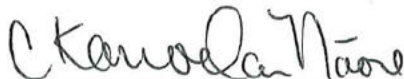


## Application Submittal Checklist

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

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



AUTHORIZED SIGNATURE

DR. C. KANOELANI NĀONE

PRINT NAME AND TITLE

01/19/2024

DATE





STATE OF HAWAII  
STATE PROCUREMENT OFFICE

**CERTIFICATE OF VENDOR COMPLIANCE**

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

**Vendor Name:** GIRL SCOUTS OF HAWAI'I

**DBA/Trade Name:** GIRL SCOUTS OF HAWAI'I

**Issue Date:** 01/17/2024

**Status:** **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#:

FEIN/SSN#: XX-XXX3488

UI#: XXXXXX1000

DCCA FILE#: 2991

Status of Compliance for this Vendor on issue date:

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

**Status Legend:**

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

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, 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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

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

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

Girl Scouts of Hawai'i

(Typed Name of Individual or Organization)



(Signature)

01/19/2024

(Date)

Dr. C. Kanoelani Nāone

(Typed Name)

Rev 8/30/23

Chief Executive Officer

(Title)

## Application for Grants

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

### **I. Certification – Please attach immediately after cover page**

#### **1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2023.

See attached.

#### **2. Declaration Statement**

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

See attached Declaration Statement. Girl Scouts of Hawai'i complies with all standards for the award of grants under Section 42F-103 of the Hawaii Revised Statutes.

#### **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](#).

The proposed grant, if awarded to Girl Scouts of Hawai'i, will be used for public purposes pursuant to Section 42F-102 of the Hawaii Revised Statutes.

### **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;

Girl Scouts of Hawai'i's mission is to build girls of courage, confidence, and character, who make the world a better place. Girl Scouting began in Hawai'i in 1917 when Florence Lowe, a teacher at Kamehameha School for Girls, organized a Girl Scout troop in Honolulu. A second group meeting was organized in what is now Kaka'ako. The groups became Troops One and Two respectively, with Queen Lili'uokalani, the last Hawaiian monarch, as their sponsor. Girl Scouts of Hawai'i was chartered by the

Girl Scouts National headquarters in May of 1917, making us the oldest council west of the Mississippi River. Girl Scouting also has a longstanding presence on Hawai'i Island (1919), Maui (1920), and Kaua'i (1933). Today, Girl Scouts of Hawai'i delivers transformative programming to meet the developmental needs of more than 2,200 girls ages 5-18 statewide, including 485 economically disadvantaged girls through targeted outreach in under-resourced communities, specifically Title 1 Schools.

2. The goals and objectives related to the request;

Girl Scouts of Hawai'i respectfully requests direct operational support of \$337,197 to provide funding to implement our Girl Scouts Leadership Experience (GSLE) and the After School Leadership Program (ASLP) programming statewide. This includes funding of the following: Maui Island Coordinator, Kaua'i Island Coordinator, Hawai'i Island Senior Coordinator, East Hawai'i Island Coordinator and Sponsored Programs Outreach Specialist positions.

The goal of this project is to provide immersive educational experiences to girls throughout the State of Hawai'i and eliminate barriers to girls who are from under-resourced communities by providing access to high-quality after school programming.

With over 107 years of experience, GSH is at the forefront of developing Hawai'i's next generation of female leaders. GSH delivers high-quality programs that inspire girls to try new things, take risks, strengthen confidence and self-efficacy, build community, practice leadership roles, and gain vital exposure to careers in science, technology, engineering and math (STEM).

GSH is active in communities across the state with 199 troops located on O'ahu, Kaua'i, Maui and Hawai'i Island. GSH offers two core programs: the Girl Scouts Leadership Experience (GSLE) and the After School Leadership Program (ASLP). Troops are mostly led by volunteers, however ASLP is delivered by GSH staff at no cost to members and offers consistent access to high quality after school programming to those attending Title I schools.

GSH engages girls in Leadership Journeys comprised of hands-on experiences that align with Common Core Standards. Programs are built on four program pillars: STEM, Outdoor Experiences, Life Skills, and Entrepreneurship. GSLE and ASLP have proven benefits that have a Ripple Effect in the community: Girl Scout alumnae display higher levels of sense of self, education, socioeconomic status, community service, civic engagement, and environmental stewardship than their peers.

Our goals for the program:

- Increase statewide membership and participation in the Girl Scout Leadership Experience to 2,200 girls by the end of the grant period.
- Increase membership and participation to 485 girls in the After School Leadership Program for Title 1 Schools.
- More than half of the girls will complete a Girl Scout Leadership Journey.

