Annual Report
2021/2022
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 from those who believe in our mission.

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Common Cause Hawai‘i
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County of Maui, Department of Housing & Human Concerns
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Cyber Security Hawai‘i
Dennis Bunda, CMC Emeritus
Dennis Kondo
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Hawai‘i Congressional Delegation and Staff
Hawai‘i Energy
Hands in Helping Out (HIHO)
Hawai‘i Appleseed Center for Law and Economic Justice
Hawai‘i Children’s Action Network
Hawai‘i Community Benefit Consultants
Hawai‘i Community Reinvestment Corporation
Hawai‘i Data Collaborative
Hawai‘i Health & Harm Reduction Center
Hawai‘i Green Growth
Hawai‘i International Film Festival (HIFF)
Hawai‘i Investment Ready
Hawai‘i Public Health Institute
Hawai‘i State Bar Association
Hawai‘i Tech Support
Hogan Entrepreneurs Program - Chaminade University
Ho‘i‘wai
Honolulu Magazine
HouseMart
Idealware
Independent Sector
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Kamehameha Schools
Kashmiri Reid
Kau‘i Burgess
Kentucky Nonprofit Network
Klapperich International Training Associates, LLC
Kohala Center
Kūkulu Switchboard
Kuleana Coral Reefs
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Michelle Bartell
Mike Nelson
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Monkeypod
Montana Nonprofit Association
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Native Hawaiian Education Council
National Council of Nonprofits
Neo One
Next Gen Donor Hui
Nonprofit Association of Washington
Nonprofit Finance Fund
NTEN
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One Shared Future
Pacific University Oregon
Palanakanaka Mauna
Papa Ola Lōkahi
Parents and Children Together (PACT)
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YourMembership
Zoom
HANO does our best to maintain complete and accurate donor records. If for some reason your name has been inadvertently left out or listed inaccurately, please contact us. Thank you for your understanding.

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 our Membership Directory, go to www.hano-hawaii.org.
OUR TEAM

HANO TEAM

Lisa Maruyama, President & CEO, HANO
Jennifer Cornish Creed, Director of Professional Development, HANO
Anthony Arce, Learning Events Coordinator, HANO
Ashley Ancheta Galacgac, Engagement and Operations Manager, HANO
Laurie Nakamoto, Marketing Consultant & HANOCON Event Planner, R&M Resources, LLC
Selena Ching, Operations Consultant and HANOCON Event Planner, Changing Lanes Solutions

CONSULTANTS AND TRAINERS

Trever Asam, Esq., Cades Schutte
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Ryan Catalani, Family Promise of Hawai‘i
Catha Combs, Wikoff Combs & Co., LLC
Bill Coy, Omidyar Fellows
Lily Bloom Domingo, CommUnity Works, LLC
Anna Elento Sneed, Hawaii State Bar Foundation
Brian Ezuka, Esq., Ezuka Law Offices, LLC
Jennifer Barrett Fajardo, Connect Consulting
Angelica Frias, Nonprofit Finance Fund
Melissa Unemori Hampe, Skog Rassmusen LLC
Stacey Katakura, CPA, Accumulus
Kuʻulani Keohokalole, People Strategies Hawai‘i
Gwen Navarrete Klapperich, Klapperich
International Training Associates (KITA) LLC
Claire Knowlton, Nonprofit Finance Fund
Joyce Lee-Ibarra, JLI Consulting
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Patti Look, The FundDevelopment Group
Elizabeth Lum, Creative Fundraising Associates, Inc.
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Kilikina Mahi, KM Consulting
Deidre Mamiya, Mamiya Consulting
Bre Onna Mathis, Nonprofit Finance Fund
Mallory Morales, Bolder Advocacy
Michelle Nakayama, Accounting Services
Jennifer Oyer, Community Impact Advisors
Elizabeth Ralston, Elizabeth Ralston Consulting, LLC
Senia Sanjines, PhD, S2D
Tim Sarrantonio, Neon One
Robert Toyofuku, Associates
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Shannon Williams, Bolder Advocacy

GRANTS TECHNICAL ASSISTANCE (GTAS) CONSULTANTS LIST

Savannah Allshouse, ChangeWorks
Melissa Unemori Hampe
Stacey Katakura, Accumulus
Dana Kokubun
Jeeyun Lee, Kaimakana Consulting
Kelea Levy, Kaupena Wai LLC
Elizabeth Lum, Creative Fundraising Associates, Inc.
Deb Marois, Converge CRT
Keoki Noji, Keoki Noji Consulting LLC
Marina Piscolish, MAPping Change
Sujatha Raman, Prana Consultants
Veronica Rocha, Essential Leap
Omar Sultan, Sultan Ventures
Mary Tam, Na Hopena
Kimberly Thayer, Mauna Kahalawai Watershed Partnership
HANO Website Refresh Launched in September!
After a 6-month process with Marion Ano of Wāhine Coder and graphic designer Amanda Merritt, we are proud to share our curated resources for our community, including a searchable Grants Database! Visit hano-hawaii.org today!

