

## 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

Lina Thieman, Executive Director  
PRINT NAME AND TITLE

1/16/2025  
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:

ProArts, Inc.

ProArts Playhouse Maui

Amount of State Funds Requested: \$225,000

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

The requested GID funds will enable ProArts to build on 15 years of success by enhancing our capacity to serve as a vital community venue and arts center. This funding will allow us to expand our staff and upgrade facility equipment, increasing the frequency of events to meet growing community demand while offering more affordable or free access to our facility and programs.

Additionally, these resources will streamline our accounting and fundraising systems, strengthen organizational infrastructure, and support the diversification of programming. This will enable us to better serve our community's needs and ensure a sustainable future for ProArts.

Amount of Other Funds Available:

State: \$0Federal: \$0County: \$0Private/Other: \$0

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

\$0

Unrestricted Assets:

\$230,000.00New 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:

PO Box 2017

City:

Kihei

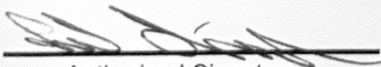
State:

HI

Zip:

96753

## Contact Person for Matters Involving this Application

Name:  
Linda ThiemanTitle:  
Executive DirectorEmail:  
lin@proartsmaui.orgPhone:  
808-463-6550 (office) 917-701-0937 (cell)
  
 Authorized Signature

Linda Thieman, Executive Director

Name and Title

1/15/2025

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:** **PROARTS, INC.**

**Issue Date:** **01/02/2025**

**Status:** **Compliant**

Hawaii Tax#: 06274165-01  
 New Hawaii Tax#: GE-0606699520-02  
 FEIN/SSN#: XX-XXX6108  
 UI#: No record  
 DCCA FILE#: 227230

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 REVISED STATUTES**


The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F103, 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.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F103, 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.

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.

ProArts, Inc.  
(Typed Name of Individual or Organization)

  
(Signature)

January 15, 2025  
(Date)

Linda Thieman, Executive Director  
(Typed Name)

## 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.**

Attached above

#### **2. Declaration Statement**

Attached above

#### **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](#).**

Grant funds will be used for a public purpose pursuant to Section 42-F-102, Hawaii Revised Statutes. Specifically, funds will support operating and program expansion costs for ProArts community venue.

- increase organizational capacity for community events & meetings through staff expansion and facility upgrades.
- Develop and produce more local artist and cultural programs
- Aid in the continued access to high-quality performing arts experiences at affordable costs for those in need.

## **II. Background and Summary**

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

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

Established in 2006, ProArts has been a cornerstone of the South Maui community for nearly 20 years. Operating as a 110-seat community performing arts center in Kihei's Azeka Plaza, ProArts is a 501(c)(3) non-profit organization dedicated to bringing cultural arts to the region. But ProArts is far more than just a venue—it fulfills two vital roles within the community:

**I) A Hub for Local community events, arts & culture**

ProArts is South Maui's only established space for community-focused events. In addition to functioning as the main event space for dozens of nonprofits, ProArts showcases local musicians, artists, Hawaiian cultural events, films, and special programs that bring the arts to underserved populations, including the elderly and children with disabilities.

**II) A Lifeline for Displaced Artists**

Following the devastating Lahaina fires, ProArts has become a "lifeboat" for artists and events displaced by the tragedy. By providing a platform for creativity and connection, ProArts has helped keep artists on Maui who might have otherwise been forced to leave. Additionally, the "Access for All" program offers free entertainment to community members impacted by the fires.

ProArts meets community needs by addressing critical gaps in South Maui's arts and cultural landscape by:

**•Providing Affordable Performance Space**

ProArts offers accessible or free pricing for community groups, nonprofits, and youth education groups unable to afford larger, more expensive facilities

**•Serving the Underserved**

As the sole entity bringing a wide range of arts and cultural events to South Maui, ProArts focuses on reaching underserved community members, both onstage and off.

