

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

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: DbA:

Council for Native Hawaiian Advancement

Amount of State Funds Requested: \$ 277,169.00

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

In 2018, CNHA launched the Native Hawaiian Trades Academy, designed to support middle-skill careers that do not require post-secondary degrees and that provide starting wages that exceed the median income level in Hawai'i. In collaboration with influential and well-versed leaders in respective trades, the Native Hawaiian Trades Academy will provide comprehensive pre-trades training aimed at establishing a seamless pipeline for our target demographic into high paying jobs that support Hawai'i's building industry, first responders and other trades industries.

Amount of Other Funds Available:

State: \$ 277,169.00
Federal: \$ 0.00
County: \$ 125,000.00
Private/Other: \$ 220,000.00

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

\$ 0.00

Unrestricted Assets:

\$ 378,985.34

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:

91-1270 Kinoiki St. Bldg. 1

City: Kapolei State: HI Zip: 96707

Contact Person for Matters Involving this Application

Kuhio Lewis

Name:
Kuhio Lewis

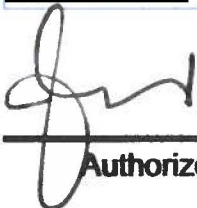
Title:
CEO

Email:
kuhio@hawaiiancouncil.org

Phone:
808-596-8155

Federal Tax ID#:

State Tax ID#



Authorized Signature

Kuhio Lewis, CEO

Name and Title

1/17/2019

Date Signed

received
1/18/19 2:07p 

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) Certificate of Good Standing (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



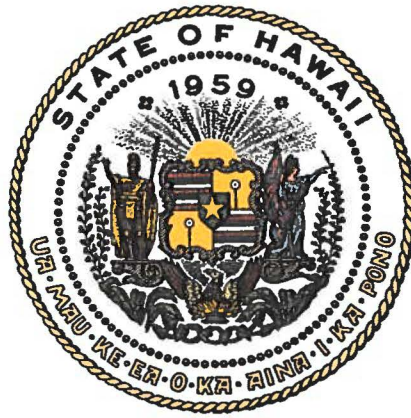
AUTHORIZED SIGNATURE

KUHIO LEWIS, CEO

PRINT NAME AND TITLE

1/17/19

DATE



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

COUNCIL FOR NATIVE HAWAIIAN ADVANCEMENT

was incorporated under the laws of Hawaii on 08/29/2001 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 17, 2019

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:


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

Council for Native Hawaiian Advancement

(Typed Name of Individual or Organization)



(Signature)
Kuhn Lewis

11/27/19

(Date)
CEO

(Typed Name)

(Title)

Application for Grants

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

I. Certification – Please attach immediately after cover page

1. Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2018.

Please see attached Certificate of Good Standing dated January 17, 2019

2. Declaration Statement

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

Please see attached Declaration Statement

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. ([Link](#))

Please see attached Public Purpose Statement

II. Background and Summary

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

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

Established in 2001, the Council for Native Hawaiian Advancement (CNHA) is a member-based 501(c)(3) non-profit and a national network of Native Hawaiian organizations with a proven track record of designing and implementing programs that have benefitted Native Hawaiians and the people of Hawai'i. The mission of CNHA is to enhance the cultural, economic, political, and community development of Native Hawaiians. We envision a socially and economically sustainable Hawaiian community empowered through self-governance.

CNHA currently operates a loan fund, delivers capacity building services, fosters leadership development, has convened the Native Hawaiian Convention for 17 consecutive years, and has distributed over \$530,000 in charitable donations to other community-based organizations through its Hawaiian Way Fund.

CNHA is a Native Community Development Financial Institution (CDFI) certified by the US Treasury Department and a HUD-Certified Housing Counseling Agency. The Organization's direct services focus on asset building to support economic self-sufficiency. Partnerships with the Minority Business Development Agency (MBDA), First People's Fund, and Oweesta Corporation allow CNHA to deliver business development training, specialized technical assistance and network development for Native Hawaiian entrepreneurs.

CNHA serves as a national intermediary and a statewide convener of Hawai'i's Native Community Coalition, a multi-organizational initiative to increase community-based advocacy and civic engagement. These efforts support and enhance the work of CNHA's Policy Center, which is comprised of eight caucus areas. Each caucus assesses the needs of community and sets annual policy priorities to inform CNHA's advocacy strategies.

