

Applicant Institute for Native Pacific Education and Culture (INPEACE)

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing


AUTHORIZED SIGNATURE

Sanoë Marfil, Chief Executive Officer
PRINT NAME AND TITLE

1/23/26
DATE

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

Type of Grant Request:

Operating

Capital

Legal Name of Requesting Organization or Individual: Db a:

Institute for Native Pacific Education and Culture (INPEACE)

Amount of State Funds Requested: \$ 1,000,050

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

INPEACE recently acquired a 15,210 square foot facility in Nānākuli, now known as Hale Nanaikeola, to serve as a permanent community hub for its core programs. This capital renovation project supports INPEACE's capacity to deliver services more effectively by consolidating programs currently operating across multiple sites into a single, accessible location and it would also provide us an opportunity to design and build a Science Exhibition area and a dedicated space for the center for innovation.

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:

\$ 6,220,314

Unrestricted Assets:

\$ \$3,604,148

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation

Other Non Profit

Other

Mailing Address:

91-1010 Shangrila Street, Suite 306

City:

Kapolei

State:

HI

Zip:

96707

Contact Person for Matters Involving this Application

Name:

Sanoe Marfil

Title:

Chief Executive Officer

Email:

sanoem@inpeace.org

Phone:

(808) 693-7222



Authorized Signature

Sanoe Marfil, Chief Executive Officer

Name and Title

1/23/2026

Date Signed



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

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

Vendor Name: INSTITUTE FOR NATIVE PACIFIC EDUCATION AND CULTURE

Issue Date: 01/20/2026

Status: **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#:

FEIN/SSN#: [REDACTED]

UI#: XXXXXX2890

DCCA FILE#: 96944

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

Status Legend:

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

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

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

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

Institute for Native Pacific Education and Culture (INPEACE)
(Typed Name of Individual or Organization)


(Signature)

1/23/24
(Date)

Sanoë Marfil Chief Executive Officer
(Typed Name) (Title)



INPEACE

INSTITUTE FOR
NATIVE PACIFIC
EDUCATION
AND CULTURE

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

The Institute for Native Pacific Education and Culture (INPEACE) certifies the funds awarded will be used for the public purpose pursuant to Section 42F-102. Our mission is to improve the quality of life for Native Hawaiians through community partnerships that promote educational opportunities and promote self-sufficiency. The public purpose of the Center for Innovation is to Nanaikeola serve public need by addressing documented infrastructure gaps that limit access to education, workforce development, and community-based learning in West O'ahu. The Wai'anae Coast has one of the lowest concentrations of permanent, multi-use community facilities in Honolulu County capable of supporting integrated services for youth, working adults, and older adults. As a result, essential programs are frequently delivered in dispersed, temporary, or undersized spaces that constrain participation and efficiency.

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

Institute for Native Pacific Education and Culture (INPEACE)
Typed Name of Individual or Organization

Signature *Sanoë Marfil* Date 1/23/24

Sanoë Marfil Chief Executive Officer
Typed Name Title

II. Background and Summary

1. Brief Description of the Applicant's Background

Founded in 1994, the Institute for Native Pacific Education and Culture (INPEACE) is a Native Hawaiian-led 501(c)(3) nonprofit organization with a mission to improve the quality of life for Native Hawaiians through community partnerships that provide educational opportunities and promote self-sufficiency. For more than 30 years, INPEACE has delivered education, workforce development, financial literacy, and entrepreneurship programs serving children, youth, adults, and kūpuna across West O‘ahu, with a long-standing presence on the Wai‘anae Coast.

INPEACE recently acquired a 15,210 square foot facility in Nānākuli, now known as Hale Nanaikeola, to serve as a permanent community hub for its core programs. This capital renovation project supports INPEACE’s capacity to deliver services more effectively by consolidating programs currently operating across multiple sites into a single, accessible location and it would also provide us an opportunity to design and build a Science Exhibition area and a dedicated space for the center for innovation.

