E Ala E
DAWWING OF A NONPROFIT
rEvolution
HANOCON & AWARDS 2019
OCTOBER 10-11
Pōmaika‘i Ballrooms, Honolulu, Hawai‘i
ALOHA & WELCOME

There are seasons, in human affairs, of inward and outward revolution, when new depths seem to be broken up in the soul, when new wants are unfolded in multitudes, and a new and undefined good is thirsted for. There are periods when...to dare, is the highest wisdom.

William Ellery Channing, The Union, 1929

Aloha and welcome to the Hawaiʻi Alliance of Nonprofit Organizations’ HANOCON & Awards 2019. We are pleased to once again offer this convening for Hawaiʻi’s nonprofit stakeholders.

This year's theme is E Ala E: Awaken. The Dawning of a Nonprofit Revolution. This theme challenges Hawaiʻi nonprofits to think about doing their work differently—to ask the difficult questions of themselves around impact, relevance and representation.

The definition of revolution is a forcible overthrow... of a social order, in favor of a new system. Our new nonprofit system will be created by each of us actively identifying and overthrowing our own archaic and ineffective systems that prevent true mission impact, while recognizing and elevating the systems that lead to success. This will require honest conversations with each other, with our boards, funders, and other partners that contribute to our critical work. We can adopt a framework of abundance—not deficit—in which the nonprofit ecosystem is robust, creative, professional, thriving, collaborative, efficient and truly representative of the communities we serve. As this new system evolves, we can all awaken to advocate for our missions, understand the true costs of meeting our missions effectively, and most importantly, articulate and defend those costs.

Throughout the day, you will see these themes emerge in our conversations. Our opening plenary will highlight the importance of being truly diverse, equitable and inclusive—for greater abundance—with a dynamic presentation by Dr. S. Atyia Martin, of Ali Aces Inc.

At lunch we will feature our HANOCON Awards, once again recognizing those servant leaders in our sector who advance their missions through bold, collaborative work. Join us to present Jan Dill with HANO’s Lifetime Achievement Award. Courtney Ikawa will receive our Emerging Nonprofit Leader, and People’s Advocacy for Trails Hawaiʻi (PATH) will receive our Community Collaborator Award.

This conference would not be possible without the generosity of our sponsors, exhibitors, and volunteers who helped make this event a success. During the course of the day, please be sure to visit our exhibitors and experience what they have to offer. This is an event of learning, connecting, and leveraging resources. We hope being here will spark ideas, incent courageous and creative thinking, and support your rEvolution toward higher impact.

Please enjoy the day.

Mahalo a nui loa,

En Young
Board Chair

Lisa Maruyama
President and CEO

THE HAWAI‘I ALLIANCE OF NONPROFIT ORGANIZATIONS
is a 501(c)(3) charitable organization that works to unite and strengthen the nonprofit sector as a collective force to improve the quality of life in Hawai‘i.

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 constituent dialogue and gathers and disseminates information for and about the sector.

Provides professional and organizational development opportunities, 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.

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Dr. S. Atyia Martin is the CEO and Founder of All Aces, Inc., an education social enterprise with a mission to activate the power of consciousness, critical thinking, and community to catalyze transformative action that advances racial equity and resilience. Additionally, Dr. Martin serves as a Distinguished Senior Fellow at Northeastern University’s Global Resilience Institute. As a certified emergency manager, her previous professional roles include Chief Resilience Officer for the City of Boston, director of the Office of Public Health Preparedness at the Boston Public Health Commission, and adjunct faculty in the Master of Homeland Security at Northeastern University. Dr. Martin has also held positions at the Boston Police Department’s Boston Regional Intelligence Center; City of Boston’s Mayor’s Office of Emergency Management; the Federal Bureau of Investigations (FBi); the Air Force as active duty assigned to the National Security Agency; and the Initiative for a Competitive Inner City. Dr. Martin has a strong background in nonprofit management, community-based economic development and public policy advocacy. She has served on numerous local and national boards and currently sits on the Community Advisory Council at the Federal Reserve of San Francisco.

Michelle Kauhane is the Senior Vice President of Community Grants & Investments at Hawaiʻi Community Foundation. Prior to joining HCF, Michelle served as deputy director at the State Department of Hawaiian Home Lands and is also the former executive director of Hawaiian Community Assets. Michelle has a strong background in nonprofit management, community-based economic development and policy advocacy. She has served on numerous local and national boards and currently sits on the Community Advisory Council at the Federal Reserve of San Francisco to offer perspectives on the economic circumstances and financial service needs of consumers and communities, with a focus on the concerns of low and moderate-income populations. She was recognized as the 2018 Minority Business Advocate of the year by the U.S. Small Business Administration and is a graduate of Gonzaga University.

