

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

Jennine G. Sullivan
AUTHORIZED SIGNATURE

JENNINE SULLIVAN, EXECUTIVE DIRECTOR
PRINT NAME AND TITLE

JANUARY 10, 2026
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: FEEDING HAWAII TOGETHER.ORG

DBA/Trade Name: Feeding Hawaii Together

Issue Date: 12/29/2025

Status: **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#:

FEIN/SSN#: [REDACTED]

UI#: XXXXXX8133

DCCA FILE#: 202613

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Waived
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 REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii 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.

Feeding Hawaii Together (Db: The Pantry by Feeding Hawaii Together)
(Typed Name of Individual or Organization)

Jennine G. Sullivan January 10, 2026
(Signature) (Date)

Jennine Sullivan Executive Director
(Typed Name) (Title)

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, 2025.

See attached Certificate of Vendor Compliance.

2. Declaration Statement

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

See attached Declaration Statement.

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](#).

If awarded State Grant-in-Aid, funds would be used for a public purpose as described below in section ***II. Background and Summary***. State GIA funds would enable Feeding Hawaii Together (Dba: The Pantry by Feeding Hawaii Together) to complete the required match necessary to activate a \$3M HIEMA grant and another \$500,000 match from a private funder. Upon securing all funding, this capital project will support critical infrastructure upgrades and renovations to The Pantry's existing facility, the proposed Garden Education and Training Center, and all related costs to enhance long-term resiliency and continuity of services, ensuring that food insecure children and adults have regular access to healthy and nutritious food even when federal safety net funding falls short.

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;

The Pantry by Feeding Hawaii Together was established in 2002 with the mission of combatting hunger on Oahu by ensuring reliable access to nutritious, culturally appropriate food for all. Our vision is to serve as a model for food security and sustainability in Hawaii, ensuring food directly and immediately gets into the hands of hungry individuals and families in need year-round.

The Pantry began 22 years ago in a shared warehouse on Oahu, quickly growing into one of the largest food distribution organizations in Hawaii. Development of the community surrounding the warehouse resulted in a non-renewal of the property lease as the warehouse made way for residential condominium towers, many considered luxury dwellings. For the first time in two decades, The Pantry was forced to shutter its doors in 2016, while searching for an affordable property in which to re-establish operations. With the assistance of a working Board with expertise in real estate, The Pantry located a 13,000-sf warehouse in the heart of Kalihi, which reopened debt-free to the public in April 2020 at the onset of the pandemic, thanks to CDBG funding.

The Pantry is Hawaii's only eCommerce free food distribution program in the State. Operating much like a grocery store, individuals and families register for services through our eCommerce platform, then "shop" online for items specific to need, including a weekly assortment of fresh fruit and vegetables, meat and dairy products, poultry, eggs and shelf stable goods. Distinct from part-time or popup food distribution services, The Pantry ensures food directly and immediately gets into the hands of hungry individuals and families in need through our online portal or call-center that facilitates curbside grocery pickup. For over 20 years, The Pantry has served as a critical lifeline for food insecure children and adults, ensuring families in need are not forced to choose between food and other basic necessities to survive.

2. The goals and objectives related to the request;

Goal: To build The Pantry's long-term capacity as a sustainable, community-centered food security hub during times of need and resilience

Objective 1: Secure \$500,000 in remaining matching funds to unlock the \$3 million HIEMA resiliency grant and another \$500,000 from a private funder, enabling infrastructure improvements, operational expansion, and long-term disaster preparedness.

Objective 2: Establish up to two new innovative partnerships with local farmers, fisheries, ranchers, producers, or nonprofit organizations over 12 months, including those on neighbor islands.

Objective 3: Begin planning, permitting, and related infrastructure improvements and renovations to The Pantry existing facilities and the proposed Garden Education and Training Center once the match is secured and funding is committed.

Objective 4: Provide consistent and reliable food assistance to at least 130,000 children and adults, including those impacted by the federal funding cuts and

government shutdowns, maintaining service levels that prevent gaps in access for vulnerable households.

3. The public purpose and need to be served;

Food insecurity on Oahu is an escalating crisis, fueled by some of the highest grocery prices in the nation and further intensified by federal cuts to SNAP, Medicaid, and other essential benefits already underway.