2. Goals and Objectives Related to the Request

The goal of this request is to secure capital improvement funding to renovate and upgrade building infrastructure and configure safe, accessible, and flexible environments to support the *Center for Innovation at Nanaikeola* within INPEACE’s new facility. The *Center for Innovation at Nanaikeola* will house multiple public-serving functions, including innovation and workforce learning spaces for youth and adults; dedicated ‘Ōpio spaces for skill-building and career exploration; accessible learning and digital access spaces for kupuna; Kaulele, a hands-on, exhibit-based learning and innovation environment focused on STEM and systems learning; and centralized administrative space necessary to coordinate and manage these activities.

These interior improvements are required for INPEACE to create purpose-built rooms that support the simultaneous delivery of youth, adult, and kupuna programs and accommodate group learning and hands-on activities. Currently, INPEACE delivers these programs across multiple sites in Wai‘anae and Kapolei due to space constraints and the limited availability of suitable facilities. Consolidating these functions within the Nanaikeola facility provides INPEACE with a single, permanent home for coordinated service delivery, increasing service capacity, improving operational efficiency, and ensuring consistent, centralized community access to education, innovation, and learning resources in West O‘ahu.

3. Public Purpose and Need to Be Served

This *Center for Innovation at Nanaikeola* serves a public need by addressing documented infrastructure gaps that limit access to education, workforce development, and community-based learning in West O‘ahu. The Wai‘anae Coast has one of the lowest concentrations of permanent, multi-use community facilities in Honolulu County capable of supporting integrated services for

youth, working adults, and older adults. As a result, essential programs are frequently delivered in dispersed, temporary, or undersized spaces that constrain participation and efficiency.

According to the U.S. Census Bureau's American Community Survey (ACS), West O'ahu communities experience a combination of high housing cost burden, lower educational attainment, and long commute times, which together limit residents' ability to access services outside their immediate area. In Nānākuli, more than 45% of households spend over 30% of their income on housing, indicating financial strain that reduces flexibility for transportation and off-site program participation. This underscores the need for locally accessible services delivered in a single, consolidated location.

Educational attainment data further supports the need for accessible, place-based learning infrastructure. In the Wai'anae–Nānākuli area, a significantly lower percentage of adults hold postsecondary credentials compared to the State overall, while a higher proportion of residents enter the workforce directly from high school or without formal credentials. This creates sustained demand for non-traditional learning environments, workforce readiness programs, and informal education spaces that can serve residents across the lifespan.

INPEACE owns the Nanaikeola facility, which provides a rare opportunity to establish a permanent public-serving hub in this region. However, the facility in its current condition lacks the interior configuration, accessibility features, and infrastructure capacity required to support simultaneous, multi-generational use. Without capital renovation, the building cannot safely or efficiently accommodate concurrent learning, workforce, and community activities, limiting utilization and public benefit.

The proposed capital investment enables Nanaikeola to function as intended: a centralized space that consolidates services, increases utilization, and reduces long-term inefficiencies associated with operating across multiple sites. This project responds directly to documented access constraints, demographic needs, and infrastructure gaps, making it a necessary and timely investment in West O'ahu's public service capacity.

4. Target Population to Be Served

The *Center for Innovation at Nanaikeola* will serve residents of West O'ahu with demonstrated need for accessible education, workforce development, and community learning infrastructure. The target population reflects the region's age distribution, employment patterns, and educational profile, which together indicate demand for multi-generational, flexible service environments.

Demographic data show that Wai'anae Coast communities have a higher proportion of youth and working-age adults and a growing population of older adults aging in place. This creates overlapping demand for youth skill-building, adult workforce development, and kupuna learning opportunities within the same geographic area. Facilities designed for single-use or single-age programming are insufficient to meet this demand efficiently.

Employment data further indicate that a substantial share of residents work in service, construction, healthcare support, and self-employment sectors, occupations that benefit from local access to skill development, credentialing support, and applied learning opportunities. Long commute times to urban Honolulu make participation in off-site training difficult, reinforcing the need for locally delivered services in West O‘ahu.