JAN EDWARD HANOHANO DILL has over fifty years of experience working effectively with federal, state, and local governments and has demonstrated success at developing and managing programs for Native Hawaiian families as President and founder of Partners in Development Foundation. The Foundation offers culturally-based approaches to build healthy and resilient families and communities in areas of education, social services and environmental sustainability and serves over 10,000 annually in over 75 communities across the state. He also led the Mālama ‘Āina Foundation in collaborating with the University of Hawai‘i, public charter schools and others in STEM education for over 20 years. Mr. Dill’s successful leadership is fueled by his passion to promote servant leadership and intentionally integrate the values of pono, po‘okela, mālama, aloha and lokahi. He has co-authored seven children’s books created as resources for PIDF’s Tūtū and Me families. Among other community involvement, Mr. Dill has served on the Board of Nā Pua a Ke Ali Pauahi as Vice President and President and Chairman of the Governor’s/Mayors’ Annual Hawai‘i Prayer Breakfast. He was Chair of the Child Evangelism Fellowship of Hawai‘i’s Board and member of the Steering Committee for the Polynesian Voyaging Society, Hokule‘a 1980 Voyage, and the Volunteer Corps of the O‘ahu Community Correctional Center. Since 2018, Mr. Dill has served as Vice-President of the Board of Directors of the Abigail K.K. Kawananakoa Foundation. Mr. Dill is a Kamehameha Schools graduate and received his Bachelor Degree in Political Science from Beloit College in Wisconsin and his Master’s Degree in International Affairs from the Fletcher School of Law and Diplomacy at Tufts University. He is a Fulbright Fellow, is fluent in Spanish and a student of ‘Olelo Hawai‘i. Mr. Dill has received numerous awards and recognitions for his lifelong contributions across the fields of science, Hawaiian culture, education, and religion.

COURTNEY L. IKAWA is a Maui High School graduate who obtained a Bachelor of Arts degree in Criminal Justice from Seattle University. The emphasis and value put on service-learning at Seattle U. helped her find her calling for social justice. Courtney returned to Maui to work as a Case Manager for Ka Hale A Ke Ola Homeless Resource Center where she worked with the youth and their families. Courtney received her Master’s Degree in Social Work from UH Mānoa in 2016. She has worked for Big Brothers Big Sisters Hawai‘i for five years. She began her journey with the organization as a Community-Based Program Case Manager and was promoted to the Maui Regional Director in January 2018. In her free time, she enjoys spending time with her 1 year old and husband, as well as playing soccer and dancing hula.

COMMUNITY COLLABORATOR AWARD honors a 501(c)(3) nonprofit organization in Hawai‘i that has shown a commitment to working collaboratively with other organizations—nonprofit, for profit, or government-to scale, leverage synergies and efficiencies, and create greater impact in the communities they serve.

THE PEOPLES ADVOCACY TRAILS HAWAI‘I (PATH) works with Hawai‘i State & County, local leaders, and the community to safely connect people and places on Hawai‘i Island with bikeways, sidewalks and pathways.
2019 PRE-CONFERENCE WORKSHOPS
As part of HANOCON & Awards 2019, two pre-conference workshops on Thursday, October 10, offered hands-on ‘deeper dives’ into topics of interest to the sector.

DEEP ROOTS: NAVIGATING MISSION-DRIVEN EXECUTIVE TRANSITIONS IN HAWAI'I
Ophelia Bitanga-Iseal, Hawai'i Community Foundation; Jennifer Cornish Creed, HANO.
Jori Chun, Susannah Westey Community Center; Lily Bloom Domingo, CommunityWorks LLC; Sarah Menzies, Lululelo Village; Janis Reischmann, Hau'oli Mau Loa Foundation.

The nonprofit sector has been talking about the impending retirement of key leaders for years. This leadership turnover is no longer impending, it’s here! The interactive session included a talk story with local leaders who have recently undergone transitions as well as funders and consultants who have supported organizations moving through transitions. Participants had an opportunity to talk with each other to share successful strategies and bright spots as well as challenges and concerns to help shape the future of mission-driven nonprofit leadership transition in Hawai‘i.

A DISASTER DIET: DIVERSITY, EQUITY, AND INCLUSION TRANSFORMATION BEFORE, DURING, AND AFTER EMERGENCIES
Dr. S. Atyia Martin and D'Janapha Fortune, All Aces, Inc.

Hawaii has recently experienced several major natural disasters—from severe flooding on Kaua‘i, to the volcanic eruption and lava devastation on Hawai‘i Island—making disaster management and recovery a more integral part of the work our nonprofits must do to support their communities. This interactive session focused on the critical role of resilience and equity in all phases of emergency management.

HAWAI’I NONPROFIT BOARD LEADERSHIP INSTITUTE
Friday, October 11, 7:30-11:30AM. Pre-registration required.

HAWAI’I NONPROFIT BOARD LEADERSHIP INSTITUTE
Jennifer Cornish Creed, HANO.
The Hawai‘i Nonprofit Board Leadership Institute (NBLI) is for individuals who want to become effective board members and community leaders. This deep dive morning session provides an overview of best practices in nonprofit board governance, key responsibilities all board members need to be aware of, the elements of a successful board-staff relationshipand effective organizational planning and evaluation to help nonprofit organizations achieve their missions. The NBLI runs concurrently to HANOCON. After the intensive morning training, participants meet up with conference attendees at lunch and attend afternoon sessions at the conference. This session requires pre-registration.

