

**STATE OF HAWAI‘I**  
OFFICE OF HAWAIIAN AFFAIRS  
560 N. NIMITZ HIGHWAY, SUITE 200  
(In-Person Meeting)

The OHA Board of Trustees meeting can be viewed and observed via livestream on OHA’s website at [www.oha.org/livestream](http://www.oha.org/livestream) or listened by phone: (213) 338-8477.

A physical meeting location open to the general public will be available at the  
A physical meeting location open to the general public will be available at 560 N. Nimitz Hwy.,  
Suite 200, Honolulu HI 96817.

This meeting can be viewed at [Youtube/ohahawaii](https://www.youtube.com/watch?v=ohahawaii)

**Minutes of the  
BOARD OF TRUSTEES MEETING  
MINUTES  
February 20, 2025  
1:00 p.m.**

ATTENDANCE:

Chairperson Kaiali‘i Kahele  
Trustee Dan Ahuna  
Trustee Kalei Akaka  
Trustee Keli‘i Akina  
Trustee Luana Alapa  
Trustee Brickwood Galuteria  
Trustee Carmen Hulu Lindsey  
Trustee Keoni Souza  
Trustee John Waihe‘e

ADMINISTRATION:

Stacy Ferreira, CEO  
Kēhaulani Pu‘u, COO  
Ramona Hink, CFO  
Everett Ohta, Interim General Counsel  
Naiwi Wurdeman, Board Counsel  
Hailama Farden, Dir. of Hawaiian Culture  
Elena Farden, Sr. Dir. of Strategy & Implementation  
Leina‘ala Ley, Dir. of Advocacy  
Bill Brennan, Dir. Communications  
Ku‘uleianuheha Awo-Chun, Dir. of Education & Cultural base Learning  
Poni Askew, Dir. of Economics  
Corey Nakamoto, HR Director  
Kevin Chak, IT

BOT STAFF:

Lehua Itokazu, Board Secretary  
Kauikeaolani Wailehua, Trustee Aide  
Kanani Iaea, Trustee Aide  
LeiAnn Durrant, Trustee Aide  
Anuheha Diamond, Trustee Aide  
Richelle Kim, Trustee Aide  
Kauai Robello, Trustee Aide  
Nathan Takeuchi, Trustee Aide  
Mark Watanabe, Trustee Aide  
Sommer Soares, Trustee Secretary  
Pohai Ryan, Trustee Aide  
Remi Keli‘iho‘omalua, Trustee Aide

GUEST:

Germaine Meyer  
Healani Sonoda-Pale

**Call to Order**

**Chair Kaiali'i Kahele** Calls the Board of Trustees Meeting to order for Thursday, February 20, 2025 at 1:02 p.m. Board Secretary, please do a roll call.

| MEMBERS     |               |                  | Present | Notes   |
|-------------|---------------|------------------|---------|---------|
| TRUSTEE     | DAN           | <b>AHUNA</b>     |         | Excused |
| TRUSTEE     | KALEI         | <b>AKAKA</b>     | X       |         |
| TRUSTEE     | KELI'I        | <b>AKINA</b>     | X       |         |
| TRUSTEE     | LUANA         | <b>ALAPA</b>     | X       |         |
| TRUSTEE     | BRICKWOOD     | <b>GALUTERIA</b> | X       |         |
| TRUSTEE     | CARMEN "HULU" | <b>LINDSEY</b>   | X       |         |
| TRUSTEE     | KEONI         | <b>SOUZA</b>     | X       |         |
| TRUSTEE     | JOHN          | <b>WAIHE'E</b>   | X       |         |
| CHAIRPERSON | KAIALI'I      | <b>KAHELE</b>    | X       |         |
|             |               |                  | 8       |         |

At the Call to Order, **eight (8)** Trustees are PRESENT, thereby constituting a quorum.

**Chair Kaiali'i Kahele** This meeting can be viewed via live stream on all his website at [www.oha.org/livestream](http://www.oha.org/livestream) For those joining us on Zoom to testify or listen, please note that we are using the webinar platform rather than the standard Zoom meeting format. As an attendee, you will be able to watch and listen to the proceedings. If you wish to testify on a specific agenda item, please follow these steps:

1. Raise your hand to indicate that you would like to speak.
2. We will change your status from attendee to panelist when it is your turn. This may take a few seconds, so we appreciate your patience.
3. As a panelist, you will have the option to turn on your camera and unmute yourself to provide testimony.
4. Once you have finished testifying, please mute yourself, and you will be returned to attendee status.

Our first item is status of the Office of Hawaiian Affairs (OHA) activities. Lehua, do we have anyone signed up to speak on this item?

**Board Secretary** No one has signed up to speak on item.

**II. Status of OHA Activities: Ka Pouhana/CEO and Administration's Update on OHA's activities.**

*Update is given at 1:07 P.M.*

**Stacy Ferreira, CEO – summarized.**

Beneficiary Advocacy Events:

- OHA will be hosting a Kūkā Kaiāulu Iwi Kūpuna follow up meeting set for Monday, February 24th from 5:00-7:30 pm at the Waipa Foundation Summary reports will provided to the state and county offices.

- A rally and sign waving will be held on March 25th starting at 10:00 am. We hope O‘ahu staff members who can get away to participate will be able to join the rally. This rally is for the DHHL bill \$6 million dollars sent in by one of our beneficiaries.
- Lastly a meet and greet with the Office of Hawaiian Affairs (OHA) with all of the legislators. This will happen on February 25th along with a light lunch.

**Chair Kaiali‘i Kahele** Will you have a presentation or Powerpoint?

**Stacy Ferreira, CEO** Yes, I have one ready. It will provide an overview.

**Chair Kaiali‘i Kahele** A good follow up is to invite all of them here, to see where Nā Lama Kukui is.

**Stacy Ferreira, CEO summarized.** calls upon Poni Askew to the table.

CEO Travel Report:

- Traveled to Tacoma, Seattle. Visited two different sites: Tacoma Central Kitchen and Suquamish Seafood site visit. Key take aways are
  - 1) Looking at food security and thinking of our land in Wahiawa.
  - 2) Seeing how the State is assessing the various customer groups.
  - 3) Opportunity for workforce development (internship possibilities)
  - 4) Economic Impact , cultural and environmental sustainability
  - 5) How can OHA, DHHL, and in collaboration with our Hawaiian communities determine how we can create economic drivers in our communities?
  - 6) Witnessed the use of Native gathering rights; cultivated and harvested for a specific tribe. Yearly revenue is approximately \$50 million dollars. Possible interest of OHA and DHHL with a 1% ownership and the Hawaiian community owning 49% of the venture.
    - Administration plans to come before the board with the Kūkaniloko Conceptual Master Plan which will incorporate agriculture production.
- Met with Wendy Hensel, President of University of Hawai‘i on February 6 re: preliminary agreements would be for the draft MOU between OHA, UH system, and College of Tropical Agriculture and Human Resources (CTAHR). They are willing to provide land agency support.
- Looking to get the various MOUs drafted and before the board for approval.

**Trustee Lindsey** What is the status of the general plan for Kūkaniloko ?

**Stacy Ferreira, CEO summarized.** I have asked Lori, from our land paia and her team, to update to refresh the plan. We plan to present to the board at our next Committee on Investment and Land Management meeting with Chair Souza and team.

**Trustee Akina** It was encouraging to hear how our kōkua as OHA, with public policy for everyone benefits Hawaiians.

**Trustee Galuteria** A suggestion, when it comes to workforce development, there is a growing community of institutional knowledge that is rarely tapped, that is kupuna. These kupuna have retired but now they're done staying at home watching TV. They want to embark on their next chapter. I think OHA would be a good place to start to put some intergenerational type of programming together.

