

Kaiali'i Kahele - Chairperson
Keoni Souza - Vice Chairperson
Dan Ahuna - Trustee, Kaua'i & Ni'ihau
Kaleihikina Akaka - Trustee, O'ahu
Keli'i Akina, Ph.D. - Trustee, At-Large
Luana Alapa - Trustee, Moloka'i & Lāna'i
Brickwood Galuteria - Trustee, At-Large
Carmen "Hulu" Lindsey - Trustee, Maui
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200
Honolulu, HI 96817

MEETING OF THE BOARD OF TRUSTEES

DATE: Thursday, August 7, 2025

TIME: 9:00 A.M.

PLACE: Remote Meeting via Interactive Conference Technology

Viewable at www.oha.org/livestream Or

Listen by phone: (213) 338-8477, Webinar ID: 816 4499 0640

This virtual meeting can be viewed and observed via livestream on OHA's website at www.oha.org/livestream or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.

AGENDA

I. Call to Order

II. Approval of Minutes

A. May 1, 2025

III. New Business

A. Committee on Beneficiary Advocacy and Empowerment

- 1. Action Item BAE #25-05:** Approval of the Office of Hawaiian Affairs' Nominee for the Kaua'i/Ni'ihau Island Burial Council for transmittal to the Office of the Governor as follows: Megan Wong.* *July 23, 2025*

B. Committee on Budget and Finance - July 23, 2025

- 1. Action Item BF #25-52:** OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 – Approval of Core and Non-Core Budget Realignments.*
- 2. Action Item BF #25-53:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to 'Āina Momona for the 2025 'Ulu Festival Event on September 20, 2025, in the amount of \$10,875.00*
- 3. Action Item BF #25-54:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Pohaku Pelemaka for the Hala Festival 2025 Event on September 20, 2025, in the amount of \$9,834.00*
- 4. Action Item BF #25-55:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Sky Brothers Collective DBA O'ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i Event on September 20-21, 2025, in the amount of \$14,500.00*
- 5. Action Item BF #25-56:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to O'ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.00* *July 23, 2025*
- 6. Action Item BF #25-57:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai'i Island Festival of Birds Event on October 4, 2025, in

the amount of \$5,770.00*

7. **Action Item BF #25-58:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama 'Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*
8. **Action Item BF #25-59:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.00*
9. **Action Item BF #25-60:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*
10. **Action Item BF #25-62:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe‘e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*
11. **Action Item BF #25-63:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Ho‘oulu ‘Ike Center for Hula and Mele for the 2025 A‘a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*
12. **Action Item BF #25-64:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*
13. **Action Item BF #25-65:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*
14. **Action Item BF #25-66:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.00 *
15. **Action Item BF #25-67:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the ‘Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*
- C. **Action Item BOT #25-09:** Approve the formation of an Ad Hoc Committee to reassess OHA’s Mana i Maui Ola (MiMO) Strategic Plan to complete the required three-year check-ins and recommend necessary course corrections to ensure continued alignment of the Board’s strategic priorities with its governance and fiduciary responsibilities.

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

- A. Updated Fiscal Year 2026 Organization Chart (AI BF#25-51 as amended on June 30th, 2025)
- B. Fiscal Year 2026 Staff Salary Implementation Plan Update
- C. Human Resources Update / OHA Staff Vacancy (Chief Fiscal Officer, Managing Director of Real Estate, Washington DC Bureau Chief, Associate General Counsel, Legal Counsel (2), Budget Chief, Community and Brand Engagement Manager, Research Systems Manager, Controller, Investments Land Manager)
- D. Paid Family Leave Implementation Plan Update
- E. Telework Implementation Update
- F. 2025 Employee Handbook Update
- G. 4th Quarter 2025 (April, May, June) Performance Evaluations (July-August 2025)
- H. Update on the Fall 2025 OHA Off-Site Work Day