As SNAP benefits shrink, many families on Oahu have even fewer resources for purchasing fresh, healthy food, driving them toward cheaper, processed options that exacerbate chronic health conditions. In Hawaii, approximately 26% of adults are obese, while 11.2% of the adult population lives with diagnosed diabetes. Without intervention, reduced support through SNAP will accelerate these troubling trends, escalating healthcare costs and deepening disparities. Additionally, new federal rules impose stringent workforce mandates, even for parents with school-aged children, with able-bodied adults required to document at least 80 hours per month of employment, training or volunteering. Under these intensified enforcement and eligibility constraints, vulnerable households on Oahu risk losing critical nutrition support. The Pantry is playing a crucial role in bridging the looming benefits cliff through ongoing access to healthy food, helping prevent vulnerable households from sudden loss of support.

While our partnership with food banks remains a cornerstone of our efforts, they cannot alone meet the growing number of food-insecure households turning to The Pantry for consistent support. Oahu must maintain the ability to rapidly adapt to meet the food security needs of thousands when federal funds fall short, like the approximately 45,000 households in Hawaii who continue to struggle to make ends meet in the wake of the government shutdown, many who have not yet received back pay or who were forced to take out loans to cover basic household essentials. In response, The Pantry added an additional distribution day during the shutdown to serve these affected households, stretching our team of four to the limit, necessitating the sourcing of more food, securing more volunteers and longer hours for our staff. Nevertheless, we continued to meet our community's need because families are counting on us as federal funding falls painfully short of what is needed to survive. The likelihood of additional federal government shutdowns in 2026 remains high, as Congress continues to face funding gridlocks that have already disrupted essential services nationwide. To sustain this level of responsiveness and ensure that vulnerable residents are not left without weekly access to fresh, healthy food for their families, The Pantry must build capacity and emergency response infrastructure to address these gaps.

Amid this crisis, The Pantry was awarded a \$3 million resiliency grant from the Hawaii Emergency Management Agency (HIEMA), made possible through federal hazard mitigation funding. An additional \$500,000 was secured in 2025 through a private funder toward the \$1M required match, leaving a balance of \$500,000 to trigger release of \$3.5 in capital grants. These capital dollars will support critical infrastructure upgrades at The Pantry, including solar power systems and waterproofing to ensure continuity of

services during flooding and power outages. A portion of the funding will also support resiliency improvements to an adjacent facility owned by Atherton. The Pantry is in active discussions to lease the space for a future Garden Education and Training Center, an initiative designed to connect local agriculture, health, education, and employment, expanding our ability to offer fresh, culturally relevant food while promoting food literacy and workforce development. As federal funding reductions continue, the space may also be utilized to address urgent community needs such as workforce verification and wraparound services in partnership with other organizations. Release of the HIEMA funds and the \$500,000 grant from the private funder are contingent upon The Pantry securing the final \$500,000 match. As ongoing federal cuts and the potential for future government shutdowns threaten the safety net for Hawaii's most vulnerable residents, these capital funds are increasingly essential to ensure The Pantry can strengthen its infrastructure and continue serving as a stable, trusted community resource during periods of heightened uncertainty.

4. Describe the target population to be served; and

The Pantry serves as a critical lifeline directly benefiting keiki to kupuna, ALICE (Asset Limited, Income Constrained, Employed) families, and individuals with physical or mental challenges throughout the City and County of Honolulu. Reflecting the rich cultural diversity of Oahu communities, every single one of our clients faces financial adversity and wrestles with the challenge of meeting basic needs. One in every two of our clients is considered ALICE, earning more than the Federal Poverty Level but less than what is needed to survive in Hawaii's high-cost environment. A staggering 71% of our clients earn below \$30,000 annually, and over 90% report being impacted by rising costs in food, gas, and other essentials. Food insecure children and seniors continue to be the primary beneficiaries of services at The Pantry, with approximately one-third of clients who are children and nearly one in five who are seniors aged 65 and older. A heart wrenching 60% of The Pantry clients recently surveyed indicated that they have been directly impacted by cuts to federal funding and the government shutdown.

5. Describe the geographic coverage.

The Pantry is ideally situated in the Kalihi-Palama submarket near Middle Street, with bus stops just two blocks away in both directions. We serve clients from Kalihi-Palama and nearby communities, including those residing in homeless shelters, public housing, and tax-subsidized low-income rental units. Additionally, The Pantry provides an essential food security safety net for vulnerable children and adults of all ages throughout Oahu, particularly in impoverished communities most greatly impacted by federal cuts and the government shutdown.