**Stacy Ferreira, CEO summarized.** Calls upon Corey and Kēhau to the table.

Performance Management System:

- When CEO first started at OHA she realized there was no consistent way to manage staff performance. After meeting with employees there were two points that were clear.
  - Compensation and salary: this does not happen singularly; it has to happen in coordination with a performance management system. The performance management system is what creates clarity for staff on what is expected in terms of work product. They have identified a system that could provide us with the level of functionality that we need. This performance management system allows us to categorize and structure all that work. There has to be an objective way in which we can assess merit performance because that's how you're going to assign what the compensation will be annually.

A pilot program is scheduled to run from March-June to test the program and make adjustments accordingly. At a later date a run-down can be presented to the board. The plan is to put a group together for the pilot and they look to include some BOT members. Ideally it would be a manager and an employee who is participating in the pilot.

**Trustee Galuteria** Do we have a forecast to when we will fill the vacancies to the maximum potential?

**Kēhau Pu‘u, COO** That will be coming up in the next update.

**Chair Kaiali‘i Kahele** The quantum system, is the plan for it to be an online electronic database system? How are you envisioning the system to be set-up for supervisors and staff to receive performance feedback?

**Stacy Ferreira, CEO** Yes and the cycle will be a full year.

**Kēhau Pu‘u, COO** There will be monthly check-ins and between the start of the year and mid-year there will be monthly check-ins. There is also a mid-year evaluation period and an end of the year. The end of the year will be a formal appraisal.

**Chair Kaiali‘i Kahele** Do you envision the evaluating process to be used as a data base tool system and it will not replace the one-on-one sit down? The tool is to capture the information.

**Stacy Ferreira, CEO** It is to help memorialize the conversations and agreements.

**Chair Kaiali‘i Kahele** It's a good idea and we are headed in the right direction. This has the potential to be implemented in first quarter of fiscal year 2026, are we assuming August or July?

**Kēhau Pu‘u, COO summarized.** August. This is going to be a modified timeline. I think we said by end of September. We want time for training.

**Chair Kaiali‘i Kahele summarized.** My question then is what are we doing now? Because our staff handbook is severely outdated. It's an employee staff handbook from 2018. In our handbook, performance evaluations say that evaluations are done every six months or when you first get hired, you have a six-month introductory period, a mid-year performance evaluation and an annual performance evaluation. Are we doing that now? If not, why?

**Corey Nakamoto, HR Director** The answer is some managers are and some are not. We have a three month introductory period and following that three-month introductory period there would be an introductory review. I don't believe that that's being consistently done by all supervisors. COVID was also a challenging time.

**Chair Kaiali'i Kahele** That does not mean that we can not have something now, we should have something now. We have new employees that we've hired over the last six months. We have existing staff that want and desire feedback from their supervisors. We can put some type of guidance together. Feedback is vital, we can wait seven months to implement a program.

**Corey Nakamoto, HR Director** Currently, there is an evaluation form. Other than the form there is no other way to document that except for Managers keeping some type of notes.

**Chair Kaiali'i Kahele** I think you should consider doing that, right? I mean, that has to be led by leadership, and it can be led on our side, on the board suite or your side. Putting something in place at least interim for the next six or seven months before this goes online, I think is really important.

**Stacy Ferreira, CEO** I agree, we look forward to working with you, Chair. In terms of the handbook that was on Corey's list of assignments and, you know, small team he's been doing a lot of heavy lifts. So, I've taken that off of him and it will be a group effort.

**Chair Kaiali'i Kahele** When can the Board expect to review a draft of the handbook.

**Stacy Ferreira, CEO** March 6.

**Trustee Akina** A question I have is whether we're going to have objective standards for salary increases based upon merit and performance. So, an employee knows that based upon his or her review and performance there will an increase or otherwise in salary. The form will lose incentive if the forms are just turned into administration and there's no expectation of being able to get a raise.

**Kēhau Pu'u, COO** I would say yes, ratings at the end of the year could determine that. I am going to use my Kamehameha experience, at a certain level if you got a score of 4 and above then you could expect an increase. There were variations of percentage increases depending on what your final rating was and what the budget was at the time.

**Stacy Ferreira, CEO summarized.** I think we are getting into the compensation review and salary. We will be coming before the board for a Trustee review. Every employee should at least get a cost of living. Usually that's attributed to a rating scale of 1-5. A 3 would be your meeting expectations. Even if you're two and you're not meeting expectations, you would be put on a performance improvement plan, but you would still get cost of living increase, right? I mean, we don't want people living in working in poverty or not being able to sustain their families.

**Trustee Akina** That sounds very good. I look forward to that compensation and performance have to be tied together in order for the system to work. We want our people to have high hopes to motivate them to do their best.

**Stacy Ferreira, CEO** When I came to OHA I was shocked that they did not have either. The handbook has taken a little bit of a backseat, but this performance management system that Corey has been working on with the

team and this compensation review has really taken a big turning point. If we don't get these two things right we will forever be in a spiral.

**Trustee Galuteria** Will March 6 include the current evaluation form?

**Corey Nakamoto, HR Director** The interim, it's the form that we're currently utilizing.

**Kēhau Pu‘u, COO** We can set some deadlines for our organization and some expectations.

**Chair Kaiali‘i Kahele summarized.** Lets work collaboratively between Administration and the Board of Trustees on that form between now and August. Let's be able to disseminate that to our supervisors and our board of trustees. Let's have that by the end of the month, February 28<sup>th</sup> and let's cover the organizational chart.

**Stacy Ferreira, CEO summarized.** Total number of staff is 152. There are 30 vacancies, the vacancy rate is about 25% and our six month turn over rate is about 13%. This is all separation; this could include retirement or resignations. She shares the Governor has put into effect operation hire Hawai‘i, the opportunity to capitalize on the federal layoffs. The intention is to use Department of Human Resources Development (DHRD) and process applications within fourteen days. She mentions they will look at past applicants, broadening the job visibility, and smart sourcing. She refers to Trustee Akaka's mention of the Internship and pathway program and 'Aha 'Ōpio could be a pathway program in the future. They want to retain employees and they are working addressing work place culture and equitable compensation.

The second part of this report is our OHA vacancy report and basically, we went through all of our vacancies and we tried to label them whether they were critical to fill or not, the explanation and the current recruitment status. About 32% of what's on this list are pending position description updates. 21% were in the process of interviewing and 18% are in active recruitment.

**Trustee Akaka** What is our methodology in recruiting?

**Stacy Ferreira, CEO** On page 2 and 3, I break it down between recruiting of new staff and also differentiates of retaining staff.

**Trustee Akaka summarized.** Are we constantly at job fairs? Is it where we go to the University of Hawai‘i or the various universities? Do reach out to those who can be contracted until we're able to fill positions?

**Corey Nakamoto, HR Director** Shares that OHA does go to job fairs and career expos.

**Trustee Akaka** Asks what the response has been to those coming to our booth and the rate of these individuals applying.

**Corey Nakamoto, HR Director** States that most people go to these fairs for the give aways. They have had a few apply to OHA from these fairs. The greatest success in hiring and recruiting has been through targeted recruitment and employee referrals. They also use temporary services.

**Trustee Souza** Have we had any response to the Operations Manager (Ops) position? And how hard is it to fill the vacant position?

**Kēhau Pu‘u, COO** The OPs manager, has been vacant since before I came on board. I was also minus a communications director. These were the positions I focused on and we got some qualified applicants.

**Trustee Waihe‘e** Will we have more discussion on this later? I think it is important and there is a lot of material to cover. Maybe we agendize this again and have a more robust discussion.

*In audible*

**Corey Nakamoto, HR summarized.** We do try to have an exit interview. In some cases, employees are willing to talk at that time and in other cases they decline.

*Inaudible.*

**Chair Kaiali‘i Kahele summarized.** That is probably why there is no position posted on our website for hire. This is almost two months after the position is vacant. Why are we not advertising for a communications strategist?

**Kēhau Pu‘u, COO summarized.** When her communications director started, she had him update and revise the position description. There was a manager position in communications and that position was eliminated. She is hoping to fill all the gaps.

