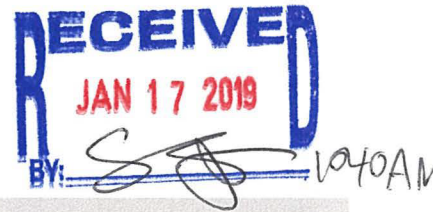


THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES



Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: DbA:
Pathways Hawaii LLC Pathways Hawaii LLC

Amount of State Funds Requested: \$ 150000

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

Fathering Hawaii's Future

In collaboration with the Hawaii Commission on Fatherhood, this proposal seeks to establish a statewide network of father support programs that have the resources, training and support necessary to empower fathers to be the loving, caring, nurturing presence that our children and communities need.

33% of Hawaii's children are growing up without a loving father leading to disastrous results, this needs to change.

Amount of Other Funds Available:

State: \$ _____
Federal: \$ _____
County: \$ _____
Private/Other: \$ 40000

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

\$ 0

Unrestricted Assets:

\$ 50000

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:

73-1245 Melomelo st.

City: State: Zip:

Kailua Kona HI 96740

Contact Person for Matters Involving this Application

Name: Caleb Milliken	Title: Executive Director
Email: Crmilliken@hotmail.com	Phone: 808-747-0267

Federal Tax ID#:

██████████

State Tax ID#

██████████



Authorized Signature

Caleb Milliken - Executive Director

Name and Title

1/15/2019

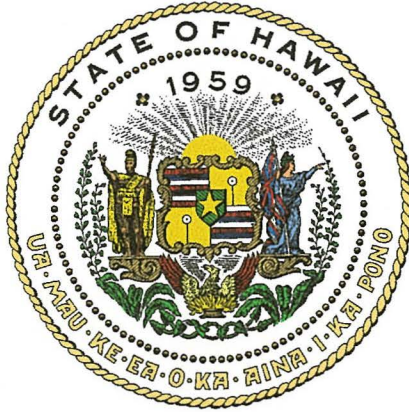
Date Signed

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

 Caleb Milliken Executive Director 1/15/19
AUTHORIZED SIGNATURE PRINT NAME AND TITLE 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 according to the records of this Department,

PATHWAYS HAWAII LLC

was organized under the laws of the State of Hawaii on 01/08/2019 ; that it is an existing limited liability company in good standing and is duly authorized to transact business.



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 11, 2019

Director of Commerce and Consumer Affairs

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

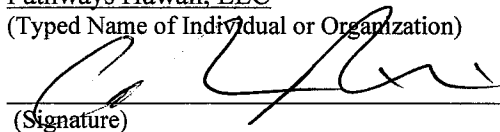
The undersigned authorized representative of the applicant certifies the following:

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

Pathways Hawaii, LLC
(Typed Name of Individual or Organization)


(Signature)

1/15/2019
(Date)

Caleb Milliken
(Typed Name)

Executive Director
(Title)

establishing a father resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.

3. The public purpose and need to be served;

The public purpose and need to be served is to engage more fathers with more father coaches so that we can begin the process of attacking this epidemic head on and ending the associated cycles of poverty and violence. There is a direct correlation between absent fathers, student drop outs, violent crime, teen pregnancies, suicide and poverty (see statistics below).

By establishing fatherhood programs in underserved communities while also providing training and support to the fathers and advocated in our communities, we are directly addressing the single biggest indicator of childhood success; whether or not there was a father in their lives. The scope of this epidemic can clearly be seen in the following statistics:

- Divorce rates in Hawaii are nearly 50%; 33% of our children are growing up without their biological father.¹
- 90% of all homeless and runaway children are fatherless.
- Fatherless children are 9 times more likely to drop out of school and 20 times more likely to be incarcerated while 71% of all substance abusers come from fatherless homes and 60% of rapists were raised in fatherless homes.²
- 80% of adolescents in psychiatric hospitals came from fatherless homes³
- Fatherless children are twice as likely to commit suicide⁴

Additionally, children are 9 times more likely to be raped or sexually abused in a home without a biological father, 70% of teen pregnancies happen in fatherless homes⁵ and according to 72.2 % of the U.S. population, fatherlessness is the most significant family or social problem facing America.⁶

The data relating to Father Absenteeism is indicative of an epidemic within our culture and community that is magnified in low income communities. It is imperative that we meet this challenge on the front lines in the communities we serve.