V. Executive Session§

- A.** Discuss and take action on Papāhānaumokuākea Marine National Monument and Sanctuary. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities for discussion and action on potential litigation related to defense of resource protections in Papāhānaumokuākea Marine National Monument and Sanctuary.
- B.** Status update on a procurement violation involving the Office of Hawaiian Affairs' Hilo office. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations in resolving a procurement violation involving the Office of Hawaiian Affairs' Hilo office.
- C.** Discuss and take action on the Interim Oversight and Compensation Adjustments for Chief Operating Officer (COO) Responsibilities. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations for discussion and action on the Interim Oversight and Compensation Adjustments for COO Responsibilities.
- D.** Discuss and take action on the Executive Succession Plan. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations for discussion and action on the Executive Succession Plan.
- E.** Legal Matters. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its prior legal counsel.
- F. Approval of Executive Session Minutes**

1. March 6, 2025

VI. Community Concerns and Celebrations

VII. Announcements

VIII. Adjournment

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at everetto@oha.org as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, no later than three full business days before the meeting. The board packet will also be made available on Oha's website, <https://www.oha.org/bot> as soon as practicable thereafter.

§ Notice: This portion of the meeting will be closed pursuant to HRS § 92-5.

Testimony can be provided to the Board of Trustees either as: (1) **written testimony** or (2) live, oral testimony online or at the physical meeting location during the remote meeting.

- (1) Persons wishing to provide **written testimony** on items listed on the agenda should submit testimony via [email](mailto:botmeetings@oha.org) to botmeetings@oha.org or via [postal mail](#) to Office of Hawaiian Affairs, Attn: Board of Trustees Meeting Testimony, 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817. Testimony is requested to be received at least twenty-four hours prior to the scheduled meeting to allow board members with sufficient time to review the testimony before the meeting. All written testimony will be posted on OHA's meeting website. Please omit or redact any personal information (e.g., name, email address, phone number, home address, or materials) that you do not want to be disclosed publicly online.
- (2) Persons wishing to provide **oral testimony online** during the remote meeting, please click on the link below:
<https://us06web.zoom.us/j/81644990640>

To provide oral testimony online, you will need:

- (1) a computer or mobile device to connect to the remote meeting;
- (2) internet access; and
- (3) a microphone to provide oral testimony.

Persons wishing to provide **oral testimony at the physical meeting location** can sign up the day-of the meeting at the physical meeting location.

Once your oral testimony is completed, you may be asked to disconnect from the meeting. If you willfully disrupt the meeting or do not disconnect on your own, support staff will remove you from the Zoom meeting. You can continue to view the remainder of the meeting on the livestream or by telephone, as provided at the beginning of this agenda.

Oral testimony online or at a physical meeting location will be limited to five (5) minutes. Oral testimony by telephone/landline **will not** be accepted at this time.



Trustee Kaiali'i Kahele
Chairperson, Board of Trustee

7/31/2025
Date

DRAFT

STATE OF HAWAII
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 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 <https://www.youtube.com/watch?v=U4m81kCSRG4>

**Minutes of the
BOARD OF TRUSTEES MEETING
MINUTES
May 1, 2025
10:00 a.m.**

ATTENDANCE:

Chairperson Kaiali'i Kahele
Trustee Kalei Akaka
Trustee Keli'i Akina
Trustee Luana Alapa
Trustee Brickwood Galuteria
Chair Emerita Carmen Lindsey
Trustee Keoni Souza

ADMINISTRATION:

Kēhau Pu'u, COO
Ramona Hink, CFO
Everett Ohta, Interim General Counsel
Naiwi Wurdeman, Board Counsel
Hailama Fardin, Sr. Dir. of Hawaiian Cultural Affairs
Bill Brennan, Dir. Communications
Corey Nakamoto, HR Director
Ryan Lee, Dir. Endowment
Royce Cambell, Operations Manager
Daniel Santos, IT
Kevin Chak

BOT STAFF:

Summer Sylva, Chief of Staff (COS)
Alena Auyoung, Deputy COS
Lehua Itokazu, Board Secretary
Kauikeaolani Wailehua, Trustee Aide
Kanani Iaea, Trustee Aide
Richelle Kim, Trustee Aide
Kau Robello, Trustee Aide
Remy Keli'ihō'omalū, Trustee Aide
Carina Lee, Trustee Aide
Kyla Hee, Trustee Secretary
LeiAnn Durrant, Trustee Aide
Mark Watanabe, Trustee Aide
Sommer Soares, Trustee Secretary
Pohai Ryan, Trustee Aide

GUEST:

Germaine Meyers
Dean Sam Shomaker
Dr. Keawe'aimoku Kaholokula
Dr. Kanoho Hosoda
Dr. Robin Miyamoto
Karan Chavis
Dr. Adrienne Dillard
Puni Kekauoha
Dr. Claire Townsend Ing
Dr. Nanette Judd
Celeste Wong

1 Chessa Harris

Call to Order

Chair Kaiali'i Kahele Calls the Board of Trustees Meeting to order for Thursday, April 17, 2025 at 10:04 a.m. Board Secretary, please do a roll call.

