forms**

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
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\$75,000	\$35,000	\$35,000	\$29,757	\$174,757
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3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.

**Mexican Consulate - \$60,000**

**Hawaii Community Foundation - \$100,000**

**Grantmakers Concerned with Immigrants and Refugees (GCIR) - \$15,000**

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

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

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

**\*See attached report**



# BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Maui Roots Reborn

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	92,500			92,500
2. Payroll Taxes & Assessments	9,435			9,435
3. Fringe Benefits	12,072			12,072
<b>TOTAL PERSONNEL COST</b>	<b>114,007</b>			<b>114,007</b>
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	5,000			5,000
2. Administrative costs - zoom, crm, office su	4,250			4,250
3. Outreach/Marketing	4,000			4,000
4. Lease/Rental of Space	5,000			5,000
5. Training materials/supplies	14,500			14,500
6. Participant/trainer transportation	14,500			14,500
7. Evaluation and Reporting	1,000			2,500
8. Material Translation	5,000			5,000
9. Onsite/Virtual Translation services	7,500			7,500
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>60,750</b>			<b>62,250</b>
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>174,757</b>			<b>176,257</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	174,757	Nicholas Winfrey 808.793.7220		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		1.10.2025		
(d) Total Private/Other Funds Requested	176,257	Signature of Authorized Official Date		
<b>TOTAL BUDGET</b>	<b>351,014</b>	Veronica Mendoza Executive Director		
		Name and Title (Please type or print)		

## Period: July 1, 2025 to June 30, 2026

Applicant: Maui Roots Reborn

[illegible]

Maui Roots Reborn, Inc.

Statement of Financial Position

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Business Value Checking #7108-0080	322,307.76
1005 Business Savings 7108-0040	8,929.70
1015 Paypal	0.00
Total Bank Accounts	\$331,237.46
Accounts Receivable	
1200 Accounts Receivable (A/R)	
1205 Doubtful accounts allowance	32,500.00
Total 1200 Accounts Receivable (A/R)	32,500.00
Total Accounts Receivable	\$32,500.00
Other Current Assets	
1499 Undeposited Funds	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$363,737.46
Fixed Assets	
1600 Fixed Assets	
1605 Equipment & Furniture	-9,557.71
Total 1600 Fixed Assets	-9,557.71
Total Fixed Assets	\$ -9,557.71
TOTAL ASSETS	\$354,179.75
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable (A/P)	14,655.34
Total Accounts Payable	\$14,655.34
Total Current Liabilities	\$14,655.34
Total Liabilities	\$14,655.34
Equity	
3050 Opening Balance Equity	-4,248.05
3060 Retained Earnings	
Net Revenue	343,772.46
Total Equity	\$339,524.41
TOTAL LIABILITIES AND EQUITY	\$354,179.75



## **V. Experience and Capability**

Roots Reborn has established itself as a leading nonprofit organization dedicated to empowering and uplifting immigrant and migrant communities in [State/Region]. With over a decade of combined experience in legal advocacy, community outreach, and program development, Roots Reborn is uniquely equipped to successfully implement and manage the **Know Your Rights Training Program**.

### **1. Organizational Expertise**

#### **1. Track Record of Success:**

- Roots Reborn has delivered impactful programs focused on immigrant support, including legal aid workshops, housing assistance, and emergency response initiatives.
- Over the past year, we have provided essential services to more than 1,000 individuals, including undocumented families and mixed-status households, navigating systemic challenges.

#### **2. Skilled and Dedicated Team:**

- **Program Leadership:** Our leadership team includes professionals with extensive backgrounds in nonprofit management, legal services, and community engagement.
- **Expert Trainers:** Roots Reborn collaborates with certified trainers and legal professionals who specialize in immigration law and advocacy.
- **Cultural Competence:** Our multilingual staff and volunteers ensure accessibility and inclusivity, providing services in languages such as Spanish, Creole, Tagalog, and others common in our community.

#### **3. Community Partnerships:**

- We have cultivated strong relationships with local legal aid organizations, advocacy groups, and community centers, which serve as referral and outreach partners.
- Our existing collaborations amplify our program's reach and enhance its credibility within immigrant and migrant communities.