- More than half of the girls will attend a Girl Scout Camp experience.
- Engage a total of 400 girls at STEM Fest.
- Over 100 STEM professionals will interact with and mentor girls at STEM Fest.
- Cookie University will be attended by 300 girls.
- Over 6,000 badges will be earned, representing the knowledge gained and actions carried out in each Leadership Journey.

Our funding request includes not only the programmatic leadership experience, but also the equipment and materials needed to ensure a high quality hands-on experience. The equipment necessary includes technology hardware i.e. Laptops, and Wifi accessibility hotspots for areas that are under-resourced. Additionally, the funding request includes acquiring a new motor vehicle for on-site maintenance and facility repairs to ensure the safety and productivity of the Girl Scout Leadership Experience.

3. The public purpose and need to be served;

Girl Scouts of Hawai'i programming complements academic learning to build important socio-economic skills, promotes overall wellbeing, and increases exposure to STEM. The program effectively alleviates gender inequalities from a young age and prepare Hawai'i's underserved girls for future success in leadership, academic and career development.

GSH will serve 2,200 girls in our Girl Scout Leadership Experience, statewide on the islands of O`ahu, Maui, Kua`i and Hawai`i Island, including 485 girls through the After School Leadership Program. ASLP is especially critical for girls in Hawai`i. More than 60% of Girl Scouts are low-income based on current HUD guidelines. A 2017 study by the Myron B. Thompson School of Social Work at the University of Hawai`i at Mānoa showed that women in Hawai`i are 57% more likely than men to live in poverty. Disparities were attributed to early inequalities in girls' lives. Early barriers to leadership and STEM learning opportunities have clear implications for girls in Hawai`i, where women lack equal representation in key roles important for the future. According to the Institute for Women's Policy Research's 2019 update to the Employment and Earning Index, only 40.1% of all employed women in Hawai`i were engaged in Managerial and Professional Occupations, ranking 47th nationally.

Moreover, the Hawai`i Department of Business, Economic Development & Tourism (2018) reports that women comprise only 24% of STEM professionals in Hawai`i. This is detrimental to the state, which needs 16,000 more workers with STEM skills each year, yet currently ranks 47th among all states in the number of STEM-related degrees awarded per 100,000 residents (University of Hawai`i News, 2016).

Girls are precocious learners yet interest in STEM begins to wane as early as elementary school due to long-held gender stereotypes. By the time girls reach high school, only 13% consider STEM as their first career choice. Moreover, a national study published by the Girl Scout Research Institute (Decoding the Digital Girl, 2019 Study Summary), showed that girls are less confident in their tech skills than boys—even

though they are equally likely to be digital leaders. "Digital leaders" are those who are navigating, learning, and creating online with enthusiasm and a love of technology, and using tech to teach others and improve their communities and the world. The 2019 study surveyed nearly 2,900 girls and boys ages 5-17 and their parents to better understand the digital experiences of girls and their use of technology to lead in their own lives and beyond. The results showed:

- Girls who are digital leaders are more likely than other girls to be interested in STEM fields and future tech careers.
- Girls who are digital leaders have confidence in their tech knowledge, which can grow over time with increased technology experience.
- Girl Scouts are more likely to be digital leaders than boys and non-Girl Scouts.
- Girls in lower-income households are less likely to be digital leaders and to have interest in STEM careers and tech careers, compared to their higher-income peers.

Young girls – and especially those that are already underserved – need as many tools as possible to overcome these unique academic and socio-emotional challenges, risk factors, and societal barriers that limit women's potential to lead and succeed. As increased numbers of Hawai'i girls have access to ASLP, they will be ready to compete and succeed in Hawai'i's growing STEM workforce.

4. Describe the target population to be served; and

GSH will serve 2,200 girls in our Girl Scout Leadership Experience, statewide on the islands of O'ahu, Maui, Kaua'i and Hawai'i Island, including 485 girls in under-resourced communities in Title 1 Schools, reached through specialized programming that reduces cost and other barriers to Girl Scouting for girls from low-income communities.

5. Describe the geographic coverage.

The Girl Scouts of Hawai'i is statewide and includes unique properties and places of learning.