MEMBERS			Present	Notes
TRUSTEE	DAN	AHUNA		excused
TRUSTEE	KALEI	AKAKA	X	
TRUSTEE	KELI'I	AKINA	X	
TRUSTEE	LUANA	ALAPA	X	
TRUSTEE	BRICKWOOD	GALUTERIA	X	
TRUSTEE	CARMEN "HULU"	LINDSEY	X	
TRUSTEE	KEONI	SOUZA	X	
TRUSTEE	JOHN	WAIHE'E		excused
CHAIRPERSON	KAIALI'I	KAHELE	X	
			7	

At the Call to Order, **SEVEN (7)** 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 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.

Today we have our Kēhau Pu'u our COO, she will introduce our administrative team with us today.

Kēhau Pu'u, COO Chief Financial Officer -Ramona Hink, Endowment Director - Ryan Lee, Interim Corporation Counsel - Everett Ohta, Senior Director of Hawaiian Cultural Affairs - Hailama Fardin, Human Resource Director – Corey Nakamoto, Interim Director of Land Assets – Lori Walker, Director of Communications – Bill Brennan, IT systems Engineer and Administrator - Arlene Aguinaldo and Kevin Chak

Chair Kaiali'i Kahele introduces staff and our Board Counsel, Naiwi Wurdeman.

New Business

A. John A. Burns School of Medicine, Department of Native Hawaiian Health - Presentation

Dr. Keawe Kaholokula and various staff members offer a presentation with follow-up questions and answers.



Vision
Kānaka 'Ōiwi achieving optimal health and wellness.

Mission
To be a center of excellence in education, research, and quality healthcare practices committed to the optimal health and wellness of Kānaka 'Ōiwi and other underserved health disparate populations while embracing traditional Hawaiian values and practices.

<https://dnhh.hawaii.edu>

Ho'omana - Empower

Leadership
Ma ka hana ka 'ike
A person is known by his or her deeds

Scholarship
Lowe i ka māzales a kō'ono'ono
Take what is learned and make it deeper

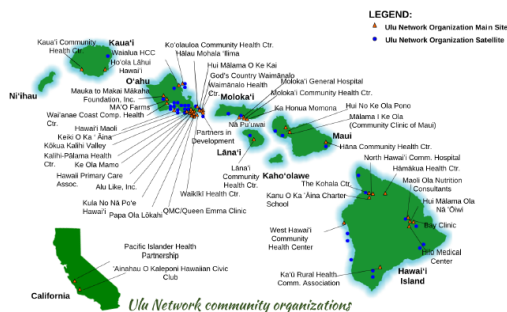
Altruism
He hālau lau ola
A school seeking healing



Excellence/Innovation
Kūla i ka nu'u
Strive for excellence

Teamwork
A'ole hana nui ka alu 'ia
Work is best accomplished as a team

Collaboration/Diversity
A'ole pau ka 'ike i ka hālau ho'okahi
Not all knowledge is acquired by one discipline or school.



Ho'ololi - Influence and Advocacy



Ho'ona'auao - Medical Education

Since 1973, the Medical Education Division has been dedicated to developing physicians who are committed to improving the health of Hawai'i through the 'Imi Ho'ola Post-Baccalaureate Program and the Native Hawaiian Center of Excellence.

To date, we have produced over 350 physicians (38% NH) who serve communities across Hawai'i, the Pacific, and the continental U.S.

This year alone, we have:

- Supported 52 medical students currently enrolled at JABSOM
- Mentored 47 pre-medical students preparing to apply to medical schools
- Engaged more than 2,300 K-12 students through targeted recruitment and outreach events

Average Program Investment Per Student
Pre-Medical: \$5,000 per student per year Medical: \$2,000 per student per year



Ho'omālamalama - Research & Innovation

Mission: Partner with community to identify, address, and eliminate health disparities in Native Hawaiian and Pacific Islander communities.