SCHEDULE

7:30 - 8:15 AM Registration & Continental Breakfast
8:15 - 9:45 AM Welcome—Lisa Maruyama, President and CEO, HANO
MORNING PLENARY
Opening Remarks—Michelle Kauhane, Hawai‘i Community Foundation
Plenary Presentation—Dr. S. Atyia Martin, All Aces, Inc.
9:45 - 10:00 AM Coffee Break—Please visit our conference exhibitors

10:00 - 11:15 AM MORNING SESSIONS
Get Expert Support: When, Why & How to Work with Consultants Hawai‘i Community Benefit Consultants

Honest Conversations: Paying a Living Wage in Your Nonprofit Momi Akimseu, Tanya Yamanaka Aynessazian, Kim Coco Iwamoto, Claire Sullivan and others
Considering Social Enterprise: Ready or Not? Jessica LaBarbera, Heather Piper

11:15 - 11:30 AM Break—Please visit our conference exhibitors
11:30 AM - 1:30 PM Luncheon, Annual Meeting & Awards
1:30 - 2:00 PM Break—Please visit our conference exhibitors
2:00 - 3:15 PM AFTERNOON SESSIONS 1
Singing Up a Storm: Tuning in to the Creative rEvolution Tanya Yamanaka Aynessazian, Sherri Thal
Strategically Improve the Way you Recruit and Retain the Right People for your Organization! Ku‘ulani Keohokalole, Verna Wong
I Say Soy Sauce, You Say Shoyu: Identity, Power, & Privilege in Hawaii’s Nonprofit Sector Ophelia Bitanga-Iseal, Joyce Lee-Ibarra
How to Develop Social Enterprise Activities While Staying Mission Aligned: A Talk Story Session Amber Ternus

3:15 - 3:30 PM Break—Please visit our conference exhibitors
3:30 - 4:45 PM AFTERNOON SESSIONS 2
Island-style Inclusion: Building Community & Connection Twinkle Borge, James Koshiba
Let’s Talk About It! Georgianna DeCosta, Ophelia Bitanga-Iseal and Grantee/Partner Organizations
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= Diversity, Equity, Inclusion, Power & Privilege
= Alternative Financing/Fundraising
= Advocacy
**MORNING SESSIONS, 10:00AM – 11:15AM**

**GET EXPERT SUPPORT: WHEN, WHY & HOW TO WORK WITH CONSULTANTS**

**PRESENTER:** Hawai‘i Community Benefit Consultants.

**LOCATION:** Piilani 1/2

Does your organization have a need or problem that a consultant might be able to help with? Not sure? Come and learn best practices in hiring and working with external consultants. Meet members of and learn about the Hawai‘i Community Benefit Consultant hui, a local resource and solution for nonprofits, and participate in roundtable discussions with consultants, where you can get some guidance on your questions in their areas of expertise such as fundraising, grant writing, talent development, communications, and more. Leave with a directory of external consulting resources and a handout on best practices for hiring consultants.

**GETTING PARTNERS ON THE SAME PAGE:** USING VISUAL TEMPLATES TO CREATE SHARED UNDERSTANDING


**LOCATION:** Piilani 4

The complex systems of collaboratives (i.e. collective impact, place-based initiatives) require visual tools to see the big picture. This session will share the Accelerate Collaboration Model (includes 7 templates) and demonstrate how the wall-sized Community Systems Map can easily help illustrate the system in which a collaborative or agency functions including organizational relationships, environmental trends, and unmet needs. Presenters will facilitate a demonstration of the Community Systems Map and provide participants with copies of the Accelerate Collaboration Model and Leapfrog’s Suggested Template/Activity Sequence. We will also facilitate a large group conversation about how participants could use these visual tools to help get partner organizations on the same page.

**HONEST CONVERSATIONS: PAYING A LIVING WAGE IN YOUR NONPROFIT**

**PRESENTERS:** Momi Akimesu, Bank of Hawai‘i Foundation; Tanya Yamanaka Ayinessazian, Hawai‘i Island Adult Care; Kim Coco Iwamoto, Iwamoto Family Foundation; Claire Sullivan, MA‘O Organic Farms, and others.

**LOCATION:** Hokule‘i 3/5

Join us for an engaging discussion about what and how socialized norms and organizational hypocrisies are perpetuating the socioeconomic inequalities present in our communities. Panelists will engage in a dynamic conversation about how organization leaders operationalize value propositions to uplift the community they are serving. They will share how they have contemplated and answered the following questions: How do nonprofits in Hawai‘i reconcile their operations with the data presented in the 2015 Aloha United Way ALICE Report which reported that 48% of Hawai‘i households are Asset Limited, Income Constrained, Employed. Are our lowest wage earners being paid a livable wage or are we paying “poverty wages” - are their kids eligible for free and reduced school lunch? What is the role of grant writers, executive staff, board members, funders and foundations in moving toward more economically sustainable communities?