•**Hosting Inclusive Events**

ProArts creates opportunities for children, individuals with disabilities, and other underserved segments of the community—groups often overlooked by for-profit organizations.

•**Supporting Local Talent and Economic Vitality**

ProArts serves as a critical outlet for local musicians, filmmakers, actors, playwrights, performing artists, and others to gain public exposure and performance experience, while being compensated for their work.

Recognized and Cherished by the Community, ProArts has been repeatedly voted as “Hawai‘i’s Favorite Local Theater” by Broadwayworld.com, and was named 2024’s Outstanding Nonprofit Business at the Mayor’s Small Business Awards, a testament to its vital role in enriching the lives of residents and visitors alike.

2. **The goals and objectives related to the request;**

To meet the evolving needs of our community, including those displaced by the Lahaina fires and marginalized groups, ProArts needs to significantly increase its resources. We have identified the following key objectives:

I) **Enhance Access for Disabled, Elderly, and Displaced Individuals**

- **Broaden Access for All:** Expand the *Access for All* program, which provides free or discounted tickets to individuals displaced by the Lahaina fires and others facing financial hardship
- **Enhance Accessibility:** Invest in PTZ camera setup, allowing us to capture and air more of our performances online and on Akaku, for greatly expanded accessibility. It might also allow us to produce a talk series/podcast out of ProArts, which we’ve been asked to do on multiple occasions.
- **Expand Special Needs Programming:** Build on the success of sensory-friendly versions of productions like *The Reluctant Elf* by introducing new offerings for adults and children with special needs.
- **Improve Safety Features:** Upgrade safety measures such as installing additional handrails, ramps, and step markers for patrons and performers, and provide further training for staff members.

II) **Increase Support for Hawaiian Culture**

- **Showcase Local Artists:** Prioritize programs that feature Hawaiian artists and cultural narratives.
- **Increase Performance Frequency:** Extend our Hawaiian Arts & Culture Series programming to at least two nights per month to deepen community engagement.



### III) **Improve Technical Capabilities for a Growing Audience**

- **Upgrade Infrastructure:**

1) Modernize sound and projection systems to enhance existing productions, including *Magic in Paradise* starring Warren and Annabelle's David Kuraya and allow us to better handle our expanding roster of big name local and national talent, like the recently featured Taimane, Amy Hānaiali'i Gilliom and Kalani Pe`a.

- **Expand Staff & Leadership Capacity**

1) Hire a Full-Time Business Manager

- Improves operational efficiency and enhances our ability to better serve the community.
- Brings a nationally trained Broadway manager to Maui, offering mentorship and training for the next generation of artists and arts managers.
- Enables the Executive Director to focus on programming and expanding outreach efforts.

2) Transition the Production Manager Role to Full-Time

- Provides critical support to offer the venue for more community meetings and events at affordable rates.
- Facilitates the expansion of our current programming to serve a broader audience.
- Creates training opportunities for *keiki* (children) and local residents, preparing them for paid positions within the theater.
- Increases compensation for junior staff members, supporting workforce development.

3) Disaster Preparedness

- Builds upon the systems established during COVID-19, when the theater served as an emergency drop-off and staging area for relief supplies.
- Strengthens our readiness to support the community during future emergencies.

### 3. **The public purpose and need to be served;**

**The demand for ProArts' services is overwhelming and continues to grow.**  
Our community has made their needs clear: we currently host 3–5 events per



week, yet we still face a months-long waiting list. To keep up, our dedicated staff & volunteers operate around the clock, firing on all cylinders to meet the demand.

To better serve our community, expanding our staffing is essential, as is improving our technical capacity through enhanced software systems and upgraded tech equipment. These improvements will enable us to efficiently meet the extraordinary demand and continue delivering the high-quality service our community relies on.

