The Annual Nonprofit Conference

Friday, October 2, 2015
Pomaika‘i Ballrooms at Dole Cannery
Honolulu, Hawai‘i

Presented by:

HANO
Hawai‘i Alliance of Nonprofit Organizations
The Hawai‘i Alliance of Nonprofit Organizations is a 501(c)(3) charitable organization that works to strengthen and unite the nonprofit sector as a collective force to improve the quality of life in Hawaii.

To achieve this mission, HANO:
• Brings together a diverse alliance of nonprofit members, statewide and sector-wide, to network, learn, share ideas, collaborate and partner.
• Advocates for the nonprofit sector to build community awareness of its value and how to invest resources.
• Provides communications, tools and resources to facilitate member dialogue and gathers and disseminates information for and about the sector.
• Provides professional and organizational development, including workshops on nonprofit best practices and capacity-building consulting services for nonprofits and community groups.
• Puts the collective buying power of the membership to work to save member organizations time and money through discounted products and services.

HANO BOARD OF DIRECTORS
Chair, Heather Piper, Hawaii Community Reinvestment Corporation
Vice-Chair and Chair-Elect, Jan Harada, Helping Hands Hawai‘i
Vice-Chair, Robert Masuda, Akaka Foundation
Treasurer, Gwen Yamamoto-Lau, HawaiiUSA Federal Credit Union
Assistant Treasurer, Kippen de Alba Chu, Iolani Palace
Secretary, Steven Ho, Tokildson Katz Moore Hetherington & Harris
Robin Campaniano, CGI Technologies and Solutions, Inc
Kevin Chang, Ko‘olina Ulu ‘Auamo (KUA)
Kimberly Miyazawa Frank, Pūlama Lāna‘i
Jane Hoffman, Kiluaea Point Natural History Association
Jim Murphy, Honolulu Habitat for Humanity
Emilia Noordhoek, Sust’ainaible Molokai
Jerry Rauckhorst, Catholic Charities Hawaii
Laura Smith, Goodwill Hawai‘i
Paul Tonnessen, Friends of the Children’s Justice Center of Maui
Caroline Witherspoon, Becker Communications

HANO TEAM
Lisa Maruyama, President and CEO
Jennifer Cornish Creed, Director of Member and Professional Development
Nikki Love Kingman, Director of Public Policy
Megan Murobayashi, Program Assistant
Jennifer Barrett, Membership and Marketing Consultant

ALOHA AND WELCOME to the Hawai‘i Alliance of Nonprofit Organizations’ HANOCON and Awards 2015. We are pleased to offer this exciting one-day convening for Hawai‘i’s nonprofit sector and community stakeholders in conjunction with our Title Sponsor and community partner, Kaiser Permanente.

Hawai‘i nonprofits find inventive ways to overcome challenging situations every day. Our theme, ResourceFULL: Maximizing Our Ingenuity, suggests that so much of what we need to meet our missions already exists, right under our noses. What we lack in financial resources we make up for in people power — our expertise, dedicated volunteers, and willful determination to find a way to make our communities better. If we actively connect and share our unique skills and talents with our peers we will find amazing ways to be each other’s solutions. And, if we look within our own sector for entrepreneurial services, we can meet our needs cost-effectively at the same time as supporting other nonprofits in their earned income ventures.

With help from the Consuelo Foundation, we looked to our own in the sector for our breakfast plenary keynote presentation, featuring Dr. Kamanamaikalani Beamer, president and CEO of the nonprofit Kohala Center on Hawaii Island. Kamana will discuss He‘aina Waiwai: Reflections on Wealth and That Which Feeds Us. We look forward to it.

A new feature at lunch will be the HANOCON Awards. We’re excited to honor two great individuals in our field making great strides to strengthen nonprofits and the communities they serve. Join us to celebrate Allen Arakaki, CPA and Kevin Chang of KUA who each work hard to make us all ResourceFULL.

This conference would not be possible without the generosity of our sponsors, exhibitors and volunteers who helped to make this event rich and ResourceFULL. During the course of the day, please be sure to visit our exhibitors and experience what they have to offer our sector.

This is an event of learning, connecting, and of course leveraging resources. We hope being here will result in opportunities to make new connections and engage in new conversations for great professional development and renewal. Thank you for your support and interest. Please enjoy the day.
Governor’s Letter

Special Message from Governor David Y. Ige

Presented to

Hawai‘i Alliance of Nonprofit Organizations

October 2, 2015

On behalf of the people of the State of Hawai‘i, aloha and welcome to the Hawai‘i Alliance of Nonprofit Organizations (HANO) members, special guests, and awardees attending the 2015 “ResourceFULL: Maximizing Our Ingenuity” conference for Hawai‘i nonprofits.

I commend all of the attendees for proactively seeking out and participating in this opportunity to learn, collaborate, and nurture ingenious solutions to problems that touch us all. Nonprofits are often on the front lines of addressing challenging issues and are in the market of creating opportunity for those with the greatest need. The tenacious work of nonprofit staff, volunteers, board members, and donors strengthens Hawai‘i’s communities and contributes to a vibrant civil society.

Mahalo to the people of Hawai‘i’s nonprofits for taking ownership, being engaged, and taking this opportunity to thoughtfully and honestly discuss issues, for when we take this journey and work together, good things are bound to happen.