**CONSIDERING SOCIAL ENTERPRISE: READY OR NOT?**

**PRESENTERS:** Jessica LaBarbera, Nonprofit Finance Fund; Heather Piper, Hawai‘i Community Reinvestment Corporation.

**LOCATION:** Hokule‘i Ballroom

Many nonprofits struggle to support the full cost of operating their businesses with traditional reliance on government and philanthropic grants. The hardest type of funding to secure is unrestricted operating funding. This session will discuss the pros and cons of undertaking earned income ventures to support infrastructure investments as well as the full range of nonprofit capital needs (those tied to liquidity, adaptability and durability), review the steps involved in assessing if your nonprofit is ready or not, and share resources available to support these endeavors.

**APRIL 9, 2019**

**SINGING UP A STORM: TUNING IN TO THE CREATIVE REVOLUTION**

**PRESENTERS:** Tanya Yamanaka Ayinessazian, Hawai‘i Island Adult Care; Sherri Thal, Musician and Music Education.

**LOCATION:** Piilani 1/2

This session aims to inspire the Creative Warrior within. See firsthand the Artist’s role in creating momentum for social change both historically and more recently in Pahoa following the lava flow of 2018. Learning on their musical theater and comedy experience, Sherri and Tanya teamed up as The Singing Lobbyists to express themselves and bring fun and play into advocacy during very trying and politically challenging times. Attendees will embark on a creative journey with Sherri and Tanya showcasing emotional expression as a core component of social change. Learn how to get out of your head and create something from nothing—making many group decisions in a short amount of time—it’s easier than you think! Fire up the creative Revolution: Everyone loves music, and everyone remembers what they sing. Experience firsthand how to raise awareness and educate and inform through writing in rhythm.

**STRATEGICALLY IMPROVE THE WAY YOU RECRUIT AND RETAIN THE RIGHT PEOPLE FOR YOUR ORGANIZATION!**

**PRESENTERS:** Ku‘ulani Keohokalole, People Strategies Hawai‘i, LLC; Verna Wong, Verna Wong HR Services, LLC.

**LOCATION:** Piilani 4

You’ve got a great mission. How do you find and keep the right people to carry it out? Learn effective talent recruitment and retention strategies that help to ensure stronger mission delivery. You’ll walk away from this session with applicable tools to begin developing a recruitment and retention plan for your organization that aligns to your overall mission and strategy. Participants will gain a high-level overview on how to develop a recruitment and retention plan to align with their mission strategy, learn action steps to begin implementing a recruitment and retention plan, and be able to leave with short-term ideas, which can be immediately be executed.

**I SAY SOY SAUCE, YOU SAY SHOYU:** IDENTITY, POWER, & PRIVILEGE IN HAWA‘I’S NONPROFIT SECTOR

**PRESENTERS:** Ophelia Bitanga-Tsreal, Hawai‘i Community Foundation; Joyce Lee-Ibarra, JLI Consulting.

**LOCATION:** Hokule‘i 3/5

Hawaii is seen by many as a model of racial and ethnic harmony, but we resist acknowledging an undercurrent of discord that often plays out in “us” versus “them” scenarios. These speak to our own identities, and the ways we see and understand power, privilege, and belonging. In this session, we invite participants to consider race, culture, power, and privilege through a local and personal lens. Together we will explore how our sense of self impacts our work in Hawai‘i’s nonprofit sector, especially our ability to nurture a mutual sense of respect and trust among the people, places, and communities we serve, and among one another.

**HOW TO DEVELOP SOCIAL ENTERPRISE ACTIVITIES WHILE STAYING MISSION ALIGNED: A TALK STORY SESSION**

**PRESENTERS:** Amber Termus, Ku‘ai Humane Society.

**LOCATION:** Piilani 3

How has the social economy, grant economy, and donor community changed over the past 10 to 20 years? The new reality is that all nonprofits need to demonstrate their ability to be self-sufficient and stretch donations and grant dollars as far as possible. Social entrepreneurship (combining earning income with our mission work) is part of the new economy we all work in. This session will include a lively and honest discussion about what social enterprise means and how to do it in a way that stays mission aligned. Participants will hear about successful models employed by local nonprofits, brainstorm and share ideas for their own social enterprises, as well as discuss common fears and concerns about engaging in social enterprise endeavors.
ISLAND-STYLE INCLUSION: BUILDING COMMUNITY & CONNECTION

LOCATION: Piilani 1/2

The ways we approach “equality” and “inclusion” in Hawai‘i are different than on the continent because we are gifted with great diversity, Aloha, and islands that heal and connect. One issue that has tested our inclusiveness, though, is the issue of homelessness or houselessness. The houseless village of Pu‘u‘ouna O Wa‘ianae (POW) provides lessons in how to build inclusive community, even in the most challenging circumstances, and how heroic acts of community-building can inspire others—houseless and housed alike—to grow inclusive community together. Hui Aloha is a volunteer-driven effort that applies the lessons of Pu‘u‘ouna O Wa‘ianae to help build community in challenging settings, including in houseless encampments across the island. Thus this work, HA aims to strengthen connections between people, and between people and place, that are the foundation for truly inclusive, equitable, and beloved community. Learn more at www.alohaliveshere.org and www.huialoha.org.