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 Pantry will plan, design, and initiate phased resiliency infrastructure improvements to its primary facility, including solar power systems, waterproofing, and related upgrades, to strengthen operational continuity during flooding events, power outages, and other emergencies.
- The Pantry will undertake prioritized upgrades to building and utility systems that support safe food storage, distribution, and continuity of services. Improvements will be implemented according to renovation schedules and funding availability.
- The Pantry will begin resiliency planning, site preparation, and initial infrastructure improvements to an adjacent Atherton-owned facility that will be developed into the proposed Garden Education and Training Center, expanding long-term food security, education, and workforce training capacity.
- The Executive Director and Director of Strategy & Impact will work together to begin exploring strategic partnerships with for profit and nonprofit organizations that have the potential to support workforce development initiatives that may be connected to federally funded food insecurity programs. These partnerships will strengthen The Pantry's operational capacity while potentially creating pathways for job training and employment opportunities.
- The Executive Director and Director of Strategy & Impact will also begin exploring food justice initiatives for the new proposed multifunctional Garden Education and Training Center, including but not limited to educational programming, hands-on sustainable gardening, internships and additional partnerships to maximize community resiliency.

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

Upon receiving the Notice to Proceed, The Pantry will immediately begin the process of working with HIEMA and the private funder to trigger release of grants totaling \$3.5M. Once all funds are secured, The Pantry will begin drawing down on State GIA to begin planning, permitting and procurement activities, with the intent to initiate the solicitation of licensed contractors and expend funds within approximately 12–15 months, subject to final project scope, funding and regulatory requirements.

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

The Pantry will ensure quality control and fiscal accountability through a structured project management and oversight process. All contracted work will be governed by written agreements defining scopes, performance standards, and deliverables, with

contractor payments tied to measurable milestones and benchmarks. Project progress will be reviewed at regular intervals to verify alignment with approved plans, applicable codes, and industry standards, and supporting documentation including progress reports, invoices, inspections, and certifications will be reviewed prior to payment approval. This milestone-based approach enables ongoing monitoring, responsible use of public funds, and phased execution over the project period.

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.

The Pantry will submit quarterly progress reports to the State summarizing milestones achieved, expenditures to date, contractor progress and the status of upcoming project phases.

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](#))

See attached Budget Forms.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2027.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$125,000	\$125,000	\$125,000	\$125,000	\$500,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2027.

The Pantry has secured \$3,000,000 through a HIEMA resilience grant and \$500,000 from a private funder to support infrastructure improvements and renovations. This funding is contingent on The Pantry securing the remaining \$500,000 in matching funds to trigger release of \$3.5M in grants. A \$500,000 award from State Grant-in-Aid would

complete this match, ensuring that The Pantry builds capacity and emergency infrastructure crucial to effectively respond to cuts in critical safety net programs or subsequent government shutdowns so that Oahu’s growing number of food insecure keiki to kupuna can consistently access healthy food for their households when federal funding falls short.

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.

This does not apply.

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 2027 for program funding.

Source	Amount	Purpose
City GIA FY26	\$150,000	Expanding Program Capacity
City GIA FY24	\$200,000	Rebuilding Resilience for Oahu’s Food Insecure
State GIA FY25	\$150,000	Building Capacity Through Partnerships
State GIA FY24	\$50,000	Rebuilding Resilience for Oahu’s Food Insecure
Act 310	\$500,000	Emergency Response Food Distribution Operations

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2025.

The estimated balance of Feeding Hawaii Together’s current unrestricted assets as of December 31, 2025 is \$1,720,646.

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.

The Pantry by Feeding Hawaii Together has a strong track record of delivering high-impact, client-centered food security solutions that position us to serve Oahu’s food insecure during times of incredible uncertainty and beyond.