Aloha again to the Hawai‘i Alliance of Nonprofit Organizations and I extend my best wishes for a fruitful and rewarding conference.

With warmest regards,

David Y. Ige
Governor, State of Hawai‘i
Breakfast Keynote

HE‘AINA WAIWAI: REFLECTIONS ON WEALTH AND THAT WHICH FEEDS US
Kamanamaikalani Beamer, Ph.D., The Kohala Center

As the new President and CEO of the Kohala Center, Kamana Beamer will share lessons learned revitalizing and maintaining lo‘i kalo (taro ponds) in Waipi‘o Valley, providing opportunities to mālama ‘aina, deepen connections with cultural traditions, and derive leadership lessons from the land.

HANOCON Awards

ALLEN ARAKAKI, LIFETIME ACHIEVEMENT AWARD

The Lifetime Achievement Award is presented to a member of our community who has demonstrated outstanding service and commitment to Hawaii’s nonprofit sector, someone instrumental in building the all-important financial literacy and capacity of nonprofits of all sizes across the state.

In grateful appreciation of his hard work, devotion and commitment to HANO’s mission to strengthen nonprofits, we are proud to present Allen Arakaki, president of Allen M. Arakaki, CPA, Inc., with this award.

KEVIN CHANG, EMERGING NONPROFIT LEADER AWARD

The Emerging Nonprofit Leader Award is presented to a relative newcomer, a creative and innovative change-maker in Hawaii’s nonprofit landscape.

We are happy to acknowledge Kevin Chang, Executive Director of Kua‘aina Ulu ‘Auamo (KUA), for his creative work as a valuable intermediary, strengthening the capacities of others in preserving and restoring traditional practices in place-based natural resource stewardship.

CLOSING EVENT

PAU HANA RECEPTION
in the Hokule‘i Foyer

Relax and reconnect over drinks and pupu and enjoy the cool sounds of Kupa‘aina! Network with colleagues, find potential collaborators, and leverage resources.

Conference App

• Please visit: HTTP://CROWD.CC/HANOCON-2015 to access additional information on the conference AND for direct links to download the conference app. The app is available in the iTunes store for iPhones and iPads and in the Play store for Android devices.

• Feel free to visit the HANO registration table for assistance finding or downloading the app.

• To access the full listing of registered attendees, click the ATTENDEES icon and you’ll be prompted to login with the user credentials sent to the email address you used to register for the conference. For assistance, visit the registration table.

• Once registered, use the features to make the most out of your event experience!
  • Create your conference profile
  • Build your conference schedule
  • Network with attendees and presenters
  • Browse and connect with exhibitors
  • Chat and post comments in the conference app and out to Twitter #HANOCON2015

#HANOCON2015
Registration, Continental Breakfast, Visit with Exhibitors

Welcome Lisa Maruyama, President and CEO, Hawai'i Alliance of Nonprofit Organizations (HANO)

**BREAKFAST KEYNOTE**

8:45 - 8:55 Opening Jon Matsuoka, President and CEO, Consuelo Foundation

8:55 - 9:45 Keynote Presentation, He’aina Waiwai: Reflections On Wealth And That Which Feeds Us, Dr. Kamana Beamer, President and CEO, The Kohala Center

MORNING SESSIONS

10:00 - 11:15 What Every Nonprofit Can Do To Stop Falling Donor Retention Rates
*PRESENTER:* Wayne Robbins

Data Driven Organizations
*PRESENTER:* Naomi Cytron

To Outsource or Not to Outsource?
*PRESENTERS:* Barron Guss, Joyce Lee Ibarra, Mark Gannon

Nonprofit Compliance Basics — What You Need to Know
*PRESENTER:* Brian I. Ezuka

11:15 - 11:30 Break (Please visit our conference exhibitors)

11:30 - 11:55 Lunch

12:00 - 1:30 HANO Annual Business Meeting Lisa Maruyama and Heather Piper, HANO

HANOCON AWARDS

Lifetime Achievement Award
Emerging Nonprofit Leader Award

**AFTERNOON SESSIONS**

2:00 - 2:15 Break (Please visit our conference exhibitors)

Volunteer Readiness and Retention
*PRESENTERS:* Ryan Leong, Vince Abramo, Jennifer Barrett

Need Capacity, Resources, Community Support? Try Friendraising and Crowdsourcing
*PRESENTERS:* Judy Lind, Lorraine Gershun, David Aquino

Decoding Finance: Getting Boards and Staff On the Same Page
*PRESENTER:* Catha Combs

We the Powerful! How to Participate in the Legislative Process
*PRESENTER:* Virginia Beck

3:15 - 3:30 Snack Break (Please visit our conference exhibitors)

3:30 - 4:45 Board SUCCESSion Planning: Nurturing Multi-Generational Leadership
*PRESENTERS:* Jan Harada, Kamani Kualau’au, Katy Chen, Jennifer Cornish Creed

Managing Mindsets in the Workplace
*PRESENTERS:* Derek Minakami

Free is Good! Earned Media for Nonprofits
*PRESENTERS:* Chad Blair, Dawn Webster, Jeffrey Mikulina, Mike Webb

Maximizing Partnerships to Build a Strong Fund Development Program
*PRESENTER:* John Ciambrone