Ophelia Bitanga-Isreal, Hawai‘i Community Foundation

PRESENTERS: Twinkle Borge and James Koshiba, Hui Aloha & Pu‘u‘ouna O Wa‘ianae

LET’S TALK ABOUT IT!

PRESENTERS: Georgianna DeCosta, Harold K.L. Castle Foundation, Ophelia Bitanga-Isreal, Hawai‘i Community Foundation and Grantee/Partner Organizations.

LOCATION: Piilani 4

The inequality that exists in the grantee-funder equation is often attributed to a lack of trust. Funders usually approach their grant making with caution, and nonprofit grantees often feel that they can’t be transparent about their imperfections. In trust-based philanthropy, however, honest conversations occur between funders and grantees that result in more productive partnerships. In this session, participants will hear from both grantees and funders who will share their experiences in overcoming challenges. Participants will hear stories and learn tips on being brave and open in building trusting relationships to better serve our communities.

Ophelia Bitanga-Isreal

PRESENTER BIO

MOMI AKIMSEU senior vice president & community and employee engagement and corporate events manager, is Bank of Hawai‘i Foundation President. Momi serves as a liaison for the Bank, representing charitable and community interests and leads all aspects of the Foundation, including overseeing grant requests and awards, building collaborative partnerships across private and public sectors and delivering on the foundation's commitment to strengthen and support the community. Momi earned a Bachelor of Business Administration degree (concentration in marketing) from Loyola Marymount University and has served on the board of the Hawaii’s Book & Music Festival since 2015. She was also a board member for PATCH Hawai‘i. Momi is a graduate of Kanehameha Schools and is a 2018-2019 First Nations Futures Fellow.

TANYA YAMANAKA AYNESSAZIAN is the Business Manager of Hawai‘i Island Adult Care, Inc., Hilo’s largest nonprofit adult day care service provider. For over 16 years, Tanya has served as a key employee or volunteer in a leadership/board capacity with Hawai‘i Island nonprofit organizations in the social services and arts sectors. Tanya has been writing and performing stand-up comedy since 2002 and produced her first one woman show in Hilo in October 2016. Life Is But A Meme showcased Tanya’s response to the insanity of the election season and it’s spiritual and social implications. Tanya engages online on Facebook on her pages The Paradise Patriots: News for the Revolutionary Spirit and Leadership for the Soul.

TWINKLE BORGE is the founder and leader of Pu‘u‘ouna O Wa‘ianae, a self-organized, self-governed village of 250 people living unhoused (houseless) at Wa‘ianae Boat Harbor in Hawai‘i. She has built a thriving community that provides safety, healing, purpose, and home to people who have struggled to find these things in emergency shelters, transitional housing, treatment programs, and even in their own families. She’s made POW an asset to, and an example for, the wider community – launching community service projects, conducting outreach to other homeless camps, and inspiring people to build community together. Agencies now look to POW as a model and partner. Twinkle is also a leader of Hui Aloha. Learn more at www.alohaliveshere.org and www.huialoha.org.

OPHELIA BITANGA-ISREAL is a Sr. Program Officer with the Community Grants and Investments Department at Hawai‘i Community Foundation. Ophelia manages a diverse portfolio of programs, including organizational capacity building for nonprofits, and supports HCF’s Private Foundation Services. Prior to joining HCF, Ophelia was a grantwriter and program manager with Aloha United Way, leading an effort to develop a culture of evaluation. She has spent most of her career in the public and nonprofit sectors, including managing family programs for the U.S. Army, and supervising the Economic Services division for the Cumberland County Dept. of Human Services, North Carolina. Ophelia has a Bachelor of Science in Social Psychology and her MBA, and she is a strong proponent for imagining the possibilities.

PRESENTER BIOS
IMILOA BORLAND is a senior at Punahou School. She began her activist work during her sophomore year by organizing March for Our Lives Honolulu to stand in solidarity with the hundreds of thousands of other youth marching for their right to life. She then began a new movement—Vote16 Hawai‘i—in an effort to lower the State of Hawai‘i’s voting age from 18 to 16.

JONI N. CHUN is executive director of the Susannah Wesley Community Center (SWCC). She holds over 20 years of leadership experience in planning and facilitation to a broad range of nonprofit, government, and for-profit organizations. She is widely recognized for her expertise in facilitating complex conversations that build shared agreements and enable groups to move toward their preferred future. Prior to launching her consulting practice in 2009, Lily was chief operating officer and program director at the Hawai‘i Alliance of Nonprofits. She has a M.S. in Community Development from the University of California at Davis and a B.S. in Human Development from the University of California at Berkeley. She uses her extensive background in curriculum development and is a trained facilitator. In her work at HANO, Jennifer, Joni is a servant leader who believes in leading with clarity of mission and honoring the past while cultivating excitement for the future.