**Chair Kaiali‘i Kahele summarized.** One of the ways that we can potentially prevent individuals from leaving or capture that is through performance evaluations. The individual would have had a chance to express why they might be thinking of leaving, whether it be personal issues or financial issues. Going through the selection of the chief of staff position and really running it through the from cradle to grave, the entire HR process. I learned a lot through that process. We took the opportunity to reach out to individuals, whether they were unqualified for the positions to inform them of that. I personally called every finalist to inform them that they weren't selected versus the one that was selected. I took the time to do that. I've heard from people in the community that they apply to OHA, and they never hear from OHA. We may need to look at our human resources processes and how we are acknowledging people when they apply to OHA, that they receive their application package, that there is follow-up, that if they go through an interview process and not selected, that they are informed.

**Trustee Souza summarized.** I recognize that your HR team is small. Grants is small and that team is not there, how can we help? For me the most important position is grants

**Stacy Ferreira, CEO** Mahalo to you for acknowledging that, that we have people doing multiple roles. It will take some time, and we need some grace. We do have to prioritize, everything seems urgent but even in their urgency, there has to be prioritized. Again, mahalo for acknowledging that there's multiple priorities

**Trustee Akaka summarized.** Speaks on recruitment and looking at the timing like the Governor. She likes that Chair mentioned the legislators coming to OHA and have them tour our building and our Kaka‘ako Makai property. They can become more ma‘anized to us and what we do.

*Continuing on with updates*

**Stacy Ferreira, CEO summarized.** Speaks on one of the directives given to her by Trustees was implement the strategic plan. To do this effectively they had to set targets, benchmarks, and report out. All of this kuleana has been given to our Senior Director of Strategy and Implementation (Sr. Dir. S&I), Elena Farden.

*Starts at 2:27 pm*

**Elena Farden, Sr. Dir. S&I summarized.** Speaks on the current status of key deliverables.

- Frist deliverable: Establishing a strategic plan targets and indicators and success – has been completed as a budget bill that has been submitted for this legislative session.
- Second deliverable: Procuring an evaluation and data system for internal and external reporting. As of Tuesday, February 18<sup>th</sup>, an RFP has been submitted to contract a data design specialist to help us put together a data dashboard. There's two parts to this data dashboard. The first part would be an environmental scan that would take into account all of the different primary secondary and tertiary users. For example, our internal users of the dashboard might be obviously our board of trustees, our internal staff and leadership. Our external users may be our Native Hawaiian Beneficiaries, policy makers, and other partners in the community. We want to understand how these users are going to access the data, what makes sense to them. Based on those interviews and the data that we gather, we'll be able to use that data to design what the data dashboard will look like. The second part will be taking those recommendations and putting that into an actual design.

**Kēhau Pu‘u, COO summarized.** Mahalo for opportunity to share what the plan is to ensure that these funds that have been obligated, we have six sponsorships and then five grants. Mahalo to Trustee Souza for acknowledging that we don't have a grants manager in place right now. We are actively interviewing. Speaking on six sponsorships that were processed and were approved as part of the biennium budget, did not have a vendor name. My understanding is in the past, the sponsorship was approved as part of the budget and administration reached out to the organizations to inform them of the award. Since I've come on, we got a couple of letters from organizations who received awards from former CEO but never got paid. This is before Stacy started to require that all sponsorships come before the board. Communication or lack of, I want to say is why these are remaining and weren't paid.

**Trustee Souza** Eventually, these sponsorships or requests, they lapse. What do we do to get up to speed?

**Kēhau Pu‘u, COO summarized.** For this one specifically, our communications bought a media package and we have contact. Three out of the six, we have made contact. These events happened in the fiscal year 2024 so we can proceed with payment.

**Trustee Galuteria** When do you anticipate in getting current? We notice you come to us for an event that is two days away, we would like more of a head start.

**Kēhau Pu‘u, COO summarized.** We just got our page up and we have deadlines posted. The deadlines are now 30 days before the event. For fiscal year 2026 the plan is to bring them to the board quarterly. This will allow us time to do intake, determine eligibility, and bring them to the board.

**Chair Kaiali'i Kahele summarized.** We have 35 PRs, 11 of those total \$1.6 million dollars that if not converted to Pos by June will lapse and become unresolved. Is it your intent to covert these by the end of June?

**Kēhau Pu‘u, COO summarized.** Not all. For sponsorships, we can confirm the three, for Papahānaumokuākea and Hawai'i State Legislature, we do not have information. Due to turn-over here is loss of knowledge. I would

like to give my teams till the end of the month to reach out to Papahānaumokuākea and the legislatures to gather more information.

**Chair Kaiali'i Kahele summarized.** We are at the point where you may have to look at pulling in other staff from other divisions to help back fill grants.

**Trustee Akaka** Are we reaching out to these different attendees and maybe they're up to speed where they would be possible applicants to apply here to fill in the grants position.

**Kēhau Pu'u, COO** We are holding a grants workshop right now.

**Trustee Akaka summarized.** I know managing grants is not for everyone, it takes a special person to do this with aloha. I know our grants workshops were well attended through out the islands and here on O'ahu. Do we have a process on hand that we can use as reference?

**Kēhau Pu'u, COO** Our former grants manager was a great record keeper. That is one paia that has SOPs and notes in Teams. Our goal is to turn our *all OHA teams channel* into a one stop shop.

**Chair Kaiali'i Kahele summarized.** Lets circle back on this on April 3<sup>rd</sup>. Clearly you can submit a grant contract to procurement on June 28<sup>th</sup> and turn it into a PR in one day. We know the ones you intend to do we have some time. It would be a great goal to have those done by early June or April 1<sup>st</sup>. My only concern and I am sure the board feels the same is that the board took the position to appropriate funds for various programs. We do not want the recipients of those programs not be able to draw down on those needed funds because we have the inability to turn a grant into a PO.

**Kēhau Pu'u, COO** April 1<sup>st</sup> is the deadline for the first three grants. These organizations have been informed of the modified timeline.

**Chair Kaiali'i Kahele** We will move on with our agenda.

**Approval of Minutes**

**Trustee Lindsey** I move to approve all the minutes.

**Trustee Souza** Seconds the motion.

**Chair Kaiali'i Kahele** Do we have anyone signed up to speak on this item?

**Board Secretary** No one has signed up to speak on item.

**Chair Kaiali'i Kahele** Please do a roll call vote for the approval of the minutes.

|                                    |   |   |              |                |                      |         |
|------------------------------------|---|---|--------------|----------------|----------------------|---------|
| 2:52 p.m. Trustee Lindsey moves to |   |   |              |                |                      |         |
| Approve the following minutes:     |   |   |              |                |                      |         |
| A. August 15, 2024                 |   |   |              |                |                      |         |
| B. January 23, 2025                |   |   |              |                |                      |         |
| Trustee Souza seconds the motion   |   |   |              |                |                      |         |
| Vote: 2:52 p.m.                    | 1 | 2 | 'AE<br>(YES) | 'A'OLE<br>(NO) | KANALUA<br>(ABSTAIN) | EXCUSED |

|   |   |   |   |  |  |                         |
|---|---|---|---|--|--|-------------------------|
| TRUSTEE DAN AHUNA   |   |   |   |  |  | X                       |
| TRUSTEE KALEI AKAKA   |   |   | X |  |  |                         |
| TRUSTEE KELI'I AKINA  |   | X | X |  |  |                         |
| TRUSTEE LUANA ALAPA   |   |   |   |  |  | Left meeting at 2:45 pm |
| TRUSTEE BRICKWOOD GALUTERIA   |   |   | X |  |  |                         |
| CHAIRPERSON HULU LINDSEY  |   |   | X |  |  |                         |
| TRUSTEE J. KEONI SOUZA  | X |   | X |  |  |                         |
| TRUSTEE JOHN WAIHE'E  |   |   | X |  |  |                         |
| CHAIR KAIALI'I KAHELE   |   |   | X |  |  |                         |
| TOTAL VOTE COUNT  |   |   | 7 |  |  |                         |
| MOTION: <input checked="" type="checkbox"/> UNANIMOUS <input type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED |   |   |   |  |  |                         |
| Motion passes with Seven (7) Yes votes, Zero (0) No votes   |   |   |   |  |  |                         |

Chair Kahele takes the agenda out of order and will procede with item IV.B.