**The arts have long been recognized as a powerful force for enhancing mental health.** Engaging in creative experiences, whether as an audience member or a participant, reduces stress, improves mood, and fosters a profound sense of connection. ProArts provides an accessible and inclusive platform for this engagement, offering opportunities to explore diverse narratives, process complex emotions, and build empathy. In an era of rising mental health challenges, ProArts serves as a sanctuary for healing and self-expression, promoting emotional resilience and a strong sense of belonging.

**Small theaters also serve as powerful economic drivers.** They draw visitors who spend not only on tickets but also at nearby restaurants, cafes, shops, and parking facilities, creating a ripple effect throughout the local economy. ProArts collaborates with local vendors and suppliers, further amplifying economic activity. They are also more economically sustainable than larger venues.

**Moreover, ProArts generates employment opportunities for actors, directors, technical staff, administrative personnel, and a myriad of talented musicians and singers.** Among these performers, ProArts has built a stellar reputation as Maui's premier venue. Following the devastating Lahaina fires, ProArts has become a vital **"lifeboat" for artists whose livelihoods were severely impacted by the loss of venues and events.**

**Studies consistently show that investment in the arts yields significant returns,** making it a wise and impactful allocation of resources. A thriving theater transforms its surrounding neighborhood, increasing foot traffic and enhancing property values, which in turn attracts further investment.

**ProArts has been collaborating with nearby businesses to create a "Front Street" style area on Maui's South Shore,** reimagining the area as a vibrant cultural and economic hub.

By supporting small theaters and performance spaces, we nurture the soul and spirit of our communities. These venues are far more than bricks and mortar; they are spaces where stories come alive, dreams are shared, and bonds are strengthened. This grant will empower ProArts to sustain and grow these

essential institutions, ensuring their benefits continue to enrich lives for generations to come.

**4. Describe the target population to be served**

ProArts is more than just a non-profit venue—it's a hub for connection and community engagement. Our space is in high demand, with schools, civic groups, community organizations, and post-show discussion groups all eager to use as one of the most affordable professional spaces on the island

Serving the local community also means making the arts more accessible. One of the major challenges is the rising cost of live events, which prevents many local residents from attending performances despite their interest. Additionally, various art forms—such as cultural, classical, jazz, and spoken word—are underproduced by most theaters due to a perceived and often miscalculated lack of patron interest, when in fact, we have full houses for these events.

ProArts also recognizes the physical and logistical barriers that can prevent individuals from enjoying live theater. These include mobility challenges, lack of accessible transportation, and sensory sensitivities. By addressing these obstacles, we aim to create an inclusive environment that welcomes everyone, regardless of their physical or situational constraints.

By expanding our cultural programs and highlighting local artists, we strive to offer tourists meaningful opportunities to learn about Hawaiian culture through its music, stories, and people.

Through affordable and diverse programming, ProArts seeks to ensure that all residents of Maui and Hawaii see themselves reflected in the performing arts and experience the joy—both physical and emotional—that these performances bring.

**5. Describe the geographic coverage.**

ProArts' appeal extends far beyond its South Maui location, consistently attracting patrons and performers from as distant areas as Hana and Napili. This widespread draw underscores ProArts' reputation as a premier destination for high-quality performances on the island. Additionally, ProArts attracts performers from across the state, serving as a lifeline for artists whose livelihoods were dramatically impacted by the Lahaina fires.

In alignment with our mission to make the arts accessible to all, we have been developing plans to bring our programming to Molokai and Lana'i. With additional

GIA funding, we will have the resources to implement these plans, expanding our reach and impact across Maui Nui.

### **III. Service Summary and Outcomes**

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

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

The scope of work listed here falls into (3) main categories;

- 1) Creative & Program Development,
- 2) Technical Improvements ,
- 3) Business & Operational Updates.

