



Thank you for your consideration in providing support to Family Hui Hawaii through a Grant-in-Aid. Senator Jill Tokuda, Senator Suzanne Chun Oakland and GG Weisenfeld, Director of the Executive Office on Early Learning have supported our application and encouraged us to share our program with you.

Amount Requested: 255,152

Through the Executive Office of Early Learning

Serving 400-500 families, 400- 1,000 parents/caregivers, 400-1500 children

Purpose: To reinstate the Hui infrastructure to support family leadership statewide.

We have expanded on the 30-year legacy of the former Baby Hui. We will continue to:

- 1) Directly serve 400-500 families, 400-1,000 parents/caregivers, 400-1500 children.
- 2) Be a low cost, high sustainable family support network that builds community.
- 3) **Be the only organization for peer-led, neighborhood based support for families statewide.**
- 4) Partner with the YMCA to serve families throughout Kalihi in a partnership program combining family strengthening and early learning.
- 5) Serve as a proven protective factor against child abuse and neglect, isolation and depression, developmental delays, substance abuse and domestic violence- all long-term barriers to learning for children.

Family Hui, P.O. Box 109, Kaneohe, Hawaii 96744, Phone: 808-386-4172,

Email: mwilson@familyhui.org, Web: <http://familyhui.org/>



Family Hui

- 6) Be a leader in the implementation of the Governor's Executive Office of Early Learning's action strategies and co-lead the "Safe and Nurturing Families" priority for the State.

- 7) **Save the State millions of dollars in intervention funds.**

- 8) Partner with Home Visiting, Head Start, YMCA, Healthy Mothers, Healthy Babies, DOE Elementary Schools, Good Beginnings Alliance, Parents and Children Together (PACT), Keiki o Ka 'Aina, Tutu and Me, PATCH, Parent Line, UH College of Education, Hawai'i Literacy and Kapiolani Community College Culinary Arts Program, Moms in Hawai'i, Comprehensive Health Centers.

Mahalo nui loa for your time, commitment and service to Hawai'i's families!

[REDACTED]
Michele Wilson

Interim-Executive Director

Family Hui, P.O. Box 109, Kaneohe, Hawaii 96744, Phone: 808-386-4172,

Email: mwilson@familyhui.org, Web: <http://familyhui.org/>

House District X
Senate District _____

THE TWENTY-SEVENTH LEGISLATURE
APPLICATION FOR GRANTS & SUBSIDIES
CHAPTER 42F, HAWAII REVISED STATUTES

Log No:

For Legislature's Use Only

Type of Grant or Subsidy Request:

GRANT REQUEST – OPERATING GRANT REQUEST – CAPITAL SUBSIDY REQUEST

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Subsidy" means an award of state funds by the legislature, by an appropriation to a recipient specified in the appropriation, to reduce the costs incurred by the organization or individual in providing a service available to some or all members of the public.

"Recipient" means any organization or person receiving a grant or subsidy.

Family Hui Hawaii

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN):

THE EXECUTIVE OFFICE ON EARLY LEARNING

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): _____

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual: Family Hui Hawaii

Dba:

Street Address: P.O. Box 109, Kaneohe, HI 96744

Mailing Address:
P.O. Box 109
Kaneohe, HI 96744

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name MICHELE WILSON

Title Interim Executive Director

Phone # 386-4172

Fax # _____

e-mail mwilson@familyhui.org

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION
- FOR PROFIT CORPORATION
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

Family Hui Hawaii provides a peer-to-peer comprehensive, low-cost and sustainable early childhood program for families with children 0-5. Participation in the program has proven to be a protective factor against isolation and depression, child abuse and neglect, developmental delays and substance abuse, all barriers to school readiness and success.

4. FEDERAL TAX ID #: _____

5. STATE TAX ID #: _____

7. AMOUNT OF STATE FUNDS REQUESTED:

FISCAL YEAR 2015: \$ \$255,152

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ 0
FEDERAL \$ 0
COUNTY \$ 0
PRIVATE/OTHER \$ \$21,000

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

MICHELE WILSON, INTERIM EXECUTIVE DIRECTOR

NAME & TITLE

DATE SIGNED

1/30/14

Application for Grants and Subsidies

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

I. 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. Include the following:

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

The Family Hui Hawaii is carrying on the 30-year legacy of the former Baby Hui by providing a comprehensive, low-cost and sustainable early childhood program for families with children 0-5. Family Hui Hawaii facilitates 12-week neighborhood based peer-to-peer (hui) groups for families with young children, focused on building peaceful and thriving homes. We have extended the reach of the former organization by intentionally forming groups to support grandparents raising children, dads, teen parents, single parents and whole families. Following the 12 weeks, the majority of families stay with their hui until their children leave home. Participating in a hui provides families with the opportunities to share parenting joys and challenges, learn strategies for positively reacting to and addressing the challenges of raising a young child, connect with local resources, partner with their neighborhood school and form lifelong family friendships and supports for everyone involved. Participants are provided developmental screenings using the Ages and Stages Questionnaire. In partnership, Parents and Children Together (PACT) provides vision and hearing screenings for families as needed. Additionally, families have opportunities to participate in 4 workshops throughout the year and two interactive play days.

Vision: Every child in every family is thriving, healthy and safe.

Mission: To support, encourage and empower families to meet the challenges of raising children, by celebrating the joys and coping with the stresses in healthy ways.

Family Hui Hawaii supports families through neighborhood-based family groups, facilitated by trained volunteer group leaders; encourages families in an atmosphere of mutual respect to raise their children with loving guidance; empowers families by sharing of experiences, knowledge, and community resources.