JENNIFER CORNISH CREED is the Director of Professional Development at the Hawai‘i Alliance of Nonprofit Organizations and has been with HANO and its predecessor organization for 19 years. She has an extensive background in curriculum development and is a trained facilitator. In her work at HANO, Jennifer plans, implements and evaluates training and consulting services, working with internal staff as well as consultants in the field to provide professional, affordable services to nonprofits of all sizes and all stages of development. Her areas of expertise include board governance, nonprofit management, outcomes, proposal services to nonprofits of all sizes and all stages of development. Jennifer has additional training in Collaborative Leadership, Appreciative Inquiry, Outcomes Design and Implementation, and a certified MBTI® (Myers-Briggs Type Indicator) practitioner.

GEORGIANNA DECASTA is the Windward Oahu Program Officer at the Harold K. L. Castle Foundation. She’s worked more than 15 years with Hawaii’s nonprofits. Prior to joining the Foundation, she was program director then executive director of the Hawai‘i Meth Project. Previously, Georgi was at the Hawai‘i Community Foundation, working on community grants and donor services. She is an EPIC ‘Ohana Board Member, past director of the Ko‘olaupo‘oko Hawaiian Civic Club, review committee member of HCF’s Ho‘omakā Hou Scholarship Fund, and 2010 YWCA Community Member of the Year. Born and raised in Kane‘ohe with her three children and granddaughter. She studied communications and public relations, and is a UH system alumna.

GEORGINA D’JANAPHA is a graduate of Northeastern University’s Master of Public Health Program where she studied urban health and nonprofit management. She has worked across focus areas including education, health care access, reproductive justice, trauma, and economic opportunity. She has led teams and organizations through processes for idea generation, consensus building, strategic planning, and program development. She currently serves as the Director of Project Management for All Aces, Inc., a social enterprise that provides a range of products and services to put clients and participants in control of difficult conversations and situations. D’Janapha is an expert in evidence-based communications and advocacy campaigns, including on homelessness, underage drinking, long-term care for elderly, tobacco prevention, child abuse, and sexual assault. He’s the President of SM Hawai‘i, a consulting hub that focuses on using evidence-based communications and advocacy principles for social good.

PEDRO HARO is the Deputy Director of Mental Health America of Hawai‘i, where he has focused on the launch of Koku Life, the first Hawai‘i-based suicide prevention app, the creation of Become A Defender, a bullying-prevention curriculum for 5th grader, and other major mental health projects. He has previously led various communications and advocacy campaigns, including on homelessness, underage drinking, long-term care for elderly, tobacco prevention, child abuse, and sexual assault. He’s the President of SM Hawai‘i, a consulting hub that focuses on using evidence-based communications and advocacy principles for social good.

CYNTHIA Y. H. DEROSIER is a lead consultant at the Good Juju Company, is part of an elite group of Grove-certified graphic recorders. Cynthia has facilitated organizational planning meetings, recorded presentations and co-led team building seminars across the country. Cynthia creates finish concept charts, information graphics, templates and large scale history maps for The Grove Consultants International and other local and mainland clients. Cynthia has 25 years of experience in communications, strategic planning, and relationship marketing. She began in New York at top ad agencies serving Fortune 500 clients and boutique companies. She currently focuses on Graphic Recording and meeting design in Hawaii and the mainland. Cynthia is the founder and former Executive Director of Surfrider Spirit Sessions (501c3), serving at-risk youth in Hawai‘i.

LILY BLOOM DOMINGO is principal of Community Works LLC, and brings over 30 years of specialized experience in planning and facilitation to a broad range of nonprofit, government, and for-profit organizations. She is widely recognized for her expertise in facilitating complex conversations that build shared agreements and enable groups to move toward their preferred future. Prior to launching her consulting practice in 2009, Lily was chief operating officer and program director at the Hawai‘i Alliance of Nonprofits. She has a M.S. in Community Development from the University of California at Davis and a B.S. in Human Development from the University of Hawai‘i at Mānoa. She has advanced training in Collaborative Leadership, Appreciative Inquiry, Outcomes Design and Implementation, and Qualitative Research Methods.

D’JANAPHA FORTUNE has over ten years of experience with nonprofits, primarily serving youth and families of color in the Boston area. To date, D’Janapha has worked across focus areas including education, health care access, reproductive justice, trauma, and economic opportunity. She has led teams and organizations through processes for idea generation, consensus building, strategic planning, and program development. She currently serves as the Director of Project Management for All Aces, Inc., a social enterprise that provides a range of products and services to put clients and participants in control of difficult conversations and situations. D’Janapha is a graduate of Northeastern University’s Master of Public Health Program where she studied urban health and nonprofit management.

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THE HAWAIʻI COMMUNITY BENEFIT CONSULTANTS (HCBC) is a network of independent consultants working to advance the greater good in Hawaiʻi through partnership with nonprofits, public sector agencies, and social entrepreneurs. We serve as a resource to the community in two ways: we accelerate the work of community benefit organizations; we bring expertise and “fresh eyes” to our clients and help them identify and implement strategies to forward their mission and work. We are a hub for locally socially-minded consultants. Our network provides opportunities to meet fellow consultants, develop collaborations, and learn about local “people resources” all of whom share an interest in serving Hawaiʻi’s greater good.