4:45 - 6:00 PAU HANA RECEPTION
Relax and reconnect over drinks and pupu, and enjoy the cool sounds of Kupa’a’ina! Network with colleagues, find potential collaborators, and leverage resources.
<table>
<thead>
<tr>
<th>PIILANI 1/2</th>
<th>PIILANI 4</th>
<th>HOKULEI 3/5</th>
<th>HOKULEI BALLROOM</th>
<th>PIILANI 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>7:30 – 8:30 AM</strong></td>
<td>Registration and Continental Breakfast</td>
<td>Data Driven Organizations</td>
<td>Nonprofit Compliance Basics-What You Need to Know</td>
<td>To Outsource or Not to Outsource?</td>
</tr>
<tr>
<td><strong>8:30 – 9:45 AM</strong></td>
<td>Welcome, Opening and Keynote Presentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>9:45 – 10:00 AM</strong></td>
<td>Break - Please Visit Our Conference Exhibitors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>10:00 – 11:15 AM</strong></td>
<td>What Every Nonprofit Can Do To Stop Falling Donor Retention Rates</td>
<td></td>
<td></td>
<td>Nonprofit Board Leadership Institute (Closed Session, Pre-registration Required)</td>
</tr>
<tr>
<td><strong>11:15 – 11:30 AM</strong></td>
<td>Break - Please Visit our Conference Exhibitors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>11:30 – 1:30 PM</strong></td>
<td>Luncheon, Annual Meeting, and Awards</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1:30 – 2:00 PM</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2:00 – 3:15 PM</strong></td>
<td>Volunteer Readiness and Retention</td>
<td>Need Capacity, Resources, Community Support? Try Friendraising or Crowdsourcing</td>
<td>We the Powerful! How to Participate in the Legislative Process</td>
<td>Decoding Finance: Getting Board and Staff on the Same Page</td>
</tr>
<tr>
<td><strong>3:15 – 3:30 PM</strong></td>
<td>Snack Break - Please Visit our Conference Exhibitors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3:30 – 4:45 PM</strong></td>
<td>Board SUCCESSion Planning: Nurturing Multi-Generational Leadership</td>
<td>Managing Mindsets in the Workplace</td>
<td>Maximizing Partnerships to Build a Strong Fund Development Program</td>
<td>Free is Good! Earned Media for Nonprofits</td>
</tr>
<tr>
<td><strong>4:45 – 6:00 PM</strong></td>
<td>Pau Hana Reception</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MORNING SESSIONS 10:00 – 11:15 AM

What Every Nonprofit Can Do to Stop Failing Donor Retention Rates
PRESENTER: Wayne Robbins
LOCATION: Piilani 1/2

This session explores the Fundraising Effectiveness Project report commissioned by AFP and the Urban Institute - an eye opener for every nonprofit engaged in fundraising. The root causes of poor retention rates will be shared, along with tips for improvement. Whether you are a one-person shop or a large department, this session will help you to be familiar with current research on donor retention and how an increase or decrease can impact your bottom line. You’ll understand how to calculate your donor retention rate and learn new donor communications techniques in order to improve donor loyalty and retention.

Data Driven Organizations
PRESENTER: Naomi Cytron
LOCATION: Piilani 4

Funders and policymakers alike are increasingly looking for community-serving organizations to be data-driven. How can your organization better embed data use in your work? Join this session to learn about the landscape of data and strategic alignment across organizations and sectors. Attendees will receive copies of What Counts: Harnessing Data for America’s Communities at this session.

Nonprofit Compliance Basics — What You Need to Know
PRESENTER: Brian I. Ezuka
LOCATION: Hokulei 3/5

This session will focus on many of the key compliance issues that Hawaii nonprofit organizations need to be aware of to maintain their corporate and tax exempt status, including state and federal-level requirements and the key policies and procedures you’ll need to meet them. Topics will include governance, fundraising and tax-related requirements. You’ll take away a “Compliance Checklist” tool to help your organization stay on top of these important areas.

To Outsource or Not to Outsource?
PRESENTERS: Wayne Robbins, Joyce Lee Ibara, and Moderated by Mark Gannon
LOCATION: Hokulei Ballroom

Is your nonprofit considering outsourcing but not sure what the legal, technical, or human resource implications will be? Given current focus on this issue, nonprofits need clarity about the differences between employees and contractors. Join this session to learn the essential “Do’s and Don’ts” about outsourcing as well as best practices for selecting and engaging consultants if you do outsource. Panelists will share insights on tax and benefits concerns, ideas for engaging consultants on a limited budget, and strategies for finding the “best fit” with a consultant for your organization.

TO AFTERNOON SESSIONS 2:00 – 3:15 PM

Volunteer Readiness and Retention
PRESENTERS: Ryan Leong, Vince Abramo, and Moderated by Jennifer Barrett
LOCATION: Piilani 1/2

Does your organization struggle to attract or retain skilled volunteers? Would you like to cultivate a team of committed ambassadors who get things done and champion your cause? Join us for an exploration and discussion of best practices in volunteer engagement. Our panelists will share first-hand experiences related to agency readiness for volunteer on-boarding, as well as different approaches to volunteer appreciation and recognition.

