ANNUAL REPORT
2020/2021
Mahalo to our Foundation, Corporate, Community, Government Partners and Donors: Our accomplishments this year could not have been achieved without the underwriting, sponsorship, and financial support to those who believe in our mission.

Atherton Family Foundation
Consuelo Foundation
The Freeman Foundation
HT Hayashi Foundation
Harold K.L. Castle Foundation
The Harry and Jeanette Weinberg Foundation
Hau‘oli Mau Loa Foundation

Hawai‘i Community Foundation
Island Insurance Foundation
Kaiser Permanente Foundation
Kamehameha Schools
Keith & Judy Swayne Family Foundation
Na Lei Aloha Foundation
Samuel N. and Mary Castle Foundation
Our Members: We could not do the work we do at HANO without the participation and support of our members who truly improve the quality of life in Hawai‘i for us all.

For a full listing of our Membership Directory, go to www.hano-hawaii.org.
HANO TEAM

Lisa Maruyama, President & CEO, HANO
Jennifer Cornish Creed, Director of Professional Development, HANO
Anthony Arce, Learning Events Coordinator, HANO
Ashley Galacgac, Engagement and Operations Manager, HANO
Laurie Nakamoto, Marketing Consultant & HANOCON Event Planner, R&M Resources, LLC
Carlynn Wolfe, Former Membership Coordinator
Gwen Navarrete Klapperich, Former Training Coordinator

CONSULTANTS AND TRAINERS

Savannah Allshouse, ChangeWorks
Nancy Bacon, Nancy Bacon Consulting
Jennifer Barrett Fajardo, Connect Consulting
Ophelia Bitanga-Israel, Integridad Consulting
Gregg Bossen, CPA, QuickBooks Made Easy
Lily Bloom Domingo, CommUnity Works, LLC
Brian Ezuka, Esq., Ezuka Law Offices, LLC
Isela Gracian, Nonprofit Finance Fund
Melissa Unemori Hampe, Skog Rassmusen LLC
Stacey Katakura, Accumulus
Kuʻulani Keohokalole, People Strategies Hawaiʻi
Claire Knowlton, Nonprofit Finance Fund
Dana Kokubun, Independent Consultant
Johnny Lambour, Nonprofit Finance Fund
Jeeyun Lee, Kaimakana Consulting
Joyce Lee-Ibarra, JLI Consulting
Kelea Levy, Kaupena Wai LLC
Jonagustine & Kristine Lim, Lim Pacific, Inc.

Patti Look, The FundDevelopment Group
Elizabeth Lum, Creative Fundraising Associates, Inc.
Kilikina Mahi, KM Consulting
Deirdre Mamiya, Independent Consultant
Deb Marois, Converge CRT
Bre Onna Mathis, Nonprofit Finance Fund
Michelle Nakayama, Accounting Services
Gwen Navarrete Klapperich, Klapperich International Training Associates
Marina Piscolish, MAPping Change
Sujatha Raman, Prana Consult.
Veronica Rocha, Essential Leap
Sena Sanjines, PhD, S2D
Anna Elento Sneed, Hawaiʻi State Bar Foundation
Omar Sultan, Sultan Ventures
Mary Tam, Na Hopena

Hawaiʻi Alliance of Nonprofit Organizations
1020 South Beretania Street, 2nd Floor
1020 South Beretania Street, 2nd Floor, Honolulu, HI 96814
(808) 529-0466 | hano-hawaii.org | @hanohawaii
Building on the Full Cost training at HANOCON 2020 and continuing our work on HANO’s Decent Work Initiative, in 2021 HANO and the Nonprofit Finance Fund gathered 23 nonprofit organizations and funders to learn more about how to communicate the full cost of an organization and learn how to fund with a full cost mindset. Nonprofit participants continued on to a series of trainings designed to equip them with the knowledge and tools they need to implement core financial management practices that would advance full cost in their organization. Funders were offered an additional session focused on using unrestricted funding as a tool for advancing equity.

Through professionally facilitated Diversity, Equity, Inclusion Training and Dialogue with HANO staff and board, we worked to strengthen our understanding in this area, critically examining our work using a diversity, equity, and inclusion lens, and gaining guidance around how to continue to lead change in the sector by first “walking the talk” internally.