HMSA Foundation, Atherton Foundation, The Learning Coalition and the YMCA of Honolulu have generously provided the initial necessary financial supports to serve a limited number of Hawai'i's families. We are seeking state financial support to serve all families on all islands, beginning with Oahu, Moloka'i and Kauai. We have dedicated and skilled staff members a committed Board of Directors and Advisory Council to ensure program success.

The Family Hui Hawaii framework has proven to be a protective factor against isolation and depression, child abuse and neglect, substance abuse, divorce, delayed brain development, truancy and school drop-out.

Families participate in 12-weeks of peer-facilitated discussions that cover:

- *Expectations of Parenting*
- *Crying and Sleeping*
- *Healthy Nutrition*
- *Positive Discipline Strategies*
- *Health and Safety*
- *Child Development and Current Brain Research*
- *Media*
- *Family Life*
- *Early Learning*

Each discussion is tailored to the group's unique needs. Additional workshops are

offered to all Hui participants throughout the year.

Peer-led groups promote positive parenting principles that not only empower parents/caregivers, but promote healthy child development through adolescence. Family Hui Hawaii's method of peer counseling has proven effective through empirical research and clinical practice. Positive parenting calls for abundant love and respect, consistent guidance, and positive discipline when raising young children. Not only does the Family Hui Hawaii program strengthen families, but it also builds community with documented hui relationships and support lasting through the child's high school experiences.

How it Works



Enroll in the Program: Families contact Family Hui Hawaii to enroll in the program. While waiting for a group, families can participate in other regularly scheduled Hui activities.



Join a Group: Family Hui Hawaii matches the potential participant with a group leader based on her/his child's age and neighborhood, and then contacts the parent or caregiver when an appropriate group is organized. The family then becomes a Hui member and takes part in a 12-week peer group Hui.



Build Community: New members are very enthusiastic to be able to connect with other families, make friends, learn and teach, sharing life experiences. This leads to high retention in the peer groups.



Share and Learn Ideas and Tips: Family Hui Hawaii provides a Participant Notebook to be used at group meetings, offers child developmental screening, provides referrals to other agencies, produces

newsletters with current community resources, and invites families to join in other special events.



Grow With Your Hui: Many parents continue participating in Family Hui Hawaii, and some train to become group leaders for groups like the one they just completed. Participants frequently volunteer to help The Family Hui Hawaii reach out to other families and expand their own network of support.

Types of Hui

- **Infant:** For families with children ages newborn to one year
- **Toddler:** For families with children ages one year to three years
- **Preschool:** For families with children ages three to four years
- **Siblings:** For families with two or more children 0-5
- **Working Parents:** For families juggling work with parenting children 0-5
- **Teen Parents:** In partnership with high schools serving teen parents
- **Dads:** For Dads with children ages newborn to five
- **Language Specific:** For groups with specific language needs

2. The goals and objectives related to the request;

Family Hui Hawaii Goals:

- 1) Empower families to create safe and nurturing environments for their children to ensure healthy brain development and attachment.
- 2) Provide early detection of physical abuse, sexual abuse and developmental delays. Connect families with needed community resources as needs are identified.
- 3) Provide a peer-to-peer protective factor framework against isolation and depression, substance abuse, physical and sexual abuse and developmental delays.
- 3) Reinforce that parents are a child's first and most important teacher, providing research based child development information, highlighting that family engagement begins at birth.

- 4) Provide access to communities of families for state agencies, community programs and legislators needing family input and participation.
- 5) Build the necessary leadership and advocacy skills for families to confidently partner with community services, programs and schools to support their children most effectively.

We Value:

- The uniqueness of every child and every family
- Mutually respectful and supportive relationships between family members and children
- The ability to get behind the eyes and hearts of children
- Mindful reactions to challenging behaviors
- Community building and a sense of belonging
- Thriving families = Thriving schools = Thriving communities

Objectives:

- All peer facilitators will know how to report suspected and/or confirmed cases of abuse and neglect to Child Protective Services.
- Family Hui Hawaii staff will train Hui families in effective communication and basic conflict resolution strategies.
- Every Hui will have opportunities to connect to their neighborhood elementary school through kindergarten teachers, counselors, behavioral health specialists and literacy staff as appropriate.
- Every Hui participant will have an opportunity to visit the campus of their neighborhood elementary school
- All families will receive alternatives to using violent discipline approaches
- All families will be provided information and strategies for responding to their children's crying with empathy and nonviolent approaches.

- All families will gain knowledge on the signs of sexual abuse and effective prevention and intervention strategies to protect a child.
- 100% of families will fill out a Developmental screening using the Ages and Stages Questionnaire.
- Family Hui Hawaii will provide referrals to community supports as developmental delays or health needs are discovered through ASQ, hearing and vision screenings.
- 100% of participants will have opportunities to participate in four workshops throughout the year free of charge
- All families will be provided age appropriate expectations of their children thereby decreasing frustration and abuse
- All families will be provided healthy and affordable meal options for their families
- All families will be provided a checklist for ensuring their living environment is safe for young children
- All families will learn new strategies for working together as a family team
- All families will be provided information on supporting their children and families through transitions to day care, preschool and/or kindergarten
- All families will be encouraged and supported to stay with their Hui beyond the 12 weeks
- All families will be provided direct access to community programs and services.
- All families will be asked to *pay it forward* by becoming a leader for another hui, providing financial contributions to support other families or serve as a mentor for incoming families.