Within this context, INPEACE programs serve:

1. Youth, who require structured, hands-on learning environments that support career awareness and skill development outside traditional classroom settings;
2. Working-age adults, including parents and caregivers, who need accessible workforce and innovation spaces that accommodate local schedules and transportation constraints; and
3. Kupuna, who increasingly seek digital access, lifelong learning, and intergenerational engagement in facilities that meet accessibility standards.

A key component of *Hale Nanaikeola* is Kaulele. Kaulele addresses and integrates Indigenous knowledge systems and informal STEM education experiential learning access by providing exhibit-based, interactive environments that engage learners across age groups and education levels. Its inclusion within the facility serves both resident participants and broader community audiences through rotating and traveling exhibits, extending reach beyond the building itself.

By aligning facility design with the documented demographic, educational, and workforce characteristics of West O‘ahu, *The Center for Innovation and Kaulele at Nanaikeola* directly responds to verified service demand. Capital investment ensures the facility can support sustained, high-utilization public use for the populations most affected by access limitations in the region.

5. Geographic Coverage

The geographic coverage for this project is the Wai‘anae Coast and greater West O‘ahu region. The Nanaikeola facility is located in Nānākuli and is accessible to residents of Wai‘anae, Mākaha, and surrounding communities, as well as families traveling from nearby areas such as Kapolei. Locating the Center for Innovation within Nanaikeola strengthens access to a permanent, community-based hub where services can be delivered consistently within the region experiencing the greatest need.

III. Service Summary and Outcomes

1. Scope of Work, Tasks, and Responsibilities

Renovation and build-out activities include the creation of dedicated, purpose-built spaces within Nanaikeola, including:

- **Center for Innovation (formerly known as C4E, Center for Entrepreneurship)**
Flexible classrooms and training rooms designed to support innovation, workforce readiness, and applied learning for adults and families. These spaces accommodate group instruction, hands-on training, and collaborative work that cannot be effectively supported in the facility's current configuration.
- **‘Ōpio / Youth Innovation Space**
Dedicated space for youth-focused innovation, skill-building, and career exploration. Purpose-built environments support safe, age-appropriate, hands-on learning and exposure to pathways in education, technology, and entrepreneurship.
- **Kupuna Learning & Access Space**
Accessible learning environments that support lifelong learning, digital access, and community engagement for older adults. Capital improvements ensure compliance with accessibility standards and enable intergenerational participation.
- **Kaulele STEM Exhibition**
Kaulele is a core component of the Center for Innovation at Nanaikeola and serves as a hands-on, exhibit-based learning and innovation environment integrating Indigenous Hawaiian knowledge with modern science, technology, and systems thinking. The space includes interactive exhibits and flexible layouts that support informal STEM learning, community education, and workforce awareness, as well as permanent and traveling exhibit use.
- **Administrative and Shared Operations Space**
Centralized administrative and shared operations space that supports program coordination, data management, fiscal oversight, and facility operations. Consolidation improves efficiency and reduces reliance on leased or temporary space.

Capital renovation tasks include interior build-out and reconfiguration of program and administrative spaces, and installation of infrastructure necessary to support flexible, multi-use learning environments.

INPEACE is responsible for overall project oversight, including coordination with architects, contractors, and vendors; management of project budgets and schedules; and ensuring compliance with all applicable building codes, safety standards, and accessibility requirements.

2. Projected Annual Timeline

During the grant period of July 1, 2026 through June 30, 2027, renovation and build-out activities will be implemented in a phased manner to ensure timely completion and minimize disruption to ongoing services.

Phase 1: Final design coordination, permitting, and contractor mobilization to prepare the facility for construction.

Phase 2: Infrastructure upgrades and interior build-out of innovation, youth, kupuna, Kaulele, and administrative spaces.

Phase 3: Installation of fixtures, exhibits, and furnishings; safety and accessibility inspections; and preparation for full occupancy and use.

Phased implementation allows INPEACE to prioritize critical infrastructure improvements while coordinating the activation of individual spaces. By the end of the grant period, the *Center for Innovation at Nanaikeola* will be fully operational within Nanaikeola, supporting consolidated program delivery, improved access, and increased utilization of the facility.