Culturally responsive, clinic-based and community-based health promotion programs to reduce the risk for cardiometabolic-related conditions, such as diabetes, heart disease, and stroke.

Benefits to Health Science	Benefits to Community	Benefits to Lāhui
<ul style="list-style-type: none"> Shifting health promotion paradigms Advancing social and cultural determinants Improving clinical research participation to ensure relevance and validity 	<ul style="list-style-type: none"> ~40% of federal funds go to community partners Community capacity built to lead research and health promotion Developing future Native Hawaiian researchers 	<ul style="list-style-type: none"> Sustainable, culturally responsive health promotion Strengthening identity, culture, and community Community-placed solutions to pressing health concerns Integrating Native Hawaiian values, perspectives, and aspirations into health promotion



Ho'ōla - Clinical Services and Healthcare Training

The mission of our Clinical Service Division is to improve access to quality, culturally grounded treatments to reduce Native Hawaiian Health Disparities.

DNHH's Clinical Service Division is providing unique services to address health disparities by increasing the number of Indigenous and Indigenous-trained providers

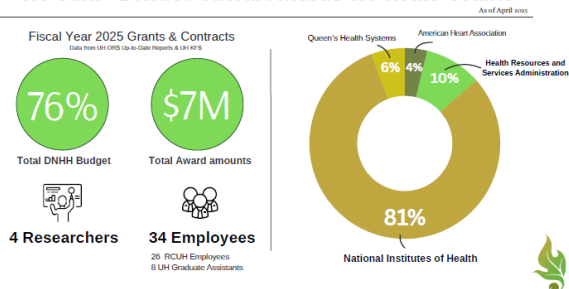
Direct Service line

- Department of Health contract for Kalaupapa
- Primary Care for Hansen's Disease patients
- Kumu Ola Health Psychology Services targeting NH disparities
- Chronic disease management – diabetes, kidney disease, cancer
- Queen's Ambulatory Health Centers contract
- Ka Malu A Wa'ahila Behavioral Health Services
- Specifically designed for NHPI students at UH, funding to end 6/30/25

Training

- Pacific Island Veterans Center
- Congressional Appropriation for culturally grounded services for NHPI Veterans
- Indigenous Behavioral Health Training Program
- HRSA grant submitted but likely terminated - \$600K per year for 4 years - services needed on neighbor islands in particular

Ho‘oulu - DNHH Federal Awards & Private Grants



Executive Order Impacts

Already Lost	At Risk	Future Outlook
<ul style="list-style-type: none"> Stop order on 20yr+ NIH longitudinal grant on diabetes (\$208K/year) Discontinuation of biomedical sciences mentorship pathway program (\$250K/year) Minority Health Training Grant for students in health sciences (New - \$270K/year) Loss of data infrastructure and specialized research staff 	<ul style="list-style-type: none"> Current Funding: \$5.4M Pending Funding: \$6.9M Disruption/halt of health research for Native Hawaiians Reduced support for NH students pursuing medicine, behavioral health, and health science careers Disruption of partnerships with NH communities 	<ul style="list-style-type: none"> Declining rates of NH student recruitment into health fields Reduction of community-based clinical and health science outreach NH will experience widening health inequities without a voice in academic medicine Loss of informed health policy regarding Native Hawaiians



Mahalo
NUI

Trustee Akaka asks if OHA has partnered with Native Hawaiian Health before?

Dr. Keawe Kaholokula OHA has partnered with us in the past and supported some of our research, particularly in initiatives aimed at disseminating our interventions more widely across the PINE. One example is the Piliohana Project, which began around 2012 or 2013, with substantial funding that allowed us to implement the intervention across several islands. This project impacted approximately 300 Native Hawaiians and their families, focusing on obesity and diabetes prevention.

We've also received other forms of support from OHA, including funding that contributed to the formation of the Native Hawaiian Health Task Force, which was co-chaired by Kamana'opono Crabbe and myself. Additionally, OHA supported the development of a curriculum to train health professionals and students on the social and cultural determinants of health for Native Hawaiians. The obesity intervention was a three-year grant that likely ended around 2016 or 2017. The curriculum and task force initiatives were supported through one-time funding. Currently, we are not receiving direct support from OHA but remain open and welcoming to future collaboration.