4. Describe the target population to be served;

¹ Source: U.S. Census Bureau, Current Population Survey, "Living Arrangements of Children under 18 Years/1 and Marital Status of Parents by Age, Sex, Race, and Hispanic Origin/2 and Selected Characteristics of the Child for all Children 2010." Table C3. Internet Release Date November, 2010.

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³ Jock Block, et al. "parental functioning in families of divorce", journal of the American Academy of Child and Adolescent Psychology, 27, 1988

⁴ The Lancet, Jan. 25, 2002

⁵ David T. Lykken, "Reconstructing Fathers" American Psychologist 55, 681, 2000

⁶ Source: National Center for Fathering, Fathering in America Poll, January, 1999.

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.

2. Declaration Statement

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

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](#))

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:

Proposal Summary

Fatherless children are at dramatically greater risk of suicide, substance abuse, poverty, teen pregnancy, sexual abuse, crime and educational achievement. In short, essentially every indicator of a healthy home and community can be related back to whether or not there is a father in the life of the child. Yet, 33% of Hawaii's youth are growing up absent their biological father.

In order to address this epidemic, it is critical that resources be made available to train, support, educate and empower organizations to better serve and engage fathers. The Hawaii Commission on Fatherhood is in the process of requesting funds to better advocate for and support fathers in Hawaii but our fathers and communities should not have to wait for the support they need now.

This proposal seeks to:

1. Establish a network of Hawaii Fatherhood programs, at least one for every county.
2. Create an information clearing house for fathers and professionals working with fathers.

The primary function of these programs will to be to ensure that fathers everywhere realize how important they are to their keiki and commit to remaining in their lives regardless of the situation; divorce, separation, incarceration... **Because every child in Hawaii deserves to have a loving father in their life.**

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

Pathways Hawaii LLC, has been established since 2006 (previously as Surgepro Advisors) and served the Hawaii community for the past 12 years contributing to the initiation and development of various thriving local businesses.

In 2011, Pathways Hawaii LLC started to contract with non-profit agencies developing an expertise in working with youth, family and the community at large, as evidenced through setting up 8 programs for Boys to Men Hawaii and reviving the West Hawaii Fatherhood Initiative (WHFI) through Family Support Services Hawaii. Pathways Hawaii LLC initiated the Pathways Entrepreneurship Mentor program in West Hawaii and has trained 52 service providers to better engage fathers to provide them with resources, support and advocacy in order to strengthen their families.

The director of Pathways Hawaii is **Caleb Milliken, MBA**. He holds a Master degree in Business is a Commissioner and the Finance Chair of the Hawaii State Commission on Fatherhood and Director of the West Hawaii Fatherhood Initiative (WHFI). Caleb has been a long-time advocate for West Hawaii Families as a Domestic Violence advocate and facilitator, a co-founder and former Executive Director of Boys to Men Mentoring Hawaii, co-founder and former Board Chair of the Mankind Project Hawaii among many other associations with community organizations and initiatives. Additionally, Caleb has a son (7) and daughter (4), he is committed to doing everything in his power to make their world and community as safe and nurturing as possible.

2. The goals and objectives related to the request;

The problem that this proposal seeks to address is that more than one third of Hawaii's children (33%) live in a home without the physical presence of a father. Millions more have dads who are physically present, but emotionally absent. If it were classified as a disease, fatherlessness would be an epidemic (def. A negative phenomenon affecting many people of a community or area) worthy of attention as a state emergency.

This proposed program is a continuation of the work that was completed in 2018, wherein Hawaii's Department of Human Services has identified father engagement as a key focus in their most recent Strategic Plan. The Hawaii Commission on Fatherhood was unable to secure funding to better support Hawaii's service agencies without a dedicated staff to support state agencies and non-profits to better engage with fathers.

In order to meet the need for state agencies and human service organizations to better engage with fathers, this proposal seeks to address this epidemic by **strengthening existing and developing new father programs** across Hawaii in order to provide the support, advocacy and engagement necessary to empower fathers to remain healthily engaged in the lives of their children.

