

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

☒ Operating

☐ Capital

Legal Name of Requesting Organization or Individual: Dba:

Rainbow Health

Amount of State Funds Requested: \$ 299,600

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

Rainbow Health's grant proposal aims to expand access to culturally competent mental health services in Hawaii, specifically targeting underserved communities like Native Hawaiians. The organization recognizes the urgent mental health crisis in Hawaii, with high rates of untreated mental illness and a shortage of mental health professionals. The proposal outlines a plan to address these disparities through: Hiring key personnel, including a Director of Operations and a Clinical Case Manager, to enhance service delivery and coordination. Expanding workforce development programs to strengthen the mental health workforce and ensure culturally sensitive care. Expanding telehealth services to reach individuals in rural and remote areas, breaking down geographic barriers to care. Increasing outreach and advocacy efforts to raise awareness, reduce stigma, and advocate for policy changes that promote mental health equity for all. By focusing on these strategies, Rainbow Health seeks to create a more accessible, equitable, and effective mental health care system for all residents of Hawaii.

Amount of Other Funds Available:

State: \$ 0

Federal: \$ 0

County: \$ 0

Private/Other: \$ 0

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

\$ 0

Unrestricted Assets:

\$ 12,164

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:

4856A E Eha Way

City:

Ewa Beach

State:

HI

Zip:

96706

Contact Person for Matters Involving this Application

Name:
Nathaniel Bossick

Title:
Executive Director

Email:
nathan@rhhawaii.org

Phone:
(504) 644-1912


Authorized Signature

Executive Director
Name and Title

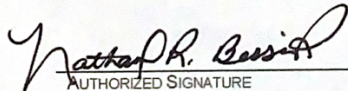
01/15/2025
Date Signed

Applicant RAINBOW Health

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

NATHANIEL BOSSICK/
EXECUTIVE DIRECTOR
PRINT NAME AND TITLE

1/15/25
DATE



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

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

Vendor Name: RAINBOW HEALTH

Issue Date: 01/16/2025

Status: Compliant

Hawaii Tax#:

New Hawaii Tax#:

FEIN/SSN#: XX-XXX0151

UI#: No record

DCCA FILE#: 345157

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 42F-103, Hawaii Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

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

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

(Typed Name of Individual or Organization)

(Signature)

(Date)

(Typed Name)

(Title)



January 15, 2025

Statement of Public Purpose

I, Nathaniel Bossick, assert on behalf of Rainbow Health that the grant for which we are applying will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

The funds from this grant will increase access to quality mental health care, including case management and individual and group counseling, to groups that have been historically marginalized and under-served.

Sincerely,

A handwritten signature in black ink that reads "Nathaniel H. Bossick". The signature is written in a cursive style with a large, stylized "N" and a long, sweeping underline.

Nathaniel Bossick, LCSW
Executive Director
Rainbow Health

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

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;

Founded in 2024, **Rainbow Health** is a community-based nonprofit organization committed to improving the mental health and well-being of individuals, families, and communities across Hawaii, focusing on marginalized and underserved communities. We are rooted in the belief that everyone deserves access to high-quality mental health care, and we offer a wide range of services designed to address the unique needs of the individuals we serve:

- **Mental Health Counseling**—Affordable and compassionate counseling services provide individuals across Hawaii with a safe, supportive space to explore their thoughts, emotions, and coping strategies. These services foster personal growth, resilience, and long-term well-being.
- **Case Management** – Personalized support to help individuals navigate Hawaii's mental health resources, coordinate care, and connect with essential community services, ensuring comprehensive, ongoing support tailored to each person's unique needs.
- **Culturally Competent Services** – Tailored mental health care that respects and incorporates the cultural values and practices of Native Hawaiian, LGBTQ+, and other

marginalized communities, ensuring that each individual receives care that is both relevant and effective in the context of their identity.

- **Mental Health Workforce Development** – Provides robust professional development for mental health practitioners, including **clinical supervision** (guidance, support, and oversight to enhance clinical skills, ensure quality care, and uphold ethical standards). This initiative strengthens Hawaii's mental health workforce, equipping practitioners with the expertise and resources to meet the community's evolving needs while fostering long-term economic stability and well-being.
- **Advocacy** – Active advocacy for systemic change and equitable access to mental health services, including policy work, community organizing, and strategic partnerships with other social justice organizations to advance mental health equity for underserved populations.
- **Telehealth Services** – Remote counseling and case management services, ensuring that individuals in rural or remote areas—who may face geographic or logistical barriers to in-person care—still have access to vital mental health support.