Member Talk Story in 2022 was a success!
Join us for the last one of the year on November 17th at 10am-11am on Zoom. Register here. Next year, we will have them every other month!

Member Highlights celebrate YOU!
So far, we have featured 5 HANO organizations in our newsletter. All HANO Members are welcome to submit this google form and be featured on our website & social media.
HANO’s efforts on our Decent Work Initiative in 2022 included:

- Continuing to encourage honest conversations with our government contractors and our foundation funders about the full cost of doing business as nonprofits by offering a series of 3 webinars, in partnership with the Nonprofit Finance Fund (How to Calculate Your Working Capital Needs, How to Calculate Full Cost for Your Nonprofit, and How to Build a Full Cost Budget for Your Nonprofit).
- Addressing nonprofit salaries and benefits through an updated SALARY & BENEFITS REPORT: Benchmarking Nonprofit Compensation in Hawai‘i, which was produced in partnership with the Foraker Group. For the first time, this report includes data on gender pay equity issues in our nonprofit workforce and evolving practices in the workplace.
- In order to support the talent pipeline and help nonprofit leaders avoid burnout, HANO continued to offer 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. We also launched the HANO Fellows Program to support new Executive Directors.

HANO Fellows Program

- In March of 2022, HANO launched the HANO Fellows program, a nine month cohort program for new nonprofit executives (in their first five years in the role). The program is designed to support leadership development, share nonprofit management principles and foster peer relationships in the Hawai‘i nonprofit community. The program was designed with three core pillars in mind – supporting Individual and Organizational Health & Well-being, Equity and Justice, and Collaboration.
- The pilot program was generously supported by 5 funding partners: Hau‘oli Mau Loa Foundation, Hawai‘i Community Foundation, The Harry & Jeanette Weinberg Foundation, Kamehameha Schools, and the H.T. Hayashi Foundation.
- The first cohort brought together 15 nonprofit directors from around the state who represent diverse missions and perspectives but have a shared dedication to serving the people and communities of Hawai‘i.
- The program is co-lead and co-facilitated by Jennifer Cornish Creed, HANO’s Director of Professional Development, and Ku‘ulani Keohokalole, Principal of People Strategies Hawai‘i. HANO’s Learning Events Coordinator, Anthony Arce, rounds out the HANO Fellows team.

Technical Assistance

- Based on a pilot program in 2021, HANO continued to build capacity and harness more federal resources for Hawai‘i nonprofits through our Federal Grants Technical Assistance Services program. The GTAS program, run in partnership with Skog Rasmussen LLC on Maui, supports nonprofits pursuing or planning to pursue a federal grant in the near future and offers free technical assistance services to access federal grants coaching, application review, or copy editing services. To date, the GTAS program has helped bring more than $4 million in federal grant funding to Hawai‘i nonprofit organizations and their communities.
- Successful projects include - the Maui Academy of Performing Arts ($3.5 million grant from the EDA, toward diversifying the local tourism industry), Bishop Museum ($470,179 grant from the NEH to fund “Lighting a Path to New Digital Infrastructure”), Hana Arts ($100,000 under the NEA, American Rescue Plan: Grants to Organizations program to help Hana Arts respond to the impacts of the COVID-19 pandemic through assistance with reopening and recovery), and a collaboration between the City & County of Honolulu Office of Climate Change Sustainability and Resiliency, the Department of Environmental Services, Aloha Harvest (and other partners to support Chinatown businesses and agriculture and garden compost recipients to target concentrated small food establishments in Chinatown through the USDA) Composting and Food Waste Reduction program; funded at roughly $90,000).
We help Hawai‘i nonprofits thrive at all stages of development

• 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 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.
Marcie Saquing (Nonprofit Representative)
Marcie Saquing was born on Maui and raised in Hilo, Hawai‘i. Marcie is a graduate of Kamehameha Schools Kapālama, earned her BA from the College of Idaho and MA from Central Michigan University. With over 25 years in the education and nonprofit sector, her passion lies in building capacity through partnerships and education in the community. She is currently the Chief Operating Officer (East) with the Hawai‘i Island Community Health Center and has been in this position for nearly two years. Prior to this, she was the Executive Director for Hawai‘i Island Adult Care. She is a Weinberg Fellow.