The 135.5-acre Camp Paumalū property is located on the North Shore of O'ahu alongside the Ko'olau mountain range approximately two miles inland from Sunset Beach. Camp Paumalū is bordered by Federal land to the south and east (as part of the Kahuku Training Area) and by State of Hawai'i land to the west (as part of the Pupukeya-Paumalu State Park Reserve). The lands makai of the camp are privately owned. As part of the ahupua'a of Paumalū in the moku of Ko'olauloa, Camp Paumalū is adjacent to the ahupua'a of Pūpūkea, Waimea, and Kaunala but serves users residing throughout the island of O'ahu.

Girl Scouts of Hawai'i has built a STEM Center for Excellence at Camp Paumalū that serves as a living laboratory providing year-round opportunities for girls statewide, in



subjects such as cyber security, astronomy, robotics, computer coding, botany, chemistry, environmental stewardship and more. The Center provides interactive programming to encourage girls to pursue educations and careers in STEM fields; areas of which women are vastly underrepresented.

The building features a 10,000 square-foot facility that includes a main upper level with a welcome lobby, an Innovation Center with laboratory equipment, Computer lab and observation deck for astronomy and space science activities. The lower level features a program activity/dining hall, commercial kitchen, health center, laundry room, restrooms and showers. Through these amenities and partnerships with national agencies like NASA, SETI Institute, Raytheon, Palo Alto Networks and The North Face, the STEM Center for Excellence provides better support of high-quality STEM engagement for Girl Scouts and non-Girl Scouts.

Camp Kilohana is 6.83 acres located on the island of Hawai'i, moku of Kohala, and ahupua'a of Ouli. The area surrounding Camp Kilohana is rural open-space. Lands to the east and the north are range and pasture lands and to the west is the Ka'ohē Game Management Area, Lands south of the camp are used by the military as a training and target area. The property's western property line also serves as a portion of the Hāmākua/South Kohala District Boundary. Camp Kilohana recently received significant renovations and updates through the support of the Department of Defense Innovative Readiness Training Program.

Camp Pi'iholo is a 6 acre Girl Scout property on Maui, secluded in the upcounty Makawao area; Pi'iholo can be described as an intimate tree-surrounded rustic getaway, located 30 minutes from the Kahului airport with cabins, tent platforms, a kitchen and lodge area.

### **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;

GSH offers two core programs: the Girl Scouts Leadership Experience (GSLE) and the After School Leadership Program (ASLP). ASLP ensures consistent access to high quality after school programming to girls at no cost, in communities where it is needed most. GSLE & ASLP are program models used nationally and informed by rigorous research carried out by the Girl Scout Research Institute. GSLE & ASLP engages girls in Leadership Journeys that involve them in decision-making and leadership activities, hands-on learning through an ongoing cycle of action and reflection, and cooperative work to promote fun, friendship, and teamwork that are integral to Girl Scouting. Leadership Journeys are comprised of a series of themed hands-on experiences and

are aligned with the Common Core State Standards to complement academic studies at all grade levels and expose girls to STEM from an early age. GSLE & ASLP is built on four core program pillars:

- **Science, technology, engineering, and math (STEM):** GSH delivers high-quality, age-appropriate activities spanning engineering, computer science, environmental stewardship, citizen science, robotics, space science, cybersecurity, etc. that were developed in collaboration with expert national partners such as NASA, Raytheon, and the SETI Institute. GSH also offers a variety of special, STEM-focused events throughout the year. STEM Fests and outdoor STEM camps offer exposure to a wide range of STEM careers through hands-on activities facilitated by local STEM professionals. ASLP Girl Scouts will have access to at least two additional STEM events and campouts through the program year. Applied learning through practical STEM-related activities facilitated by community-based STEM professionals increases girls' aspirations for studying STEM in higher education and/or entering STEM careers.
- **Entrepreneurship:** The Girl Scout Financial Literacy and Entrepreneurial Program encourages Girl Scouts to explore ways in which they can change the world by participating in lessons that teach them five key skills: goal-setting, decision-making, money management, people skills, and business ethics.
- **Life Skills:** Girl Scouts enhance their academic skills by exploring civic engagement, healthy living, communication skills and global citizenship. Each year, Girl Scouts participate in an annual World Thinking Day, a tradition dating back to 1926 when girls join together and take part in activities that promote changing the world for the better. Girl Scouts will earn their Bronze and Silver Awards through community service projects. Gold Award, the pinnacle honor of Girl Scouting, will be awarded to older girls that design and execute a sustainable project that fulfills a community need.
- **Outdoor Experiences:** Girl Scouts experience nature, build confidence by taking risks and learning outdoor skills, and take action in their communities as environmental stewards. Girl Scouts learn about the importance of protecting watersheds, study entomology, geology, astronomy, and more. Regular outdoor exposure is a key aspect of leadership development in girls, turning them into problem-solvers and challenge-seekers. Girls also have an opportunity to attend GSH camps: Camp Paumalū on O'ahu, Camp Pi'iholo on Maui, and Camp Kilohana on Hawai'i Island.