Rainbow Health's efforts are particularly focused on serving Native Hawaiians, LGBTQ+ individuals, and other groups who face significant barriers to care—whether due to cultural stigma, geographic isolation, or systemic inequities. By dismantling these obstacles, we are committed to ensuring that every individual, regardless of background or circumstance, has the opportunity to receive compassionate care and support. Together, we can create a healthier, more inclusive future for all communities across Hawaii. In 2024, Rainbow Health provided 182 unique counseling sessions. Of those sessions conducted, 43% were individuals who were Native Hawaiian or Pacific Islander, 21% were Asian, 14% were Black or African American, 14% were Latino, and 14% represented multiple races.

2. The goals and objectives related to the request;

Since its inception in 2024, Rainbow Health has experienced a **150% increase** in demand for its services, underscoring the urgent need to expand our capacity to meet individuals' growing mental health care needs across Hawaii. This surge in demand highlights significant gaps in access to care, particularly for underserved and marginalized communities. Further, it emphasizes the systemic barriers that prevent many from receiving the mental health support they deserve. It is paramount to the mission and practices of Rainbow Health, that an individual that is seeking services receives them in a timely manner. Expansion will allow Rainbow Health to meet this growing need and continue to provide critical services to those in most need.

Our team consists of one full-time Executive Director, who also serves as a clinical provider, alongside two part-time clinical providers. Together, they offer counseling and case management services seven days a week, with extended hours to meet the growing demand. Despite their dedication, the team struggles with significant burnout due to the required intensity and volume of services. While qualified providers are available in the community, our limited financial resources prevent us from expanding the team to meet better the needs of those we serve and reduce the strain on our current staff.

This grant proposal seeks funding to address these challenges by significantly expanding our service offerings and increasing our staff capacity.

Goal:

Expand and strengthen Rainbow Health’s capacity to deliver comprehensive, culturally competent mental health services across Hawaii by enhancing staff capacity, improving service coordination, and expanding outreach and advocacy efforts to address systemic barriers to care.

Objectives:

1. Hire a **Director of Operations** to oversee day-to-day operations, optimize service delivery, and ensure timely access to care for all individuals. The Director of Operations will collaborate closely with the Executive Director to achieve **CARF accreditation** and drive long-term financial sustainability for Rainbow Health. Additionally, we will hire a **Clinical Case Manager** to provide personalized care coordination, assist clients in navigating Hawaii's complex mental health resources, and ensure holistic, tailored support that addresses each individual's unique needs.
2. **Expand Workforce Development** – Enhance **clinical supervision** and **workforce development** programs for mental health professionals, providing guidance, resources, and ongoing training to build a sustainable, skilled workforce capable of addressing Hawaii's increasing mental health needs. This initiative will strengthen clinical skills, ensure high-quality care, and uphold ethical standards.
3. **Office Space:** Secure a small, centralized office that will establish a permanent presence to provide a safe, therapeutic, and secure environment for delivering services and hosting workforce development training opportunities. Further, this will allow Rainbow Health to pursue Community Integration Services (CIS) funded through the Quest Health Plans – further supporting overall financial sustainability.
4. **Improve Service Delivery** – Strengthen the integration and coordination of mental health counseling, case management, and outreach services to ensure individuals receive holistic, person-centered care.
5. Expand **telehealth services** to reach individuals in rural and remote areas, eliminating geographic barriers and increasing access to mental health care statewide.
6. **Increase Outreach and Advocacy** – Amplify outreach efforts to raise awareness about mental health, reduce stigma, and advocate for equitable access to care, particularly for Native Hawaiian, LGBTQ+, and other marginalized communities. Work with local partners to advocate for policy reforms that address the root causes of mental health disparities and systemic inequities.
7. **Provide Culturally Competent Services** – Ensure that all mental health services are culturally tailored and sensitive, addressing the unique needs of Native Hawaiians, LGBTQ+ individuals, and other underserved populations. This will ensure that everyone receives respectful, effective, and relevant care that aligns with their cultural values and experiences.
8. **Enhance Collaborative Partnerships** – Strengthen collaborations with local schools, healthcare providers, social services, and community organizations to create a robust support network for individuals and families. Coordinating care with these stakeholders will help improve service quality and ensure clients are connected to the appropriate resources for long-term health and wellness.
9. **Reduce Barriers to Care** – Expand services to address social determinants of health, such as food insecurity, housing instability, and transportation barriers, by connecting clients with essential resources and community services. This comprehensive support will ensure that individuals can access and benefit from mental health care, regardless of external challenges.