Chair Kaiali'i Kahele Whether it be scholarships or financial aid for 'Imi Ho'ola applicants or some type of partnership that includes service payback within our rural community, what could be something OHA could help with as we approach our current budget cycle?

Department of Native Hawaiian Health – Various speakers offer mana'o to the following discussion. The best forms of support for students, specifically those participating in the 'Imi Ho'ola program. This is a 12-month post-baccalaureate program designed to prepare students from disadvantaged backgrounds for medical school admission. The program includes faculty instruction and 19 credits per semester, with a total cost of

approximately \$18,000 to \$19,000 per year. The program is administered through the University of Hawai‘i at Mānoa Outreach College. Approximately 20 years ago, with the support of Queen’s Health System, stipends were established to support participating students. Each student currently receives approximately \$1,500 to \$1,600. It was noted that 20–30% of the students receive additional forms of support, and all participants are eligible for the stipend.

It was noted that while full-ride scholarships have been secured through donors, there remains an ongoing need for additional scholarship support. Native Hawaiian students, in particular, face the greatest financial challenges. Many are first-generation college students, and when they do drop out, it is often due to financial hardship or related family issues. Increased support in the form of scholarships is critical to helping these students succeed. At the undergraduate level, providing \$5,000 per student per year significantly improves their preparation for medical school. Even if students do not pursue medical degrees, many still enter the broader health career workforce. The programming at this level is specifically designed to support Native Hawaiian students. The program currently supports about 40 students and can expand. ‘Imi Ho‘ōla serves 12 students annually, preparing them for medical school, with 60% of all tracked students identifying as Native Hawaiian. Financial aid is critical due to rising costs and federal funding cuts. Continued support for MCAT prep, undergraduate pathways, and community-based research is essential to sustain progress in Native Hawaiian health equity.

Reconvenes at 11:20 am

Chair Kahele takes the agenda out of order.

E. Committee on Investment Land and Management

- 1. Action Item ILM #25-07: Approval of OHA Hawai‘i Real Estate Strategic Plan (strategies for OHA’s ownership, management, and decision making over investment and non-investment real estate). * 2nd reading**

One testifier at 11:21 am. You can watch the full testimony here:

<https://www.youtube.com/watch?v=VnWnbFmnV6o>

Germaine Meyers Questioned why certain lands were missing from the LLC but still considered part of the corpus. They asked whether these lands should be formally identified as part of the corpus. The speaker referenced the guiding principles used to develop real estate strategies, noting a distinction between investment lands—which are meant to generate financial returns—and legacy lands, which are preserved for cultural or environmental purposes. When reviewing prior acquisitions like Kahana Valley and Nation of Hawai‘i, the speaker stated it was unclear whether they were categorized as investment or legacy lands. They noted that the organization's strategy claims to follow an "Ends, Ways, and Means" model, where desired outcomes should be defined before any acquisition. However, during the due diligence process, the "ends" or desired outcomes were never clearly presented. Financial data and long-term costs were missing from due diligence reports, even though such records should be available from the State. She expressed confusion over why financial history for these lands was not provided and emphasized that although the board approved moving acquisitions to second reading, some trustees appear to rubber-stamp decisions without adequately questioning policy alignment. They concluded by encouraging more consistent adherence to fiduciary duties and existing policies.

Trustee Souza moves for the approval of all Hawai'i Real Estate Plan strategies for OHA's ownership management and decision making over investment and non-investment real estate.

Chair Emerita Lindsey Seconds the motion.

11:27 a.m. Trustee Souza moves to moves for the approval of all Hawai'i Real Estate Strategic Plan strategies for OHA's ownership management and decision making over investment and noninvestment real estate. Trustee Lindsey seconds the motion						
Vote: 11:28 a.m.	1	2	'AE (YES)	'A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI'I AKINA			X			
TRUSTEE LUANA ALAPA			X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA	X		X			
TRUSTEE JOHN WAIHE'E			X			X
CHAIR KAIALI'I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: <input type="checkbox"/> UNANIMOUS <input checked="" type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

C. Committee on Beneficiary Advocacy and Empowerment – April 30, 2025

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

Trustee Galuteria Your Committee on Beneficiary Advocacy and Empowerment, having met on April 30, 2025; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:

To adopt staffs' recommendation in asking the Governor to veto SB-739 regarding the Public Land Trust as reflected in Matrix 3.