In 2018, CNHA, in partnership with the Aloha United Way, launched the Native Hawaiian Trades Academy that is designed to support middle-skill careers that do not require post-secondary degrees and that provide starting wages that exceed the median income level in Hawai'i. In collaboration with influential and well-versed leaders in respective trades, the Native Hawaiian Trades Academy will provide comprehensive pre-trades training aimed at establishing a seamless pipeline for our target demographics (women, persons who do not possess a post-secondary degree, graduates of Hawaiian-focused charter schools, and persons who live in or near a predominantly Native Hawaiian community or on Hawaiian Homelands) into high paying trade-type jobs that support Hawai'i's building industry, first responders and other trades industries that positively impact the State of Hawai'i.

2. The goals and objectives related to the request;

Directly aligned with Goal 8 of the Hawai'i State Senate's Sustainable Development Goals, CNHA's Native Hawaiian Trades Academy will assist the State of Hawai'i to promote decent work, economic growth, and career pathways; support sustainable working environments for employers and employees; and explore various ways to generate revenue for the State.

Through the Native Hawaiian Trades Academy, CNHA's goals are:

- To increase Native Hawaiian Family's economic self-sufficiency
- To address the income gap that currently exists between Native Hawaiian median family income and the statewide median family income by offering comprehensive 8-week training programs focused on middle-skilled careers that earn starting salaries above the living wage minimum

- To assist Native Hawaiian individuals in attaining and maintaining increased and/or higher wage, meaningful employment

CNHA's objectives are:

- To provide 350 Native Hawaiians, to the extent permitted by law, with a comprehensive middle-skill job training program aimed at allowing program participants to achieve one or more of the aforementioned program goals
- Administer program curriculum and practical hands-on application aimed at improving trade entrance exams outcomes, overall preparedness of Native Hawaiians applying to one of eight middle-skills trade paths, and/or increasing the number of Native Hawaiians that are hired to fill these well-paying, middle-skill trade jobs

3. The public purpose and need to be served;

O'ahu families of four earning less than \$93,300 per year are considered low-income under the newly-released U.S. Housing and Urban Development guidelines (2018). According to recent data collected on the Native Hawaiian population, Native Hawaiian households earn a median income on \$72,363 (American Community Survey, 2017), \$20,937 or 22% less than the U.S. Housing and Urban Development's low-income threshold. It is imperative that organizations such as CNHA establish community-based job training programs with a goal of ending the cycle of poverty prevalent in the Native Hawaiian Community.

Over the next two years (2019-2021) CNHA will focus the organization's programming on improving the socioeconomic conditions of Native Hawaiians throughout the State of Hawai'i. Through the Native Hawaiian Trades Academy, CNHA plans to annually select three-hundred and fifty (350) Native Hawaiians between the ages of 18 and 44. The program consists of middle-skilled occupational training courses aimed at properly preparing academy participants to enter into one of eight (8) highly sought after middle-skilled careers. Special consideration will be given to program candidates that received their primary and/or secondary education at one of the Native Hawaiian charter schools across the State to the extent permitted by law.

According to the National Skills Coalition, Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of the labor market in the United States and in each of the 50 states. All too often, key industries in our country are unable to find enough sufficiently trained workers to fill these jobs. According to a recent study, the demand for middle-skill jobs in Hawai'i remains strong, with 45% of all job in our State defined as middle-skill (NCS analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2015). Although slightly under the national average, middle-skill jobs are projected to continue to eclipse the need for high-skill (32%) and low-skill jobs (20%) according research. Therefore, by offering middle-skill career development initiatives, CNHA sees tremendous opportunity to assist Native Hawaiians with breaking the cycle of poverty by providing high-demand occupational skills training.

4. Describe the target population to be served; and

O'ahu families of four earning less than \$93,300 per year are considered low-income under the newly-released U.S. Housing and Urban Development guidelines (2018). According to recent data collected on the Native Hawaiian population, Native Hawaiian households earn a median income on \$72,363 (American Community Survey, 2017), \$20,937 or 22% less than the U.S. Housing and Urban Development's low-income threshold.

In a recent study conducted by State of Hawai'i Department of Business, Economic Development and Tourism, Native Hawaiians (*Demographic, Social, Economic, and Housing Characteristics for Selected Race Groups in Hawaii*, 2018), of the 5 largest race groups in Hawai'i (White, Filipino, Japanese, Native Hawaiian and Chinese), Native Hawaiians have the highest poverty rates for individuals and families, with 6,610 families (12.6% of families) and 45,420 individuals (15.5% of the population) living below the poverty level.