## **2. Facility Capability in Kahului**

Roots Reborn's new office facilities in Kahului are strategically designed and equipped to serve as the operational hub for the **Know Your Rights Training Program**. These facilities include:

#### **1. Dedicated Training Spaces:**

- The office features a large, fully-equipped training room that accommodates up to 100 participants, allowing for both bi-monthly participant sessions and quarterly "Train the Trainer" workshops.
- Audio-visual equipment, including projectors, microphones, and translation headsets, ensures effective communication and engagement during sessions.

#### **2. Private Consultation Rooms:**

- Multiple private meeting rooms provide a confidential setting for participants to meet with legal counsel and care navigators.
- 3. **Central Location:**
  - The Kahului office is easily accessible via public transportation and major roadways, making it convenient for participants from across the region.
  - Ample parking and ADA-compliant facilities further enhance accessibility for all attendees.
- 4. **Technological Infrastructure:**
  - High-speed internet and advanced IT systems support virtual training sessions, enabling hybrid delivery models to reach participants in remote areas.
  - Integrated CRM software tracks participant attendance, engagement, and follow-up needs, ensuring seamless program management.

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

**1. Proposed Staffing Pattern and Service Capacity**

The "Know Your Rights" training program will be led by a highly qualified and diverse team of professionals who bring personal and professional experience to the immigrant community. This team is well-equipped to deliver training, outreach, and support effectively. The program's staffing structure includes a mix of program coordination, legal expertise, community care, and outreach roles, ensuring comprehensive coverage of the program's objectives.

**Staffing Pattern:**

1. **Program Coordinator:** Lily Solano
2. **Immigration Legal Assistant/Trainer:** Dania Laborte
3. **Community Care Specialists/Trainers:** Stephanie Villalobos and Evelyn Del Valle
4. **Outreach Specialist:** Annie Alevelais
5. **Immigration Attorney/Legal Counsel:** Aparna Patrie

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**Staff Qualifications and Experience**

**Lily Solano, Program Coordinator**

- Bachelor's degree in Marine Science from the University of Hawai'i.
- Extensive experience in environmental education and equitable resource advocacy.
- Played a pivotal role in disaster response, including fundraising, donation distribution, and language translation.

**Dania Laborte, Immigration Legal Assistant/Trainer**

- Deep connection to Maui's Latinx community, with extensive experience as a translator and advocate for immigrant families.
- Committed to supporting the community through personal experience and cultural understanding.

**Stephanie Villalobos, Community Care Specialist/Trainer**

- Extensive community ties in Lahaina and personal experience navigating legal challenges.
- Skilled in building relationships and supporting families with resources and guidance.

**Evelyn Del Valle, Community Care Specialist/Trainer**

- Associate's degree in Early Childhood Education and professional experience in early learning environments.
- Strong connection to Maui's immigrant community and a commitment to spreading the Aloha spirit.

**Annie Alevelais, Outreach Specialist**

- Extensive experience in participant recruitment, program leadership, marketing, and stakeholder engagement.
- Proven ability to manage large budgets and cultivate partnerships with organizations like UNICEF and the Red Cross.

**Aparna Patrie, Immigration Attorney/Legal Counsel**

- Juris Doctorate, magna cum laude, from Georgetown Law.
- Over a decade of experience in immigration law, including asylum cases and federal policy advising.
- Previously worked as a lawyer for the U.S. Senate Committee on the Judiciary and clerked for the U.S. Court of Appeals.

**Supervision and Training**

**1. Supervision Structure:**

- **Aparna Patrie**, as Immigration Attorney/Legal Counsel, will oversee legal aspects of the training program and provide direct supervision to Dania Laborte and the Community Care Specialists.
- **Lily Solano**, as Program Coordinator, will manage program logistics, ensure alignment with organizational goals, and support the team in implementing effective training and outreach strategies.

**2. Training Plan:**



- **Initial Training:** All staff will undergo an onboarding program focused on the "Know Your Rights" curriculum, disaster recovery resources, and cultural competency to serve diverse immigrant populations effectively.
- **Ongoing Development:** Regular training sessions will cover legal updates, effective communication strategies, trauma-informed care, and community engagement best practices.
- **Peer Learning:** Team members will participate in collaborative sessions to share insights and refine program delivery.