3. The public purpose and need to be served;

Family Hui Hawaii fills a significant void in the State of Hawai'i.

Based on the extended waitlists and demand of the former Hui program, there exists a **universal need** in most families for learning effective ways to support young children through positive parenting, healthy nutrition and child development regardless of gender, income, ethnicity, and geographical location. Family Hui Hawaii is the only organization in the State of Hawai`i that offers this peer-led, community based support for families.

Assist Governor Abercrombie in implementing his Early Childhood and Development Initiatives

In partnership, Family Hui Hawaii will directly advance the following initiatives:

- **Support the Executive Office of Early Learning**, by providing leadership on the Office's Advisory Board and implementation of its strategic plan
- **Support Family Strengthening** by providing referral opportunities, community networks, education on positive parenting and family strengthening to families from birth, particularly focused on the reduction of violence in the home and child development. Family Hui Hawaii is developing a partnership with home visiting programs to ensure families have individual as well as family-to-family support.
- **Identification of Early Intervention needs** through our ASQ, hearing and vision screenings and partnership with home visiting programs.
- Provide **Developmental Screening** referrals to families as needed
- Family Hui Hawaii curriculum provides support for **Childhood Obesity Prevention** through nutrition and cooking workshops along with supporting curriculum
- Family Hui Hawaii will help families' transition from home and/or early program

to the State's proposed **Early Childhood Development and Learning Program** and continue to provide support for effective family-school partnerships for school success.

The peer-to-peer framework is a low-cost, high retention alternative to service oriented programs, specifically for hard to reach families.

Hui have a long tradition in the local culture and are known to stay together informally for years, sometimes decades, after they have formally ended. The former Baby Hui had a retention rate of over 90%. Not only did families complete the 12-weeks, but 90% of Hui stayed together informally to continue to support one another for years and years. According to the British Medical Journal,

“In terms of engagement outcomes, peer-led intervention had an impressively high retention rate of 92%. This finding is particularly notable given the sociodemographic profile of the participating parents, which would typically be associated with multiple barriers to service use. This suggests that the current peer led parenting intervention has the potential to outperform conventional parenting group formats, even those specifically targeted at hard to reach populations, in successfully engaging parents in treatment for their children's behaviour problems. (British Medical Journal, 2012)”ⁱ

Family Hui Hawaii works to end child abuse and neglect in every home to ensure children are safe and prepared to learn.

A national survey conducted by Prevent Child Abuse America early in 2007 suggests that the number of confirmed child abuse fatalities increased 39% over the last 10 years. In Hawai'i reported and confirmed child abuse cases continue to plague our communities, resulting in significant social and economic costs.ⁱⁱ According to Hawai'i Children's Trust Fund, “Current reports show that each year nearly 6,000 suspected cases of child abuse are reported in Hawaii, but there's no telling how many cases go unreported.”ⁱⁱⁱ Ongoing toxic stress from child abuse and neglect has proven to be impediments to

healthy emotional, social and physical development and school readiness. ((Jack P. Shonkoff, 2000)^{iv}.

Neglect and abuse can have devastating effects on children's brains. According to Ann MacDonald from The Dana Guide to Brain Health,

“Using brain imaging techniques and other tests, McLean Hospital researchers recently identified four distinct types of brain abnormalities in adults who were abused or neglected as children. These include electrical disturbances in the limbic region (sometimes referred to as the emotional brain); arrested development of the left hemisphere; reduced size of the corpus callosum, which links the hemispheres; and increased activity in the cerebellar vermis, which is involved in emotion, attention, and regulation of the limbic structures. The researchers theorize that people with such irregularities have been “hard-wired” to survive in a hostile world and suggest (though the evidence is less clear) that such damage may lead to the development of anxiety disorders, ADHD, and depression in adulthood. (2007)^v

According to MacDonald, other studies of physically and sexually abused children show that about a third of them go on to develop post-traumatic stress disorder, contribute to drop-out rates, teen pregnancy and felony assault and felony rates which all impede on healthy learning and school success. With 75% of reported abuse cases involving children 0-5 and over 80% of abusers being parents, early intervention is critical to ensure our children are safe and ready to learn.^{vi}

According to the Hawai'i Content and Performance Standards, 34% of Hawai'i's students are not meeting academic achievement standards by the 3rd grade in reading and mathematics.

Family Hui Hawaii prepares families to support their children's P-20 learning experiences by empowering families to positively engage with their children from birth. By age 5, a child's brain is 85% developed, highlighting that early experiences matter and have a direct impact on how a child learns once they enter kindergarten. Limited early

learning opportunities, family safety, low family engagement levels and family income are all identified barriers. Family Hui Hawaii focuses specifically on family safety and family engagement to support optimal brain development their children's learning.

Family Hui Hawaii is helping design and implement the State's Family-School Partnership Initiatives

Family Hui Hawaii is currently part of the Castle Complex Redesign efforts, working on building family-school partnerships. The project is serving as a pilot for statewide implementation. Schools cannot mandate family participation and adherence to regimen any more than families can compel schools to partner with community. Family Hui Hawaii can be that community bridge. Inviting educators to join a community/family led and facilitated process levels the playing field, bringing the educator into the family domain instead of trying to bring the family into the school domain, as has traditionally been the case. This shifts the power dynamics and will likely facilitate healthier and more meaningful dialogue and engagement among the stakeholders, particularly with families whose children have special needs, accounting for 56% of Hawai'i's student population.