To address the income disparity and the disproportionately high poverty rates of Native Hawaiians in the State of Hawai'i, CNHA has selected this population as the organization's target population for the Native Hawaiian Trades Academy program. Defined as one of CNHA's Economic Self-Sufficiency Top Priorities, the Next Generation or Native Hawaiian adults between the ages of 18 and 44 are our target population for the proposed statewide career development program. In Hawai'i, this number is 109,145 (American Community Survey, 2017) individuals statewide.

5. Describe the geographic coverage.

CNHA has defined the entire State of Hawai'i as the organization's geographic coverage area for this project. CNHA is located in Kapolei on the Island of O'ahu. For the Native Hawaiian Trades Academy, CNHA will make a concerted effort to engage members of the Native Hawaiian community residing on the neighbor islands.

III. Service Summary and Outcomes

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

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

As our nation encourages individuals to earn a minimum of 4-year bachelor's degrees, 48% of new job openings between 2014 and 2024 will require "middle skills", according to the National Skills Coalition. These jobs require more than a high school education but less than a 4-year bachelor's degree. Education and training may include a 2-year associate's degree, certification, occupational licensing, or apprenticeships. Examples of middle-skill occupations include firefighter, electrician, paralegal and police officer.

The National Skills Coalition's research finds that middle-skill jobs constitute 45% of the overall available job openings in the State of Hawai'i with the overall outlook steadily trending at 45% over the next decade (study's findings are from 2014-2024).

CNHA has answered the community's request for a Career Path Institute that provides community-based training programs to assist low to moderate-income communities in building stronger job candidates, specifically on the middle-skill jobs tier. CNHA's Native Hawaiian Trades Academy is designed to prevent the high proportion of Native Hawaiian households from falling further below the low-income threshold by creating an effective mechanism for developing partnerships that identify promising career paths with the potential to meet the income needs of a family of 4 to live above the Hawai'i Survival Threshold on one income within 5 years, develop and implement career specific training to meet the gap needs of Native Hawaiians pursuing those careers, and increase their ability to successfully compete and win those jobs. CNHA employs a comprehensive approach that is completely scalable, in terms of career options and numbers served.

To create additional pathways to a greater number of middle-skill jobs, CNHA has designed the Native Hawaiian Trades Academy with a multitude of middle-skills training opportunities including eight (8) highly sought-after middle-skilled careers including the firefighter academy, police academy, community health academy, electrician academy, technician academy and carpentry academy. Each academy consists of an 8-week intensive career training program instructed by industry professionals and leaders, aimed at reducing (or eliminating) the barriers of entry into each trade. The trade academy's weekends-only class format will focus on pre-employment exam preparation, physical examination preparation, interview skills development, and other areas specific to each middle-skill career path. In addition, unlike other attempted initiatives, the Native Hawaiian Trades Academy would not only prepare individuals with the proper certifications but also assist in job placement and financial literacy. The highly desired mentorship, professional development and financial education aspects of this program make it uniquely tailored to encourage long-term success for its participants far beyond their program completion date.

These middle-skill careers pay scales that are all above the statewide average income level. For example, the Firefighter Academy aims to establish a cohort of well-qualified applicants of Native Hawaiians ancestry that are well-prepared to excel on the entrance exam to become a firefighter 1 with the Honolulu Fire Department. According to the Department of Human Services, Firefighter 1 salaries range from \$59,592 - \$81,516/year. This salary range will certainly assist Native Hawaiian families in raising their household income levels above the low-income threshold and closing the skills and income gaps prevalent in the Native Hawaiian community.

Native Hawaiian Trades Academies Job Outlook

Electricians - \$74,770

Honolulu Police Officers - \$70,060

Carpenters - \$68,960

Mason - \$67,290
Telecommunications Technician - \$66,413
Stevedore - \$63,350
Firefighter 1 - \$59,592
Plumber - \$55,388

Tasks and Responsibilities

Providing program management for the Native Hawaiian Trades Academy is CNHA program manager Rona Kekauoha. Rona graduated from 'Iolani School and the University of Washington. Having spent over 25 years working with traditional and non-traditional college students, Rona knows first-hand that pursuing a baccalaureate degree is not for everyone and is truly excited and honored to serve as the program manager for the Native Hawaiian Trades Academy. Rona's past work experience includes professional commitments with the University of Hawai'i System, Hawai'i Community Foundation, Kamehameha Schools, and the Native Hawaiian Leadership Project.