These areas will be divided amongst the ProArts Team as follows:

- 1) **Creative & Program Development:** This item will be spearheaded by our Executive Director Linda Thieman. It will include increased focus on working with various local artists to create original pieces of work highlighting Hawaiian culture. It is our goal to increase local programming by 15-20% in the coming year. Ms. Thieman will also work with specialists in the field to find ways to make some of our existing programming work for those with special needs. An expanded marketing effort designed to work with local leaders, organizations and local media outlets, will be implemented to expand the community awareness of our "Access for All" campaign.
- 2) **Technical Improvements:** These items will be overseen by our technical team including Amanda Dellinger, Tom Fortier, Angel Juarez and Jake Carter. This team will research, purchase and install technical upgrades designed to improve accessibility & overall theater experience. These include; state of the art audio equipment, a loop system for the hearing Impaired, additional security railings for both patrons and performers and improved lighting and projection equipment.
- 3) **Business & Operational:** This part of the project will be led by Business Manager Jason Pelusio working directly with Front of House Manager Madeline Hamada. In order for our Executive Director to take on the development of new & expanded programing, accessibility initiatives and increased marketing measures, we will need to increase Mr. Pelusio to full

time business management, taking over all accounting, business negotiations and daily operational procedures. This team will also research and implement a new CRM (Donor Management System) to streamline and improve donor interactions and growth.

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

July-September

- Transition Business Manager to full-time status
  - allows for immediate increase in community use of space
- Order required safety upgrades
- Research and assess CRM systems

September-October

- Transition Production Manager to full-time status
- Purchase & install upgraded systems
  - Audio System for Hearing Impaired
  - Projection & Lighting upgrade
  - PTZ cameras & controllers

October-November

- Onboard new CRM Program
- Install safety upgrades

November-January

- Work with local performers on the development of expanded Cultural Programing
- Rollout expanded cultural programing
- Develop Sensory friendly programing
- Implement “sensory friendly” programing

February-March

- begin supplying programing to local community cable

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

ProArts prides itself on fiscal responsibility and planning, having proven its ability as one of the few venues to actually thrive coming out of the pandemic.

Monthly reviews among the board and planning committees will closely monitor the progress of each of the three categories.

ProArts Executive Director will track the progress and assess the success of the projects using quarterly reviews of the following performance measures:

- Box Office Reports and frequency of new cultural programing
- Technical status reports on research and implementation of new audio, video and safety equipment.
- Summary demographic and financial data from program participants
- Audience evaluation forms and participant statements

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

We will use the following methods to measure our performance and impact on a quarterly basis:

- Track all new programing over and above the current 3-5 weekly event average with aims to increase to 6-8 weekly events. Results to be shown via production calendar.
- Track "Access for All" attendance across all of our events through our ticketing system During the 2023-24 Season, we had approximately 400 uses of our "Access for All" tickets. We anticipate an increase of at least 25%
- Record virtual audience attendance via the number of views on our video platforms (Vimeo, Facebook, Instagram) & Akaku TV tracking system. We currently have on average 350-450 views on all video platforms with several hundred additional viewers via our partnership with Akaku. With new PZT cameras system we aim to increase this overall number by 25-35%
- Track how many people view the event page on our website/choose to link from our website to the video platform.
- Gauge community awareness and engagement in part through the growth donor base via newly installed CRM program

- Compile emails and online comments that provide feedback on the program, and take notes on any relevant calls or conversation.

#### **IV. Financial**

##### **Budget**

- The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - Budget request by source of funds - (Attached below #1)
  - Personnel salaries and wages – (Attached below #2)
  - Equipment and motor vehicles – (Attached below #3)
  - Capital project details – (Not Applicable)
  - Government contracts, grants, and grants in aid – (Not Applicable)

(Attached Below #1, 2, 3, 4)

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

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$75,000	\$60,000	\$50,000	\$40,000	\$225,000

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

ProArts will continue to primarily be funded by ticket sales, supplemented by donations and sales of merchandise, concessions, and program ads. We will also be applying for grants through the Maui County Office of Economic Development, the State Foundation for Culture and Arts, the Hawai'i Community Foundation, and numerous private foundations.

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

Not applicable. ProArts Playhouse Inc. is a non-profit 501 (c)3 organization.