Need Capacity, Resources, Community Support? Try Friendraising or Crowdsourcing
PRESENTERS: Judy Lind, Lorraine Gershun, and David Aquino
LOCATION: Piilani 4

There are unique ways nonprofits can increase capacity and financial resources. This session will share innovative strategies employed by two local efforts, the Kukui Center and WEfficiency. The Kukui Center co-locates 10 small nonprofits that collaboratively help at-risk children and families. Partnering provides opportunities for programs, staff, boards and clients of all the nonprofits. The Center also partners with numerous businesses, service groups and individuals to bring in additional resources (dollars, services and goodwill). WEfficiency is the world’s first crowdfunding platform that helps nonprofits fund their clean energy projects. Through WEfficiency’s online lending platform, anyone can make a loan to a nonprofit’s energy-saving project, get repaid, and repeat their impact. Both efforts model how strategic collaborations and partnerships can be ResourceFull, minimize expenses, increase resources and maximize impact.

We the Powerful! How to Participate in the Legislative Process
PRESENTER: Virginia Beck
LOCATION: Hokulei 3/5

Public policy advocacy is an important way to pursue your mission and engage in the democratic process, and now it’s time to get ready for the 2016 legislative session! Experts from the State Capitol’s Public Access Room will share tips and tools to help you add your voice to Hawaii’s lawmaking process. This session will provide an overview of the state legislative process, tips for effective lobbying and advocacy, an introduction to the state’s budget/fiscal process, and helpful handouts and online resources.

Decoding Finance: Getting Board and Staff on the Same Page
PRESENTER: Catha Combs
LOCATION: Hokulei Ballroom

Good stewardship of an organization’s financial resources is one of the most critical roles of nonprofit board members. Managing an organization’s finances effectively is a key staff role. Too often board and staff members speak different languages when it comes to finance. This session will share key finance-related questions nonprofits and potential board members can use to determine if they are a good fit for each other as well as tips for facilitating communication around finances – the critical things each needs to know in order to support each other.
Nonprofits are increasingly mindful of planning for leadership transitions at the staff level. While CEO transitions are critical, leadership transition at the board level is equally critical. Beyond picking the right people to join our organizations, thoughtful strategy and a clear understanding of our organizational culture play a critical role in the success of board transitions, especially as our boards and organizations become a diverse blend of Boomers, GenX’ers and Millennials. In this session, local nonprofits will share how they’ve strategically navigated board development and succession planning – their success stories and lessons learned.

Managing Mindsets in the Workplace

**PRESENTER:** Derek Minakami

**LOCATION:** Piilani 4

Building and developing functioning and productive teams in an ever-changing work environment is challenging. New recruits who love learning are preferred over those who see their talents as fixed, but how do you spot these differences? Whether you are on the recruiting end or are developing yourself, an attractive hire, this session will share the characteristics of a “growth mindset.” Calling upon the basic tenets set forth in the book Mindset: The New Psychology of Success by Carol Dweck, Kaneohe Elementary School principal Derek Minakami will share his experiences using simple techniques to motivate, increase productivity and bring out the best in his employees.

Maximizing Partnerships to Build a Strong Fund Development Program

**PRESENTER:** John Ciambrone

**LOCATION:** Hokulei 3/5

Successful fundraising wouldn’t be possible without dedicated board members and volunteers working hand-in-hand with the Executive Director and development staff for a common goal. This session will explore the roles each member of this critical partnership play in supporting a nonprofit’s fund development efforts and how to maximize the partnership potential. This is a great session to attend as a team.

Free is good! Earned Media for Nonprofits

**PRESENTERS:** Chad Blair, Dawn Webster, Jeffrey Mikulina, and Moderated by Mike Webb

**LOCATION:** Hokulei Ballroom

Media exposure for your nonprofit is helpful to: educate community constituents about your good work, court donors, and gain some “street cred.” But nonprofit budgets are slim with limited funding for paid media. Earned media is publicity gained through promotional efforts rather than ad buys. Join a knowledgeable and fun panel of experts who will share ResourceFULL tips on securing your share of 30-second sound bites.

VINCE ABRAMO has been a volunteer leader for twelve years. After Hurricane Iniki, she helped create the Kauai Foodbank through Americorps Vista and enjoyed the spirit of volunteers. She has worked for Volunteer Legal Services of Hawaii, Family Programs Hawaii, and Catholic Charities Hawaii. Vince was the recipient of the 2010 Volunteer Leader of the Year, trained through Points of Light 2014 American Express Leadership Academy, and served as president of NOVL and the Filipino Women’s League. Vince is finishing her master’s in Public Administration but still finds time to try two new recipes each month, and is enthusiastic but atrocious with sports and crafting. When she has time, she volunteers. She lives in Mililani with her husband Nick and two sons. Her daughter is at the University of San Francisco.

DAVID AQUINO recently graduated with a B.A. in Environmental Studies from the University of Hawaii at Manoa, where he led the Energy Team of Sustainable UH. David’s team engaged numerous campus groups and administrators in energy efficiency efforts, training them in how to assess and reduce energy consumption in their campus facilities. David has since carried his momentum forward, applying his leadership skills and creativity to developing WEfficiency.org – an innovative crowdfunding platform that enables nonprofits unlock the benefits of clean energy.