There are currently only two established father focused support programs in the state; Family Support Hawaii's West Hawaii Fatherhood Initiative (WHFI) and Maui Family Support's Kane Connections. These two programs train, recruit and advocate for fathers in their communities. This past year, the WHFI began engaging directly with human services personnel on the Big island of Hawaii, in order to improve outcomes with fathers and families. So far, 35 new father coaches have been certified and trained, that put fathers back into the conversation of how best to care for our keiki. One of the main items of feedback from the father coaches of service agencies, was the need for more collaboration and exchange of practical resources and information in order to better serve the fathers in the community.

The **'Fathering Hawaii's Future'** seeks to expand this project statewide in collaboration with the Commission on Fatherhood by establishing a statewide network of father support programs and providing training and advocacy to the human service workers that are working with the Hawaii's families that need support the most.

This proposal seeks to integrate evidence-based successes as well as utilize other effective methods and best practices with the following goal and objectives:

Goal:

Strengthening existing and developing new father programs statewide, through identification, training and collaboration between the counties of Hawaii, Maui, Oahu and Kauai to address the fatherlessness epidemic throughout the whole state, ending the associated cycles of poverty and violence by empowering fathers to remain healthily engaged in the lives of their children.

Objectives:

Objective 1: Developing the **'Fathering Hawaii's Future'** model and establishing at least 3 new father programs, ensuring at least one program per Hawaii county, by developing evidenced-based criteria and guidelines for setting up father programs and providing training, guidance and certification of a minimum of 20 father coaches

statewide.

Objective 2: Strengthening & Connecting Father Programs Island-wide, through establishing a father resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.

3. The public purpose and need to be served;

The public purpose and need to be served is to engage more fathers with more father coaches so that we can begin the process of attacking this epidemic head on and ending the associated cycles of poverty and violence. There is a direct correlation between absent fathers, student drop outs, violent crime, teen pregnancies, suicide and poverty (see statistics below).

By establishing fatherhood programs in underserved communities while also providing training and support to the fathers and advocated in our communities, we are directly addressing the single biggest indicator of childhood success; whether or not there was is father in their lives. The scope of this epidemic can clearly be seen in the following statistics:

- Divorce rates in Hawaii are nearly 50%; 33% of our children are growing up without their biological father.¹
- 90% of all homeless and runaway children are fatherless.
- Fatherless children are 9 times more likely to drop out of school and 20 times more likely to be incarcerated while 71% of all substance abusers come from fatherless homes and 60% of rapists were raised in fatherless homes.²
- 80% of adolescents in psychiatric hospitals came from fatherless homes³
- Fatherless children are twice as likely to commit suicide⁴

Additionally, children are 9 times more likely to be raped or sexually abused in a home without a biological father, 70% of teen pregnancies happen in fatherless homes⁵ and according to 72.2 % of the U.S. population, fatherlessness is the most significant family or social problem facing America.⁶

The data relating to Father Absenteeism is indicative of an epidemic within our culture and community that is magnified in low income communities. It is imperative that we meet this challenge on the front lines in the communities we serve.

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4. Describe the target population to be served;

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⁶ Source: National Center for Fathering, Fathering in America Poll, January, 1999.

4. Describe the target population to be served;

The target population to be served will ultimately be the children and partners of the fathers in the communities that are targeted for a dedicated fatherhood program. The communities with the greatest need generally have populations that are disadvantaged, low income, minority and with minimal formal schooling.

5. Describe the geographic coverage.

'Fathering Hawaii's Future' will seek to establish at least three new father programs across the state of Hawaii.

The main population centers on each island will be at the top of the list (excluding Kahalui and Kona); Kapaa (Kauai), Hilo (Hawaii Island), Honolulu, Pearl City (Oahu). Identifying suitable partner agencies to host a father program will also be a primary factor in deciding which geographic areas will be targeted for a fatherhood program.

III. Service Summary and Outcomes

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

Problem:

Father Absenteeism has reached epidemic proportions in the U.S and Hawaii. The effects of this epidemic are impacting our families and communities through increased drug and alcohol dependence, school drop outs, incarceration, suicide and poverty. The **cause** of this epidemic can be traced largely to a massive shift and perception of the father's role in the family over many years through the industrial age and into the information age. This shift has created a culture where the value of a father in the family unit is largely determined by his financial contribution rather than as a nurturer, care giver and protector. This proposal seeks to challenge this narrative by strengthening existing programs and developing new father programs across Hawaii to help fathers develop the skills and awareness necessary for them to be the loving, nurturing and caring fathers and partners that our community needs.