3. Quality Assurance and Evaluation Plans

INPEACE will implement structured quality assurance and evaluation processes to ensure the Center for Innovation at Nanaikeola's capital improvement project is completed as planned and meets public-use objectives. Project progress will be tracked against established renovation milestones, timelines, and budgets using internal project management systems, contractor reporting, and regular site inspections.

Quality assurance measures include verification that contractor work complies with approved plans, safety standards, accessibility requirements, and applicable building codes. Organizational leadership will conduct regular reviews to assess progress, resolve issues, and ensure alignment with project scope and schedule.

Evaluation of the project's effectiveness will focus on the readiness, functionality, and usability of renovated spaces; the successful integration of multiple program components within Nanaikeola; and the facility's capacity to support consolidated service delivery and increased public access.

4. Measures of Effectiveness

The following measures of effectiveness will be reported to the State agency through which grant funds are appropriated to provide an objective assessment of project achievement:

1. Completion of the renovation and build-out of the *Center for Innovation at Nanaikeola, administration renovation and the Kaulele exhibits* within the Nanaikeola facility in accordance with the approved scope, timeline, and budget;
2. Compliance with safety, accessibility, and building code requirements;
3. Operational readiness of innovation, youth, kupuna, Kaulele STEM exhibit, and administrative spaces for program and community use; and
4. Increased facility utilization supporting consolidated, multi-generational service delivery.

If the level of appropriation differs from the amount requested, the scope of work and corresponding measures of effectiveness will be updated accordingly and transmitted to the expending State agency, as required.

IV. Financial

1. Budget

The requested funds will be used exclusively for one-time capital expenditures associated with construction, building system upgrades, interior build-out, accessibility improvements, and professional services required to complete the project.

The capital budget is submitted using the required State GIA budget forms and reflects costs necessary to bring the facility to full operational readiness for public use. Budgeted line items correspond directly to approved renovation activities and are structured to support phased implementation, inspections, and contractor payment schedules. No operating expenses, program delivery costs, or ongoing personnel costs are included in this request.

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

See Attached Budget Forms.

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

2. Anticipated Quarterly Funding Requests for Fiscal Year 2027

INPEACE anticipates requesting capital funds on a quarterly basis aligned with construction sequencing, contractor invoicing, and completion of inspection milestones.

Quarter	Anticipated Request
Quarter 1	\$225,000
Quarter 2	\$250,000
Quarter 3	\$225,050
Quarter 4	\$300,000
Total Grant	\$1,000,050

Quarterly requests are structured to ensure appropriate cash flow while maintaining fiscal controls and accountability.

3. Other Sources of Funding for Fiscal Year 2027

INPEACE has pursued and secured additional funding sources to support the capital renovation of Nanaikeola. A listing of committed and anticipated funding sources is provided in the required section below. These funds demonstrate project readiness, shared investment, and the organization's capacity to leverage State capital funding to complete the project as proposed.

Office of Hawaiian Affairs (OHA) CIP \$1,000,000 (March 2026)

Kosasa Foundation \$250,000 (August 2026)

Atherton Family Foundation \$200,000 (October 2026)

GN Wilcox Trust \$500,000 (October 2026)

4. State and Federal Tax Credits

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.

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

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.

Please see Attachment E (Government contracts, grants, and grants in aid)

6. Unrestricted Current Assets

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

\$3,604,148

V. Experience and Capability

1. Necessary Skills and Experience

INPEACE's executive leadership and governing board possess the skills and experience necessary to manage a State-funded capital improvement project of this scope and complexity. Organizational management has demonstrated long-term competency in strategic planning, fiscal

management, compliance, and stewardship of public and private funds, all of which are essential to the successful execution of a capital renovation project.