JENNIFER BARRETT founded Island Connect Consulting LLC in 2012 with the core goal of empowering people to be active and informed stewards of the environment through services that strengthen community-driven initiatives, advance forward thinking policy-making, and build effective public-private partnerships. Her work is guided by twelve years of prior experience working with community-based conservation initiatives in the Hawaiian Islands. Ms. Barrett holds graduate degrees in Environmental Management and Business Administration, and a professional certification in volunteer administration. She currently serves as the Interim Executive Director of the Honolulu Zoo Society and is in the formative stages of launching Hawaii Nature Hui, a nonprofit connecting people with nature in the Hawaiian Islands.

VIRGINIA BECK is Coordinator at the State Capitol’s Public Access Room (PAR), a division of the non-partisan Legislative Reference Bureau. She has a background and master’s degree in public administration, and has been in Hawaii since 1997. She enjoys her role in assisting people and teaching them how to effectively add their voices to the legislative process.
JOHN CIAMBRONE, M.Ed., CFRE, is Senior Vice President and Regional Director of Netzel Grigsby Associates, a leading management and consulting firm specializing in fundraising and organizational development with nonprofit organizations. John has over 30 years of experience in nonprofit management and fund development. He is a member of the Association of Fundraising Professionals, and currently serves as the Chapter Director for the Aloha Chapter of AFP. He also serves as an adjunct professor in the MBA program at Chaminade University teaching Strategic Issues in Philanthropy.

CATHA LEE COMBS, CPA, is the managing director of Wikoff Combs & Co., LLC and has over 25 years of experience in public accounting. She specializes in serving nonprofit organizations, providing audit, accounting and tax consultation services, including the design and implementation of accounting systems and training in various topics unique to nonprofit organizations.

KATY CHEN is the Chief Administrative Officer of Goodwill Hawaii and a licensed attorney. She has a BA in Political Science and a JD from the University of Washington. As a corporate lawyer, she assisted nonprofits with their tax-exempt status and charity act compliance. Subsequently, she served as the Chief Executive of a legal aid and social welfare charity in London and as the Executive Directors of Hawaii Literacy and PATCH. Katy has served on the Boards of local and national nonprofits and is currently Chair of the City Ethics Commission. She is a Pacific Century Fellow, PONO Fellow, Forty Under 40 and was named by Phoenix CNE as one of the 100 Most Influential Chinese Persons on European Society.

BRIAN EZUKA is the Principal of Ezuka Law Offices, LLC and has practiced as an attorney for 28 years. He is a member of the Hawaii Bar Association and is licensed to practice in the State courts, as well as the United States District Court, District of Hawaii. He received his Juris Doctorate from the University of Santa Clara School of Law, Santa Clara, California. Licensed in Hawaii since 1987, Mr. Ezuka has worked in the nonprofit sector and provides counsel to nonprofit organizations throughout the State, independently and in support of State agencies and departments. Mr. Ezuka works hand-in-hand with clients to develop a strong organizational foundation through education and technical assistance, consistent with the operations and culture of each organization.

CHAD BLAIR has been a writer, editor, and teacher in Honolulu for more than 25 years. His job as reporter for Honolulu Civil Beat is to cover Hawaii, especially how political and policy decisions impact people and communities. Chad has worked as a journalist for Pacific Business News, Hawaii Public Radio and Honolulu Weekly. He has taught at the University of Hawaii at Manoa, Honolulu Community College, Hawaii Pacific University and Chaminade University of Honolulu. Chad earned a master’s degree and a Ph.D. in American studies from UH Manoa. His dissertation, “Democracy in Hawaii: Class, Race and Gender in Local Politics” (1996), was published as “Money, Color and Sex in Hawaii Politics” (Mutual, 1998).

JENNIFER CORNISH CREED has been with HANO and its predecessor organization for 15 years. Jennifer has an extensive background in curriculum development and designing training materials. She is a trained facilitator. As the Director of Member and Professional Development, she plans, delivers and evaluates training and consulting services, and works with external consultants in the field to provide professional, affordable services to nonprofits of all sizes and in all stages of development. Her areas of expertise include board governance, nonprofit management, outcomes, proposal writing and planning facilitation. Prior to HANO, Jennifer was with the Hawaii Community Loan Fund and the Hawai‘i Institute for Continuing Legal Education. She received her BA in Art History from the University of Hawai‘i Manoa and did graduate work at Tufts University in Museum Administration/Museum Education.

NAOMI CYTRON is a Senior Research Associate in the Community Development department at the Federal Reserve Bank of San Francisco. Much of her research has focused on neighborhood change and regional equity, and she has authored numerous reports and articles on topics ranging from concentrated poverty to transit-oriented development. She is a senior editor of “What Counts: Harnessing Data for America’s Communities,” a volume of essays published in 2014 by the San Francisco Fed and the Urban Institute (www.whatcountsforamerica.org). Prior to joining the Fed, Naomi worked as a consultant on affordable housing finance and managed a fair housing testing program. Naomi has a master’s degree in city and regional planning from the University of North Carolina at Chapel Hill and a bachelor’s degree in biology from Macaleser College.