**New Business**

**B. Committee on Budget and Finance**

**1. Action Item BF #25-07: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to the Wai'anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalanian'aole Festival on March 22, 2025, in the amount of \$10,000.\* February 5, 2025**

Chair Kaiali'i Kahele announces that the original langauge for action item BF #25-07 was kept for consistency and the change will be reflected in the motion read.

Testifier: starts at 2:53 pm to watch full testimony [use this link](#).

Germaine Meyer *summarized* shares her gratitude to the Board of Trustees and expresses her hope that they ratify this action item. She would like OHA to be active in this particular event whether it is bringing a ho'okupu or visiting with the various legislators that will be attending. She expresses that her district would like to see more of OHA.

**Trustee Waihe'e Your Committee on Budget and Finance, having met on February 5, 2025; and after full and free discussion, recommends the approval of the following motions to the Board of Trustees:**

**Action Item BF #25-07: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to the Wai‘anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalanian'aole Festival on March 22, 2025, in the amount of \$9,000.\* February 5, 2025**

**Trustee Lindsey seconds the motion.**

|   |          |          |                  |                    |                          |                         |
|---|----------|----------|------------------|--------------------|--------------------------|-------------------------|
| <b>2:59 p.m. Trustee Waihe‘e moves to</b>   |          |          |                  |                    |                          |                         |
| <b>approval of Item BF #25-07:</b> Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to the Wai‘anae Coast Community Foundation (WCCF) for the 6th Annual Prince Jonah Kūhiō Kalanian'aole Festival on March 22, 2025, in the amount of \$9,000.* February 5, 2025 |          |          |                  |                    |                          |                         |
| <b>Trustee Lindsey seconds the motion</b>   |          |          |                  |                    |                          |                         |
| Vote taken: 3:00 p.m.   | <b>1</b> | <b>2</b> | <b>‘AE (YES)</b> | <b>‘A‘OLE (NO)</b> | <b>KANALUA (ABSTAIN)</b> | <b>EXCUSED</b>          |
| <b>TRUSTEE DAN AHUNA</b>  |          |          |                  |                    |                          | <b>X</b>                |
| <b>TRUSTEE KALEI AKAKA</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE KELI‘I AKINA</b>   |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE LUANA ALAPA</b>  |          |          |                  |                    |                          | Left meeting at 2:45 pm |
| <b>TRUSTEE BRICKWOOD GALUTERIA</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>CHAIRPERSON HULU LINDSEY</b>   |          | <b>X</b> | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE J. KEONI SOUZA</b>   |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE JOHN WAIHE‘E</b>   | <b>X</b> |          | <b>X</b>         |                    |                          |                         |
| <b>CHAIR KAIALI‘I KAHELE</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>TOTAL VOTE COUNT</b>   |          |          | <b>7</b>         |                    |                          |                         |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>   |          |          |                  |                    |                          |                         |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>  |          |          |                  |                    |                          |                         |

**2. Action Item BF #25-08: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Ho'olehua Homesteader's Association for the 2025 Prince Kūhiō Ho‘olaule‘a Moloka‘i 2025 Event on March 22, 2025, in the amount of \$1,500. \* February 19, 2025**

**Trustee Waihe‘e Chair, Your Committee on Budget and Finance, having met on February 19, 2025; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:**

Approve and authorize FY 2025 sponsorship funding for Ho'olehuan Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i event on March 22, 2025 in the amount of \$1500.

| Organization Name                    | Event   | Award Amount Recommendation |
|--------------------------------------|---|-----------------------------|
| Ho'olehuan Homesteader's Association | 2025 Prince Kūhiō<br>Ho'olaule'a Moloka'i<br>3/22/2025<br>9am - 3pm<br>Kualapu'u Rec Center | \$1500                      |
| <b>Total Recommendation (1)</b>      |   | <b>\$1500</b>               |

**Trustee Lindsey Seconds the motion.**

**3:01 p.m. Trustee Waihe'e moves to**

Approve and authorize FY 2025 sponsorship funding for Ho'olehuan Homesteader's Association for the 2025 Prince Kūhiō Ho'olaule'a Moloka'i event on March 22, 2025 in the amount of \$1500.

| Organization Name                    | Event   | Award Amount Recommendation |
|--------------------------------------|---|-----------------------------|
| Ho'olehuan Homesteader's Association | 2025 Prince Kūhiō<br>Ho'olaule'a Moloka'i<br>3/22/2025<br>9am - 3pm<br>Kualapu'u Rec Center | \$1500                      |
| <b>Total Recommendation (1)</b>      |   | <b>\$1500</b>               |

**Trustee Lindsey seconds the motion**

| Vote: 3:02 p.m.                    | 1        | 2        | 'AE (YES) | 'A'OLE (NO) | KANALUA (ABSTAIN) | EXCUSED                 |
|------------------------------------|----------|----------|-----------|-------------|-------------------|-------------------------|
| <b>TRUSTEE DAN AHUNA</b>           |          |          |           |             |                   | <b>X</b>                |
| <b>TRUSTEE KALEI AKAKA</b>         |          |          | <b>X</b>  |             |                   |                         |
| <b>TRUSTEE KELI'I AKINA</b>        |          |          | <b>X</b>  |             |                   |                         |
| <b>TRUSTEE LUANA ALAPA</b>         |          |          |           |             |                   | Left meeting at 2:45 pm |
| <b>TRUSTEE BRICKWOOD GALUTERIA</b> |          |          | <b>X</b>  |             |                   |                         |
| <b>CHAIRPERSON HULU LINDSEY</b>    |          | <b>X</b> | <b>X</b>  |             |                   |                         |
| <b>TRUSTEE J. KEONI SOUZA</b>      |          |          | <b>X</b>  |             |                   |                         |
| <b>TRUSTEE JOHN WAIHE'E</b>        | <b>X</b> |          | <b>X</b>  |             |                   |                         |
| <b>CHAIR KAIALI'I KAHELE</b>       |          |          | <b>X</b>  |             |                   |                         |

|  |  |  |          |  |  |
|--|--|--|----------|--|--|
| <b>TOTAL VOTE COUNT</b>  |  |  | <b>7</b> |  |  |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>  |  |  |          |  |  |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b> |  |  |          |  |  |

**A. Committee on Beneficiary Advocacy and Empowerment – February 19, 2025**  
**1. 2025 OHA State Legislative Package-Matrix 1**

*This item was not voted on in the Beneficiary Advocacy and Empowerment Committee*

**2. 2025 Legislature: OHA Position on Bills Naming OHA-Matrix 2**

*Testifier: speaks at 3:03 pm. Watch full [testimony here](#).*

**Germaine Meyers summarized** Speaks specifically on SB903 SD1 short form, she thanks Trustee Akaka for questioning the bill at the BAE meeting. She is disturbed by this bill regarding the Public Land Trust (PLT) working group and replacing it with the Global Master Settlement working Group.