GSLE & ASLP is delivered by GSH employees who are background checked, trained and provided with age-appropriate curricula for each program level and instruction to facilitate activities that support educational outcomes.

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

A timeline of statewide GSLE & ASLP activities and projects is listed below.

October 2024 - Girl Scout Way Badge  
November 2024 - Journey  
December 2024 - Holiday Patch  
January 2025 - Financial Literacy & Entrepreneurship Badges  
February 2025 - Financial Literacy & Entrepreneurship Badges  
March 2025 - Women's History Month Patch  
April 2025 - STEM & Robotic Science Badges  
April 2025 - Hawaiian Myth & Legends  
May 2025 - Take Action Project - Community Service Projects

Expected events:

October 2024 - GS Loves State Parks  
November 2024 - STEM Fest  
January 2025 - Cookie University  
January - March 2025 - Financial Literacy & Entrepreneurship/Cookie Season  
May 2025 - Girl Scout Camp  
August 2025 - Outdoor Skills Adventure Camp  
September 2025 - Aviation Day

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

GSH uses annual surveys and attendance records to measure indicators as demonstrated by girl scouts: strong sense of self, positive values, healthy relationships, effective communication, challenge-seeking behavior, problem-solving skills, understanding of STEM concepts, and commitment to environmental stewardship. Girl Scouts mark their individual progress by earning badges and patches, which represent the knowledge gained and actions carried out in each Leadership Journey.

Girl Scouts of Hawai'i also benefits from quarterly evaluation against national averages for program and fiscal criteria, including girl engagement, member trends and retention, market share, program sustainability, cash reserves, product sales, and income diversity. Additionally, every other year, Girl Scouts of the USA assists us in polling volunteers and girl families to evaluate program outcomes and measure the impact of girl scouting in Hawai'i.

GSH will be working with schools statewide to provide evidence-informed curriculum that introduces STEM concepts in creative, age-appropriate ways that complement academic studies at all grade levels in alignment with the Hawai'i Common Core State Standards.

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.

GSH will provide a year-end report on the deliverables of the program with performance measures to include:

- 2,200 girl members statewide will participate in the Girl Scout Leadership Experience.
- 485 girl members will participate in the After School Leadership Program for Title 1 Schools.
- More than half of the girls will complete a Girl Scout Leadership Journey.
- More than half of the girls will attend a Girl Scout Camp experience.
- 400 girl members will attend STEM Fest.
- Over 100 STEM professionals will interact with and mentor girls at STEM Fest.
- 300 girls will attend Cookie University.
- Over 6,000 badges will be earned, representing the knowledge gained.

Our annual survey results for ASLP will measure their individual progress toward strong sense of self, positive values, healthy relationships, effective communication, challenge-seeking behavior, problem-solving skills, understanding of STEM concepts, and commitment to environmental stewardship. The success of GSH's curriculum will be measured using an evaluation methodology developed by an independent non-profit educational consulting firm.

As a result of their participation, girls will show progress towards the following outcomes:

- 70% will exhibit increased healthy relationship behaviors.
- 70% will demonstrate strengthened problem-solving and communication skills.
- 70% will be able to describe ways their leadership actions contributed to making their homes, schools, environment, and/or Hawaii a better place as a result of the program.
- 70% will demonstrate increased knowledge of STEM concepts.

Parental/Guardian feedback will be shared on the effectiveness of the GSH program.

#### **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 2025.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$84,299	\$84,299	\$84,299	\$84,300	\$337,197

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2025.

McInerny Foundation \$60,000  
 Atherton Family Foundation \$20,000  
 The Freeman Foundation \$25,000  
 The Queen's Health Systems \$50,000  
 The Bayer Fund \$20,000  
 Marguerite Gambo Wood Foundation \$30,000  
 Sophie Russell Testamentary Trust \$30,000  
 GN Wilcox Foundation \$15,000  
 Annie Sinclair Knudsen \$12,000  
 United Airlines \$25,000

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable.

5. The applicant shall provide 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 2025 for program funding.

See attached.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2023.