JENNIFER CORNISH CREED has been with HANO and its predecessor organization for 15 years. Jennifer has an extensive background in curriculum development and designing training materials. She is a trained facilitator. As the Director of Member and Professional Development, she plans, delivers and evaluates training and consulting services, and works with external consultants in the field to provide professional, affordable services to nonprofits of all sizes and in all stages of development. Her areas of expertise include board governance, nonprofit management, outcomes, proposal writing and planning facilitation. Prior to HANO, Jennifer was with the Hawaii Community Loan Fund and the Hawai‘i Institute for Continuing Legal Education. She received her BA in Art History from the University of Hawai‘i Manoa and did graduate work at Tufts University in Museum Administration/Museum Education.

BRIAN EZUKA is the Principal of Ezuka Law Offices, LLC and has practiced as an attorney for 28 years. He is a member of the Hawaii Bar Association and is licensed to practice in the State courts, as well as the United States District Court, District of Hawaii. He received his Juris Doctorate from the University of Santa Clara School of Law, Santa Clara, California. Licensed in Hawaii since 1987, Mr. Ezuka has worked in the nonprofit sector and provides counsel to nonprofit organizations throughout the State, independently and in support of State agencies and departments. Mr. Ezuka works hand-in-hand with clients to develop a strong organizational foundation through education and technical assistance, consistent with the operations and culture of each organization.
MARC GANNON is the Vice President of Community Impact at Aloha United Way where he oversees disbursement of funds and manages relations with more than 200 non-profit partner agencies. Previously, Marc served as the Chief Administrative Officer and Chief of Community Health Services at Waikiki Health. He earned a bachelor’s degree in social work at Hawaii Pacific University, a master’s degree in social work at Monmouth University, and an executive master’s degree in business administration at the University of Hawaii at Manoa.

LORRAINE GERSHUN joined the Kukui Center in 2010 and helped launch the innovative Community Partners Program. This unique project grew quickly and in a few short years expanded from 10 partners to over 50. Her commitment to the local community and helping at-risk youth, combined with her previous 18 years of experience teaching English and Journalism at Waianae High School, served as a firm foundation for the transition to working with the nonprofit agencies at the KC.

BARRON GUSS is president and CEO of simplicityHR by ALTRES, Hawaii’s leader in human resources outsourcing. A pioneer in the professional employer organization (PEO) industry, Guss is a long-time board member of the National Association of Professional Employer Organizations (NAPEO). The second-generation, kama‘āina company has been credited with many “firsts” including, establishing the state’s first PEO in 1981 and the first in the nation to provide multiple tiers of HR administration services. In 1995, Guss was a member of the group that established the Employee Service Assurance Corporation (ESAC), an independent non-profit corporation that provides an accreditation and financial assurance program in the PEO industry.

JAN HARADA has been working in the non-profit sector since 2006, and is currently the President & CEO of Helping Hands Hawai‘i (HHH), whom she joined in July 2010. HHH’s primary programs include behavioral health services for adults with mental illness, social service supports for low-income or homeless households, and Bi-lingual access Line (BAL) interpreter/translation services for LEP (Limited English Proficiency) individuals in 18 different languages across numerous disciplines.

KAMANI KUALA’AU joined Atalanta Sosnoff Capital, LLC in 2010 as Senior Vice President of Sales and Marketing for the Western Pacific Region, Hawaii, and the Western United States. He was previously manager and senior trust officer of Institutional Client Services at Bank of Hawaii, where he provided investment, trust, and custodial services to corporations, governments, unions, and nonprofit clients. Kamani began his career in finance as an analyst with Public Financial Management, a financial advisory and investment management firm to state and local governments across the United States. He is a trustee for the estate of King William Charles Lunalilie, working to perpetuate the King’s legacy through Lunalilie Home, which provides a healthy and safe living environment for Hawaiian elders, serving those most in need. He is also a director for Goodwill Industries of Hawaii and PBS Hawai‘i. He is a graduate of Princeton University and the Kamehameha Schools.

RYAN LEONG is a servant leader. He believes in a connected and compassionate Hawaii and our ability to build it together. With a passion for volunteerism and community development, Ryan co-founded Hands In Helping Out in 2009. Under his leadership, HIHO developed an innovative volunteer program run entirely by volunteer staff. Ryan has worked in the nonprofit field for the past 13 years, most recently as the volunteer Executive Director of HIHO and currently as the Associate Executive Director at the YMCA of Honolulu, Kaliihi Branch. He is a 2014 Pacific Business News 40 under 40 recipient and serves as President of the Network of Volunteer Leaders. Together with his wife Shar and dog Bailey, Ryan calls Kaliihi Valley home.

JOYCE LEE-IBARRA Since 2003, I’ve been a nonprofit consultant, providing grant writing, program evaluation, and academic research and writing services to a range of nonprofits and public sector agencies. My specialty is bringing rigor and analysis to inform the program strategy of nonprofits and philanthropies. I have a special interest in organizations focused on improving social justice, meeting the needs of underserved youth, and advancing public health. In addition to my consultancy, I am a lead organizer of Hawaii Community Benefit Consultants (www.hawaiicbc.net), a network of community-minded independent consultants serving organizations throughout the state of Hawaii. I received my BA in Anthropology and Molecular & Cell Biology from the University of California-Berkeley, and my MS from the Harvard School of Public Health.
JUDY LIND  Judy’s interest in collaboration began in 1986 when she founded Hawaii’s Children’s Justice Centers, which pioneered one of the first public private partnerships in human services in Hawaii. In 2005 she left to create the Kukui Center to bring collaboration to the next level. A social worker, she has lived in Hawaii since 1970.