**Trustee Galuteria Your Committee on Beneficiary Advocacy and Empowerment moves to approve/amend the staff’s recommendation on OHA bills naming OHA as reflected in Matrix 2.**

**Trustee Waihe‘e Seconds the motion.**

|   |          |          |                      |                        |                              |                            |
|---|----------|----------|----------------------|------------------------|------------------------------|----------------------------|
| 3:09 p.m. Trustee Galuteria moves to  |          |          |                      |                        |                              |                            |
| moves to approve the staff’s recommendation on OHA bills naming OHA as reflected in Matrix 2. |          |          |                      |                        |                              |                            |
| Trustee Waihe‘e seconds the motion  |          |          |                      |                        |                              |                            |
| Vote: 3:09 p.m.   | <b>1</b> | <b>2</b> | <b>‘AE<br/>(YES)</b> | <b>‘A‘OLE<br/>(NO)</b> | <b>KANALUA<br/>(ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN<br/>AHUNA</b>  |          |          |                      |                        |                              | <b>X</b>                   |
| <b>TRUSTEE KALEI<br/>AKAKA</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE KELI‘I<br/>AKINA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE LUANA<br/>ALAPA</b>  |          |          |                      |                        |                              | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD<br/>GALUTERIA</b>  | <b>X</b> |          | <b>X</b>             |                        |                              |                            |
| <b>CHAIRPERSON HULU<br/>LINDSEY</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE J. KEONI<br/>SOUZA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE JOHN<br/>WAIHE‘E</b>   |          | <b>X</b> | <b>X</b>             |                        |                              |                            |
| <b>CHAIR KAIALI‘I<br/>KAHELE</b>  |          |          | <b>X</b>             |                        |                              |                            |

|  |  |  |          |  |  |
|--|--|--|----------|--|--|
| <b>TOTAL VOTE COUNT</b>  |  |  | <b>7</b> |  |  |
| <b>MOTION: <input checked="" type="checkbox"/> UNANIMOUS <input type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED</b> |  |  |          |  |  |
| <b>Motion passes with Seven (7) Yes votes, Zero (0) No votes</b>   |  |  |          |  |  |

**3. 2025 Legislature: OHA Position on Bills Affecting the Public Land Trust-Matrix 3**

*Testifier: speaks at 3:11 pm.*

**Germaine Meyers summarized** She extends her mahalo to the Board for the bills that they are opposing and supporting but she wants to bring clarity and explanation on the impacts of certain bill. HB1307-Geothermal on DHHL land. She is thankful the Board opposes this bill. Her main concern is the protection of the drinking water. HB1318-Governor to set aside public land for affordable housing. She is concerned for the lack of clarification, and she also speaks on SB739-Governor land exchange.

**Chair Kaiali'i Kahele summarized.** Shares that they have had several discussions regarding OHA becoming more active in the neighborhood boards.

**Stacy Ferreira, CEO** shares the Director of community and engagement has been tasked to put together the dates and times of the neighborhood boards.

**Trustee Galuteria I** move to approve the staff's recommendation for positions on bills affecting the Public Land Trust as reflected in Matrix 3.

**Trustee Akaka** Seconds the motion.

|   |          |          |                      |                        |                              |                            |
|---|----------|----------|----------------------|------------------------|------------------------------|----------------------------|
| 3:19 p.m. Trustee Galuteria moves to  |          |          |                      |                        |                              |                            |
| approve the staff's recommendation for positions on bills affecting the Public Land Trust as reflected in Matrix 3. |          |          |                      |                        |                              |                            |
| Trustee Akaka seconds the motion  |          |          |                      |                        |                              |                            |
| Vote: 3:19 p.m.   | <b>1</b> | <b>2</b> | <b>'AE<br/>(YES)</b> | <b>'A'OLE<br/>(NO)</b> | <b>KANALUA<br/>(ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN<br/>AHUNA</b>  |          |          |                      |                        |                              | <b>X</b>                   |
| <b>TRUSTEE KALEI<br/>AKAKA</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE KELI'I<br/>AKINA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE LUANA<br/>ALAPA</b>  |          |          |                      |                        |                              | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD<br/>GALUTERIA</b>  | <b>X</b> |          | <b>X</b>             |                        |                              |                            |
| <b>CHAIRPERSON HULU<br/>LINDSEY</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE J. KEONI<br/>SOUZA</b>   |          | <b>X</b> | <b>X</b>             |                        |                              |                            |

|  |  |  |          |  |  |  |
|--|--|--|----------|--|--|--|
| <b>TRUSTEE JOHN WAIHE'E</b>  |  |  | <b>X</b> |  |  |  |
| <b>CHAIR KAIALI'I KAHELE</b>   |  |  | <b>X</b> |  |  |  |
| <b>TOTAL VOTE COUNT</b>  |  |  | <b>7</b> |  |  |  |
| <b>MOTION: <input checked="" type="checkbox"/> UNANIMOUS <input type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED</b> |  |  |          |  |  |  |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>   |  |  |          |  |  |  |

**4. 2025 Legislature: OHA Position on Bills Affecting Natural Resources and Native Hawaiian Traditional & Customary Practices-Matrix 4**

**Trustee Galuteria I move to approve the staff's recommendation for positions on bills affecting Natural Resources and Native Hawaiian Traditional & Customary Practices Matrix 4**

**Trustee Waihe'e Seconds the motion.**

|  |          |          |                  |                    |                          |                            |
|--|----------|----------|------------------|--------------------|--------------------------|----------------------------|
| 3:20 p.m. Trustee Galuteria moves to<br>approve the staff's recommendation for positions on bills affecting the Natural Resources and Native Hawaiian Traditional & Customary Practices-Matrix 4<br>Trustee Waihe'e seconds the motion |          |          |                  |                    |                          |                            |
| Vote: 3:21 p.m.  | <b>1</b> | <b>2</b> | <b>'AE (YES)</b> | <b>'A'OLE (NO)</b> | <b>KANALUA (ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN AHUNA</b>   |          |          |                  |                    |                          | <b>X</b>                   |
| <b>TRUSTEE KALEI AKAKA</b>   |          |          | <b>X</b>         |                    |                          |                            |
| <b>TRUSTEE KELI'I AKINA</b>  |          |          | <b>X</b>         |                    |                          |                            |
| <b>TRUSTEE LUANA ALAPA</b>   |          |          |                  |                    |                          | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD GALUTERIA</b>   | <b>X</b> |          | <b>X</b>         |                    |                          |                            |
| <b>CHAIRPERSON HULU LINDSEY</b>  |          |          | <b>X</b>         |                    |                          |                            |
| <b>TRUSTEE J. KEONI SOUZA</b>  |          |          | <b>X</b>         |                    |                          |                            |
| <b>TRUSTEE JOHN WAIHE'E</b>  |          | <b>X</b> | <b>X</b>         |                    |                          |                            |
| <b>CHAIR KAIALI'I KAHELE</b>   |          |          | <b>X</b>         |                    |                          |                            |
| <b>TOTAL VOTE COUNT</b>  |          |          |                  |                    |                          |                            |
| <b>MOTION: <input checked="" type="checkbox"/> UNANIMOUS <input type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED</b>   |          |          |                  |                    |                          |                            |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>   |          |          |                  |                    |                          |                            |

**5. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Housing-Matrix 5**

*Testifier: speaks at 3:24 pm.*

**Germaine Meyers summarized** Speaks on HB944-Neighborhood boards subsidizing CIP and Ops budget. She explains that they have always had issues with the mayor releasing funds to their community for CIP and operational budget. She expresses that her community only wishes for the fair basic amenities.