Providing program support is program manager Heather Jenkins. With more than 20 years of experience as a National Community Organizer, Heather Jenkins has been a pioneer, strategist and leader having successfully implemented programs at the national, state and city levels. Ms. Jenkins joined CNHA in July of 2018 as a program manager who has since hit the ground running. She is known for her high level of knowledge and expertise of policy and navigation of complex government policy. Known as a winner, she has lead five strategic political campaigns at the local, state and federal levels, including working on Change for America 2008 and 2012.

Identified tasks associated with planning and delivery of the Native Hawaiian Trades Academy include –

- Co-create curriculum with industry professionals that will be presented to each cohort
- Provide expert-led classes for 350 program participants
- Provide logistical management of each trades academy
- Provide fiscal management of the Native Hawaiian Trades Academy including financial report to funding partners
- Conduct accurate data capture and analysis for program evaluation purposes
- Provide interim, mid-year and final reporting to all program and funding partners
- Conduct targeted marketing campaigns aimed at engaging potential program participants throughout the State of Hawai'i

As our kūpuna taught with us, *'A'ohē pau ka 'ike i ka hālau ho'okahi* (all knowledge is not learned in just one school), CNHA opens its programs and projects to many sources of knowledge and wisdom. Through its expansive network, CNHA maintains steadfast partnerships with businesses, professional and trades and community organizations serving the State of Hawai'i. CNHA will tap into its network to assemble a team of experienced trades professionals, educators and industry leaders to ensure that

program participants are presented with curriculum and hands-on applications that is engaging, enlightening, and educational. For the Native Hawaiian Trades Academy, our team will partner with the following organizations and industry leaders.

Confirmed partners include -

- Kula No Na Po'e Hawai'i
- Retired HPD Chief Lee Donahue
- Retired HFD Captain Richard Soon, Papakolea Fire Academy
- The Aloha United Way
- The Association of Hawaiian Civic Clubs
- Kapili Like, Hawaii, LLC

Prospective partners include –

- The United Brotherhood of Carpenters, Local 745
- The International Brotherhood of Electrical Workers, Local 1186
- Department of Hawaiian Homelands
- Hawaiian Telcom
- Hawaiian Electric Industries
- The University of Hawai'i Community College System
- The Office of Hawaiian Affairs

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

Over the next two years (2019-2021), CNHA will focus the organization's capacity building initiatives on improving the socioeconomic conditions of Native Hawaiians throughout the State of Hawai'i. Through the Native Hawaiian Trades Academy; CNHA plans to annually select three hundred and fifty (350) Native Hawaiians between the ages of 18 and 44.

Annual Timeline

Months 1 – 12

- Actively recruit 350 program participants for one of eight trades-focused training programs
- Schedule program instructors/partners to lead trades-focused training programs
- Secure additional program instruction sites as needed
- Plan and executive eight (8) trades focused programs, serving 350 program participants over the duration of twelve (12) months
- Provide mentorship opportunities for 350 program participants with key leaders in each respective trade offered under the Native Hawaiian Trades Academy
- Provide financial literacy/money management classes for 350 program participants to improve their knowledge of financial management best practices prior to them entering their middle-skill careers

(continued)

Months 3 -12

- **Maintain accurate statistical data on each program participant**
- **Conduct constant program evaluations to ensure that our team is delivering the best possible middle-skill job training program in the State of Hawai'i**
- **Make data-driven programmatic adjustments in real time to ensure positive program delivery**
- **Provide semi-annual progress reports to funding partners**

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

CNHA utilizes pre- and post-training surveys to collect feedback from its program participants and will employ this proven method to collect feedback from the Native Hawaiian Trades Academy participants. Our team utilizes this approach to accurately measure each participant's knowledge gains as well as their general rating of our program delivery, content, and other pertinent factors.

Additionally, periodic quizzes, class evaluations, peer evaluations and instructor reviews will be administered to measure knowledge retention and participant's progress toward an established goal or set of goals.

All data collected will be entered into a comprehensive database and feedback will be prudently evaluated on an ongoing basis. Amendments to the academies or programs will be made in real-time to improve the quality of the information delivered, the delivery of information, and/or any other matters that may need to be addressed. As an organization, we believe in constant improvement of our programs and initiatives and strive to ensure that we are delivering the best programming possible.

Please see a sample of our program evaluation form attached to this submission.