The organization's Chief Executive Officer and senior management team have extensive experience overseeing multi-year initiatives that require coordination across finance, facilities, programs, and external vendors. This includes responsibility for developing and managing organizational budgets, approving contracts, monitoring expenditures, and ensuring compliance with funder requirements. Executive leadership is directly involved in capital planning decisions, including scope of development, sequencing of work, and alignment of renovation activities with operational continuity.

INPEACE's management team has experience working with architects, contractors, engineers, and regulatory agencies to guide projects through design, permitting, construction, inspection, and close-out phases. This includes managing phased implementation schedules, reviewing contractor performance, and resolving issues that arise during construction to maintain progress and control costs. These skills are critical to minimizing delays, preventing scope creep, and ensuring that capital funds are expended as approved.

The INPEACE Board of Directors provides active governance and fiduciary oversight for capital projects. Board members bring professional expertise in finance, education, community development, and organizational leadership, strengthening the organization's capacity to oversee large-scale investments. The Board reviews and approves capital budgets, authorizes major expenditures, and monitors financial performance through regular reporting. This governance structure ensures clear separation of duties between management and oversight, reducing financial and operational risk.

Together, INPEACE's executive leadership and Board maintain internal controls and accountability systems appropriate for managing State capital funds. These include established procurement procedures, financial review processes, and reporting mechanisms that support transparency and compliance. This combination of experienced management, engaged board oversight, and documented financial controls demonstrates INPEACE's readiness to responsibly manage and complete the proposed *Center for Innovation at Nanaikeola*.

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.

- External painting of the building
- Irrigation systems for landscaping
- HVAC systems for air-conditioning of the building
- Fencing to secure the perimeter of the space
- Building signage both on the building and as a marquee
- Demolition of 25 sinks and countertops

2. Facilities

INPEACE owns and operates a 15,210 square foot facility located in Nānākuli, known as Nanaikeola, which is the subject of this capital improvement request.

While the facility is currently in use for limited program and administrative activities, significant renovation is required to upgrade outdated building systems, improve safety and accessibility, and configure the space to support consolidated service delivery. The proposed capital improvements will ensure the facility meets applicable building codes, accessibility standards, and safety requirements, and is adequately equipped to support long-term public use.

The Nanaikeola facility provides sufficient square footage and layout flexibility to accommodate multiple programs, administrative offices, and shared community spaces. Upon completion of the proposed renovations, the facility will be fully adequate to support INPEACE's service capacity and operational needs throughout the grant period of July 1, 2026 through June 30, 2027, and beyond.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The Center for Innovation at Nanaikeola will be managed using INPEACE's existing executive, administrative, and fiscal staffing structure, which is designed to provide appropriate oversight, accountability, and separation of duties for publicly funded capital projects. No new permanent positions are proposed solely for this capital request.

Executive leadership provides overall project direction, including approval of project scope, coordination with design and construction professionals, and alignment of renovation activities with organizational operations. Senior management oversees day-to-day project implementation, ensures adherence to approved timelines and budgets, and authorizes expenditures in accordance with established financial controls.

Fiscal and administrative staff support the project through contract administration, invoice review, payment processing, and financial reporting. These staff members have experience managing government-funded projects and maintain documentation required for audits, inspections, and reporting to the State, ensuring that capital funds are expended only for approved purposes and in compliance with applicable requirements.

INPEACE engages licensed architects, contractors, and vendors to perform specialized design and construction work. All external professionals are selected in accordance with procurement standards and maintain appropriate licensure, insurance, and bonding. Oversight of contracted work is provided by INPEACE management to ensure compliance with approved plans, safety standards, and accessibility requirements.

Overall leadership and accountability for the capital improvement project rest with INPEACE's executive team, supported by staff trained in procurement, financial compliance, and capital project management protocols.

Executive Leadership

- **Sanoë Marfil, M.Ed., Chief Executive Officer (CEO)**
Provides strategic oversight and ensures alignment with organizational mission, governance policies, and fiscal accountability.
- **Marissa Pico, Chief Financial Officer (CFO)**
Oversees budgeting, audits, financial controls, and funder reporting related to capital expenditures.
- **Saydee Pojas, Chief Operating Officer (COO)**
Coordinates facilities, systems, and operational functions supporting project implementation.
- **Kalehua Caceres, Chief Program Officer (CPO)**
Ensures integration of program planning, quality assurance, and evaluation with facility readiness.
- **Jocelyn Banks, Director of Human Resources**
Oversees staffing systems, training, and compliance related to project support functions.