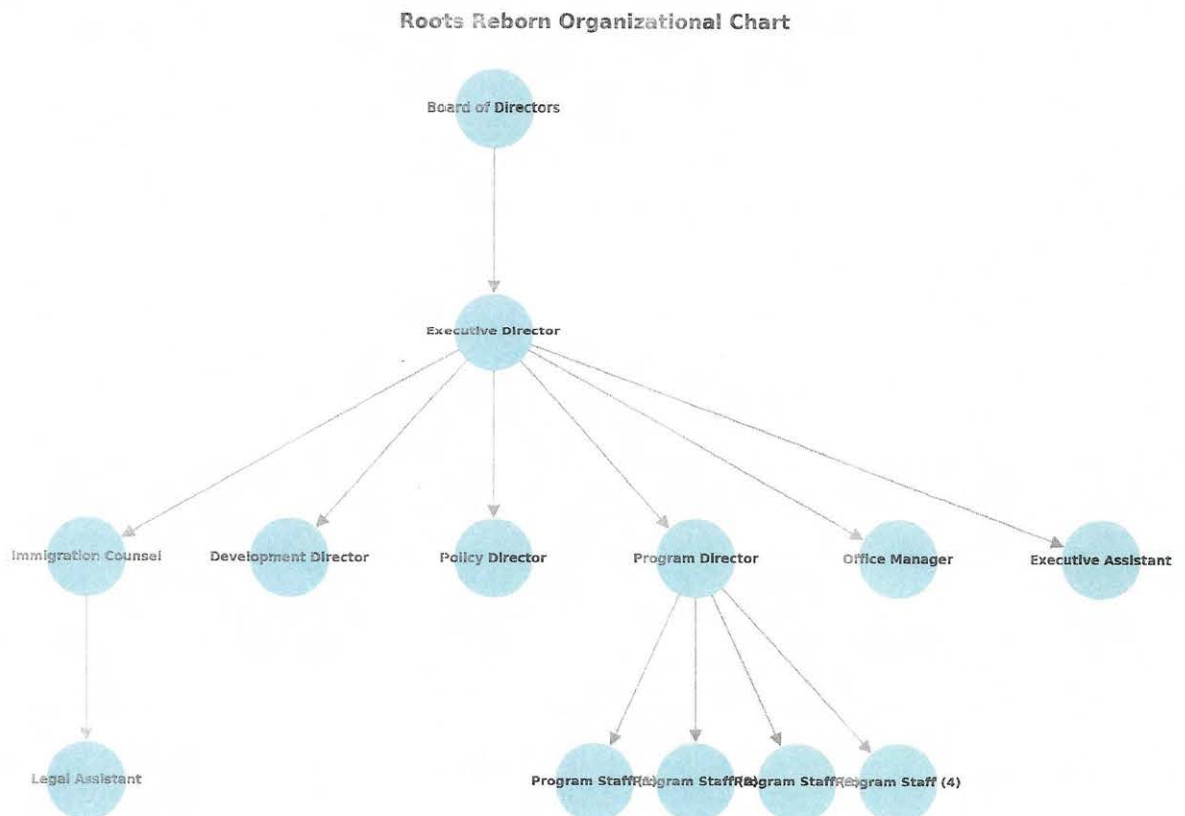
### 3. Administrative Support:

- Roots Reborn's administrative team will provide logistical and operational support, ensuring smooth program implementation.

## Program Viability

The team's unique blend of lived experience, cultural competency, and professional expertise ensures the program's success. By leveraging their strong community ties and dedication, the staff can deliver impactful training to empower Maui's immigrant population. The supervision and training structure further reinforce the program's capacity to adapt and thrive in addressing the challenges faced by undocumented individuals in post-disaster recovery.

## 2. Organization Chart



### 3. Compensation

- a. Executive Director - \$100,000 annually
- b. Immigration Counsel - \$120,000 annually
- c. Development Director - \$80,000 annually

## VII. Other

### 1. Litigation

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

### 2. Licensure or Accreditation

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

**Aparna Patrie, Immigration Attorney/Legal Counsel, barred in New York State**

### 3. Private Educational Institutions

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

### 4. Future Sustainability Plan

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

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

**Partnership Development:** Engage with local legal aid organizations, advocacy groups, and community centers.

**Grant Applications:** Apply for funding from national and regional immigrant rights foundations, as well as local government programs.

**Corporate Sponsorships:** Partner with businesses and unions for additional funding.

**Donor Campaigns:** Share impact stories to attract individual and recurring donors.

This expanded program ensures comprehensive support for participants, integrating legal, linguistic, and practical services to create a robust framework of empowerment for immigrant and migrant communities.