Relationship building will include Kindergarten teachers, behavioral health specialists, literacy specialists and counselors being invited to participate in hui groups and community workshops and families with young children will be invited to participate in school activities on campus building on the community school framework. Parents will learn from teachers how best to support their children in their learning and teachers will learn from families what supports will be needed for their children to reach their potential.

Family Hui Hawaii's peer-to-peer framework serves as a powerful protective factor against parent/caregiver isolation, depression, child physical and sexual abuse, domestic abuse, substance abuse and developmental delays, which are all identified barriers to a child thriving in school. Supporting families from birth to ensure the development of essential brain structures supporting social, emotional, physical and

mental development are developed in early childhood; capacity to build these foundations is greatest in early childhood and decreases over time (Jack P. Shonkoff, 2000)^{vii}.

4. Describe the target population to be served;

Family Hui Hawaii serves a diverse, multi-ethnic, multi-cultural population of families.. Families come from all socio-demographic groups in Hawai`i, and range in age from teenagers to Baby Boomers raising their first child. Our broad participant base includes but is not limited to single parent families; immigrant families; teen parent families; dual working families, military families; gay and lesbian parent families; families with stay at home parents; and culturally isolated families.

5. Describe the geographic coverage.

Our goal is to serve all families, all islands, beginning with Oahu, Moloka`i and Kauai, with concentrated outreach to our most vulnerable families. Family Hui Hawaii will reach families living in urban settings as well as very rural settings.

II. 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;

Family Hui Hawaii will facilitate the formation of positive parenting peer groups across 'Oahu, Moloka'i and Kauai, grouping families by neighborhood and ages of children. Groups will consist of 8-10 families each, serving between 400-800 parents/caregivers and between 400-1200 children each year, based on family size. Each hui will be facilitated by a peer member in the group who has been trained in the Family Hui Hawaii framework and facilitation by Family Hui Hawaii staff. Following the formal 12-week session, 90% of hui will stay together through their child's K-12 transitions. The Hui will provide forums of families to bridge family to school and vice-versa. Research has demonstrated that the earlier families are engaged in their child's learning and social/emotional well being the longer they stay engaged in their K-12 experiences. By connecting families early to their neighborhood school, we hope their participation in their child's learning will be seamless once they enter the K-12 continuum.

Plans are in place to build out the Family Hui Hawaii program to connect families with schools at transition periods starting with Kindergarten first and subsequently throughout the P-20 continuum.

Comprehensive support services for families with children from birth to age five:

- 12-week *Positive Parenting* neighborhood peer groups with trained facilitators;
- A *Positive Parenting* participant notebook to be used in groups

- Developmental screening using the “Ages and Stages Questionnaire;
- Hearing and Vision screenings as needed;
- Resource referrals and materials;
- A quarterly newsletter;
- Quarterly Parent Education Workshops, including educational lectures by guest speakers;
- Bi-annual parent-child Interactive Play Days at which children learn through play with their parents/caregivers, and parents/caregivers bond with and learn from each other.

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

First Quarter

We will:

- serve 100 families
- administer 100 ASQ’s
- hold one workshop
- send out first of four newsletters
- hearing and vision screenings as needed
- hold one Group Leader Training for up to eleven leaders
- conduct evaluation, draft and submit report

Second Quarter

We will:

- serve 100 families
- administer 100 ASQ’s
- hold one workshop
- send out second of four newsletters
- hearing and vision screenings as needed
- hold one Group Leader Training for up to eleven leaders
- provide one of two Family and Child Interactive Play days
- conduct evaluation, draft and submit report

Third Quarter

We will:

- serve 100 families
- administer 100 ASQ's
- hold one workshop
- send out third of four newsletters
- hearing and vision screenings as needed
- hold one Group Leader Training for up to eleven leaders
- conduct evaluation, draft and submit report

Fourth Quarter

We will:

- serve 100 families
- administer 100 ASQ's
- hold one workshop
- send out fourth of four newsletters
- hearing and vision screenings as needed
- hold one Group Leader Training for up to eleven leaders
- provide second of two Family and Child Interactive Play days
- conduct evaluation, draft and submit report

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

Each Family Hui Hawaii parenting group encounters a combination of recurring and unique parenting issues. Several sources provide information linked to assuring the quality of services provided by The Family Hui Hawaii. First, the Participant Coordinators is continuously engaged with her assigned Leaders (facilitators) in assessing group member's needs and the group's responses. Second, when a group encounters and deals with a unique problem, The Family Hui Hawaii Participant Coordinators revise and update procedural norms for all groups. Third, when families enter the program, they take a pre-survey and at the end of the 12-week program, they take an exit survey to enable us to measure acquired

knowledge and applied skills. These surveys and evaluations assesses the effectiveness of the program and materials, as well as the effectiveness of the facilitator. The Family Hui Hawaii uses the participant feedback to revise its program, update the materials and amend the services as needed.

Outcomes of The Family Hui Hawaii's services are measured and evaluated using the following tools:

Hui Participant Pre and Post Surveys: Data and information on individual participants' levels of knowledge acquired, skills applied and program satisfaction is gathered through these surveys. The surveys also provide measured feedback about the Facilitator, The Family Hui Hawaii Notebook, quality of discussions, and quality of relationships built during the twelve weeks. Results are evaluated by the board and staff every 3 months.