JON MATSUOKA  Dr. Jon K. Matsuoka is the President and CEO of Consuelo Foundation, a non-profit foundation, supporting programs that promote the wellbeing of Hawaiian children and families. He has been with the Foundation for 4 years and has focused on promoting the development of organizational networks, sustainability and social entrepreneurship, accountability and culturally relevant evaluation, and stronger programmatic relations between Hawaii and the Philippines. Currently they are involved in major projects related to disaster recovery in the Visayas, Philippines. Prior to joining the Foundation, Dr. Matsuoka was Dean and Professor at the University of Hawai’i, Myron B. Thompson School of Social Work for 25 years.

JEFFREY MIKULINA  is the Chief Executive Officer of the Blue Planet Foundation, a non-profit organization whose mission is to clear the path for 100% clean energy in Hawai’i—and beyond. Through collaboration and advocacy, Blue Planet champions scalable policies and programs to transform Hawaii’s energy systems to clean, renewable energy solutions. Prior to working with Blue Planet, Jeff served as director of the Sierra Club, Hawaii Chapter for a decade. Jeff has been awarded an EPA Environmental Hero Award, selected as one of “40 Under 40” by Pacific Business News, chosen as one of “10 for Today” by Hawaii Business magazine, and ranked by the Honolulu Star-Bulletin among “10 Who Made a Difference.” Jeff’s interests include disruptive technology, policy, and impact of social norms on behavior. He received a Master’s of Science degree in engineering from the University of Illinois at Urbana-Champaign studying decision theory.

DEREK MINAKAMI  has been the principal at Kaneohe Elementary School since 2012 and served previously as the vice-principal at Kahaluu’i Elementary School. Trained as a civil engineer, he began his career in education as a physics teacher at Kailua High School. There, Minakami became the state’s first public school teacher to earn national board certification. In 2001, he was named Hawaii’s Teacher of the Year and among the top four finalists for the national honor. Over the past 15 years, he has also served as a commissioner for the Western Association for Schools and Colleges, a member of the Board of Examiners for the National Council for Accreditation of Teacher Education, a project lead for Hawaii’s Race to the Top grant, and an adjunct professor for Hawaii Pacific University.

JUDY LIND  Judy’s interest in collaboration began in 1986 when she founded Hawaii’s Children’s Justice Centers, which pioneered one of the first public private partnerships in human services in Hawaii. In 2005 she left to create the Kukui Center to bring collaboration to the next level. A social worker, she has lived in Hawaii since 1970.

JON MATSUOKA  Dr. Jon K. Matsuoka is the President and CEO of Consuelo Foundation, a non-profit foundation, supporting programs that promote the wellbeing of Hawaiian children and families. He has been with the Foundation for 4 years and has focused on promoting the development of organizational networks, sustainability and social entrepreneurship, accountability and culturally relevant evaluation, and stronger programmatic relations between Hawaii and the Philippines. Currently they are involved in major projects related to disaster recovery in the Visayas, Philippines. Prior to joining the Foundation, Dr. Matsuoka was Dean and Professor at the University of Hawai’i, Myron B. Thompson School of Social Work for 25 years.

JEFFREY MIKULINA  is the Chief Executive Officer of the Blue Planet Foundation, a non-profit organization whose mission is to clear the path for 100% clean energy in Hawai’i—and beyond. Through collaboration and advocacy, Blue Planet champions scalable policies and programs to transform Hawaii’s energy systems to clean, renewable energy solutions. Prior to working with Blue Planet, Jeff served as director of the Sierra Club, Hawaii Chapter for a decade. Jeff has been awarded an EPA Environmental Hero Award, selected as one of “40 Under 40” by Pacific Business News, chosen as one of “10 for Today” by Hawaii Business magazine, and ranked by the Honolulu Star-Bulletin among “10 Who Made a Difference.” Jeff’s interests include disruptive technology, policy, and impact of social norms on behavior. He received a Master’s of Science degree in engineering from the University of Illinois at Urbana-Champaign studying decision theory.

DEREK MINAKAMI  has been the principal at Kaneohe Elementary School since 2012 and served previously as the vice-principal at Kahaluu’i Elementary School. Trained as a civil engineer, he began his career in education as a physics teacher at Kailua High School. There, Minakami became the state’s first public school teacher to earn national board certification. In 2001, he was named Hawaii’s Teacher of the Year and among the top four finalists for the national honor. Over the past 15 years, he has also served as a commissioner for the Western Association for Schools and Colleges, a member of the Board of Examiners for the National Council for Accreditation of Teacher Education, a project lead for Hawaii’s Race to the Top grant, and an adjunct professor for Hawaii Pacific University.

JUDY LIND  Judy’s interest in collaboration began in 1986 when she founded Hawaii’s Children’s Justice Centers, which pioneered one of the first public private partnerships in human services in Hawaii. In 2005 she left to create the Kukui Center to bring collaboration to the next level. A social worker, she has lived in Hawaii since 1970.