The **scope of work, tasks and responsibilities** proposed in this funding request to address the problem are:

Objective 1:

Develop a ***'Fathering Hawaii's Future'*** model and establish at least 3 new father programs by developing evidenced-based criteria and guidelines for setting up father programs and providing training, guidance and certification of a minimum of 20 father coaches statewide.

Tasks:

- 1.a) Identifying and establishing criteria and guidelines for setting up a dedicated father program approved by the Hawaii Commission on Fatherhood;
- 1.b) Identifying regions and potential partner agencies to establish at least 3 new dedicated father programs statewide in underserved communities;
- 1.c) Supporting the development and implementation of at least 3 new father programs through funding provision, training and guidance;
- 1.d) Improving the existing father engagement curriculum training program, that effectively trains fatherhood program coaches, increases referrals and supports father engagement across all organizations;
- 1.e) Delivering 3 to 5 father engagement trainings and certifying a minimum of 20 father coaches.

Responsibilities: The program director of ***'Fathering Hawaii's Future'*** will use evidence-based models and work with the Hawaii Commission on Fatherhood on developing final criteria and guidelines to set up father groups. The program director will research and reach out to partner agencies to support, guide and train them to set up father programs in underserved communities.

Objective 2:

Strengthening & Connecting Father Programs Island-wide, through establishing a **'Fathering Hawaii's Future'** resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.

Tasks:

- 2.a) Reviewing and collection of father data and father resources for each county;
- 2.b) Establishing a central clearing house or hub of island specific resources; a website with standardized collateral and a father resource packet;
- 2.c) Co-sponsoring and bringing in two father coaches from each program to the Fatherhood conference on Oahu, scheduled in October, 2019.
- 2.d) Organizing a **'Fathering Hawaii's Future'** Summit for fathers and father coaches from each county with up to 24 fathers for further needs assessment, collaboration and sharing.

Responsibilities: Existing father coaches island-wide will be collecting the father resources data. The program specialist of **'Fathering Hawaii's Future'**, will review the data and consolidate all the resources. The program specialist will organize the information and a contracted website developer will compile it into a central clearing house online. The program assistant/event planner of **'Fathering Hawaii's Future'** will organize the events and gatherings for fathers and coaches for collaboration and sharing. The program director of **'Fathering Hawaii's Future'** will supervise and provide feedback to the program specialist, program assistant/event planner and father coaches.

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

Objective 1: Developing a ' <i>Fathering Hawaii's Future</i> ' model and establishing at least 3 new father programs by developing evidenced-based criteria and guidelines for setting up father programs and providing training, guidance and certification of a minimum of 20 father coaches statewide.		
Task	Expected Outcome	Timeline (Based on project start date of July 1, 2019)
1.a) Identifying and establishing criteria and guidelines for setting up a dedicated father program approved by the Hawaii Commission on Fatherhood;	A "Fathering Hawaii's Future", Model of establishing statewide father programs adopted by State Fatherhood Commission.	October 2018
1.b) Identifying regions and potential partner agencies to establish at least 3 new dedicated father programs statewide in underserved communities;	3 agencies representative of different regions have been identified and are qualified for setting up father programs based on the established "Fathering Hawaii's Future" model.	January 2020
1.c) Supporting the development and implementation of at least 3 new father programs through funding provision, training and guidance;	A minimum of 3 new father programs have been set up and running; weekly father groups are being organized for each and at least 1 father event per program is being organized.	March 2020
1.d) Improving the existing father engagement curriculum training program, that effectively trains fatherhood program coaches, increases referrals and supports father engagement across all organizations;	A "Fathering Hawaii's Future" Father Engagement curriculum training has been developed.	September 2019
1.e) Delivering 3 to 5 father engagement trainings and certifying a minimum of 20 father coaches.	20 father coaches have been certified and 75% have reported an increase in knowledge, skills and attitude and an increased effectiveness in their father engagement.	April 2020