Eric Shearer (Community Representative)
Eric Shearer was born in New Mexico, raised in Colorado, and has been a resident of Hawai‘i since 2003. Eric has been performing advertising functions for nonprofit clients for 18 years. After graduating from Harvard University with a bachelor’s degree in the comparative study of religion, he doubled down, going for (and not completing!) a master’s in religion at the University of Hawai‘i at Mānoa. Broke and mostly unemployable, he wrote his first ad at the interview for a copywriter position at Cox Radio Hawaii. For the past 8 years, he has been a copywriter, with three concurrent years as director of strategy, at MVNP, Hawai‘i’s most storied ad agency.

Bryan Talisayan (Nonprofit Representative)
Bryan Talisayan was born on O‘ahu and raised in Waianae. Bryan earned his BS in Health Care Administration from Bellevue University, and completed advanced coursework through the Health Care Executive Program at U.C.L.A. Since then, he has gained nearly thirty years of nonprofit work experience in Hawai‘i with deep experience in program and project management, evaluation, fund development, and strategic design. Bryan currently serves as the Executive Director at Mental Health America of Hawai‘i, where he’s responsible for the overall operations and strategic efforts of the statewide organization. He serves as Treasurer of the Hawai‘i Public Health Associations Board of Directors. Prior to joining Mental Health America of Hawai‘i, Bryan spent nearly 27 years working in Hawai‘i Federally Qualified Health Centers, including 20 years in an executive capacity.
**Outgoing Board Member**

Mahalo to our outgoing HANO Board Member, Ryson Matsumura, for his six years of service to HANO & Hawai‘i’s Nonprofit Sector (2017-2022)

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**Renewing Members**

**Elizabeth Fujii (Nonprofit Representative)**

Elizabeth Fujii currently works as Kōkua Hawai‘i Foundation’s first Chief Operating Officer. She aligns people, systems, place, and programs to advance KHF’s long-standing nonprofit mission, and the vision for its new home: eight acres of ‘āina housing a community hub, learning farm, production farm, staff office, and network of sustainable social enterprises. Liz sits on the Grantmaking Committee of the Hawai‘i People’s Fund and previously worked as the Executive Director at Moloka‘i Child Abuse Prevention Pathways and a Program Manager at Kupu. Before returning home in 2015, Liz worked in progressive advocacy and governance for ten years in Washington, DC, while also performing as a modern dancer, training as a community organizer, and joining the global sangha of socially engaged Buddhists. Born and raised in central O‘ahu, Liz is a Hawai‘i public school graduate and holds a BA from Washington University in St. Louis and an MBA from Quantic School of Business and Technology. In the effort to be an ally and accomplice to the indigenous people of Hawai‘i, Liz is in a daily practice of learning, unlearning, stepping up, stepping back and cultivating complex forms of kinship, care, and responsibility.

**Melissa Greiger (Nonprofit Representative)**

Melissa Geiger manages the day-to-day and strategic affairs of the Aloha Theatre, enjoying the challenges of combining art and business. Following several years of volunteer involvement in all aspects of the company, Melissa joined the Aloha Theatre professionally in 2014. She previously managed residential real estate in Hawai‘i and on the continent; prior to relocating to Hawai‘i Island, Melissa was an investment banker specializing in asset securitization. Melissa earned a bachelor’s degree in International Studies from West Virginia University, and a master’s degree in Theology; a graduate certificate in women’s studies from Duke University, and a certificate in Nonprofit Financial Management from Cornell University. She is a graduate of the Hawai‘i Island Leadership Series - Ulumau and Leadership for Equity Impact. Melissa currently serves as Chair of the Board of Directors of HANO and Recording Secretary for Hawai‘i State Theatre Council Board of Directors. Melissa feels fortunate to call Hawai‘i home, and cherishes each day spent in South Kona with her husband and bernedoodle.

**Trisha Kajumura (Nonprofit Representative)**

Trisha Kajumura is the Deputy Director–Community, Hawai‘i Health and Harm Reduction Center. She previously served as the Executive Director of Mental Health America of Hawai‘i, Social Policy Director of Catholic Charities Hawai‘i and as HIV Care Services Director of Life Foundation. Trisha is passionate about prioritizing the dignity and humanity of each person through the challenges of their individual journey and believes our systems can change to support that. She is an alumna of UCLA and earned her MPH at the University of Hawai‘i.