**Trustee Galuteria I move to approve the staff’s recommendation for positions on bills affecting Native Hawaiian Housing-Matrix 5**

**Trustee Waihe’e Seconds the motion.**

|  |          |          |                  |                    |                          |                         |
|--|----------|----------|------------------|--------------------|--------------------------|-------------------------|
| 3:26 p.m. Trustee Galuteria moves to   |          |          |                  |                    |                          |                         |
| approve the staff’s recommendation for positions on bills affecting the Natural Resources and Native Hawaiian Traditional & Customary Practices-Matrix 5 |          |          |                  |                    |                          |                         |
| Trustee Waihe’e seconds the motion   |          |          |                  |                    |                          |                         |
| Vote: 3:27 p.m.  | <b>1</b> | <b>2</b> | <b>‘AE (YES)</b> | <b>‘A‘OLE (NO)</b> | <b>KANALUA (ABSTAIN)</b> | <b>EXCUSED</b>          |
| <b>TRUSTEE DAN AHUNA</b>   |          |          |                  |                    |                          | <b>X</b>                |
| <b>TRUSTEE KALEI AKAKA</b>   |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE KELI‘I AKINA</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE LUANA ALAPA</b>   |          |          |                  |                    |                          | Left meeting at 2:45 pm |
| <b>TRUSTEE BRICKWOOD GALUTERIA</b>   | <b>X</b> |          | <b>X</b>         |                    |                          |                         |
| <b>CHAIRPERSON HULU LINDSEY</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE J. KEONI SOUZA</b>  |          |          | <b>X</b>         |                    |                          |                         |
| <b>TRUSTEE JOHN WAIHE‘E</b>  |          | <b>X</b> | <b>X</b>         |                    |                          |                         |
| <b>CHAIR KAIALI‘I KAHELE</b>   |          |          | <b>X</b>         |                    |                          |                         |
| <b>TOTAL VOTE COUNT</b>  |          |          | <b>7</b>         |                    |                          |                         |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>  |          |          |                  |                    |                          |                         |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>   |          |          |                  |                    |                          |                         |

**6. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Health-Matrix 6**

*Testifier: speaks at 3:28 pm.*

**Germaine Meyers summarized** Wishes to highlight bill HB957- Laulau Day. She was surprised that OHA was not apart of the talks relating to food. She would also like OHA to support increasing the procurement at the Department of Education and providing list of local food vendors/ farmers.

**Trustee Galuteria I move to approve the staff’s recommendation for OHA’s Position on Bills Affecting Native Hawaiian Health-Matrix 6**

**Trustee Waihe’e Seconds the motion.**

|   |          |          |                      |                        |                              |                            |
|---|----------|----------|----------------------|------------------------|------------------------------|----------------------------|
| 3:32 p.m. Trustee Galuteria moves to<br>approve the staff’s recommendation for positions on bills affecting Native Hawaiian Health-Matrix 6<br>Trustee Waihe’e seconds the motion |          |          |                      |                        |                              |                            |
| Vote: 3:33 p.m.   | <b>1</b> | <b>2</b> | <b>‘AE<br/>(YES)</b> | <b>‘A‘OLE<br/>(NO)</b> | <b>KANALUA<br/>(ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN<br/>AHUNA</b>  |          |          |                      |                        |                              | <b>X</b>                   |
| <b>TRUSTEE KALEI<br/>AKAKA</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE KELI‘I<br/>AKINA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE LUANA<br/>ALAPA</b>  |          |          |                      |                        |                              | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD<br/>GALUTERIA</b>  | <b>X</b> |          | <b>X</b>             |                        |                              |                            |
| <b>CHAIRPERSON HULU<br/>LINDSEY</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE J. KEONI<br/>SOUZA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE JOHN<br/>WAIHE‘E</b>   |          | <b>X</b> | <b>X</b>             |                        |                              |                            |
| <b>CHAIR KAIALI‘I<br/>KAHELE</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TOTAL VOTE COUNT</b>   |          |          | <b>7</b>             |                        |                              |                            |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>   |          |          |                      |                        |                              |                            |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>  |          |          |                      |                        |                              |                            |

**7. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Education  
-Matrix 7**

*Testifier: speaks at 3:33 pm.*

**Germaine Meyers summarized HB87-Free Lunch for Students in Public Schools** She points out that the Charter schools were excluded from this bill. She is more concerned for our Hawaiian Charter Schools , and she would like them to be included. She also expresses the teacher stipend for work force housing program would be helpful.

**Trustee Galuteria I move to approve the staff’s recommendation for OHA’s Position on Bills Affecting Native Hawaiian Education Matrix 7**

**Trustee Waihe’e Seconds the motion.**

|   |          |          |                      |                        |                              |                            |
|---|----------|----------|----------------------|------------------------|------------------------------|----------------------------|
| 3: 35 p.m. Trustee Galuteria moves to<br>approve the staff’s recommendation for positions on bills affecting Native Hawaiian Education Matrix 7<br>Trustee Waihe’e seconds the motion |          |          |                      |                        |                              |                            |
| Vote: 3:35 p.m.   | <b>1</b> | <b>2</b> | <b>‘AE<br/>(YES)</b> | <b>‘A‘OLE<br/>(NO)</b> | <b>KANALUA<br/>(ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN<br/>AHUNA</b>  |          |          |                      |                        |                              | <b>X</b>                   |
| <b>TRUSTEE KALEI<br/>AKAKA</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE KELI‘I<br/>AKINA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE LUANA<br/>ALAPA</b>  |          |          |                      |                        |                              | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD<br/>GALUTERIA</b>  | <b>X</b> |          | <b>X</b>             |                        |                              |                            |
| <b>CHAIRPERSON HULU<br/>LINDSEY</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE J. KEONI<br/>SOUZA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE JOHN<br/>WAIHE‘E</b>   |          | <b>X</b> | <b>X</b>             |                        |                              |                            |
| <b>CHAIR KAIALI‘I<br/>KAHELE</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TOTAL VOTE COUNT</b>   |          |          | <b>7</b>             |                        |                              |                            |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>   |          |          |                      |                        |                              |                            |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>  |          |          |                      |                        |                              |                            |

**8. 2025 Legislature: OHA Position on Bills Affecting Native Hawaiian Economic  
Development-Matrix 8**

**Trustee Galuteria I move to approve the staff’s recommendation for OHA’s Position on Bills Affecting Native Hawaiian Economic Development Matrix 8**

**Trustee Waihe’e Seconds the motion.**

|   |          |          |                      |                        |                              |                            |
|---|----------|----------|----------------------|------------------------|------------------------------|----------------------------|
| 3:36 p.m. Trustee Galuteria moves to<br>approve the staff’s recommendation for positions on bills affecting Native Hawaiian Economic Development Matrix 8<br>Trustee Waihe’e seconds the motion |          |          |                      |                        |                              |                            |
| Vote: 3:37 p.m.   | <b>1</b> | <b>2</b> | <b>‘AE<br/>(YES)</b> | <b>‘A‘OLE<br/>(NO)</b> | <b>KANALUA<br/>(ABSTAIN)</b> | <b>EXCUSED</b>             |
| <b>TRUSTEE DAN<br/>AHUNA</b>  |          |          |                      |                        |                              | <b>X</b>                   |
| <b>TRUSTEE KALEI<br/>AKAKA</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE KELI‘I<br/>AKINA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE LUANA<br/>ALAPA</b>  |          |          |                      |                        |                              | Left meeting at<br>2:45 pm |
| <b>TRUSTEE BRICKWOOD<br/>GALUTERIA</b>  | <b>X</b> |          | <b>X</b>             |                        |                              |                            |
| <b>CHAIRPERSON HULU<br/>LINDSEY</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE J. KEONI<br/>SOUZA</b>   |          |          | <b>X</b>             |                        |                              |                            |
| <b>TRUSTEE JOHN<br/>WAIHE‘E</b>   |          | <b>X</b> | <b>X</b>             |                        |                              |                            |
| <b>CHAIR KAIALI‘I<br/>KAHELE</b>  |          |          | <b>X</b>             |                        |                              |                            |
| <b>TOTAL VOTE COUNT</b>   |          |          | <b>7</b>             |                        |                              |                            |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>   |          |          |                      |                        |                              |                            |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>  |          |          |                      |                        |                              |                            |

**9. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi kūpuna)  
-Matrix 9**

**Trustee Galuteria I move for the approval of the staff’s recommendations for the position on bills affecting HRS Chapter 6E as reflected in Matrix 9.**