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.**

Attached below #4

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

\$230,000

## **V. Experience and Capability**

### **1. Necessary Skills and Experience**

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

ProArts is operated by (2) full time employees; Executive Director Linda Thieman & Front of House Manager Madeline Hamada, (2) part-time employees as technical and business support staff as well as up to 30 temporary project-based production staff & performers. It is governed by an 8-member Board of Directors composed of community members with a wide range of volunteer and professional expertise and a passion for the performing arts. There are four Board committees - Finance, Development, Marketing, Facilities - that include Board members and a (5) Member advisory committee with specific expertise. The current ProArts Board of Directors & advisors includes:

Jason Strahn	President	Art Director & Manager, Maui Printing Co.
Sarah Loney Mark	Vice President	Engineering Manager, Boeing Company
Daniel J. Southmayd	Secretary	Medical Case Mgr., Maui AIDS Foundation,
Ryan Willis	Treasurer	CPA PricewaterhouseCoopers
Ally Shore	Member	Co-Owner, Giggle Hill Coffee
Ted Anderson	Member	Owner, Venture Physical Therapy
Charen Aki Maile-Mahoe Kepler	Member	Executive Director, Ka Ipu Kukui
Sarah Loney Mark	Member	Engineering Manager, Boeing Company
Professor James Black	Member	Retired, Law Professor City Core College
Toni Rojas	Advisory Committee	President, Tony Rojas & Associates, Inc.
Michael Jackowitz, MD	Advisory Committee	Broadway Producer, WitzEnd Productions and Physician with Maui's Minit Medical



Rae Takemoto	Advisory Committee	Creative Education Program director,U of H
Arnold Jacobson, MD	Advisory Committee	Retired physician, Past Board President
Kathy Worley	Advisory Committee	Owner, Pali Kai Realtors

The board, together with Executive Director Linda Thieman, oversee ProArts' \$630,000 annual budget and manages the daily operations of the organization and its facility. Our staff and board members bring extensive experience and training not only in business, marketing, and sales but also in the specialized fields of entertainment and theater.

ProArts is unique among theaters for its ability to maintain a 70/30 earned-to-donated income ratio. This model is nearly unheard of in the industry, where most arts organizations rely on the opposite structure. Our commitment to fiscal responsibility and our deep understanding of the business have allowed us to navigate challenges such as the pandemic and economic downturn, during which many other organizations faced closure.

## 2. Facilities

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

ProArts Playhouse is a 110-seat theatrical venue in a ground floor building and is wheelchair accessible and air-conditioned. We have recently secured a new advantageous (3) year lease agreement on its space located in Kihei's Azeka Center, which features a free municipal parking lot, multiple local restaurants and banks, and South Maui's only post office.

The Board & Staff have spent the last 6 years pouring all available funding back into the space to slowly improve the theater experience. Our space now features a rebuilt stage, a visual art lobby and box office area, a technical booth, a dressing room, a small workshop, and costume and props closets. Our space features a lighting grid, sound system and gear, projection screen, and a grand piano. While far from complete, ProArts is now considered by most local talent and patrons, to be the "best local theater" both acoustically and in terms of audience experience. We were recently name Hawai'i's Favorite Local Theatre by BroadwayWorld.com for the second time in 3 years and Maui's Best Theatre Company in the last MauiTimes poll. Our Exec Director was also ranked third by MauiTimes among Maui's Best Non-Profit Directors.