- 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.**

For the Native Hawaiian Trades Academy, CNHA has defined the following performance measures of effectiveness -

- **Total number of Native Hawaiian participants attending the program (self-identification); 350 program participants**
- **Total number of Native Hawaiian communities represented as a result of the program; 10 Native Hawaiian communities represented**
- **Overall participant satisfaction based on a scale of 1-10**

- Total number of program participants that are seriously considering careers in one of eight middle-skill career path; 350 program participants
- Total number of program participants earning wages that meet or exceed their statewide counterparts; 260 program participants

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds ([Link](#))
 - b. Personnel salaries and wages ([Link](#))
 - c. Equipment and motor vehicles ([Link](#))
 - d. Capital project details ([Link](#))
 - e. Government contracts, grants, and grants in aid ([Link](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2020.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$100,000	\$50,000	\$50,000	\$50,000	\$250,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2020.

For fiscal year 2020, CNHA is seeking funding from –

- The Aloha United Way
- The Wallace H. Coulter Foundation
- The City and County of Honolulu’s Grant-in-aid Program
- The State of Hawaii Grant-in-aid Program
- The Office of Hawaiian Affairs

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.

CNHA has not been granted any state or federal tax credits within the prior three-years. Additionally, CNHA has not applied for or anticipates applying for a state or federal tax credit for capital projects in the near future.

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2020 for program funding.

CNHA has received and has successfully delivered on the following federal, state and county government contracts, grants and gran-in-aids over the prior three years –

- USDA Rural Development Block Grant, 2016, \$100,000
- County of Kaua'i Economic Development Grant, 2017-18, \$25,000
- US Department of Commerce Small Business Development Program, 2018-19, \$300,000
- Hawai'i County Small Business Office Technical Assistance, 2018-19, \$16,000

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2018.

\$378,985.34

V. Experience and Capability

1. Necessary Skills and Experience

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

Since 2001, CNHA has developed and administered a multitude of community engagement programs that have made positive impacts on persons of Native Hawaiian ancestry. The Council currently operates a number of programs geared towards Native Hawaiian economic development and income growth, including the aforementioned loan fund and entrepreneurship programs with the Minority Business Development Agency, First People's Fund and Oweesta Corporation.

CNHA is a Native Community Development Financial Institution (CDFI) certified by the US Treasury department and a HUD-Certified Housing Counseling agency. Our team provides access to capital, financial education and individualized financial counseling services with a focus on low and moderate-income families. CNHA serves as a National Intermediary, making grants and loans targeting underserved communities in Hawai'i. Our direct services focus on asset building to support economic self-sufficiency. We aim to close the gap on wealth inequality in our island communities.

From 2009 to 2012 CNHA administered the Hawai'i Family Finance Project (HFFP) developed to prepare Hawai'i families for homeownership and long-term financial success. Designed to serve low and moderate-income families wherever they lived in Hawai'i, HFFP united capable partner organizations (Hawaiian Community Assets,

Hawai'i Homeownership Center and a handful of local credit unions) to serve over 3,000 low and moderate-income families with homebuyer education and individualized counseling assistance over the three-year project period. The HFFP supported Hawai'i's families to achieve their own aspirations of homeownership, while instilling meaningful behavioral change in household financial management.

Through collaboration with other community organizations that serve Hawai'i's low to moderate-income communities, CNHA aims to positively address the socioeconomic disparities faced by Native Hawaiian families. In 2018, CNHA partnered with the Aloha United Way to create an institute to build middle-skill careers that do not require post-secondary degrees, provide starting wages in excess of the single-adult Household Survival Budget (AUW's definition), and can provide wages in excess of the family HSB within 5 years.

2. Facilities

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

CNHA is headquartered in Kapolei on the Island of O'ahu. Located at 91-1270 Kinoiki St. Bldg. 1, adjacent to the Kapolei Homestead Subdivision, soon-to-be the largest homestead in the State of Hawai'i. CNHA's headquarters is conveniently located on a roadside parcel of land with ample parking for visitors.

CNHA's facility includes an air-conditioned indoor meeting area that can sufficiently accommodate the academies of Native Hawaiian Trades Academy program participants. Should additional classroom space be required to accommodate larger groups interested in attending one of our trade academies, CNHA will work with its multitude of community partners with facilities that can accommodate large groups.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

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

As an established community-based organization, CNHA has both the capacity and resources to implement the Native Hawaiian Trades Academy program. CNHA relies on a staff of 10 competent and committed professionals, ready to take on the challenges of launching new and exciting statewide initiatives; delivering, managing and improving existing programs; and providing prudent fiscal and program management.