\$1,669,104

## **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.

Girl Scouts of Hawai'i is staffed by 24 full-time employees, which includes executive leadership, business office, membership and program services, fund development, and retail and product services functions. Our organization also employs 14 part-time positions, which are primarily comprised of troop advisors assigned to deliver direct services in low-income communities. Girl Scouts of Hawai'i relies on a statewide network of more than 1,700 adult volunteers who serve as troop leaders, guest speakers, special event and camp maintenance volunteers, and project mentors for individual Girl Scouts seeking Bronze, Silver, or Gold awards. Our governance consists of 20 experienced, dedicated, and thoughtful leaders. GSH is proud to have strong leadership board who understand the Girl Scout mission and are committed to nurturing diversity, equity, inclusion, belonging and antiracism in all activities. The leadership team consists of subject matter experts in the fields on youth development, non-profit administration, youth programs and outdoor experiences, business administration, program evaluation, community organizing and more. Four Girl Scouts currently serve as "Girl Advocates" to our Board of Directors. Girl Scouts of Hawai'i is evaluated quarterly against national Girl Scout council averages on program and fiscal criteria, including girl engagement, member trends and retention, market share, program sustainability, cash reserves, product sales, and income diversity.

Girl Scouts of Hawai'i has completed successful related projects and/or contracts for the most recent three years that are pertinent to the funding request including: City & County of Honolulu GIA (STEM Program), County of Maui (After School Leadership Program), and County of Hawai'i (Girl Scout Leadership Experience). See enclosed list.

### **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.

Camp Paumalū has 25,000 gross square feet of facilities spread across 135 acres and is connected through a network of trails and driveways. The entire camp can accommodate up to 200 persons, with permanent sheltered accommodation for about 150. There are four separate camping sites consisting of cabins and platform tents for sleeping shelter and restroom/shower facilities for each (168 beds total). The STEM Center for Excellence (164-capacity) includes an Innovation Center, dining hall,

computer lab, health center and commercial kitchen.

Camp Pi'iholo, near Makawao, Maui has a kitchen and lodge area, A-Frame cabins and tent platforms, and will accommodate up to 50 people.

Camp Kilohana on Hawai'i Island includes a lodge with kitchen and dining area, three cabins, and can accommodate 80 people.

## **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.

Dr. Kanoe Nāone, Chief Executive Officer, brings over 20 years of experience leading nonprofit and educational organizations.

Dr. Nāone served as CEO of the Boys & Girls Clubs of Greater Conejo Valley in Southern California from 2017 to 2022 before launching her own company, Lā'au Inc. From 2007 to 2017, she was the CEO of the Institute for Native Pacific Education and Culture (INPEACE), where she provided vision and oversight for the statewide organization's mission to improve the quality of life for Native Hawaiians through community partnerships that provide educational opportunities and promote self-sufficiency.

Nāone holds a Doctor of Philosophy from the University of Hawai'i at Mānoa, where she also earned an M.A. and B.A. in Political Science. She has an extensive background in policy work locally and nationally and has conducted presentations on early education, culture-based learning, workforce and economic development, and organizational leadership. Dr. Nāone has received numerous leadership awards, including the AIM for Excellence Awards from the Harry & Jeannette Weinberg Foundation, Alliance for Strong Families and Communities Commitment Award for Advancing Equity, Cades Shutte Non-Profit Leadership Award, and Bank of Hawai'i's Native Hawaiian Non-Profit Leadership Award.

Molly Schmidt has 15 years of experience working with international NGOs and community-based nonprofits. Schmidt has been with the Girl Scouts of Hawai'i for 4 years and currently is the Chief Operating Officer, where she leads operations overseeing strategy and policy, membership, volunteer and team capacity training, monitoring and evaluations, risk mitigation and compliance, communications, IT and system support, and 8 facility and camp properties. She is a graduate of Emory University in Atlanta, GA.

Charelle Silva, Director of Programs, oversees all statewide programming for Girl Scouts of Hawai'i GSLE and ASLP programs, including the development and implementation camps, annual STEM Fest, the Higher Awards program and more. She is a skilled event planner, who has held positions with Kualoa Ranch Hawai'i, Inc. and Something New. Silva's history with the Girl Scouts goes back to 1987 when she joined her first troop. She received both the Silver and Gold Awards as a Girl Scout, and participated as a teen mentor at various camps, served as a troop leader and cookie manager, all before joining as council staff in 2016.

**2. Organization Chart**

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

See attached.

**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.

Chief Executive Officer, \$185,000  
Chief Financial Officer, \$100,000  
Fund Development Director, \$94,750

**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.

Not applicable.