In order to support the talent pipeline and help nonprofit leaders avoid burnout, HANO offered monthly virtual drop-in It’s Lonely at the Top convenings for Executive Directors that included issue based discussions, clinic style learning, and casual talk story social networking.

In order to test an approach to building capacity and harnessing more federal resources for Hawai‘i nonprofits, HANO piloted a Federal Grants Technical Assistance Services program for nonprofits pursuing or planning to pursue a federal grant in the near future. The program offers free technical assistance services to access federal grants coaching, application review, or copy editing services. In the first round, we provided substantial technical assistance to 8 nonprofit organizations. Round 2 is currently in progress.

We continued to curate nonprofit-specific resources on our COVID-19 resource page, adding sample policies around return to work and vaccine mandates, as well as information about the various Federal Stimulus packages.

This year, we followed up with a second Sector Pulse survey to gauge how nonprofits are faring in the pandemic. A report will be out in the 4th quarter 2021.
Our “starting smart” technical assistance supports nonprofit startups to begin their work with a strong foundation

- Our Principles for Good Governance and Ethical Practice helps nonprofits and their boards to evaluate their organizational effectiveness and accountability
- The Hawai’i Nonprofit Board Leadership Institute prepares those new to nonprofit board service to serve their organizations with competence and confidence.
- Other customized training enables nonprofits of all missions to understand and implement best practices, articulate and track their impact, and build stronger relationships with their boards
- Facilitation services support nonprofits and their boards in thinking and planning strategically for their future

We help Hawai’i nonprofits thrive at all stages of development:

We are a trusted community resource that helps move the needle on critical sector and community needs. Through our policy work, we:

- Provide convening opportunities for nonprofits to discuss, collaborate and take action on important issues
- Emphasize the purpose and importance of our nonprofit tax exempt status at federal, state and local levels
- Help public officials understand the value of the nonprofit sector
- Act as the voice of the sector to our partners in government, the corporate sector and the media
- Work to improve contractual relationships between government and nonprofit service providers
- Encourage nonprofits to advocate for themselves and their constituents and understand their legal and ethical compliance requirements
- Support charitable giving incentives that encourage support to the sector
- Support policies that seek input from nonprofits, help build their capacity and encourage volunteerism
- Support regulations that protect the public interest and are fair to nonprofits

We act as an information hub for and about all things nonprofit and develop products and services to save nonprofits time and money.
2021 HANO BOARD OF DIRECTORS

Chair: Jim Murphy, Executive Director, Honolulu Habitat for Humanity
Vice-Chair: Melissa Geiger, Executive Director, Aloha Theatre
Vice-Chair: Ryson Matsumura, Senior Vice President Enterprise Operations, Strategy & Implementation, Bank of Hawai‘i
Secretary: Joan Naguwa, Executive Director, HUGS
Treasurer: Tyler Tokioka, Chairman of the Board, Island Insurance Companies
Michelle Bartell, Senior Vice President, Director of Community Advancement, American Savings Bank
Bevanne Bowers, Executive Director, Maui Mediation Services
Kau‘i Burgess, Director of Community & Government Relations, Strategy & Transformation Group, Kamehameha Schools
Elizabeth Fujii, Chief Operating Officer, Kōkua Hawai‘i Foundation
Trisha Kajimura, Deputy Director, Hawai‘i Health and Harm Reduction Center
Ryan Kusumoto, Chief Executive Officer, Parents and Children Together (PACT)
Christopher Molina, Strategic Initiatives Liaison, Neighbor Islands, Kīpuka Kaua‘i, Lili‘uokalani Trust
En Young, Rental and Utility Relief Program Administrator, Office of Economic Revitalization

OUTGOING BOARD MEMBERS

Tyler Tokioka
HANO Board of Directors
2016 - 2021
Treasurer 2016 - 2021

En Young
HANO Board of Directors
2016 - 2021
Chair, Policy Committee 2016 - 2018
Chair of the Board 2019 - 2020
Chair, Fund Development Committee 2021