Providing executive management over the Native Hawaiian Trades Academy is CNHA CEO Kuhio Lewis. As CEO, Kuhio is responsible for the execution of the organization's 6 program areas. Prior to joining CNHA, he served as the Community Outreach and Engagement Manager at the Office of Hawaiian Affairs, where he was responsible for advancing the organization's civic engagement initiatives with oversight of a \$2.3 million program budget and 21 staff members statewide. Kuhio is a beneficiary of the Hawaiian Homes Commission Act and past president of the Kapolei Community Development Corporation, where he helped raise over \$2 million to support a regional community development project – the Kapolei Heritage Center. During his tenure, KCDC brokered one the State's largest community benefit agreement totaling over \$30 million. Kuhio also served as president of the King Kamehameha Hawaiian Civic Club.

Providing fiscal management over the Native Hawaiian Trades Academy is Chief Financial Officer Daniel 'Kaniela' Sharp. With more than 26 years of experience in organizational and financial management and training, Kaniela is currently fulfilling one of his life's passions in serving the Native Hawaiian people in his capacity as Chief Financial Officer for CNHA. Following his selfless service in the armed services, he served for 15 years as the CFO and operational manager for an international religious organization. In 2007, Kaniela moved to O'ahu where he served as the Assistant Controller for an international government contractor for the U.S. Department of Defense; the Operations and Fiscal Manager of Hawai'i Maoli, Controller; Preschool Administrator and Director of Finance at Keiki O Ka 'Aina; and Director of Finance and eCommerce Manager for the Hawai'i Health Connector.

Providing program management for the Native Hawaiian Trades Academy is CNHA program manager Rona Kekauoha. Rona graduated from 'Iolani School and the University of Washington. Having spent over 25 years working with traditional and non-traditional college students, Rona knows first-hand that pursuing a baccalaureate degree is not for everyone and is truly excited and honored to serve as the program manager for the Native Hawaiian Trades Academy. Rona's past work experience includes work with the University of Hawai'i System, Hawai'i Community Foundation, Kamehameha Schools, and the Native Hawaiian Leadership Project.

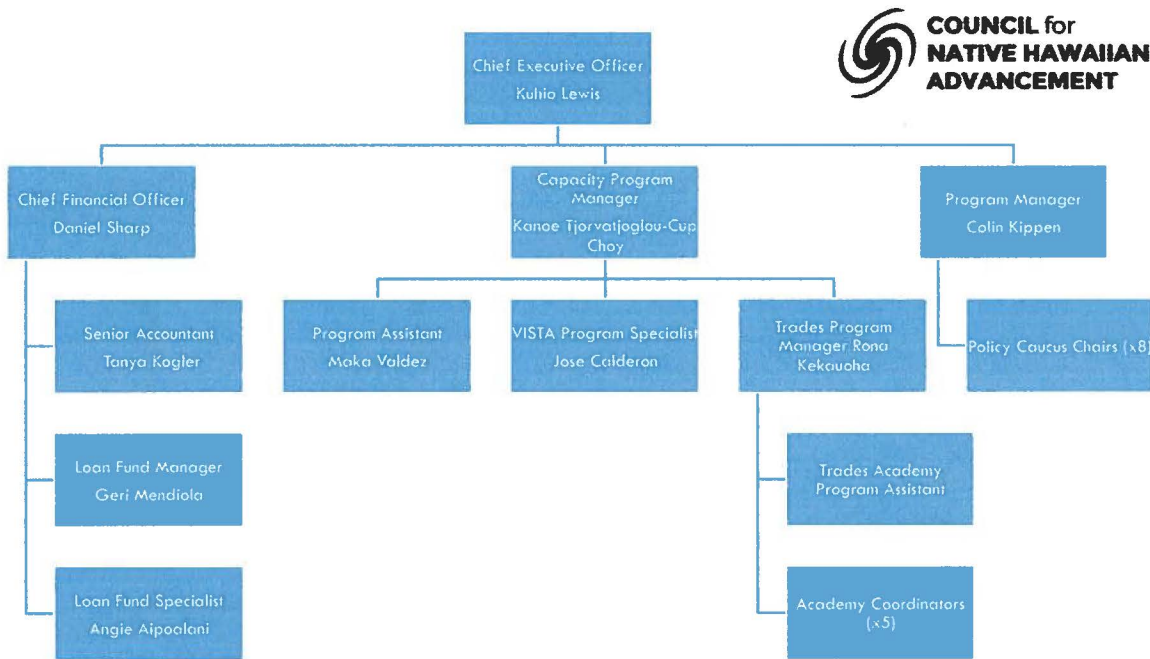
Providing program support is program manager Heather Jenkins. With more than 20 years of experience as a National Community Organizer, Heather Jenkins has been a pioneer, strategist and leader having successfully implemented programs at the national, state and city levels. Ms. Jenkins joined CNHA in July of 2018 as the program manager who has since hit the ground running. She is known for her high level of knowledge and expertise of policy and navigation of complex government policy. Known as a winner, she has lead five strategic political campaigns at the local, state and federal levels, including working on Change for America 2008 and 2012.