By achieving these objectives, Rainbow Health aims to meet the escalating demand for mental health services, strengthen the mental health workforce, and build a more accessible, equitable mental health care system across Hawaii. Our focus on sustainable growth and systemic change will ensure that we can continue to provide vital services to those who need it most, empowering individuals and families to thrive.

3. The public purpose and need to be served;

Hawaii is facing an urgent mental health crisis, with significant gaps in service availability, particularly affecting Native Hawaiians and other underserved communities. The increasing rates of mental health disorders, coupled with a severe shortage of mental health professionals, have created a system under

immense strain. Native Hawaiians, in particular, experience disproportionate mental health challenges and face unique barriers to care, leaving many individuals unable to access the services they desperately need.

Mental Health Needs Across Hawaii

Hawaii is grappling with a critical mental health crisis, ranking 51st in the nation for untreated mental illness among adults, with 69.10% of adults in need of care going untreated. Youth mental health is equally concerning, with Hawaii ranking 49th in terms of access to care for youth, where 74.9% of youth with mental health challenges do not receive proper treatment (Mental Health America, 2023). Despite the high prevalence of mental illness, the state's mental health system remains under-resourced, ranking 32nd nationally for overall access to insurance and mental health treatment. With an estimated 360:1 provider-to-patient ratio, this shortage exacerbates the gap between the demand for services and their availability (Mental Health America, 2023).

The lack of accessible mental health services, particularly in rural and remote areas, combined with an inadequate workforce, has led to long wait times and limited coverage. According to the Kellogg Family Foundation (2024), more than 26% of adults in Hawaii experience some form of mental illness, yet only 14.1% of mental health needs are being met. The state's workforce includes just over 1,700 licensed social workers, with only a small fraction being Licensed Clinical Social Workers (LCSWs) capable of providing critical clinical care (University of Hawaii, 2022). Rural and neighbor island communities, including Molokai, Lanai, and the Big Island, face the most severe shortages. Many residents are forced to travel long distances or wait for extended periods to access care, further compounding their challenges (Hawaii Rural Health Association).

Economic and logistical barriers further exacerbate the problem. A lack of transportation options and high costs make it especially difficult for people in rural and low-income communities to access mental health services. Health insurance coverage remains a significant issue as well; despite being ranked 32nd for access to insurance and mental health treatment, Hawaii has made little progress in ensuring universal access to mental health services, particularly for marginalized communities.

Disproportionate Impact on Native Hawaiian Communities

Native Hawaiians continue to face disproportionately high rates of mental health challenges, including depression, anxiety, substance abuse, and suicidal ideation. These issues are often more prevalent than in other populations across the state. In 2022, the Hawaii Department of Health reported that suicide remains a leading cause of death among Native Hawaiians aged 15 to 34, with their suicide rate being 3.5 times higher than the state average. This alarming statistic underscores the urgent need for culturally responsive mental health services tailored to this population.

Additionally, A major barrier to accessing mental health care among Native Hawaiians is the lack of culturally competent services. In 2022, 42% of Native Hawaiians reported that their healthcare providers did not understand or respect their cultural values, which can impede the effectiveness of treatment. This cultural disconnect is a significant obstacle that often leads to underutilization of services and a reluctance to seek care, exacerbating mental health disparities and contributing to worsened outcomes.

Given the unique challenges faced by Native Hawaiian communities—such as the impacts of colonization, historical trauma, and socioeconomic disparities—culturally competent care is essential. However, many providers are not trained to integrate traditional Hawaiian healing practices with modern therapeutic methods. This gap in cultural understanding can lead to misdiagnoses, ineffective treatments, and, ultimately, mistrust in the mental health system.

- **Suicide Rates:** Native Hawaiian youth face a suicide rate that is 3.5 times higher than the general state average, making suicide the leading cause of death in this group (Hawaii Department of Health, 2022).
- **Mental Health Disorders:** Approximately 17% of Native Hawaiians report experiencing depression, compared to 12% of the general population (Hawaii Behavioral Risk Factor Surveillance System, 2022). Additionally, 23% of Native Hawaiians report past-year alcohol misuse, compared to 18% of the general population, highlighting the prevalence of substance use issues in this community.
- **Youth Mental Health:** Over 24% of Native Hawaiian high school students report feeling sad or hopeless almost every day for two weeks or more, compared to 16% of their peers from other ethnic backgrounds. 19% of Native Hawaiian students have seriously considered suicide, nearly 2.5 times the rate of non-Native Hawaiian students (Hawaii Department of Education, 2022).