JON MATSUOKA  Dr. Jon K. Matsuoka is the President and CEO of Consuelo Foundation, a non-profit foundation, supporting programs that promote the wellbeing of Hawaiian children and families. He has been with the Foundation for 4 years and has focused on promoting the development of organizational networks, sustainability and social entrepreneurship, accountability and culturally relevant evaluation, and stronger programmatic relations between Hawaii and the Philippines. Currently they are involved in major projects related to disaster recovery in the Visayas, Philippines. Prior to joining the Foundation, Dr. Matsuoka was Dean and Professor at the University of Hawai’i, Myron B. Thompson School of Social Work for 25 years.

JEFFREY MIKULINA  is the Chief Executive Officer of the Blue Planet Foundation, a non-profit organization whose mission is to clear the path for 100% clean energy in Hawai’i—and beyond. Through collaboration and advocacy, Blue Planet champions scalable policies and programs to transform Hawaii’s energy systems to clean, renewable energy solutions. Prior to working with Blue Planet, Jeff served as director of the Sierra Club, Hawaii Chapter for a decade. Jeff has been awarded an EPA Environmental Hero Award, selected as one of “40 Under 40” by Pacific Business News, chosen as one of “10 for Today” by Hawaii Business magazine, and ranked by the Honolulu Star-Bulletin among “10 Who Made a Difference.” Jeff’s interests include disruptive technology, policy, and impact of social norms on behavior. He received a Master’s of Science degree in engineering from the University of Illinois at Urbana-Champaign studying decision theory.

DEREK MINAKAMI  has been the principal at Kaneohe Elementary School since 2012 and served previously as the vice-principal at Kahaluu’i Elementary School. Trained as a civil engineer, he began his career in education as a physics teacher at Kailua High School. There, Minakami became the state’s first public school teacher to earn national board certification. In 2001, he was named Hawaii’s Teacher of the Year and among the top four finalists for the national honor. Over the past 15 years, he has also served as a commissioner for the Western Association for Schools and Colleges, a member of the Board of Examiners for the National Council for Accreditation of Teacher Education, a project lead for Hawaii’s Race to the Top grant, and an adjunct professor for Hawaii Pacific University.
MIKE WEBB is the Chief Marketing Officer for Alston Hunt Floyd & Ing (AHFI) where he is responsible for marketing the firm and setting its brand identity. Prior to joining AHFI, Mike was Sales and Marketing Director for Honolulu Civil Beat / HuffPost Hawaii, Vice President of Communications for the Pulitzer Prize-winning, nonprofit, investigative newsroom ProPublica, and Publicity Director for America’s oldest weekly magazine - The Nation. He has also dabbled in politics, working as a researcher on Bill Bradley’s unfortunately failed 2000 presidential campaign and as deputy campaign manager on the successful Marty Markowitz for Brooklyn Borough President campaign. Before his conscience and desire to serve the community got the best of him, Webb chased his passion - music - playing in numerous bands, and working in the music business in various marketing, PR and talent development capacities on Jeff Buckley’s “Grace,” Nas’ “Illmatic,” Alice In Chains’ “Facelift,” Branford Marsalis’ “Buckshot LeFonque,” and Limp Bizkit’s “Three Dollar Bill, Y’all” (for which he apologizes). Since moving to Hawaii, Mike has joined the board of directors for Hawaii Appleseed and the Drug Policy Forum of Hawaii.
Subscribe today!

The business development resource your business can’t do without

Wherever you go, PBN is right there with you – on your phone, your tablet and online with breaking news, information and advice about Hawaii’s business community. This powerful business news tool is at your fingertips.

- 52 issues of Pacific Business News & The Book of Lists
- Access to the digital edition of PBN each Friday morning before 7:00 A.M.
- Access and search 10+ years of archived content
- People on the Move database available via download
- Exclusive access to online content
- Contact up to 5 registered attendees via message for the events you are attending
- PBN app available for free in the Apple App Store

Subscribe today!
Take advantage of our special one year rate by calling Rose Balagtas, Audience Development Director, at 808.935.8072 or email rbalagtas@bizjournals.com
Nonstop to the West Coast Spots You Love
Alaska Airlines offers low fares to great Mainland destinations like Portland, Seattle, San Diego and the Bay Area. Book now on AlaskaAir.com

Your Support Changes the Lives of People in Need.

Catholic Charities Hawaii

www.CatholicCharitiesHawaii.org

O‘ahu: 521-HELP (4357)
Hawai‘i Island: 935-HOPE (4673)
Maui County: 873-HOPE (4673)
Kaua‘i: 241-HOPE (4673)

NEW SUBSCRIBERS GET ALL THE NEWS FOR HALF THE PRICE
NOW ONLY $4.99/MONTH

HONOLULU CIVIL BEAT
We, at the Hawai‘i Community Foundation, are the state’s largest grantmaker, but we don’t do it alone. Our partners are more than 1,000 individuals, families, private foundations, businesses, and nonprofits. Together, we strive to make our island home a better place. Learn more at HawaiiCommunityFoundation.org.

WHAT DIFFERENCE DOES THAT MAKE IN OUR COMMUNITY?

$46 million

College Scholarships
Greener Environment
Transformational Classrooms
Vibrant Arts and Culture
Support for Kūpuna, Keiki & Families
...and so much more