Beyond its in-house personnel, CNHA is a member-based 501(c)(3) non-profit organization with a mission to enhance the cultural, economic, political, and community development of Native Hawaiians. CNHA is a national network of Native Hawaiian

organizations. Through its vast network, CNHA maintains strong partnerships with other organizations serving the entire State of Hawai'i.

2. Organization Chart

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



2019 ORGANIZATIONAL CHART

3. Compensation

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

Top Three Highest Paid Employees

1. CEO, \$95,000/year
2. CFO, \$80,000/year
3. Capacity Program Manager, \$60,000/year

VII. Other

1. Litigation

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

CNHA is not knowingly involved in any pending litigation to which the organization is a party of, including any outstanding judgement.

2. Licensure or Accreditation

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

CNHA is a U.S. Treasury certified Native Community Development Financial Institution (CDFI), a HUD-certified Housing Counseling Agency and a national Intermediary providing capacity building services to support Native Hawaiian organizations and communities to maximize opportunities and lift community-based solutions. CNHA has over 15 years of experience in grant/resource management, grant/resource program design, and grant/loan making in Native Hawaiian communities.

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

This Grant-in-aid 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 2019-20 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2019-20, but

Should State of Hawai'i grant-in-aid funding for the Native Hawaiian Trades Academy be limited to fiscal year 2019-20, CNHA will actively pursue additional funding sources to ensure the program continues well into the foreseeable future. CNHA successfully secured a \$220,000/year commitment from the Aloha United Way over the next three-year that will serve as seed funding for this program. This seed funding allows our team to serve the initial 50 program participants per year over the next three-years.

As of this application submission, grant applications have been submitted to the City and County Grant-in-aid Program and to the Office of Hawaiian Affairs' Kūlia and Community Grant Programs. Funding decisions are scheduled for no later than June of 2019. CNHA stands committed to ensuring that this mission-critical program serves as many individuals as our budget permits.

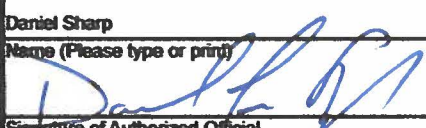
(b) Not received by the applicant thereafter.

Should CNHA not receive funding from the State of Hawai'i's Grant-in-aid Program, the organization will continue its fundraising endeavors until the appropriate level of funding is successfully raised. CNHA's CEO and staff continue to establish mutually beneficial partnerships with government agencies that provide funding opportunities, national and regional private foundations and trusts, and philanthropists.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2019 to June 30, 2020

Applicant: Council for Native Hawaiian Advancement

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	92,180	0	42,005	71,682
2. Payroll Taxes & Assessments	8,263			6,197
3. Fringe Benefits	10,115			7,559
TOTAL PERSONNEL COST	110,558	0	42,005	85,438
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				20,000
2. Insurance				10,000
3. Lease/Rental of Equipment				0
4. Lease/Rental of Space			44,000	20,000
5. Staff Training				
6. Supplies			8,200	2,313
7. Telecommunication			0	0
8. Utilities			0	0
9. Contract Services - Direct	157,611			77,500
10. Accommodations - For Outer Island Students			21,544	
11. Mileage Reimbursement			5,000	
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	157,611		78,744	129,813
C. EQUIPMENT PURCHASES	9,000		4,251	4,749
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	277,169		125,000	220,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	277,169	Daniel Sharp (808) 596-8155		
(b) Total Federal Funds Requested	0	Name (Please type or print)		
(c) Total County Funds Requested	125,000			
(d) Total Private/Other Funds Requested	220,000	Signature of Authorized Official		
		1/17/19		
		Date		
TOTAL BUDGET	622,169	Daniel Sharp, CFO		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2019 to June 30, 2020