Objective 2:		
Strengthening & Connecting Father Programs Island-wide, through establishing a 'Fathering Hawaii's Future' resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.		
Task	Expected Outcome	Timeline (Based on project start date of July 1, 2019)
2.a) Reviewing and collection of father data and father resources for each county;	Local applicable father resources for each county have been researched and identified for approval into online data.	September 2019
2.b) Establishing a central clearing house or hub of island specific resources; a website with standardized collateral and a father resource packet;	A "Fathering Hawaii's Future" Resource Hub website has been developed and is up and running online.	November 2019
2.c) Co-sponsoring and bringing in two father coaches from each program to the Annual Fatherhood Conference on Oahu, scheduled in October, 2019.	6 father coaches have participated in the annual Fatherhood Conference and reported an increase in their father engagement knowledge and skills.	October 2019
2.d) Organizing a "Fathering Hawaii's Future" Summit for father coaches from each county with up to 24 fathers for further needs assessment, collaboration and sharing.	24 father and/or father coaches have participated with the "Fathering Hawaii's Future" Summit and 75% have reported an increase in knowledge, skills and attitude and an increased effectiveness in their father engagement.	June 2020

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

Objectives	Monitoring, Evaluation & Improvement
<p>1. Developing a “Fathering Hawaii’s Future” model and establishing at least 3 new father programs by developing evidenced-based criteria and guidelines for setting up father programs and providing training, guidance and certification of a minimum of 20 father coaches statewide.</p>	<p><u>Monitoring:</u> To collect information on the program’s first objective, the “Fathering Hawaii’s Future” program uses minutes of meetings with the State Fatherhood Commission, as well as training attendance rosters and pre- (baseline) and post-surveys on the trainees’ knowledge, skills and attitudes. Monitoring of father programs will be measured with number of fathers attending weekly groups and special events and completed satisfaction surveys of fathers.</p> <p><u>Evaluation:</u> The program director will track the identified agencies’ and father coaches’ spending of funds on a quarterly basis. The outcomes and process evaluation will be systematically completed before and after each activity related to the listed expected outcome.</p> <p><u>Improvement:</u> The feedback from the State Fatherhood Commission as well as the participant’s surveys will provide insight into how the program can be improved and how better support agencies with their efforts to improve interactions with the fathers they work with.</p>
<p>2. Strengthening & Connecting Father Programs Island-wide, through establishing a “Fathering Hawaii’s Future” resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.</p>	<p><u>Monitoring:</u> To collect information on the program second objective, the “Fathering Hawaii’s Future” program uses the establishment of the website, number of visitors, as well as conference and summit attendance rosters. Pre- (baseline) and post-surveys on the participants’ knowledge, skills and attitudes will be collected. Monitoring of number of fathers and coaches attending the conference and summit as well as completed satisfaction surveys.</p> <p><u>Evaluation:</u> The outcomes and process evaluation will be systematically completed before and after each activity related to the listed expected outcome.</p> <p><u>Improvement:</u> The daily use and traffic on the website, will inform the need for improvement. The participant’s post and satisfaction surveys will provide insight into how collaboration and sharing can be improved.</p>

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.

Objectives	Measure of effectiveness
1. Developing a “Fathering Hawaii’s Future” model and establishing at least 3 new father programs by developing evidenced-based criteria and guidelines for setting up father programs and providing training, guidance and certification of a minimum of 20 father coaches statewide.	- Whether or not the “Fathering Hawaii’s Future” model is adopted by State Fatherhood Commission; - A minimum of 3 new father programs are set up and running in identified locations according to the criteria and guidelines as established by the model; - A minimum of 20 new coaches certified; - Number and quality of responses from post- and satisfaction surveys completed by participants compared to baseline and pre-surveys.
2. Strengthening & Connecting Father Programs Island-wide, through establishing a “Fathering Hawaii’s Future” resource hub and bringing fathers and father coaches together for collaboration & sharing to maximize effectiveness of fathering and father engagement.	- Whether or not the “Fathering Hawaii’s Future” Hub website is established and used on a daily basis; - Number of events completed during the fiscal year; - Number and quality of responses from post- and satisfaction surveys completed by participants of each event compared to baseline and pre-surveys. - Increase of number of fathers being served in total statewide.