Event Questionnaires: Attendees and Volunteers of all events hosted by The Family Hui Hawaii are asked to complete this questionnaire, providing feedback on satisfaction with topics covered, activities provided, childcare and convenience of date, time and location. Events such as Family Workshops and Play Days are sponsored six times a year, and data and information collected from these questionnaires is used to measure how effectively The Family Hui Hawaii volunteers are facilitating discussion at events, providing referrals to other resources in the community, and fostering peer relationships. The Family Hui Hawaii Board and Staff analyze the results after every event.

Training Evaluations: All trainees complete an evaluation of their training session. These are distributed and collected at the close of each training session and measure trainees' satisfaction with the Facilitator Manual, Training supervisor's effectiveness and feelings of readiness to lead a group.

Formal Observations: The Family Hui Hawaii's Participant Coordinator maintains close contact with both participants and their facilitators. Facilitators contact the Participant Coordinator weekly for the first three meetings to report on participant attendance, response and to receive advice on potential problems or obstacles in their group's communication. In addition, participants are encouraged to call the Participant Coordinator anytime during the twelve weeks to ask questions, request referrals or receive further support. The Family Hui Hawaii's Participant Coordinator will also maintain contact with facilitators through group visits at the end of the twelve weeks, quarterly trainings and through Facilitator Support Days. Observations are recorded in our Participant Database and will be analyzed at quarterly program meetings.

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.

Family Hui Hawaii's measures of effectiveness are based on intended outcomes.

Performance measures include:

1) 400-800 parents and caregivers with children ages 0-5 will:

- be placed in parenting peer groups in 2013-2014. *Estimations account for one or two parents/caregivers per family attending

- have opportunities to participate in two parent education workshops and two interactive play days
- acquire knowledge of at least five new healthy food choices (fruits, vegetables, protein)
- receive the FH newsletters that will be electronically and manually delivered to all participating families, partner agencies and funders
- At least 50% of Hui participants will “pay it forward” at the end of their 12-week program by making a tax deductible contribution to support another family

2) Family Hui Hawaii staff will:

- train 40 peer leaders in group facilitation and positive parenting
- complete 400 developmental screening assessments
- provide referrals to community supports 100% of the time as developmental delays or health needs are discovered through ASQ, hearing and vision screenings
- train Hui families and school personnel in effective communication and basic conflict resolution strategies
- train peer facilitators on how to report suspected and/or confirmed cases of abuse and neglect to Child Protective Services.

3) Nurturing and Attachment:

- 75% of families will respond to their children’s crying with empathy and

nonviolent approaches

- 75% of parents will demonstrate an increase in knowledge and understanding of the importance of helping their child to establish strong emotional attachments with others by providing love, affection, comfort, and by responding sensitively to the needs of their child
- 75% of families will respond to challenging behaviors with nonviolent use of language and actions

4) Social Connections:

- 30% of families have agreed to lead a group upon completion of their first 12-week involvement
- 75% of families report feeling less isolated and more connected to their community of families with young children
- 90% of families intend on staying with their Hui beyond the 12 weeks
- 75% of parents who will demonstrate an increased understanding of the importance of having a support network of friends, family members, or neighbors
- 75% of parents who will demonstrate an increased knowledge of resources of their community who can provide emotional support or information

5) Knowledge of Child Development:

- 75% of families will have a more realistic expectation of “family life” and new strategies for working together as a team

- 75% of parents who will demonstrate an increased understanding of age appropriate development
- 75% of families will have more age appropriate expectations of their children based on their acquired child development knowledge
- 75% of parents will demonstrate an increased knowledge and understanding of non-punitive disciplinary techniques, such as setting limits, redirecting attention or behavior, and logical consequences for action

Concrete Supports:

- 75% of parents who will demonstrate an increased knowledge of resources and sources of support in the community that can provide assistance with managing their home and family
- 90% of families report having greater access to community services and programs
- 75% of families will change their living environments to ensure the ultimate safety of their children

Resilience:

- 75% of parents who will demonstrate an increase in knowledge of strategies to prevent or decrease stress by anticipating difficulties, accessing resources and support, or by using other stress management techniques

75% of parents who will participate in opportunities to practice leadership skills and participate in developmental activities, program planning, and decision making

- 75% of families will implement new and responsive strategies for helping their children get enough sleep
- 75% of families will know the signs of sexual abuse and effective intervention strategies to protect a child
- 90% of families report an increase of knowledge in all areas of the Family Hui Hawaii curriculum
- 75% of families will report and demonstrate changes to their parenting strategies after the program
- 75% of families will create healthier options for their families' meals

School Readiness:

- 75% of parents of 3-4 year olds will demonstrate an increase in knowledge and commitment to supporting their children as they transition to kindergarten. Families will commit to family engagement in their child's education at home by providing homework assistance, meeting their nutrition needs to promote best learning, establishing a trusted relationship with their child's teacher and establishing home routines that support a child's readiness and eagerness to learn
- Every Hui will have an opportunity to connect to their neighborhood elementary school through kindergarten teachers, counselors, behavioral health specialists and literacy staff
- Kindergarten teachers will have an opportunity to visit their neighborhood Hui

- 75% of families are applying school readiness tools to help their children prepare for school
- families of 3-4 year olds will implement school readiness strategies in their homes

III. Financial

Budget

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

***Please see attached pages 4 and 5 of application.

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2015.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$63,788	\$63,788	\$63,788	\$63,788	\$255,152

3. **The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2015.**

Consuelo Foundation, Hawaii Children’s Trust Fund, Women’s Fund, Bank of Hawai’i Foundation and Hawaii Community 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

5. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2013.