Gaps in Counseling and Case Management Services

The lack of accessible and culturally responsive counseling and case management services is especially acute in rural and neighbor island communities, where long wait times and limited provider availability prevent individuals from receiving timely care. Counseling and case management services are essential for addressing mental health issues, navigating complex social service systems, and addressing social determinants of health such as food insecurity, housing instability, and transportation barriers. However, these services are particularly scarce in underserved regions, leaving many without the support they need.

The shortage of culturally competent providers further exacerbates these challenges. Many mental health professionals lack training in understanding the specific cultural and social factors that affect Native Hawaiians and other Pacific Islanders. Without culturally responsive care, these individuals are often left without the support they need, leading to untreated mental health conditions and worsening outcomes.

A Call for Immediate Action

The gaps in Hawaii's mental health system are urgent and deeply concerning, especially for Native Hawaiian communities who face compounded barriers to care. The state's critical shortage of mental health providers—especially LCSWs—and the lack of culturally competent services have overwhelmed the system, leaving many without access to timely and appropriate care.

Rainbow Health is committed to addressing these disparities by expanding our services to increase access to culturally responsive mental health care. With your support, we can expand our services, hire critical staff, reduce stigma, and provide culturally tailored counseling and case management. By increasing staff capacity and focusing on culturally competent services, we aim to create a more accessible, effective, and equitable mental health care system for Hawaii's underserved populations.

4. Describe the target population to be served; and

Our mission is to serve the entire population of Hawaii, with a special emphasis on prioritizing those who experience the most significant barriers to mental health services. We are particularly dedicated to addressing the needs of Native Hawaiians, disadvantaged groups, and marginalized communities, including LGBTQ+ individuals, rural populations, and those struggling with economic hardship. These groups face unique challenges that often leave their mental health needs unmet or inadequately

addressed.

5. Describe the geographic coverage.

The scope of the funding request shall encompass services intended to be delivered to the entire State of Hawaii.

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;

At Rainbow Health, our core mission is to provide accessible, high-quality mental health care that is culturally competent and tailored to the diverse needs of marginalized populations across Hawaii. These populations, including Native Hawaiians, LGBTQ+ individuals, rural residents, and low-income families, face substantial barriers to accessing traditional mental health services. The comprehensive scope of our services addresses the multifaceted challenges these groups encounter, encompassing mental health counseling, case management, workforce development, and advocacy.

Key tasks and responsibilities include:

- **Expanding Service Capacity:** We will expand our team by hiring key staff, including a Director of Operations and a Clinical Case Manager, to enhance service delivery and ensure timely access to care. The Director of Operations will oversee daily operations, streamline coordination across all service areas, and collaborate closely with the Executive Director to strengthen organizational capacity and ensure long-term financial sustainability. The Clinical Case Manager will provide comprehensive case management services, offer crisis intervention, housing, and financial navigation, and facilitate critical linkages to community resources. This position will ensure that clients receive coordinated, holistic care that addresses their mental health needs while supporting their broader social determinants of health.
- **Enhancing Workforce Development:** A key priority will be to strengthen our workforce development programs by offering clinical supervision, targeted training, and ongoing professional development to enhance the skills of mental health providers across Hawaii. Rainbow Health is committed to forging strategic partnerships with the University of Hawaii Myron B. Thompson School of Social Work and Public Health, Hawaii Pacific University, and other institutions to create structured practicum and hands-on work with invaluable real-world experience while building a pipeline of skilled, culturally competent professionals ready to meet the growing mental health needs.

In addition to these initiatives, Rainbow Health plans to invest in certifying its staff as Mental Health First Aid and Crisis Prevention Intervention trainers in 2025. This strategic investment will empower us to deliver essential training sessions to businesses, organizations, and individuals across the state, equipping them with the skills and knowledge to respond to mental health crises effectively. By fostering a more informed and responsive community, these efforts will enhance individual well-being and contribute to creating safer, more supportive environments across Hawaii.

- **Culturally Competent Care:** We will continue offering services specifically designed for underserved communities, ensuring that all clients receive culturally relevant, respectful care that integrates Hawaiian cultural values and practices, as well as LGBTQ+-affirming care.
- **Expanding Outreach and Advocacy:** A priority will be raising awareness about mental health issues, reducing stigma, and advocating for policy reforms to increase access to mental health services. Our outreach efforts will focus on Native Hawaiian communities, LGBTQ+ individuals, and other marginalized groups.
- **Telehealth Expansion:** We will continue expanding our telehealth services to reach individuals in remote areas, ensuring that geographic isolation does not prevent anyone from accessing critical mental health support.

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

This proposed scope of work will be rolled out over one year, with a phased approach to ensure smooth implementation, continuous evaluation, and adaptation to emerging needs.