Applicant: Council for Native Hawaiian Advancem

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Program Manager - Program Management	1	\$60,000.00	10.00%	\$ 6,000.00
Program Assistant - Direct Services	1	\$37,440.00	100.00%	\$ 37,440.00
Program Coordinator - Direct Services	1	\$65,000.00	25.00%	\$ 16,250.00
CEO - Program Evaluation	1	\$95,000.00	15.00%	\$ 14,250.00
CFO - Fiscal Management	1	\$80,000.00	15.00%	\$ 12,000.00
Accountant - Fiscal Management	1	\$41,600.00	15.00%	\$ 6,240.00
FICA	1	\$7,165.00	100.00%	\$ 7,165.00
Insurance - WC/TDI	1	\$1,098.00	100.00%	\$ 1,098.00
Benefits	1	\$10,115.00	100.00%	\$ 10,115.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				110,558.00

JUSTIFICATION/COMMENTS:

All of the personnel positions listed above will provide direct services or program evaluation services

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2019 to June 30, 2020

Applicant: Council for Native Hawaiian Advancement

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Basic Trade Related Equipment	9,000.00	\$1.00	\$ 9,000.00	9000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL	9,000		\$ 9,000.00	9,000

JUSTIFICATION/COMMENTS:

To purchase basic equipment to be used during classes to assist students with the hands-on application required by each trade

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL				

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2019 to June 30, 2020

Applicant: Council for Native Hawaiian Advancement

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: 2017-2018	FY: 2018-2019	FY:2019-2020	FY:2019-2020	FY:2020-2021	FY:2021-2022
PLANS	N/A	N/A	N/A	N/A	N/A	N/A
LAND ACQUISITION	N/A	N/A	N/A	N/A	N/A	N/A
DESIGN	N/A	N/A	N/A	N/A	N/A	N/A
CONSTRUCTION	N/A	N/A	N/A	N/A	N/A	N/A
EQUIPMENT	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL:	N/A	N/A	N/A	N/A	N/A	N/A
JUSTIFICATION/COMMENTS: N/A						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Council for Native Hawaiian Advancement

Contracts Total: 441,000

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT VALUE
1	Rural Economic Development Grant	8/25/16-8/25/17	USDA	US	100,000
2	Small Business Training Program	11/17/17-8/30/18	Economic Development	Kau	25,000
3	Small Business Development Program	9/1/18-8/31/19	US Department of Commerce	US	300,000
4	Small Business Office Technical Assistance	11/1/18-6/30/19	Small Business Office	Haw	16,000
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November 7, 2018



Aloha United Way

Mr. Joe Kuhio Lewis
Council for Native Hawaiian Advancement
91-1270 Kinoaiki St.
Building 1
Kapolei, HI 96707

Aloha Joe,

Aloha United Way (AUW) is pleased to support new strategies to create impact at scale and to change systems for ALICE® - the asset limited, income constrained, employed that represent 37% of our community. This initiative will call on us to expand the way we leverage our knowledge, skills, networks and assets to build capacity for and to create collective impact.

Congratulations and welcome to the team. The Increase Earning Potential Program proposal submitted by Council for Native Hawaiian Advancement has been selected for funding as part of the ALICE initiative. The total amount of your grant award is \$660,000 for the three-year grant period January 1, 2019 to December 31, 2021 contingent on performance.

You will receive \$55,000 via Electronic Funds Transfer in January 2019, representing 25% of the grant award for the initial year. Subsequent payments will be made on a quarterly basis throughout the grant period.

AUW will be an active stakeholder in this initiative. We look forward to partnering with you to change the trajectory for ALICE in our community. Together, we will define goals, determine shared measurement and articulate a pathway to identifiable results. Your insights, expertise and knowledge will support learning across the 10 ALICE grant recipients.

We look forward to seeing you on December 4th from 9:00 to 3:00 for the first Grantee Meeting to discuss the purpose, process and timelines for our work together.

ALICE Grantee Meeting
Hawaii USA Federal Credit Union
1226 College Walk, Honolulu, Hawaii 96817-3995

Additional meeting information and logistics will be shared via email. An overview of the grant requirements is attached for your review.

Questions related to this award may be directed to Liz McFarlane, Community Impact Vice President, (808) 543-2215 or emcfarlane@auw.org.



Cindy Adams
President & CEO



Liz McFarlane
VP, Community Impact