Not applicable

IV. Experience and Capability

A. 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.

Leadership

Three women, all parents who have overlapped with the Hui in varying capacities, lead Family Hui Hawaii. Michele Wilson, Family Hui Hawaii's Executive Director, has worked intimately with families for over 18 years advocating for positive birth transitions and mindful parenting, as a doula and yoga instructor, in partnership with midwives and Hawai'i hospitals. Michele has extensive knowledge of the Family Hui Hawaii program and materials. As the former Participant Coordinator she placed over 100 families in neighborhood hui, and trained 15 Family Hui Hawaii group leaders. Karen Cross, Family Hui Hawaii's Assistant Director has over 20 years of program management experience as the former program manager of the Matsunaga Institute for Peace at the University of Hawai'i. Jade Stice, Family Hui Hawaii's Program Coordinator has extensive knowledge of the Family Hui Hawaii program and has participated in two hui groups with her children. Family Hui Hawaii's Board of Directors are diverse in experience with conflict resolution expertise, fundraising, nonprofit management, nursing and business leadership. The Family Hui Hawaii Advisory Council is comprised of professionals in the local island community, many whom have participated in hui groups themselves. Expertise on the Council includes family law, pediatric medicine, curriculum development, fundraising, social work, nursing, early learning, and research.

Recent Accomplishments

Family Hui Hawaii staff have taken the former Baby Hui materials and expanded the curriculum out to age 5, to include family transitions from home to preschool and preschool to kindergarten. We have partnered with the YMCA of Honolulu, the largest nonprofit organization in the State of Hawai‘i to provide parent interaction learning programming to complement our focused positive parenting curriculum through our Hui to School program. Family Hui Hawaii was invited to assist in the creation and implementation of P-20 family engagement standards and objectives, to be considered by the early learning community and the K-12 continuum. Staff have reestablished and formed new and innovative partnerships that include Department of Health, Department of Education, College of Education at UH Manoa, Head Start, Good Beginnings Alliance, Healthy Mothers Healthy Babies, The Parent Line, PATCH, principals throughout Castle Complex, YMCA of Honolulu, Kapiolani Culinary Arts Institute, Kalihi Palama Health Center, Parents and Children Together and Kamalapua o Ko‘olau.

Organization Capacity

Family Hui Hawaii has highly professional human capital, as reflected in our staff, Board of Directors and Advisory Council members. Our greatest challenge is re-establishing foundational funding for the Hui, traditionally funded by the Hawai‘i Department of Health and Hawai‘i Department of Human Services. Family Hui Hawaii is making every effort to secure State of Hawai‘i funding through Office of Early Learning, Department of Health and the Department of Human Services. In addition to seeking foundational funding, we are applying for several foundation grants to supplement for specialized programming such as teen hui, single parent hui and serving Native Hawaiians more broadly. Family Hui Hawaii supported 100 families last year throughout Castle Complex and Kalihi in elementary school neighborhoods with the purpose of bridging families

with their neighborhood school. As funding is secured, our goal is to serve 400-500 families statewide by the fall of 2015.

B. 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 applicant shall also describe how the facilities meet ADA requirements, as applicable.


The Family Hui Hawaii has no permanent facilities. Staff and contractors all work from their homes. The parenting groups meet in the homes of group leaders and/or participants, at area parks and at City and County recreation facilities. Teen Family Hui Hawaii groups will be held on site at area high school campuses during regular school hours. Quarterly Workshops will be held at partner organization facilities. Bi-annual Play Days are held at various area parks.

V. Personnel: Project Organization and Staffing


A. 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.

Interim-Executive Director


Michele has worked intimately with families for over 18 years advocating for positive birth transitions and mindful parenting, as a doula and yoga instructor, in partnership with midwives and Hawai'i hospitals. She has worked closely with many Hui families planting the seeds of compassionate and mindful parenting. As the former Family Hui Hawaii Participant Coordinator, she connected over 100 families in neighborhood peer-led Hui, trained 15 group leaders in facilitation and was an integral part of Family Hui's collaborative grant writing team. In 2011 Michele earned a Certificate in Violence Prevention Leadership along with 20 other emerging young leaders from around the world. She is finishing a degree in political science and a certificate in peace and conflict resolution at the University of Hawai'i Manoa. Michele recently completed a certificate program for strategic nonprofit financial management.

Incoming-Executive Director


Cherilyn Shiinoki brings over 20 years of retail and general management experience and 10 years of experience in the field of early childhood education and care. Cherilyn has worked as a preschool teacher in center based care as well as in the Department of Education's Families for R.E.A.L. (Resources for Early Access Learning) program. Cherilyn also worked as the Director of Children's Ministries at a large church where she worked to build relationships with the adult and youth

ministries. Recently, Cherilyn has been highly involved in supporting the Executive Office on Early Learning (EOEL) in building a comprehensive statewide early learning system in the State of Hawaii. She will complete her Masters of Education in Early Childhood Education in the Fall of 2014.

Responsibilities of the **Executive Director** include but are not limited to the following:

- Assist the governing Board of Directors in implementing and evaluating its programs and recommendations
- Oversee and submit written reports on statewide activities
- Advise and work with the Board of Directors regarding fundraising and budgeting
Draft fundraising requests
- Act as liaison between Family Hui Hawaii and other funding sources
- Support and supervise staff and contractors
- Create and maintain relationships with partner community agencies
Oversee development and operation of special needs groups.
Ensure effective monitoring and evaluation procedures are followed
Draft and follow policy recommendations to be considered by the Hawai'i Legislature that affect children and families.