**Trustee Waihe’e Second the motion.**

|  |   |   |              |                |                      |                            |
|--|---|---|--------------|----------------|----------------------|----------------------------|
| 3:37 p.m. Trustee Galuteria moves to   |   |   |              |                |                      |                            |
| approve the staff's recommendations for the position on bills affecting HRS Chapter 6E as reflected in Matrix 9. |   |   |              |                |                      |                            |
| Trustee Waihe'e seconds the motion   |   |   |              |                |                      |                            |
| Vote: 3:37 p.m.  | 1 | 2 | 'AE<br>(YES) | 'A'OLE<br>(NO) | KANALUA<br>(ABSTAIN) | EXCUSED                    |
| TRUSTEE DAN<br>AHUNA   |   |   |              |                |                      | X                          |
| TRUSTEE KALEI<br>AKAKA   |   |   | X            |                |                      |                            |
| TRUSTEE KELI'I<br>AKINA  |   | X | X            |                |                      |                            |
| TRUSTEE LUANA<br>ALAPA   |   |   |              |                |                      | Left meeting at<br>2:45 pm |
| TRUSTEE BRICKWOOD<br>GALUTERIA   | X |   | X            |                |                      |                            |
| CHAIRPERSON HULU<br>LINDSEY  |   |   | X            |                |                      |                            |
| TRUSTEE J. KEONI<br>SOUZA  |   |   | X            |                |                      |                            |
| TRUSTEE JOHN<br>WAIHE'E  |   |   | X            |                |                      |                            |
| CHAIR KAIALI'I<br>KAHELE   |   |   | X            |                |                      |                            |
| <b>TOTAL VOTE COUNT</b>  |   |   | <b>7</b>     |                |                      |                            |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b>  |   |   |              |                |                      |                            |
| <b>Motion passes with seven (7) Yes votes, Zero (0) No votes</b>   |   |   |              |                |                      |                            |

**C. Action Item BOT #25-03: Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.\***

**Trustee Souza reads the following motion:**

**Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.**

**Purview. The purview of the Ad Hoc Committee is for the Board of Trustees (BOT or Board), BOT staff, and the Office of Hawaiian Affairs (OHA) Director of Human Resources to work together to examine current OHA staff salaries and to make recommendations for the fiscal year 2026 and 2027 biennium budget to the OHA BOT.**

**Members. The membership of the Ad Hoc Committee is proposed as follows:**

**(a) Trustee Keoni Souza; and (b) Trustee Carmen Hulu Lindsey and (c) OHA Director of Human Resources Corey Nakamoto. Trustee Keoni Souza will serve as the Chair of the Ad Hoc Committee, and Trustee Carmen Hulu Lindsey will**

serve as its Vice Chair.

**Term/Duration.** The term of the Ad Hoc Committee expires at the completion of the assigned tasks or at the discretion of the Chair of the Board of Trustees, subject to later adjustment, but in no event later than May 2, 2025.

**Trustee Waihe'e Seconds the motion.**

*Additional discussion takes place at 3:40 pm*

**Chair Kaiali'i Kahele summarized.** People come to OHA to seek employment for various reasons. Often times it not only to have a job and a fair wage but to provide for our lahui but to make Hawai'i a better place. He acknowledges that the administration is working on this also and sees this as a collaborative effort.

**Trustee Souza** acknowledges the administration and their effort with the evaluation performance program. He states this Ad Hoc will support and collaborate with administration.

**Stacy Ferreira, CEO summarized.** shares that coming on to OHA, administration made sure there were subsidies for parking, put forth a cost-of-living allowance, and prior to this there was nothing. The directive from the board was to effectuate the strategic plan and in order to do this a paia needed to be created, strategy and implementation. She explains when putting a paia into effect and bring people on at the same low wage that are already problematic just exacerbates the existing issue. To be competitive, to bring on folks that could hit the ground running there's going to be a pay disparity. That's with the notion that there are other initiatives in effect in parallel, because one cannot wait for the other. They both have to happen, simultaneously. She is not sure about bringing in a new working group starting from scratch will help the situation or that she is not on the Ad Hoc. If the Trustees direct staff to do administrative work this will go against the policy.

**Trustee Akina summarized.** Understands the sense of urgency and importance of compensation in the recruitment and retaining of the best workforce. He feels it is important that the board remembers that they exist to create and establish policy at the highest level. And that the administration exists to execute that policy. One of the policies we have at OHA is that we as a board have one employee. That employee is the CEO. The CEO is charged with the responsibility and given the authority to hire the rest of OHA. An extremely important factor in being able to perform the role of a CEO in hiring, firing and recruiting and retaining employees is a setting of salaries. He believes the board's eagerness to solve the problem is also ignoring the process we have. His request is to defer the agenda item. He supports the CEO in giving leadership to establishing the appropriate levels of salary for each employee.

**Trustee Lindsey summarized.** Shares that she respects everything Trustee Akina stated, and she has the highest regard for our CEO. She thinks it is a great idea to have an ad hoc committee. While the administration is working on their part, they are going to dive more into depth and the Ad Hoc will research in another area with eventually both groups can come together and see how they line up. She explains that nothing has been done in the board suite in thirteen years. This causes a moral issue. She thought the idea of this Ad Hoc committee by Chair Kahele was a good idea.

**Trustee Waihe'e** he is curious on how this will work. The Ad Hoc ultimately can make a recommendation to the board. Administration will make a recommendation also. All we can do is approve a budget but ultimately administration will implement what the salaries are. If the recommendations are different and the board decides

to go with the Ad Hoc's recommendation and pass the budget accordingly, I feel like administration could still...*does not finish his thought.*

**Trustee Akaka summarized.** Shares that she finds it interesting to hear the tone and another perspective on this issue. She inquires if there is a way to mitigate the issue if the CEO is added to the Ad Hoc.

**Stacy Ferreira, CEO summarized.** Shares that the administration team is strapped, HR is a small team. She states that she hears from the board there will be multiple options or perspectives, whatever options and perspectives that come from the Board of Labor Statistics, that come from other peer groups, that is the data. How divergent is this ad hoc group going to get from Corey? This is one more unnecessary step. She asks what would the Ad Hoc do differently from what they are already proposing and the deliverable?

**Chair Kaiali'i Kahele summarized.** This is the most that I've been here that we've talked about salaries at this board table. This ad hoc committee was on this agenda and prompted the administration to present to this board your current compensation plan. He thinks that is a good thing. He hopes all the employees at OHA is watching this meeting. He states the Ad Hoc committee will compliment the efforts that are being done. The time frame for the budget to be approved is very short. The opportunity Our trustees have experience in this and are willing to help take their time and efforts with their staff to do this, I think helps your possible issue that you have with the lack of support and the lack of individuals. He shares that he realizes that compensation is not just an administrative function. It directly impacts OHA's ability to recruit and retain.

**Stacy Ferreira, CEO summarized.** Her question is based off of the timeline and the deliverables, is there anything different this Ad Hoc would do differently? Besides the list of names serving on the Ad Hoc committee.

**Chair Kaiali'i Kahele summarized.** Chair Kahele states he did not feel that he should be apart of the Ad Hoc committee or Trustee Alapa, Chair of the B&F committee, nor yourself as the CEO. At the end of the day, I think we all come to the same conclusion, which is we would like to make sure that we have appropriate staff salary increases that ensures fiscal accountability for the Office of Hawaiian Affairs. This sends a message to our staff that we take their staff salary seriously. I do not see how having an Ad Hoc hurts.

**Stacy Ferreira, CEO summarized.** Shares that she doesn't think you need an ad hoc to make that statement and to demonstrate the board's commitment to this. She believes that both the Board and administration has a shared commitment to this. She is asking why do we need a second process on top of the existing process.

**Chair Kaiali'i Kahele summarized.** Shares that the process doesn't exist is for the trustees on this ad hoc committee to take a formal role in this process and to get down into the weeds of the process.

**Trustee Galuteria summarized.** shares that he will be voting in favor of this action item. He shares that he does not want Ka Pouhana or anyone in the organization to feel threatened. More hands-on deck sometimes is better. Not only is it a good thing there is an end game, right?