Program-Level Management

Program-level oversight is provided by experienced directors and project managers responsible for supervising front-line staff, monitoring implementation activities, and reporting performance data:

- **Francine Medeiros, Program Director** – Ka Lama Education Academy
- **Lisa Pakele, Program Director** – Center for Innovation
- **Alaka'i Aglipay, Project Manager** – Kaulele STEM Initiative

Each program lead supervises staff, monitors outputs, and submits regular performance reports. Project progress and financial performance are reviewed quarterly by the CEO, CFO, COO, and CPO using financial statements and performance dashboards. Adjustments are recommended to the Board of Directors for approval, and evaluation summaries are shared with funders to demonstrate accountability, efficiency, and outcomes.

2. Organization Chart

INPEACE maintains an organizational chart that illustrates the placement of capital project oversight within the organization. The chart reflects clear lines of authority and supervision

among executive leadership, fiscal management, and administrative support staff responsible for the Center for Innovation at Nanaikeola.

The organization chart demonstrates:

- Executive oversight and decision-making authority;
- Fiscal review and internal control functions; and
- Administrative support for contract and document management.

The organization chart is provided as an attachment and reflects the staffing structure that will be used to manage the Center for Innovation at Nanaikeola capital project at Nanaikeola.

Please see Attachment F (Organizational Chart)

3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officer.

CEO: \$120,000 - \$200,000

CFO/CPO/COO: \$80,343 - \$104,829

VI. Other

1. Litigation

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

2. Licensure or Accreditation

There are no licensures, accreditations or special qualifications required of the Institute for Native Pacific Education and Culture (INPEACE) relevant to this request.

3. Private Educational Institutions

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

4. Future Sustainability Plan

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.

Sustainability Plan for INPEACE’s Center for Innovation at Nanaikeola Beyond Fiscal Year 2026-27:

Cultural Tourism Initiatives:

Leverage the rich cultural heritage of Hawaii through Kaulele, which are STEM Hawaiian cultural exhibits as a cultural tourism destination. Develop guided tours, cultural workshops, and events showcasing Native Hawaiian traditions, arts, and history. Collaborate with local businesses for joint cultural and tourism ventures.

Sustainability Impact: This initiative not only preserves cultural heritage but also generates revenue, making the INPEACE community hub at Nanaikeola a sustainable cultural destination.

Commercial Partnerships, Rentals, and Educational Programs:

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

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

Community Memberships and Grant Diversification:

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

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

By combining these strategies, the INPEACE Center for Innovation at Nanaikeola can streamline its sustainability efforts, creating a well-rounded approach that addresses financial stability, community engagement, and cultural preservation.

Attachment A

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

Applicant: Institute for Native Pacific Education and Culture

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST				
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL	1,000,050	0	0	0
TOTAL (A+B+C+D+E)	1,000,050	0	0	0
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	1,000,050	Marissa Pico	808-693-7222	
(b) Total Federal Funds Requested	0	Name (Please type or print)	Phone	
(c) Total County Funds Requested	0	<i>Sanoe Marfil</i>	1/23/26	
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official	Date	
TOTAL BUDGET	1,000,050	Sanoe Marfil, CEO		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Attachment C

Period: July 1, 2026 to June 30, 2027

Applicant: _Institute for Native Pacific Education a

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

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Attachment D

Period: July 1, 2026 to June 30, 2027

Applicant: Institute for Native Pacific Education and Culture

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION			1,000,050			
EQUIPMENT						
TOTAL:	-		1,000,050			
JUSTIFICATION/COMMENTS: To renovate and build out 3 spaces in the new INPEACE facility: (1) Centralized administrative offices/workspace @ \$150/SF x 1,300 SF = \$195,000. (2) Kaulele Exhibit Space @ \$250/SF x 1,810 SF = \$452,500. (3) Center for Innovation @ \$200/SF x 1,000 SF = \$200,000. Soft Costs + Contingency @ 18% = \$152,550.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Attachment E