Months 1-2:

- Recruitment and onboarding of key staff (Director of Operations and Clinical Case Manager).
- Securing office space to establish a physical presence and secure operational base for expanded services.
- Establishing foundational infrastructure to support service expansion, including enhanced digital tools for case management and telehealth platforms.
- Initiate outreach efforts to establish workforce development pipelines with the University of Hawaii, Hawaii Pacific University, and other local institutions, creating pathways for students and early career social workers to gain practical experience and professional mentorship in the mental health field.

Months 3-6:

- Initial implementation of expanded case management services and workforce development programs.
- Launch outreach efforts, particularly in Native Hawaiian and LGBTQ+ communities, through community engagement activities such as workshops, wellness events, and mental health education initiatives.
- Begin tracking client outcomes to ensure alignment with program goals, particularly in improving access to care for rural residents.
- Schedule and complete Mental Health First Aid and Non-Violent Crisis Prevention and Intervention certification for identified staff.

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ï Months 6-9:

- Focus on securing CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation, ensuring that our services meet the highest national standards for quality and effectiveness.
- Intensify workforce development initiatives, providing advanced clinical training to ensure our mental health professionals are well-equipped to address the unique needs of the populations we serve.
- Expand advocacy and outreach efforts through partnerships with local community organizations, policymakers, and schools to address systemic barriers to mental health care.

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ï Months 9-12:

- Ongoing service delivery and monitoring. This phase will focus on maintaining the quality of services as they expand, while continuously evaluating effectiveness through client feedback, data collection, and program assessments.
- Analyze and adjust program strategies to improve client outcomes and service delivery, including making necessary improvements based on formative and summative evaluations.
- Prepare reports and share results with stakeholders, including the state agency overseeing the grant, demonstrating the program's impact.

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

Rainbow Health will establish a thorough evaluation and quality assurance framework to track the effectiveness of our services. This approach will include both formative and summative evaluation methods. The formative assessment will occur continuously during the program, concentrating on real-time feedback and data collection to guide adjustments and enhancements as our services are implemented. Conversely, the summative evaluation will evaluate the program's overall impact at the conclusion of the grant period, measuring results against predetermined goals and objectives.

Our approach combines qualitative and quantitative data collection to ensure that our program meets its intended outcomes and continuously improves.

Key evaluation activities will include:

- **Formative Evaluation:** Ongoing feedback from clients and staff through surveys, interviews, and focus groups to assess the relevance, accessibility, and quality of services. This will allow for real-time adjustments to improve program delivery and ensure it meets community needs.
- **Summative Evaluation:** A comprehensive assessment after the program to measure overall impact, including client progress toward mental health goals, satisfaction, and the effectiveness of workforce development initiatives. This will help determine whether the program's outcomes align with the original objectives and guide future planning.
- **Service Delivery Tracking:** Monitoring the frequency, type, and quality of services provided, ensuring they align with the stated goals and that clients receive comprehensive, culturally competent care.
- **Outcome Metrics:** We will track specific, measurable outcomes such as improvements in mental health symptoms, client engagement, and workforce retention. These will be used to assess the effectiveness of interventions and services provided.
- **Staff Feedback and Performance:** Regular performance reviews and satisfaction surveys to assess the work environment and identify any issues affecting staff retention or burnout, ensuring a sustainable workforce.

This two-tiered approach will allow for continuous improvement and help ensure that we meet the mental health needs of Hawaii's underserved communities.

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.

Rainbow Health will report the following measurable outcomes to the State agency to assess the achievement of program objectives:

- **Number of Clients Served:** We will track the total number of individuals served through our mental health counseling, case management, and workforce development programs, as well as the demographic breakdown (e.g., Native Hawaiian, LGBTQ+, rural residents).
- **Client Satisfaction:** We will measure client satisfaction through post-service surveys and feedback forms, ensuring that clients report positive experiences with the accessibility, cultural relevance, and effectiveness of our services.

- **Access to Care:** We will track the number of individuals who successfully access services after initial outreach or referral. This includes tracking the effectiveness of our telehealth services in reaching rural and remote populations.
- **Clinical Outcomes:** We will track clinical progress for clients receiving mental health counseling and case management services, including improvements in mental health symptoms, self-reported well-being, and life satisfaction.
- **Workforce Development Success:** We will monitor the number of mental health professionals participating in our workforce development programs, the retention rate of staff, and improvements in clinical skills resulting from training and supervision improvements.
- **CARF Accreditation:** Achieving CARF accreditation will be a key measure of the overall quality of our services. This will indicate that we meet national service delivery standards, ethics, and care quality standards.
- **Advocacy and Outreach:** We will measure the reach and effectiveness of our advocacy campaigns through metrics such as community event participation, media coverage, and changes in local policy related to mental health services.