In 2024, we did not simply expand our reach, but redefined what food access looks like on Oahu, serving 117% more individuals than the previous year while raising the bar on quality. Through robust partnerships with farmers and local food distributors, we ensured that fresh produce, eggs, dairy, and proteins accounted for 67% of our distributions, a 5% increase from 2023. This past year alone, we distributed nearly 2 million pounds of food, which translates to 1.6 million meals, a 10% increase over the prior year. Not only did we register 4,091 new households, we trained 1,433 new volunteers who helped children and adults move one step closer toward health, stability and dignity. Part of a longer trajectory of consistent growth, The Pantry experienced a 40% increase in the number of people served since 2022, reflecting both escalating community need and our proven capacity to respond effectively. During the pandemic we quadrupled the size of the refrigerator, facilitating distribution of more than 5.9 million meals, demonstrating our ability to operate at scale, adapt to shifting conditions, and deliver measurable impact year after year.

Under Jennine Sullivan’s leadership, The Pantry has emerged as a proven, results-driven leader in addressing food insecurity on Oahu, consistently expanding impact and innovating to meet community need. As Executive Director, Jennine guides daily operations, sets strategic direction, and works with the team to execute its mission. Her leadership during the pandemic was pivotal, launching Hawaii’s only eCommerce free food distribution model that upholds client dignity. Named one of Pacific Business News’ “Women Who Mean Business” in 2022, Jennine secured funding, doubled the Board, and trained over 1,200 volunteers. In 2024, she received the Paulette V. Maehara Award for Nonprofit Leadership from AFP Aloha Chapter and was named one of USA Today’s Women of the Year for ensuring more than 1,000 Oahu families have consistent access to nutritious, culturally relevant meals. She holds a BSBA from Babson College, a Master’s degree in Supply Chain Management from Pennsylvania State University and brings expertise in marketing, operations, and finance.

The Pantry’s success in addressing food insecurity on Oahu is best reflected through the voices of those we serve. Together, these stories affirm how our programs deliver meals, stability, and hope for vulnerable families struggling to make ends meet.

“As a single parent living on my own in Hawaii, The Pantry has been a lifeline. Being able to bring home milk, eggs, and ground beef means I can give my child the meals they need to grow and thrive.” J

“With only one income and a young child at home, plus caring for my kupuna in-laws, some weeks we have almost nothing left. The Pantry helps us get fresh food, support, and relief when we need it most.” K

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.

The Pantry owns a 13,000-square-foot debt-free facility in the heart of Kalihi, featuring a parking lot, a building connected to a warehouse, and mezzanine office space on fee simple land. After completing minor capital upgrades, the facility was brought up to code in early 2020 and approved for use as a pantry, just in time to serve the community at the onset of the pandemic. All public areas and food distribution operations are ADA-compliant and located on the first floor of the warehouse, which includes ample space for refrigeration and pallet shelving. The large adjacent parking lot supports food deliveries and a contactless pick-up system for clients. A proposed Garden Education and Training Center, which would be leased from Atherton, is located across the street from The Pantry warehouse, with ample parking and space for education and community-based initiatives.

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.

Leveraging extensive experience and an innovative food delivery model, supported by robust partnerships, volunteers and a dedicated staff, The Pantry will successfully achieve proposed objectives, ensuring year-round food access for Oahu's growing food-insecure populations.

Executive Director Jennine Sullivan oversees daily operations at The Pantry, setting strategy and collaborating with the team to execute operational directives. Jennine's leadership was instrumental during the pandemic, implementing an online grocery-style model that promotes client dignity, Hawaii's only eCommerce free food distribution program in the State. Jennine's expertise in securing food vendor relationships and community partnerships has been essential to The Pantry's success, strengthening its collaborations with local businesses, nonprofits, and organizations to ensure a steady flow of volunteers and resources. For example, our partnership with University of Hawaii's College of Tropical Agriculture and Human Resources (CTAHR) enables The Pantry to plant, harvest and learn about Indigenous crops through their Urban Garden Center. In May 2024, Jennine was appointed to the Hawaii Community Foundation's Board of Governors, further acknowledging her commitment to improving the well-being of Hawaii's residents.

Director of Strategy and Impact Stephanie Yeatts – With over fifteen years of experience in public and private sectors, Stephanie is a seasoned professional with expertise in corporate social responsibility, strategic planning, and program implementation. She has held prominent leadership roles, including Chief Programs Officer at The Skatepark Project and Director of Social Impact and Sustainability at Founders Brewing Co., where she spearheaded multimillion-dollar grant programs, led

cross-functional teams, and developed impactful sustainability initiatives. Skilled in community engagement, project management, and cultivating stakeholder partnerships, Stephanie has a proven track record of driving meaningful change. She holds a Bachelor of Arts in Psychology from Metropolitan State University of Denver and a Bachelor of Science in Public Relations from Ferris State University.