## VI. Personnel: Project Organization and Staffing

## 1. Proposed Staffing, Staff Qualifications, Supervision and Training

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

The ProArts team responsible for executing the proposed projects are as follows:

- **Linda Thieman, our Executive Director** and Program/Grant Administrator, has successfully steered our organization through this last few difficult years of closures for COVID and the fires, and the resulting restrictions and challenges, which hit the arts community harder than any other business sector. Yet she has done so in such a way that we have not only survived but are thriving, having experienced unprecedented growth and expansion as far as our financial health, community/patron/donor/grant engagement, and programming. She is Magna Cum Laude graduate of Vanderbilt University, with High Honors in English and Theatre, and recently graduated from the Ka Ipu Kakui Fellowship.
- **Jason Pelusio, Business Manager:** A seasoned and successful member of the professional theater community, Jason has served as a Broadway and National Tour manager for The Producers, Hairspray, Sweeney Todd (2005 revival), Company (2006 revival), Rock of Ages (Off-Broadway). National Tours: The Producers, Sweeney Todd, Wicked, Jersey Boys, Beautiful. Las Vegas: Jersey Boys, Michael Jackson ONE and R.U.N, for Cirque du Soleil. Mahalo nui loa to PJ, G&G.
- **Charen Aki Maile-Mahoe Kepler, Board Member**, a proud kānaka maoli wahine **will serve as our Cultural/Programming Advisor to ensure cultural competency.** She serves as the Executive Director of Ka Ipu Kukui, a leadership development program whose mission is to educate, cultivate, and inspire emerging leaders in Maui Nui. Before joining Ka Ipu Kukui, Kepler worked at the Old Lāhainā Lū'au in varying management and leadership positions, ending her over 20-year career there as the Director of Leadership Development and Community Giving. Kepler has a Master of Arts, a Bachelor of Arts in Psychology, and an Associates's Degree in Hawaiian Studies. She is currently earning a Ph.D. in Organizational Leadership. Kepler lives by the Hawaiian values of kuleana (responsibility), mālama (stewardship), and 'ike (knowledge).
- **Madeline Hamada, our Administrative Manager**, has worked in nearly every aspect of hospitality and administration here on Maui, including the Four Seasons, and will serve to process and track Access for Allorders, to follow-up with patrons

regarding surveys and other means of feedback, and to provide general administrative support for the program.

- **Amanda Dellinger, our Facilities and Interim Production Manager**, is a versatile and highly-experienced non-profit professional, having served many years as a consultant with Arts Enabler and formerly as President of Art Maui. Her She will manage the implementation of facility aspects of the grant.
- **Tom Fortier, lead sound engineer**, is a FOH Engineer & Production Manager for Nahko & Medicine for the People, and a Sound Engineer at the MACC Theater and for Rhema Services.
- **Angelica Juarez** has been working with ProArts since she graduated Maui High four years ago. Already a seasoned “theatre tech kid,” when she started, she has since honed her skills as a lighting, sound, and projection technician and designer.
- **Board of Directors/Advisory Members:** Each member brings an expertise and experience in different fields both related to theater and business. All members offer guidance and ground work as needed per project.
- **Advisory Board:** Our advisory board includes current Broadway Producer Michael Jacowitz, Hawaii Native and successful business women Toni Rojas & Rae Takemoto, as well as retired college administrator & philanthropist Marji Knowles.

## 2. Organization Chart

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

(Attached Below #5)

## 3. Compensation

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

Executive Director - \$55,000/salary

Front of House Manager - \$25 per hour @ 40 hours weekly- appox \$50,000 Annual

Production Manager - \$20 per hour @30 hours weekly – approx. \$30,000

## **VII. Other**

### **1. Litigation**

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

Not applicable

### **2. Licensure or Accreditation**

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

Not applicable

### **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.

Not applicable

### **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.

The requested GID funds will enable ProArts to expand and enhance its support team and facilities, ensuring the long-term sustainability of our operations. By increasing staff

capacity and technical resources, we will elevate our venue's capabilities, create additional innovative cultural and music programs, broaden weekly events, and enhance the quality of these experiences for our community.

This investment will also streamline our accounting and fundraising systems, strengthening our organizational infrastructure. Furthermore, it will allow us to diversify our programming, ensuring we continue to meet the evolving needs of our community and foster inclusive participation.