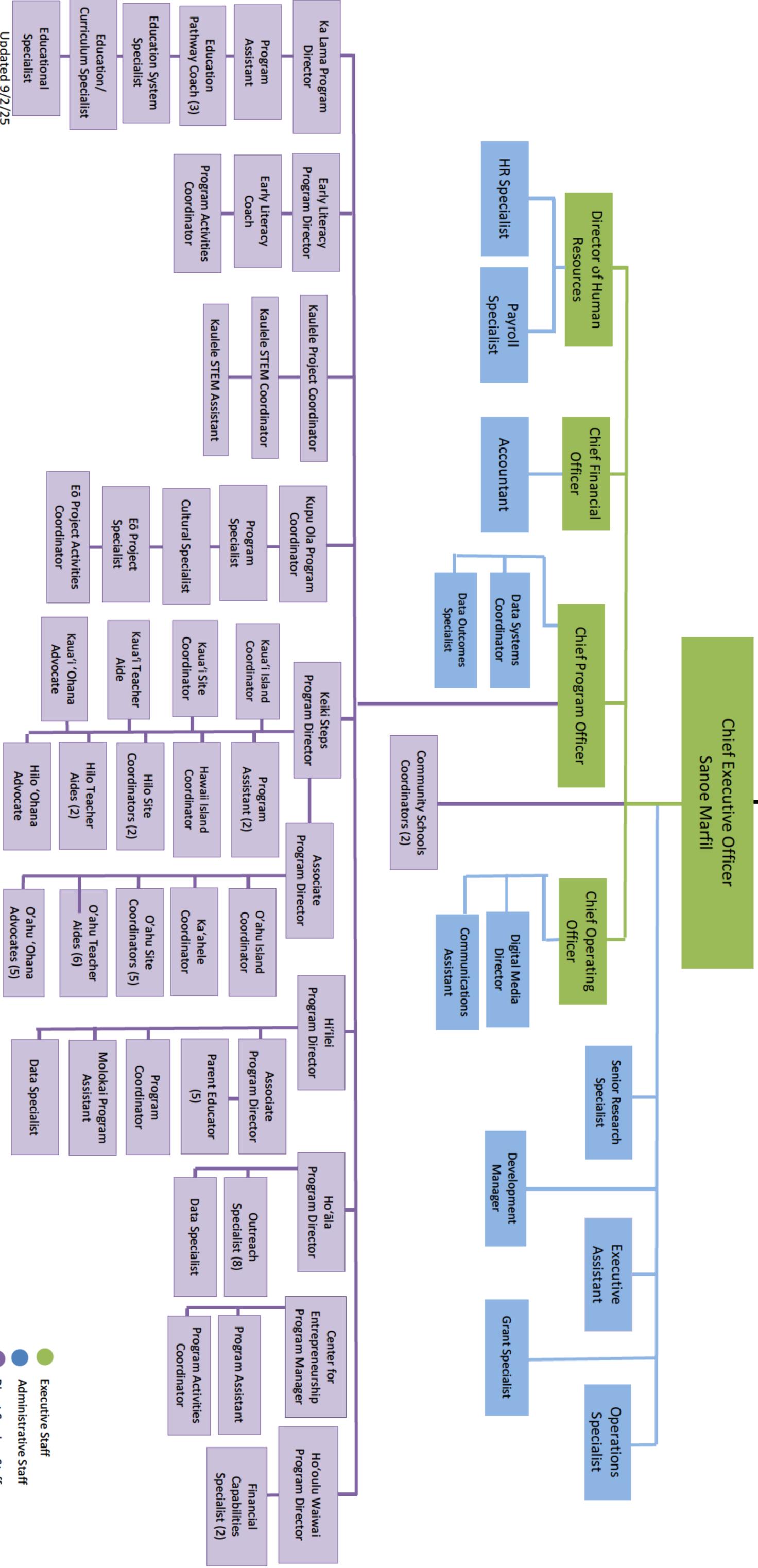
Applicant: Institute for Native Pacific Education and Culture