V. 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
37,500	37,500	37,500	37,500	150,000

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

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

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 2011, Pathways Hawaii LLC has contracted with non-profit agencies, developing an expertise in working with youth, family and the community at large, as evidenced through setting up 8 programs for Boys to Men Hawaii and reviving the West Hawaii Fatherhood Initiative (WHFI) through Family Support Services Hawaii. Pathways Hawaii LLC has trained 52 service providers to better engage fathers to provide them with resources, support and advocacy in order to strengthen their families.

Pathways Hawaii, LLC has:

- 12 years' experience in training design, implementation and facilitation
- 8 years' experience in executive capacity, managing staff, budgets and strategic planning
- 3 years' experience in nonprofit executive capacity responsible for compliance, funding and program design and implementation. The organization provided oversight, supervision and compliance for program outputs. Pathways Hawaii, LLC, coordinated with participating agencies to implement programs and training schedule. The organization recruited, mentored, trained and supported father coaches and qualified partner agencies.

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.

Operations for this project will be conducted out of Pathways Hawaii, LLC existing office at 73-5574 Maiiau St. Ste 1, Kailua Kona, HI 96740.

Training for facilitators, coaches and partner agencies will be conducted on site at the respective location of partner agencies.

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.

Program Director; Caleb Milliken, Commissioner and Finance Chair of the Hawaii State Commission on Fatherhood and Director of the West Hawaii Fatherhood Initiative (WHFI) is a long-time advocate for West Hawaii Families as a Domestic Violence advocate and facilitator, a co-founder and former Executive Director of Boys to Men Mentoring Hawaii, co-founder and former Board Chair of the Mankind Project Hawaii among many other associations with community organizations and initiatives.

Caleb's passion for social change and empowerment took him to eight countries on three continents in over 20 years working with international NGO's, nonprofits and educational institutions. He holds an MBA in organizational and strategic business development, is a master facilitator and an expert in Mentoring, Rites of Passage, Men's work and paths of initiation.

As a father of two amazing young children, Caleb knows firsthand the struggles of being a father; from balancing work and home life to maintaining a healthy relationship with his partner. It's not always easy, but well worth the effort.

Caleb's message to fathers is simple: You are more important to your children than most of us can comprehend... Your kids don't care how dirty, stinky, smart or rich you are... they care that you love them and keep them safe.

Relevant work experience:

4/2016 - Present Director- West Hawaii Fatherhood Initiative

- Secured additional funds to expand services to low income communities in Kona
- Grew program to serve over 150 fathers in 2017 through advocacy and parenting classes

- Organized community events to promote healthy fathering throughout the year

1/2015 – 1/2017 Executive Director – Boys to Men Mentoring Hawaii

- Established program as a founder and volunteer board member
- Grew the school-based program to nine schools Island wide
- Conducted all mentor recruitment and training as well as weekend trainings for participating youth
- Facilitated and mentored each new group of youth participants and adult mentors

10/2006 – Present Founder / Facilitator – Man Kind Project Hawaii

- Coordinated, staffed, facilitated and attended men's weekend trainings
- Certified in multi-cultural training, facilitation, facilitator training, staff development and leadership
- Recruited, mentored and supervised training participants and staff

Program Specialist: To be determined.

Qualifications:

- Master degree in human services related field or equivalent experience / training
- 2 years' experience in nonprofit sector case management
- 2 years' experience with group facilitation and/or as a teacher trainer

Responsibilities:

- Reviewing and collection of father data and father resources for each county;
- Improving the existing father engagement curriculum training program, that effectively trains fatherhood program coaches, increases referrals and supports father engagement across all organizations;
- Conduct training of father coaches at participating agencies.

Program Assistant/Event Planner: To be determined.

Qualifications:

- Associate degree in related field or equivalent experience / training in organization and planning;
- 1 year experience in nonprofit sector;
- 2 years' experience with event planning and special events.

Responsibilities:

- Coordinate and provide assistance in bringing in father coaches from each program to the Annual Fatherhood Conference on Oahu, October, 2019.
- Organizing a "**Fathering Hawaii's Future**" Summit for father coaches from each county.
- Coordinate and support special community events to promote healthy fathering
- Provide ongoing administrative support.