Robin Sherley, Programs Manager, oversees the daily logistics of food sourcing, storage and inventory to ensure efficient and equitable service to clients. Robin began as an intern and advanced due to her expertise in data analysis and nonprofit management. She holds a Bachelor's in Human Development and Family Studies and is pursuing a Master's in Public Health. Robin's work enhances operational efficiency and ensures service delivery is continually improved.

Volunteer Coordinator, Madison "MJ" Barker engages volunteers and leads large-scale food distributions. Currently pursuing a Master's of Science in Dietetics, MJ has a passion for food systems and healthy living.

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.

See attached Organization Chart.

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.

Position Title	Annual Salary Range
Executive Director	\$120,000 - \$155,000
Director of Strategy and Impact	\$125,000 - \$135,000
Programs Manager	\$ 70,000 - \$ 95,000

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.

This does not apply.

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.

This does not apply.

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.

This does not apply.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2027 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2027, but
- (b) Not received by the applicant thereafter.

The Pantry by Feeding Hawaii Together is committed to sustaining its operations well beyond the grant period through the implementation of a comprehensive five-year Strategic Plan that prioritizes partnership development, revenue diversification, and organizational resilience. This plan is intentionally designed to ensure the continuity of essential food distribution services, while also building the capacity to respond effectively to future federal funding gaps and strengthening overall community resilience.

A central component of this strategy is the deliberate expansion of partnerships with nonprofit organizations, community-based agencies, and local producers. These collaborations will enhance operational capacity, improve supply chain reliability, and create opportunities to align with workforce development initiatives tied to federally funded food insecurity programs. At the same time, The Pantry is actively diversifying its revenue streams through targeted initiatives, including the piloting of community-based fundraising events, the cultivation of corporate sponsorships, and the establishment of an annual signature fundraiser. These efforts are expected to expand and stabilize the donor base, thereby providing a more predictable and sustainable source of funding. Organizational leadership has also been strengthened through the hiring of a Director of Strategy and Impact, tasked with advancing strategic planning, guiding program evaluation and improvement, and expanding the organization's capacity to secure multi-year and long-term funding commitments. This investment in leadership is anticipated to

yield measurable results within two to three years by positioning The Pantry to attract sustained philanthropic and institutional support.

Finally, The Pantry recognizes that volunteer engagement is essential to long-term sustainability. By recruiting, training, and retaining a strong volunteer corps to support food packing, distribution, and client services, the organization reduces operating costs while preserving the personal, community-centered approach that defines its mission. Through these combined strategies, including strategic partnerships, revenue diversification, leadership investment, and volunteer engagement, The Pantry is building the organizational resilience necessary to sustain and expand services well into the future. This comprehensive approach ensures that the organization will remain equipped to address both immediate community needs and long-term challenges, particularly those arising from federal funding shortfalls, economic instability, or future crises that exacerbate food insecurity across Oahu.

This one-time \$500,000 capital grant request will serve as the match to trigger release of a \$3,000,000 HIEMA resilience grant and another \$500,000 match from a private funder to support critical infrastructure upgrades to meet unprecedented demand left in the wake of federal safety net shortfalls and future government closures, both now and well into the future.

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2026 to June 30, 2027

Applicant: Feeding Hawaii Together (Dba: The Pantry by Feeding Hawaii Together)

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Not Applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

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

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2026 to June 30, 2027

Applicant: Feeding Hawaii Together (Db: The Pantry by Feeding Hawaii Together)

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS COMMITTED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION/RENOVATIONS		\$3,500,000	\$500,000			
EQUIPMENT						
TOTAL:		\$3,500,000	\$500,000			
JUSTIFICATION/COMMENTS: A \$500,000 State Grant-in-Aid would be used to complete the required \$1M match to trigger release of a \$3M HIEMA grant, as well as ensure release of a \$500,000 match from a private funder. Funds will be used to support critical infrastructure upgrades and renovations at The Pantry, the proposed Garden Education and Training Center and all related costs.						

Organizational Chart