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds ([Link](#))
 - b. Personnel salaries and wages ([Link](#))
 - c. Equipment and motor vehicles ([Link](#))
 - d. Capital project details ([Link](#))
 - e. Government contracts, grants, and grants in aid ([Link](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$74,900	\$74,900	\$74,900	\$74,900	\$299,600

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

Rainbow Health plans to pursue additional funding opportunities throughout 2025 to support the expansion and sustainability of our programs. Currently, the organization has not sought external funding beyond medical insurance reimbursements, but we are actively exploring diverse funding sources to diversify revenue streams and strengthen our financial foundation.

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

Not applicable, Rainbow Health was established in 2024.

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.

Not Applicable, Rainbow Health was established in 2024.

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

As of December 31, 2024, the balance of unrestricted assets was \$12,164. This is tremendous growth as Rainbow Health was established in the last quarter of 2024.

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.

Nathaniel R. Bossick, LCSW, is an experienced social worker and Executive Director based in O'ahu, Hawaii. He is currently serving as the founder and Executive Director of Rainbow Health, where he manages a variety of administrative and clinical operations focused on enhancing and expanding the amount of high level clinical social work services that are available, specifically for those that are experiencing homelessness and are also living with persistent and severe mental illness and/or substance use disorders. Formerly, he was the Director of Clinical Services for RYSE where he oversaw clinical services for homeless youth and the Director of Strategic Projects for the State of Illinois where he oversaw social work implementation to facilitate criminal justice reform. Previously, Nathaniel held significant leadership roles at NAMI New Orleans, including Director of Programs, where he supervised multiple housing and mental health programs for individuals with severe mental illness, and Transitional Housing Director at NAMI's Safe Haven Shelter, supporting chronically homeless women and trans women.

In his work, Nathaniel has been dedicated to improving mental health services and housing options for marginalized populations, with a particular focus on homelessness, severe mental illness, and trauma. His expertise spans program management, quality assurance, clinical supervision, and staff training.

Nathaniel has been recognized for his leadership, including being named an Emerging Leader of the Year by the Illinois Chapter of the National Association of Social Workers in 2021 and a 40 Under 40 honoree by *The New Orleans Gambit* in 2017. He is also an active participant in academic research and professional discourse. He contributed to the research article *Experiences of Racism and Postpartum Depression Symptoms, care-seeking, and diagnosis* (published on Archives of Women's Mental Health) and has appeared on television, including a segment on Hawaii News Now discussing the pressing need for treatment beds for

homeless youth (*Autopsy Results of Homeless Youth's Death Put Spotlight on the Dearth of Treatment Beds*, March 2024).

Nathaniel holds a master's in social work and certificate in disaster mental health and trauma studies from Tulane University, where he graduated summa cum laude, and a bachelor's in psychology and minor in women's and gender studies from Michigan State University. His academic background, combined with years of hands-on experience, has made him a passionate advocate for social change and mental health reform.

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.

1. Assess Needs and Requirements

- **Define Facility Specifications:** Determine size, layout, utilities, safety features, and accessibility based on operational needs.
- **Location Considerations:** Choose a location in Honolulu that supports operations and is accessible to key resources (e.g., suppliers, stakeholders, clients).

2. Search and Identify Locations

- **Research Options:** Use real estate websites and brokers to identify facilities that meet specifications. Focus on both lease options.
- **Contact Owners/Brokers:** Reach out to property owners and brokers to schedule site visits for shortlisted locations.

3. Conduct Inspections and Assessments

- **On-Site Visits:** Inspect the shortlisted properties to evaluate space, condition, and layout.
- **Technical Evaluation:** Assess infrastructure like utilities, fire safety, and compliance with zoning/building codes.

4. Negotiate Terms and Secure Agreement

- **Negotiate Lease/Purchase:** Once a suitable location is found, negotiate terms such as rent, duration. Hire/consult legal professionals to review contracts.
- **Finalize Agreement:** Sign the lease or purchase agreement, confirming timelines and any necessary modifications.

5. Prepare the Facility

- **Install Infrastructure:** Set up utilities, equipment, and security systems (if necessary) to ensure operational readiness.
- **Compliance:** Conduct necessary inspections (e.g., fire safety) to ensure regulatory compliance.