JOYCE LEE-IBARRA is principal of JLI Consulting, where she conducts community research and provides evaluation training and technical assistance to nonprofits and funders. Although her client base is broad, she has a special interest in organizations focused on improving social justice, meeting the needs of underserved youth, and advancing public health. Joyce is the board president of Hawaiʻi Appleseed Center for Law and Economic Justice. She is also the lead organizer of Hawaiʻi Community Benefit Consultants, a network of independent, socially-minded consultants seeking to advance the greater good in Hawaiʻi. A former Teach For America corps member, Joyce graduated from the University of California-Berkeley, and holds a Master’s degree from the Harvard School of Public Health.

KIM COCO IWAMOTO began her legal career in 2001 as Managing Attorney of the nonprofit Volunteer Legal Services Hawaiʻi, coordinating legal clinics in homeless shelters and community centers. She was elected to the Board of Education in 2006 and re-elected in 2010. In 2012 she was appointed to the Hawaiʻi Civil Rights Commission, and currently serves on the JABSOM Dean’s Advisory Council. In 2005, Kim Coco started serving on her first nonprofit board, Hawaiʻi People’s Fund. This is when Kim Coco started honing her skills as a strategic philanthropist investing in social change. In 2014, she joined Hawaiʻi Alliance for Progressive Action as a founding funder and board member. Today, she also serves on the Board of ACLU of Hawaiʻi.

KUʻULANI KEHOHAKOLE is a certified Organizational Development consultant who advises nonprofit, government, and for-profit organizations in Hawaiʻi on achieving their goals by creating thriving and engaging workplaces with and for their people and helping them to navigate change. Kuʻulani brings over a decade of experience in community engagement and organizational transformation work across the State of Hawaiʻi, working for organizations such as Kamehameha Schools, Hawaiʻi Children’s Action Network, INPEACE, and Liʻiʻokuakani Trust. Her areas of expertise include: community engagement and stakeholder advocacy, learning & development, and communications. Kuʻulani holds an M.A. in Educational Leadership, Politics and Advocacy from New York University and a B.A. in Ethnic Studies from the University of Hawaiʻi.

JAMES KOSHIBA is co-founder and organizer of Hui Aloha, a volunteer-driven effort to call all of us back to aloha — the abiding sense of connection and “oneness” that is Hawaiʻi’s gift to the world. He has helped create nonprofits and social ventures in Hawaiʻi and on the continent, including Kanu Hawaiʻi, where he worked to build a social movement for island-style sustainability. James also is a board member of Dynamic Community Solutions, the nonprofit created by and for people of Puʻuhonua O Waiʻanae. He was born and raised on Oʻahu, and earned degrees from Brown and Harvard before returning to the islands.

JOSEPHINE KOHAN is the Executive Director at Laʻakea Village on the North shore of Maui. Her work and passions synthesize her diverse experiences and studies including contemplative education, intercultural communications, organic farming and facilitating community engagement in developing countries. Sarah began as a volunteer at Laʻakea in 2006, becoming the Business Manager in 2016. She now serves as the Executive Director supporting this diverse community as they establish a sustainable and thriving village—Laʻakea Village.

JESSICA LABARBERA is the Chief Business Development Officer of Advisory Services at the Nonprofit Finance Fund (NFF). She leads business development and strategy for NFF’s national advisory services practice and oversees initiatives related to social impact investing and outcomes-oriented funding collaborations, including NFF’s national Pay for Success work. Before joining NFF in 2008, she was a Vice President at Citibank Community Capital, a division of Citigroup, where she provided structured financing and social investments to national Community Development Financial Institutions. She also has been a consultant to municipal government, nonprofit social service agencies and philanthropic leaders. She holds a MPA from Columbia University’s School of International and Public Affairs, and a BA from the University of Virginia.

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**PRESENTER BIOS**

**GRACE PERALTA** was born and raised on Kaua’i and enjoys playing music, weightlifting, and building long-lasting relationships. She graduated with her Bachelor’s Degree in Communicology from the University of Hawaii at Manoa and is currently working toward her Master’s degree while teaching undergraduate courses at the University. In addition to her academic endeavors, she’s been a longtime leader and advocate for youth within the Boys & Girls Club of Hawai’i. She has been involved with them for the past ten years now and served in roles such as alumna, volunteer, intern, Youth Development Specialist, and Kaua’i Teen Program Specialist. She continues to inspire and teach youth how to transcend beyond their self-inflicted limitations and be the best version of themselves.

**KAREN UICHI PERKINS** has a wide range of experience working with a variety of groups as a group leader, visual recorder, facilitator, technical advisor, and team member for business planning, work-flow analysis, marketing, training, and project management. Her current work as a visual facilitator and recorder focuses on community engagement, meeting and conference design, conceptual graphics, graphic histories, and live recording during events. Clients include state and county health agencies, community health centers, private health plans, and nonprofit community organizations. In each role Karen demonstrates an understanding of group dynamics, change management, and communication processes. She applies these concepts and principles to assist clients in developing goals and objectives, advocacy and policy strategies, and producing complex work products.