**Chair Kaiali'i Kahele summarized.** States the committee will complete its work and submit it to the board by the 2nd of May. Then it would dissolve and then the board would vote to adopt the ad hoc committee's recommendations at the May 15<sup>th</sup> meeting.

**Trustee Souza summarized.** States that their Ad Hoc does not dis credit any thing that Admin has done, and they all want the same end goal.

**Trustee Akina summarized.** Feels like there is a bit of a dance going on. Trustee Souza spoke about us being one rather than having different sides. When you dance, you have two partners, and each one needs to know the steps and the rules. We have the fiduciary duty and we have the right and power to act. I just want to make sure that in this dance, we don't confuse the two different roles. Our role is to govern as board members. I would say that the plan of action the CEO presented to us is a decent plan of action. The CEO is going to have to be accountable to make sure that she delivers. When we take a step by saying we mandate the existence of an ad hoc committee that will work with one of her employees as a key member of that committee, we're micromanaging at that point. My recommendation is to have faith in the plan that the CEO has presented, but to hold her rigorously accountable for results.

**Trustee Akaka summarized.** She shares that she is getting a sense that there is frustration with the inequity of pay between different positions here at the Office of Hawaiian Affairs and the wonderings about how the pay or certain amounts, how that decision is made. Would you say that this would give ability to the Trustee to have to more say in this versus perhaps another way about it is the Administrator consults with the trustees more? She shares that she is trying to figure out what is the best way to move forward.

**Chair Kaiali'i Kahele summarized.** States that having two of the Trustees be part of that process in a formal way through the ad hoc committee is an opportunity to do that an opportunity to be part of that process and to bring to our board the results of their findings. He encourages administration to be open to this.

|  |   |   |              |                |                      |                            |
|--|---|---|--------------|----------------|----------------------|----------------------------|
| 3:39 p.m. Trustee Souza moves to   |   |   |              |                |                      |                            |
| Approve the formation of an Ad Hoc Committee to examine current OHA staff salaries and to make recommendations for the Fiscal Year 2026 and Fiscal Year 2027 biennium budget.  |   |   |              |                |                      |                            |
| Purview. The purview of the Ad Hoc Committee is for the Board of Trustees (BOT or Board), BOT staff, and the Office of Hawaiian Affairs (OHA) Director of Human Resources to work together to examine current OHA staff salaries and to make recommendations for the fiscal year 2026 and 2027 biennium budget to the OHA BOT.     |   |   |              |                |                      |                            |
| Members. The membership of the Ad Hoc Committee is proposed as follows:<br>(a) Trustee Keoni Souza; and (b) Trustee Carmen Hulu Lindsey and (c) OHA Director of Human Resources Corey Nakamoto. Trustee Keoni Souza will serve as the Chair of the Ad Hoc Committee, and Trustee Carmen Hulu Lindsey will serve as its Vice Chair. |   |   |              |                |                      |                            |
| Term/Duration. The term of the Ad Hoc Committee expires at the completion of the assigned tasks or at the discretion of the Chair of the Board of Trustees, subject to later adjustment, but in no event later than May 2, 2025.   |   |   |              |                |                      |                            |
| Trustee Waihe'e seconds the motion   |   |   |              |                |                      |                            |
| Vote: 4:31 p.m.  | 1 | 2 | 'AE<br>(YES) | 'A'OLE<br>(NO) | KANALUA<br>(ABSTAIN) | EXCUSED                    |
| TRUSTEE DAN<br>AHUNA   |   |   |              |                |                      | X                          |
| TRUSTEE KALEI<br>AKAKA   |   |   | X            |                |                      |                            |
| TRUSTEE KELI'I<br>AKINA  |   | X |              | X              |                      |                            |
| TRUSTEE LUANA<br>ALAPA   |   |   |              |                |                      | Left meeting at<br>2:45 pm |

|   |          |  |          |          |  |  |
|---|----------|--|----------|----------|--|--|
| <b>TRUSTEE BRICKWOOD GALUTERIA</b>                              | <b>X</b> |  | <b>X</b> |          |  |  |
| <b>CHAIRPERSON HULU LINDSEY</b>                                 |          |  | <b>X</b> |          |  |  |
| <b>TRUSTEE J. KEONI SOUZA</b>                                   |          |  | <b>X</b> |          |  |  |
| <b>TRUSTEE JOHN WAIHE'E</b>                                     |          |  | <b>X</b> |          |  |  |
| <b>CHAIR KAIALI'I KAHELE</b>                                    |          |  | <b>X</b> |          |  |  |
| <b>TOTAL VOTE COUNT</b>   |          |  | <b>6</b> | <b>1</b> |  |  |
| <b>MOTION: [X] UNANIMOUS [ ] PASSED [ ] DEFERRED [ ] FAILED</b> |          |  |          |          |  |  |
| <b>Motion passes with six (6) Yes votes, one (1) No votes</b>   |          |  |          |          |  |  |

**Community Concerns and Celebrations**

*Chair Kahele announces that he will be deferring the executive session listed on the agenda and will move on to community concerns and celebrations.*

Testifiers speak at 4:33 pm

**Healani Sonoda-Pale summarized** Thanks the Board for their support of the Onipa'a Peace March this past January. She is testifying today on behalf of Pu'uohonua o Wailupe, protectors of an ancient Hawaiian burial site. She shares it has been three years since they have turned in their application for the clean water and natural lands fund so that they can purchase this parcel, and they are now being told they must find another title holder for the Pu'uohonua o Wailupe in order to move forward. The City and County suggested OHA. A meeting has taken place with OHA, they are on a short timeline with the land owner.

**Stacy Ferreira, CEO summarized** shares that they are waiting to see if the county will change the zoning from residential to conservation.

**Germaine Meyer summarized** Shares that she disagrees with Trustee Akina and states that governing and management are not two separate things. She expresses that there needs to be checks and balances in the respect of having autonomy.

**Announcements**

**Chair Kaiali'i Kahele** shares that he will traveling to D.C. to meet with all four members of Hawaii's delegation. In addition to that, he will be attending the presidential state of the Union address in the U.S. House of Representatives at the end of the month.

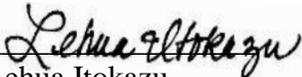
**Adjournment**

**Chair Kaiali'i Kahele** Announces that if there are no objections the Board meeting is now adjourn.

| Adjournment             |           |   |   |              |               |                      |                       |
|-------------------------|-----------|---|---|--------------|---------------|----------------------|-----------------------|
| TRUSTEE                 |           | 1 | 2 | 'AE<br>(YES) | A'OLE<br>(NO) | KANALUA<br>(ABSTAIN) | EXCUSED               |
| DAN                     | AHUNA     |   |   |              |               |                      | X                     |
| KALEI                   | AKAKA     |   |   | X            |               |                      |                       |
| KELI'I                  | AKINA     |   |   | X            |               |                      |                       |
| LUANA                   | ALAPA     |   |   |              |               |                      | Leaves mtg at 2:45 pm |
| BRICKWOOD               | GALUTERIA |   |   | X            |               |                      |                       |
| CARMEN HULU             | LINDSEY   | X |   | X            |               |                      |                       |
| KEONI                   | SOUZA     |   |   | X            |               |                      |                       |
| JOHN                    | WAIHE'E   |   | X | X            |               |                      |                       |
| CHAIR KAIALI'I          | KAHELE    |   |   | X            |               |                      |                       |
| <b>TOTAL VOTE COUNT</b> |           |   |   | <b>7</b>     |               |                      |                       |

**Chair Kaiali'i Kahele** Adjourns the Board of Trustees meeting at 4:47 p.m.

Respectfully submitted,

  
 Lehua Itokazu  
 Board Secretary

As approved by the Board of Trustees on April 3, 2025.

  
 Kaiali'i Kahele  
 Chairperson, Board of Trustees