Mahalo to our outgoing HANO Board Members, Tyler Tokioka & En Young for their six years of service to HANO & Hawai‘i’s Nonprofit Sector.
Debbie Cabebe (Nonprofit Representative)
Debbie joined Maui Economic Opportunity in 2000 as the organization's Chief Human Resources Officer and later Chief Operating Officer. She was promoted to Chief Executive Officer in 2017. Debbie is a past President of the Maui Nonprofit Directors Association and is the Treasurer of the Hawaii Community Action Partnership Association and Rocky Mountain HI, Inc. She is a member of the Workforce Investment Board, the Maui Association and Rocky Mountain HI, Inc. She is a member of the Workforce Investment Board, the Maui County Council on Aging and is a board member of the Friends of the Children’s Justice Center Maui and the Association of Farmworkers Opportunities Programs. Debbie is a nationally certified Senior Professional in Human Resources (SPHR) and a certificated Results Oriented Management and Accountability (ROMA) Trainer.

Shawn Kanai’aupuni, PhD
(Nonprofit Representative)
Shawn Kanai’aupuni, PhD, joined Partners in Development Foundation (PIDF) as President and Chief Executive Officer in April 2020. As a Native Hawaiian leader, Dr. Kana’aiupuni’s 20 years of experience at Kamehameha Schools, most recently as Executive Strategy Consultant, prepared her for this position which started in the midst of the pandemic. She led PIDF in new COVID support projects which grew out of needs expressed in the community. Dr. Kanai’aupuni received her MA and PhD from the University of Chicago and MBA from the University of Hawai’i at Mānoa. She worked with the Polynesian Voyaging Society on educational efforts of Mālama Honua Worldwide Voyage, and was lead coordinator for the Promise to Children, a multi-national educational initiative inspired by the voyage. She served as volunteer crew member on several legs of the voyage around the globe. Dr. Kana’aiupuni is a trustee of the Queen’s Health System/Medical System, Chairs the PBS Community Advisory and is past board member of Peace Child International Hawai’i, O’ahu Workforce Development, Native Hawaiian Education Council, U.S. Census Bureau, White House Initiative on Asian American, Native Hawaiian and Pacific Islanders, and the National Indian Education Association.

Elena Farden (Community Representative)
Elena is the Executive Director at the Native Hawaiian Education Council, a 501(c)(3) entity, established in 1994 under the Native Hawaiian Education Act. She is a first-generation college graduate with a B.S. in Telecommunications/Public Relations from Pepperdine University, and currently in her first year as a doctoral student in education (also at Chaminade). She was recently accepted in the Social Innovation Incubator Program. Prior to NHEC, she led the State’s first STEM learning ecosystem team that co-designed the website Root+STEM, a cradle-to-career guide to STEM in Hawai’i, and helped stand up facility operations for Kamehameha Schools’ first collaborative learning space/innovation hub, Hālau ʻĪnana ma Kapa’kea in Mōʻiliʻili.

Kashmira Reid (Community Representative)
Kashmira’s experience spans community and public relations, marketing, planning and project management. Her career began in Washington D.C., where she worked in hotel sales and marketing. Her clients included CNN, Time Warner Cable and AT&T. Returning to Hawai‘i, she transitioned from marketing to project management. During four years of managing community outreach efforts for Honolulu’s rail project, while at Nan Inc. and with the City she wore multiple hard hats to forge strategic partnerships with government agencies, connect with nonprofit organizations, assist elected officials to resolve constituent concerns, organize community events and direct youth outreach.

Bevanne Bowers, Esq.
Bevanne has served as Executive Director of Maui Mediation Services since May 2015. An integral part of her professional career has been advocacy, encompassing the legal, social service, and entertainment industries. After many years as a radio broadcaster, her focus shifted to entertainment disputes, and after completing law school she opened a general law practice in Memphis, Tennessee which she later moved to the Valley Isle after relocating to Maui. A strong proponent of alternative dispute resolution, Bevanne believes mediation truly empowers parties in conflict to create their own best solutions. She is the immediate Past President of the Maui Non-Profit Directors Association, and also serves on the Board of Directors of the Maui County Bar Association.