The qualifications for the position of **Executive Director** include the following:

- 1) A graduate level degree in human services, education, public policy, health or equivalent.
- 2) Strong verbal and written communication skills.

- 3) Five years of staff support and supervision experience.
- 4) Five years experience in resource networking.
- 5) Strong management and collaborative leadership.

Assistant Director

[REDACTED]

Karen served as the Program Manager for the University of Hawai'i Program on Conflict Resolution and Spark M. Matsunaga Institute for Peace from 1987 to 2010. She provided culturally appropriate process design, facilitation, mediation, and a range of conflict resolution training to schools, communities, and organizations throughout Hawai'i, the Pacific region and internationally. She has an extensive background in program development and fundraising. Recently she served as a founding Co-Director of the Center for Global Nonkilling. Her undergraduate psychology degree work was at the University of Redlands and San Jose State and her graduate work was in social work at UCLA. She has travelled extensively internationally, pursuing peace-building efforts in Africa and South Asia, among other locales.

Responsibilities of the **Assistant Director** include but are not limited to the following:

working closely with Family Hui Hawaii's accountant to ensure administrative responsibilities are met

Ensure program materials are current and properly distributed

Coordinate general volunteer identification and assignment

Ensure the Family Hui Hawaii program records and database are current

Ensure the design, creation and publication of the Family Hui Hawaii's quarterly


newsletter *Family Hui Hawaii News*

Provide written articles as needed, collect advertisements, coordinate labeling and bulk mail delivery. Organize quarterly workshops.

The qualifications for the position of **Assistant Director**:

- 1) A college degree in human services, education, public policy, health or equivalent.
- 2) Experience with parent organizations and parent groups.
- 3) Experience with peer-to-peer community based models.
- 4) Three years experience with nonprofit administration.
- 5) Experience in resource networking.

Participant Coordinator


Jade is a certified Bradley Instructor and doula. She is passionate about helping couples make informed decisions about their birth. Now as the Participant Coordinator for Family Hui Hawaii, she feels that she is in an even better position for helping families navigate this tricky business called parenthood. She has 2 young children, both of whom participated in a Hui.

Responsibilities of the **Participant Coordinator** include but are not limited to the following:

Receive all telephone inquiries regarding The Family Hui Hawaii

Provide information about The Family Hui Hawaii and other related community resources

Provide appropriate referrals to health and family agencies

Create and maintain a database of membership information

Organize and coordinate The Family Hui Hawaii groups and assign and supervise group leaders

Recruit and train group leaders

Organize training workshops on Oahu and neighbor islands

Maintain contact with group leaders

visit groups and provide additional information regarding the notebook

Distribute copies and assist with the administration of the ASQ surveys as needed

Update and distribute group leader manuals and participant notebooks.

The qualifications for the positions of **Participant Coordinator** include:

- 1) A college degree in human services, education, health or equivalent, experience with parent organizations and parent groups,
- 2) Experience as a participant in a peer-to-peer education and support group.
- 3) Experience as a volunteer group facilitator for parent groups,
- 4) Experience in resource networking.

Neighbor Island Program Coordinators

Responsibilities of **Neighbor Island Program Coordinators** include the following:

Perform the combined tasks of the Participant Coordinator with guidance and support from O`ahu based staff

Establish and maintain relations with other community agencies and services as needed.

Institutes program modifications to better suit Neighbor Island communities that are dealing with a smaller and more diversified group of parents.

The qualifications for the position of **Neighbor Island Coordinator:**

A college degree in human services, education, health or equivalent, experience with parent organizations and parent groups,

- 1) Experience as a participant in a peer-to-peer education and support group.
- 2) Experience as a volunteer group facilitator for parent groups,
- 3) experience in resource networking.

Family Hui Hawaii
Board of Directors and Advisory Council

Board of Directors

Fiona Kennedy

Registered OBGYN Nurse and Researcher

Board Position: Secretary/ Treasurer

Email: fanddkennedy@hotmail.com

Daniel Leung

Health and Wellness Coordinator, Culinary Arts Institute, Kapiolani Community College

Board Position: Director

Email: leungdan@hawaii.edu

Sherri Tisza, MD

Medical Director, Aloha Care

Board Position: Vice President

Email: drsherritisza@gmail.com

Michele Wilson

Yoga Teacher and Doula

Board Position: President

Email: beherenow66@yahoo.com

Family Hui Hawaii Hawai'i Advisory Council

Michelle Bartell

Family Hui Hawaii

Application for Grants and Subsidies 2013

P.O. Box 109 Kaneohe, HI 96744

808-386-4172

Development Director, Montessori Community School

Todd Bartell

Vice President, BB Embroidery

Dorothy Chen

Traffic Controller, MiSaKoAn

Nancy Delamarter

Social Worker, Hospice Hawai'i Professional Doula & Yoga Instructor

Gisele Franklin

Christina Gallagher

Homeschool Global Educator

Paraluman Stice-Durkin

Teacher, Punahou Academy

Jenny Leung

Historical Preservation Research and Consulting

Brit Reis, MD (pending)

Pediatrician

Kristy Sakai

Lead Teacher 3-6 year olds, Montessori Community School

Maya Soetoro- Ng, Ph.D.

Professor Secondary Ed. College of Education

Diana L. Warrington, Judge (Ret.)

Family Court

David Washburn

Founder, Common Good Consultants

B. Organization Chart



C. Compensation

The applicant shall provide the annual salaries paid by the applicant to the three highest paid officers, directors, or employees of the organization by position..