6. Operational Setup and Transition

- **Move-In:** Move equipment, inventory, and staff to the new facility. Organize the process to minimize disruption.
- **Staff Training:** Train staff on the new facility's layout and safety protocols.
- **Ongoing Maintenance:** Set up a schedule for regular facility maintenance.

Personnel: Project Organization and Staffing

3. 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.

Rainbow Health will offer services from 8am – 5pm Monday through Friday. In addition to this, all staff are responsible for crisis intervention and crisis management for their assigned clients – even if after typical business hours. All staff are considered full-time, salary, exempt. Rainbow Health will do this by **expanding the team by hiring a Director of Operations and a Clinical Case Manager** to enhance service delivery and ensure timely access to care.

Director of Operations

- This position will oversee daily operations.
- Streamline coordination across all service areas.
- Collaborate closely with the Executive Director to strengthen organizational capacity.
- Ensure long-term financial sustainability.
- **Qualifications/Experience:** This position will require at least a master's degree from an accredited university in a social service-related field or equivalent. Further, as the compensation is quite high, we plan on requiring at least 5 years of experience in a senior leadership role.

Clinical Case Manager

- This position will provide comprehensive case management services.
- Offer crisis intervention, housing, and financial navigation.
- Facilitate critical linkages to community resources.
- **Qualifications/Experience:** This position will require at least a master's degree from an accredited university in social work, or a social service-related field. Further, this position will require the licensure of Licensed Social Worker (LSW) in the State of Hawaii. In addition, this position will require at least 3 years of experience in working with at-risk populations.

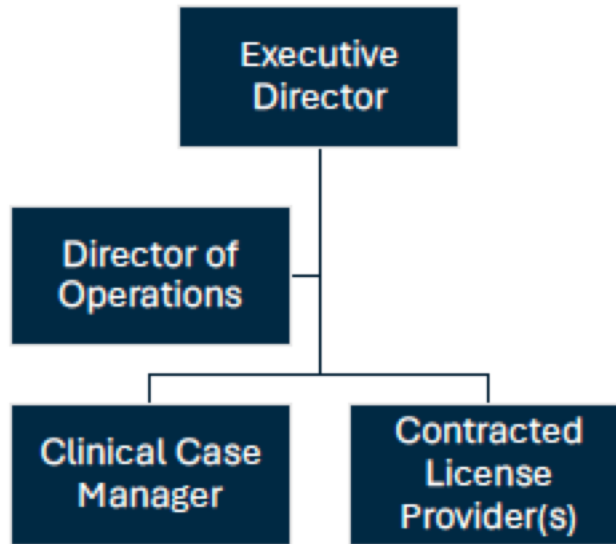
Supervision, Training, and Administrative Direction

- Each new employee will receive on-boarding that is relevant to their specific role. In addition to this & prior to meeting with clients, they will receive training in:
 - Mental Health 101: Introduction to Serious Mental Illness and Emotional Behavioral Health Disorders

- Crisis Intervention
- Suicide and Homicide Precautions
- System of Care Overview
- Co-Occurring Disorders
- Cultural Competency
- Linguistic Competency
- Treatment Planning
- Child and Adolescent Level of Care Utilization System (CALOCUS)
- Level of Care Utilization System (LOCUS)
- In addition, each employee will be training in Crisis Intervention and Mental Health First Aid as “Train the Trainer’s,” to expand the community’s knowledge on how to work with this population.
- Annually, each employee will receive an updated onboarding training to refresh and revisit any areas that are not performing to expectation.
- As the Executive Director is licensed to perform clinical supervision, he will be responsible for overall supervision of the staff. Each staff person will meet at least one time weekly to evaluate their individual employee goals and their performance in meeting their clients’ expectations and goals. Each employee will also receive a quarterly and annual employee evaluation that meets CARF standards.
- In addition to individual supervision, each week all staff will meet to provide group supervision to discuss any client issues that have arisen in order to achieve each individual’s client’s unique needs.
- Our Executive Director has over 10 years of director level experience at various nonprofits and government organizations. He is prepared to provide administrative direction as it pertains to all related needs of the organization. Further, to provide assistance to the organization, the Director of Operations will also oversee all operations to ensure that each process is as seamless as possible and convenient for stakeholders, staff, and persons served.

4. 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.



5. 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.

Rainbow Health is a brand-new organization as of 2024. Currently, the only paid personnel is the Executive Director. Planned payment is total to \$100,000.

VI. 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.

Executive Director, Nathaniel Bossick, currently holds a master's degree in social work and is a licensed clinical social worker in the State of Hawaii.

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.