**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.

Girl Scouts of Hawaii is affiliated with the Girl Scouts of the USA, a strong nationwide organization.



**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.

No State funds will be used to directly support a sectarian or non-sectarian educational institution. If awarded, the proposed grant will support infrastructure improvements on property of Girl Scouts of Hawai'i and will directly benefit our 501(c)(3) nonprofit organization.

**4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2024-25 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2024-25, but
- (b) Not received by the applicant thereafter.

We will continue to seek private foundation, corporate, and nationally competitive education-focused grants to secure revenue for our programming. We will be actively developing a new three-year strategic plan during our fiscal 2024 year. We plan a greater diversification of revenue by growing sources of earned income including membership fees for traditional troops, camp rental fees, special events, individual giving, corporate, and foundation partnerships.





Applicant: Girl Scouts of Hawai'i

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Dell laptop 16MB	10	\$1,091.00	\$ 10,910.00	10,910.00
Mini ipad	10	\$790.00	\$ 7,900.00	7900
Wifi hotspot	8	\$300.00	\$ 2,400.00	2400
			\$ -	
			\$ -	
TOTAL:	28		\$ 21,210.00	21,210

**JUSTIFICATION/COMMENTS:**

The equipment is requested for use in our under-resourced communities where accessibility is limited.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
GMC 2500 Longbed Single Cab Truck	1.00	\$50,200.00	\$ 50,200.00	50200
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 50,200.00	50,200

**JUSTIFICATION/COMMENTS:**

The request is for a new motor vehicle for onsite maintenance and facility repairs to ensure safety of the camp facilities.

**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Girls Scouts of Hawai'i

Contracts Total: \$ 1,505,500.99

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Community Project Funding (Camp Kilohana improvements)	10/01/22-9/31/2031	U.S. Department of Housing and Urban Development	U.S.	\$ 400,000.00
2	State of Hawai'i (Solar panels installation at Camp Pamalu)	04/23/23-6/30/2025	Department of Land and Natural Resources, State Parks Division	State of Hawai'i	\$ 225,000.00
3	City and County of Honolulu G.I.A. (STEM Program)	10/1/23-9/30/24	Department of Community Services	City and County of Honolulu	\$ 200,000.00
4	County of Maui (After School Leadership Program)	10/1/23-9/30/24	Office of Economic Development	Maui County	\$ 40,000.00
5	County of Maui (After School Leadership Program)	10/01/22-9/30/23	Office of Economic Development	Maui County	\$ 40,000.00
6	City and County of Honolulu G.I.A. (After School Leadership Program)	10/1/21-9/30/22	Department of Community Services	City and County of Honolulu	\$ 150,000.00
7	County of Hawai'i (Girl Scout Leadership Experience)	7/1/21-6/30/22	Hawai'i County Council	Hawai'i County	\$ 25,000.00
8	County of Maui (After School Leadership Program)	7/1/21-6/30/22	Office of Economic Development	Maui County	\$ 40,000.00
9	County of Kaua'i Life Choices Community Grant (Life Skills and Leadership Development)	11/1/20-9/30/21	Office of Prosecuting Attorney	Kaua'i County	\$ 2,500.00
10	City and County G.I.A. (After School Leadership Program)	10/1/20 - 9/30/21	Department of Community Services	City and County of Honolulu	\$ 125,000.00
11	County of Hawai'i (Girl Scout Leadership Experience)	7/1/20 - 6/30/21	Hawai'i County Council	Hawai'i County	\$ 11,250.00
12	County of Maui (After School Leadership Program)	7/1/20 - 6/30/21	Office of Economic Development	Maui County	\$ 30,000.00
13	Maui County Adaptability Fund, CARES Act (Girl Scouts at Home)	3/20/20 - 11/16/20	Maui Economic Development Board	Maui County	\$ 2,892.99

14	City and County of Honolulu CARES Act (Girl Scouts at Home and STEM Center)	12/2/2020	Office of the Mayor	City and County of Honolulu	\$ 50,000.00
15	City and County G.I.A. (After School Leadership Program)	10/1/19 - 9/30/20	Department of Community Services	City and County of Honolulu	\$ 125,000.00
16	County of Hawai'i (Girl Scout Leadership Experience)	10/1/19 - 9/30/20	Hawai'i County Council	Hawai'i County	\$ 8,858.00
17	County of Maui (After School Leadership Program)	7/1/19 - 6/30/20	Department of Finance	Maui County	\$ 30,000.00
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