These advancements will solidify ProArts as a vital cultural hub, delivering meaningful artistic experiences and securing financial stability for decades. Whether or not subsequent grant renewal is achieved, this funding will leave a lasting legacy by deepening our impact and strengthening our foundation.

Our community has been passionately vocal in their support and appreciation for what we offer and in their desire for more. We don't go a day without a patron thanking us for all that we do. And it's these person-to-person interactions that keep us going: Hearing positive feedback from the dozens of people displaced by the fire who have told us that coming to ProArts through our Access for All program finally gave them a sense of community in South Maui. Having Uncle Kevin Brown's son tearfully share his gratitude that his father's mo'olelo would be preserved through our filmed performance. Accommodating the agoraphobic man who attended a performance for the first time in 15 years to see a dear friend perform because we created a special seating section just for him. This feedback reinforces our commitment to service, every day.

With a 20-year track record of meeting community needs through diverse programming and inclusive initiatives, ProArts has proven its commitment to fostering a welcoming, accessible space. Supported by strong financial stewardship from our Board of Directors and Executive Director, we are well-positioned to maintain operations and continue serving for years to come. This funding will amplify our ability to inspire and engage future generations, ensuring a vibrant future for our community.

## Attachment #1

**BUDGET REQUEST BY SOURCE OF FUNDS**

Period: July 1, 2025 to June 30, 2026

Applicant: ProArts Inc.

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	133,000			
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST	133,000			
B. OTHER CURRENT EXPENSES				
1. Subsidize attendance 300 seats @30	9,000			
2. Subsidize Local Artist to develop show	4,500			
4. Donor Management System	3,500			
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	17,000			
C. EQUIPMENT PURCHASES	75,000			
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
<b>TOTAL (A+B+C+D+E)</b>	<b>225,000</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested		Linda Thieman 917-701-0937		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		Signature of Authorized Official Date 1/15/25		
(d) Total Private/Other Funds Requested		Linda Thieman, Executive Director		
<b>TOTAL BUDGET</b>		Name and Title (Please type or print)		

## Attachment #2

### BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

### BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: ProArts Inc

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Business Manager	1	\$70,000.00	75.00%	\$ 52,500.00
Production Manager	1	\$55,000.00	40.00%	\$ 22,000.00
Executive Director	1	\$70,000.00	30.00%	\$ 21,000.00
Sensory Show Director & Writer	0.4	\$18,750.00	100.00%	\$ 18,750.00
Increase Compensation for junior staff members	0.25	\$25,000.00	75.00%	\$ 18,750.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				133,000.00
<b>This covers the additional personnel and hours required to increase capacity and cover the proposed community &amp; cultural programs.</b>				



## Attachment #3

**BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES**

Period: July 1, 2025 to June 30, 2026

Applicant: ProArts Inc.

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Upgrade Sound system/mics/audio , lighting package	1	\$26,950.00	\$ 26,950.00	
Projection Equipment Optoma Zu920TST 8200	2	\$9,782.00	\$ 19,564.00	
Hearing Loop Audio System for Hearing impaired w/25 headsets	1	\$12,389.00	\$ 12,389.00	
Safety Railings & lighting, purchase & install	1	\$7,500.00	\$ 7,500.00	
(3) PTZ 4K Camera& Controller	1	\$8,597.00	\$ 8,597.00	
<b>TOTAL:</b>	<b>6</b>		<b>\$ 75,000.00</b>	
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				
JUSTIFICATION/COMMENTS:				
This is the proposed equipment needed to provide the support for our proposed events and accessibility				

## Attachement #4

## GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: ProArts Inc.

Contracts Total: 35,765

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Hawaii Office of Economic Development	2022	Office of the Mayor	Maui	10,000
2	Hawaii Office of Economic Development	2024	Office of the Mayor	Maui	25,765
3					
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27					
28					
29		10			Application for Grants

Attachment #5



## ProArts Organizational Flow Chart

Addendum: VI. Personnel: Project Organization and Staffing - Part 2