Rainbow Health recognizes the critical need for a strategic and sustainable financial model to support our long-term growth and service expansion. This grant represents the foundational investment to stabilize our current operations, expand our service offerings, and ultimately establish a financial framework that ensures continued access to culturally competent mental health care for Hawaii's underserved populations. We envision this funding as the catalyst that will allow us to expand our provider base, increase income through a broader range of services, and cultivate a steady stream of supplementary support from private donors and other funding sources.

Our sustainability model is designed around key components that will increase financial stability while ensuring we continue to meet the community's mental health needs. Rainbow Health will achieve long-term sustainability and resilience in a rapidly evolving healthcare landscape by aligning operational growth, programmatic expansion, and staffing efficiencies with financial projections.

Service Expansion and Revenue Growth

- **Staff Expansion:** We will hire a Director of Operations to streamline service delivery and oversee growth, and a Clinical Case Manager to coordinate care for clients, particularly in rural areas.
- **Revenue Generation:** Expanding services, including telehealth and community integration services (CIS), will increase patient volume and revenue. We will also enhance Medicaid enrollment (Quest) and insurance coverage to ensure financial sustainability. Further, Rainbow Health will aggressively pursue CARF certification as to be eligible for more State and Federal contracts.
- **Right-Sizing Staffing:** Staffing levels will be adjusted as demand grows, ensuring we maintain efficiency while expanding services.

Cost Management and Efficiency

- **Right-Sizing Operations:** Operational costs will be aligned with monthly revenue, including optimizing facility and staffing costs. We will renegotiate insurance contracts and conduct coding audits to maximize reimbursement and minimize denials
- **Billing Efficiency:** Regular audits will ensure accurate and efficient billing, enhancing revenue collection from insurance providers.

External Partnerships and Funding Diversification

- **Community Partnerships:** We will build relationships with local healthcare providers, businesses, and educational institutions to diversify revenue streams and secure long-term funding commitments. We already have existing relationships with Partners in Care (PIC), Hale Kipa, RYSE, and Ohana Psych who consistently send referrals for services.
- **Grant Funding:** We will actively seek additional grant opportunities to support our programs and services.

Ongoing Evaluation and Reinvestment

- **Financial Reviews:** Quarterly financial assessments will ensure revenue growth aligns with service demand and operational costs. We will adjust staffing, services, and budgets as needed.
- **Reinvestment:** Profits will be reinvested into the organization to enhance service delivery, workforce development, and infrastructure.

Long-Term Financial Independence

- **Path to Independence:** The grant will provide the initial foundation for financial independence, with ongoing revenue growth driven by expanded services, insurance reimbursement, and donor support.
- **Private Donor Engagement:** We will engage private donors and sponsors to strengthen financial sustainability and support future growth.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Rainbow Health

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	170,000			
2. Payroll Taxes & Assessments				
3. Fringe Benefits	34,000			
TOTAL PERSONNEL COST	204,000			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	0			
2. Insurance	0			
3. Lease/Rental of Equipment	10,000			
4. Lease/Rental of Space	60,000			
5. Staff Training	6,000			
6. Supplies	10,000			
7. Telecommunication	1,200			
8. Utilities	0			
9. Mileage	8,400			
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES	95,600			
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	299,600			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	299,600	Nathaniel Bossick 5046441912		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	0	<i>Nathaniel R. Bossick</i> 1/15/25		
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official Date		
TOTAL BUDGET	299,600	Nathaniel Bossick, Executive Director Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Rainbow Health

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director - Nathaniel Bossick	0.2	\$100,000.00	20.00%	\$ 20,000.00
Director of Operations - To Be Hired	1	\$95,000.00	100.00%	\$ 95,000.00
Clinical Case Manager - To Be Hired	1	\$75,000.00	100.00%	\$ 75,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				190,000.00
JUSTIFICATION/COMMENTS: the Director of Operations will oversee day-to-day operations, optimize service delivery, and ensure timely access to care for all individuals. The Director of Operations will collaborate closely with the Executive Director to achieve CARF accreditation and drive long-term financial sustainability for Rainbow Health. Additionally, we will hire a Clinical Case Manager to provide personalized care coordination, assist clients in navigating Hawaii's complex mental health resources, and ensure holistic, tailored support that addresses each individual's unique needs.				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Rainbow Health

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Copier/Scanner	1.00	\$10,000.00	\$ 10,000.00	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 10,000.00	
JUSTIFICATION/COMMENTS: In order to request authorizations for insurance companies to reimburse for certain activities related to the grant we must still print out and fax over paper forms.				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Not Applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Rainbow Health

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENT Not Applicable						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Rainbow Health

Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Not Applicable Yet.				
2					
3					
4					
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