Family Hui Hawaii, if fully funded, will pay two annual salaries. The Executive Director, for full time status, will receive \$ [REDACTED] an annual salary. The Participant Coordinator, if fully funded, will receive an annual salary of \$ [REDACTED] full time status.

VI. Other

A. Litigation

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

Not Applicable.

B. Licensure or Accreditation

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

Not Applicable.

Endnotes

ⁱ British Medical Journal, *Evaluation of a peer led parenting intervention for disruptive behaviour problems in children: community based randomized controlled trial*, BMJ 2012; 344:e1107 , 13 March 2012.

ⁱⁱ Hawai'i Department of Health and Human Services, *Child Abuse and Neglect in Hawai'i* http://hawaii.gov/dhs/protection/social_services/child_welfare/ChildAbuse/2010%20CAN%20report.pdf, 2010.

ⁱⁱⁱ <http://hawaiichildrenstrustfund.org/content/facts-child-abuse>

^{iv} Jack P. Shonkoff and Deborah A. Phillips, eds, *From Neurons to Neighborhoods. The Science of Early Childhood Development*, (National Academy Press, Washington D.C., 2000)

^v Ann MacDonald, *Brain Development in Childhood- The Dana Guide*, November 2007. <https://www.dana.org/news/brainhealth/detail.aspx?id=10054>

^{vi} U.S. Department of Health and Human Services, *Child Maltreatment Report 2010*, <http://www.acf.hhs.gov/programs/cb/pubs/cm10/cm10.pdf>, pg. 23.

^{vii} Jack P. Shonkoff and Deborah A. Phillips, eds, *From Neurons to Neighborhoods. The Science of Early Childhood Development*, (National Academy Press, Washington D.C., 2000)

BUDGET REQUEST BY SOURCE OF FUNDS
(Period: July 1, 2014 to June 30, 2015)

Applicant Family Hui Hawaii

BUDGET CATEGORIES	Total State Funds Requested (a)	(b)	(c)	(d)
A. PERSONNEL COST				
1. Salaries	115,000			
2. Payroll Taxes & Assessments	7,601			
TOTAL PERSONNEL COST	122,601			
B. OTHER CURRENT EXPENSES				
3. Air/Car/Meal Inter-Island	3,000			
4. Oahu travel costs	1,000			
5. Insurance	3,000			
6 Translation and Interpretation	2,000			
7. Legal Services	1,500			
8. Recruiting and Outreach	3,000			
9. Facilitator Training	800			
10. Facilitator Stipends (100 x 40 facilitato	4,000			
11. Conferences and professional develop	1,500			
12. Equipment and Supplies	2,800			
13. Printing and Postage	7,000			
14. Bank fees	200			
15. Internet Services	450			
16. P.O. Box	150			
17. idrive and icontacts	360			
18. Telecommunication and phones	6,200			
19. Government filing fees	75			
20. Leader Appreciation Event (3 islands)	1,500			
21. Effective Communication Workshops	600			
22. Grant Writing Contractor	10,800			
23. Admin and Program Support Contract	30,000			
24. External Evaluation and Social Media	10,000			
25. Volunteer Coordinator	7,000			
26. Molokai Coordinator	8,544			
27. Kauai Coordinator	8,544			
28. Accountanting Services	2,740			
29. GET @ 4.7%	3,638			
30. Overhead expenses @ 5%	12,150			
TOTAL OTHER CURRENT EXPENSES	132,551			
C. EQUIPMENT PURCHASES	0			
D. MOTOR VEHICLE PURCHASES	0			
E. CAPITAL	0			
TOTAL (A+B+C+D+E)	255,152			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	255,152	Michele Wilson	808-386-4172	
(b) Foundations	21,000		Phone	
© Individual Donations	5,000		1/30/14	
(d) Participant Materials fees	6,000		Date	
TOTAL BUDGET	287,152	Michele Wilson, Interim Executive Director Name and Title (Please type or print)		

BUDGET JUSTIFICATION PERSONNEL - SALARIES AND WAGES

Applicant: _____ Family Hui Hawaii _____

Period: July 1, 2014 to June 30, 2015

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	65000	\$65,000.00	100.00%	\$ 65,000.00
Participant Coordinator	50000	\$50,000.00	100.00%	\$ 50,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				115,000.00

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Family Hui Hawaii

Period: July 1, 2014 to June 30, 2015

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

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

**BUDGET JUSTIFICATION
CAPITAL PROJECT DETAILS**

Applicant: Family Hui Hawaii _____

Period: July 1, 2014 to June 30, 2015

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2011-2012	FY: 2012-2013	FY:2013-2014	FY:2013-2014	FY:2014-2015	FY:2015-2016
PLANS NA						
LAND ACQUISITION NA						
DESIGN NA						
CONSTRUCTION NA						
EQUIPMENT NA						
TOTAL:						
JUSTIFICATION/COMMENT Family Hui Hawaii is not requesting funds for plans, land acquisition, design, construction or equipment.						

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS AND SUBSIDIES PURSUANT TO
CHAPTER 42F, HAWAII REVISSED 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 and subsidies 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 or subsidy 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 or subsidy 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 or subsidy.

- 2) 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 or subsidy is awarded shall be conducted or provided.

- 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.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants or subsidies used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant or subsidy 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 or subsidy 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.

Family Hui Hawaii
(Typed Name of Individual or Organization)



(Signature)
Michele Wilson
(Typed Name)

1/29/14
(Date)

Interim-Executive Director
(Title)