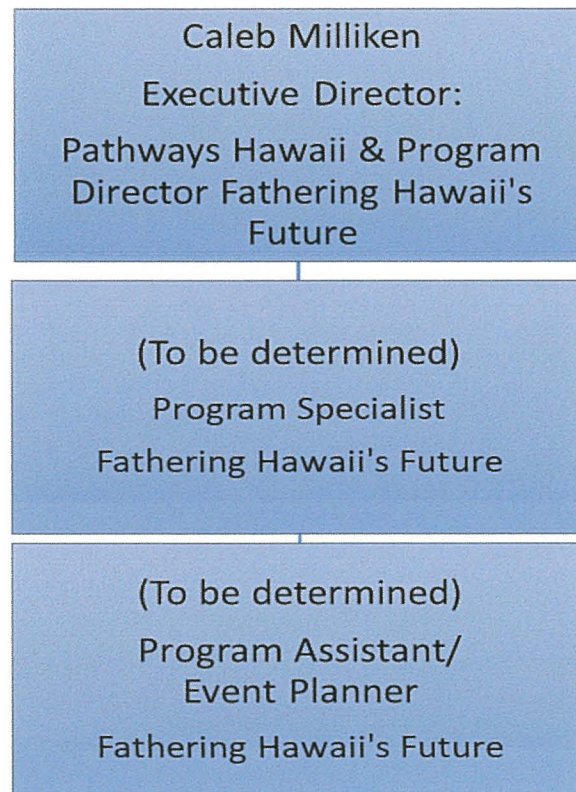
Web designer: To be contracted.

Responsibilities:

- Developing a central clearing house the "**Fathering Hawaii's Future**" Hub of island specific resources; a website with standardized collateral and a father resources;

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.



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.

- Executive Director – \$75,000
- Program Specialist (P/T) – \$21,000

Program Assistant/Event Planner (P/T) – \$12,000

VII. Other

1. Litigation

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

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.

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.

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:

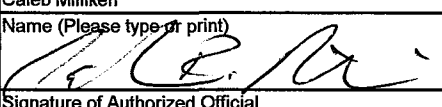
- (a) Received by the applicant for fiscal year 2019-20, but
- (b) Not received by the applicant thereafter.

This project proposes to establish independent fatherhood programs on each island in partnership with existing local nonprofits. Part of the agreement with those nonprofits would be a commitment to find continued funding for the fatherhood programs. In the event that the Commission on Fatherhood receives funding that would potentially sustain these programs, awards would be issued from the commission based on need, and availability of funds.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2019 to June 30, 2020

Applicant: Pathways Hawaii, LLC

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	113,300			10,000
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST	113,300			10,000
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	4,000			2,000
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	4,000			3,000
5. Staff Training	7,500			2,000
6. Supplies	7,500			7,500
7. Telecommunication	1,000			
8. Utilities				
9. Special Events	5,000			5,000
10. Outreach	2,000			5,000
11. Father Conference	3,000			5,000
12. Hotel	2,700			500
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	36,700			30,000
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	150,000			40,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	150,000	Caleb Milliken 808-747-0267		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		 11/15/19		
(d) Total Private/Other Funds Requested	40,000	Signature of Authorized Official Date		
TOTAL BUDGET	190,000	Caleb Milliken Executive Director Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2019 to June 30, 2020

Applicant: Pathways Hawaii, LLC

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Program Director	1	\$75,000.00	90.00%	\$ 67,500.00
Program Manager	1	\$42,000.00	90.00%	\$ 37,800.00
Program Facilitator	1	\$6,000.00	100.00%	\$ 6,000.00
Program Facilitator	1	\$5,000.00	100.00%	\$ 5,000.00
Program Facilitator	1	\$4,000.00	100.00%	\$ 4,000.00
Program Facilitator	1	\$3,000.00	100.00%	\$ 3,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				123,300.00
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2019 to June 30, 2020

Applicant: Pathways Hawaii, LLC

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

JUSTIFICATION/COMMENTS:

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

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2019 to June 30, 2020

Applicant: Pathways Hawaii, LLC

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						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						
N/A						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Pathways Hawaii, LLC

Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT VALUE
1					
2					
3					
4					
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