Contracts Total: 30,677,108

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Native Hawaiian Education Program	9/1/23 - 8/31/26	US DOE NHEP	U.S.	8,215,548
2	Native Hawaiian Education Program	10/1/20 - 9/30/23	US DOE NHEP	U.S.	6,578,533
3	Native Hawaiian Education Program	9/1/21 - 8/31/25	US DOE NHEP	U.S.	1,044,941
4	Native Hawaiian Education Program	5/1/21 - 4/30/24	US DOE NHEP	U.S.	2,885,009
6	Native Hawaiian Education Program	10/1/23 - 9/30/25	US DOE NHEP	U.S.	1,618,501
7	Office of Youth Services	7/1/23 - 6/30/27	State of HI DHS	State	600,000
8	Office of Youth Services	7/1/18 - 6/30/23	State of HI DHS	State	500,000
9	National Science Foundation	9/1/23 - 4/25/2025	National Science Fdn	U.S.	660,143
10	Native Amer./Native Hawaiian Museum Service	7/1/21 - 12/31/22	Institute of Museum and	U.S.	99,842
11	Native Amer./Native Hawaiian Museum Service	7/1/22 - 6/30/23	Institute of Museum and	U.S.	99,953
12	Native Amer./Native Hawaiian Museum Service	7/1/23 - 6/30/24	Institute of Museum and	U.S.	100,000
13	Native Amer./Native Hawaiian Museum Service	7/1/24 - 6/30/26	Institute of Museum and	U.S.	249,495
14	Home Visiting	7/1/20 - 6/30/25	State DOH Family Heal	State	2,647,268
15	Maternal, Infant, and Early Childhood Home Vis	7/1/20 - 6/30/25	US Dept of Health and	U.S.	1,546,972
16	American Rescue Plan Act for Home Visiting	5/1/21 - 9/30/24	US Dept of Health and	U.S.	176,471
17	Home Visiting	7/1/25 - 6/30/26	State DOH Family Heal	State	506,493
18	Maternal, Infant, and Early Childhood Home Vis	7/1/25 - 6/30/26	US Dept of Health and	U.S.	624,748
19	Early Literacy	10/1/20 - 7/31/25	HI State DOE - Univers	State	1,154,573
20	Congressional Earmarks Initiative	9/1/22 - 8/31/25	US Small Business Administration	U.S.	500,000
21	Grant in Aid Fund - Department of Community Services	10/1/21 - 3/31/23	City and County of Honolulu	Honolulu	200,000
22	Office of Hawaiian Affairs	12/5/21 - 11/30/22	Office of Hawaiian Affairs	State	134,309
23	Office of Hawaiian Affairs	9/15/21 - 4/15/23	Office of Hawaiian Affairs	State	175,000
24	Grants in Aid: Waiwai Grant Program	7/1/24 - 6/30/25	County of Hawaii	Hawaii County	50,000
25	Office of Hawaiian Affairs	12/5/21 - 11/30/22	Office of Hawaiian Affairs	State	134,309
26	Office of Hawaiian Affairs	9/15/21 - 4/15/23	Office of Hawaiian Affairs	State	175,000
27					
28					
29					
30					

INPEACE Organizational Chart

Board of Directors
 President: Dr. Antoinette Konia Freitas, Vice President: Richard Naiwi Wurdeman
 Secretary: Dr. Rochelle Ka'aloa, Treasurer: Wallace Chin
 Members: Dr. Kathryn Au, Dr. Jon Matsuoka, Dr. Kiana Frank, Dr. Alice Kawakami,
 Derek Kurisu, Walter Thoemmes III, Julianne Chun, Sherlyn Franklin-Goo, Sanoë Marfil



- Executive Staff
- Administrative Staff
- Direct Services Staff

Updated 9/2/25