**HEATHER PIPER** is President and Executive Director of the Hawai’i Community Reinvestment Corporation, a community-based nonprofit corporation founded to facilitate affordable housing, community development, and economic development throughout the State of Hawai’i. HCRC provides innovative financing, training, and consulting services. After 25 years of a “traditional banking” career with Central Pacific Bank, Bank of Hawai’i, and Union Bank, Heather made a career change and joined HCRC in 2015. She also serves on the Federal Home Loan Bank Affordable Housing Advisory Council. She is a former HCRC Director, Treasurer and Board Chair. Heather’s banking experience and work with nonprofits has helped her gain a deep understanding of the financing needs and challenges that community organizations and small businesses face in Hawai’i.

**JANIS REISCHMANN** has served as the executive director of Hau’oli Mau Loa Foundation, an independent grantmaking foundation with offices in Honolulu, since April, 2008. She was hired as the Foundation’s first staff member, there are now five, and joined its board in 2011. Before coming to the Foundation, she served as Vice President of Hawai’i Community Foundation and was the principal of a consulting practice focused on organizational development. Her volunteer activities include being a founding member of the Women’s Fund of Hawai’i; serving on the board of the Keith and Judy Swaye Foundation; and serving on the Board of Exponent Philanthropy. Her home is on O’ahu in Nu’uanu with her husband and dog.

**CLAIRE SULLIVAN** is dedicated to serving the Hawai’i agricultural community and to building an economically dynamic, ecologically sound, and culturally vibrant future for Hawai’i nei. She is currently supporting the scaling of MA’O Organic Farm’s social-enterprise model, serving as Director of Development & Impact. Claire started her professional journey at Maui Land & Pineapple Company, where she led the exploration of diversified sustainable agriculture. She then developed Whole Foods Market’s Hawai’i purchasing program, comprised of over 350 local businesses, which fostered innovation in the Hawai’i food and agricultural sector. Claire developed her compassionate and empowering style of leadership while managing Whole Foods Market, Kahala. She received a Master’s degree from Oxford University and Bachelor’s from London School of Economics.

**AMBER TERNUS** has been working with and for nonprofit organizations for almost 25 years, in all aspects of program delivery, client service, and fundraising. She earned one of the first Master’s degrees in Community Economic Development, with a focus on nonprofit social entrepreneurship, from the University of Victoria in 2014. Born and raised in Victoria, Amber has spent most of her life in small island communities. Finding ways to build community, and support nonprofits to succeed is her passion. Amber relocated to Kaua’i following the Kilauea eruption of 2018. She is lucky to still have her off grid homestead in the lower rift zone of Hawai’i Island.

**SHERRI THAL** BA, summa cum laude, Music, has the good fortune of being involved with music as a lifelong career, performing since childhood and teaching since 1993. She has shared her talents in Hawaii, The US Mainland, the UK and Israel. Sherri is a member of the band The Elementalz and regularly performs in various bands, quartets and orchestras in East Hawaii throughout the year. Sherri was the elementary and middle school music teacher at Hawai’i Academy of Arts and Sciences Public Charter School in Pahoa for over twelve years and now teaches music out of her Kilauea home. Sherri has been a lifelong environmentalist and activist.

**DANIELLA WHITE** is a senior from Campbell High School in Ewa Beach on O‘ahu and is the Hawai’i State Board of Education Student Member. She is passionate about service to her school and community and has been a part of student leadership since the 5th grade. She is also the student voice on her School Community Council where she takes an active role in partnering with fellow members to improve the student experience. Her academic interests include media and writing, and she hopes to one day pursue a career in communications and journalism. Daniella is motivated by her belief in the value of youth input and is dedicated to doing her best to represent the students of Hawai’i.
Together we are creating a thriving Hawaiʻi for all and always

HawaiiCommunityFoundation.org/CHANGE

VERNA WONG has over 25 years of leadership experience in the areas of talent management and operations. She has worked in the manufacturing, retail, higher education and insurance industries; in both public and private sectors. Over the course of her career, Verna has built, coached and developed high performing teams. She has and continues to coach and develop multiple individuals. She has developed and executed business strategy, led organizational change, developed organizational structures and processes, and implemented talent management initiatives. Verna holds a B.A. in Business Administration, majoring in Finance, and an MBA, both from the University of Hawaiʻi, Shidler College of Business.

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SPECIAL THANKS
Jeff Chung
Foundwood and Kapolei Middle School Tech Hui
Hands in Helping Out (HIHO)
Hawaii Community Benefit Consultants
Jim Murphy and Bevanne Bowers
Lanakila Pacific
Michelle Nakayama
Pōmaikaʻi Ballrooms
Techniques Hawaiʻi
ʻŌlelo Community Media
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Kompas Studio
Nick Yee and Hawaii Public Radio

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Lisa Maruyama, HANO
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