Trustee Akaka Seconds the motion.

11:28 a.m. Trustee Galuteria moves to adopt staffs recommendation in asking the Governor to veto SB-739 regarding the Public Land Trust as reflected in Matrix 3. Trustee Akaka seconds the motion						
Vote: 11:29 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA		X	X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA			X			
TRUSTEE BRICKWOOD GALUTERIA	X		X			
CHAIR EMERITA HULU LINDSEY			X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED Motion passes with Seven (7) Yes votes, Zero (0) No votes						

4. 2025 Legislature: OHA Position on Bills Affecting HRS Chapter 6E (Iwi Kūpuna) – Matrix 9*

Trustee Galuteria makes a motion to adopt staff's recommendation and ask the governor to veto SB15 regarding HRS Chapter 6E (‘Iwi Kūpuna) as reflected in Matrix 9

Chair Emerita Lindsey Seconds the motion.

11:29 a.m. Trustee Galuteria moves to adopt staff's recommendation and asking the governor to veto SB15 regarding HRS Chapter 6E (‘Iwi Kūpuna) as reflected in Matrix 9 Chair Emerita seconds the motion						
Vote: 11:30 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			

TRUSTEE KELI'I AKINA			X			
TRUSTEE LUANA ALAPA			X			
TRUSTEE BRICKWOOD GALUTERIA	X		X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE'E						X
CHAIR KAIALI'I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

Chair Kaiali'i Kahele Tomorrow is the close of the legislative session and He gives a big mahalo to Trustee Galuteria, Trustee Akaka, and staff on behalf of the Trustees for all the work this legislative session.

Trustee Galuteria Mahalo and mahalo to Trustee Hulu for making her way around the Capitol too.

D. Committee on Budget and Finance – April 23, 2025

- 1. Action Item BF #25-28: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hāna Arts for the 2025 Mei Mele: Hāna Ho'olaule'a Series Event on May 2- 16, 2025, in the amount of \$5,000. ***

Trustee Alapa Your Committee on Budget and Finance, having met on April 23, 2025, and after full and free discussion recommends approval of the following motions for to the Board of Trustees:

Approve and authorize FY 2025 sponsorship funding to Hana Art for the 2025 Mei Mele: Hana Ho'olaule'a Series event on May 2 -16, 2025 in the amount of \$5000.

Organization Name	Event	Award Amount Recommendation
Hāna Arts	Mei Mele: Hāna Ho'olaule'a Series May 2, 2025 – May 16, 2025 4:00 PM – 7:00 PM (5/2) 2:30 PM - 5:30 PM (5/9) 9:00 AM – 12pm, 4:00 PM – 7:00 PM (5/16) 1 Mill St & 4111 Hāna Hwy Hāna, HI 96713 (Maui)	\$5,000
Total Recommendations (1)		\$5,000

Chair Emerita Lindsey Seconds the motion.

11:31 a.m. Trustee Alapa moves to approve and authorize FY 2025 sponsorship funding to Hana Art for the 2025 Mei Mele: Hana Ho‘olaule‘a Series event on May 2 -16, 2025 in the amount of \$5000. Chair Emerita seconds the motion						
Vote: 11:32 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

2. Action Item BF #25-29: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to The Waipā Foundation for the 2025 Waipā 'Āina Festival on May 3, 2025, in the amount of \$4,000.00 *

Trustee Alapa Moves to approve and authorize FY 2025 sponsorship funding to the Waipā Foundation for the 2025 Waipā ‘Āina Festival on May 3, 2025, in the amount of \$4,000.

Organization Name	Event	Award Amount Recommendation
The Waipā Foundation	The Waipā 'Āina Festival May 3, 2025 11:00 AM – 4:00 PM 5-5785 Kuhio Hwy #A, Hanalei, HI 96714 (Kaua‘i)	\$4,000
Total Recommendations (1)		\$4,000

Trustee Akaka Seconds the motion.

11:32 a.m. Trustee Alapa moves to approve and authorize FY 2025 sponsorship funding to the Waipā Foundation for the 2025 Waipā ‘Āina Festival on May 3, 2025, in the amount of \$4,000. Chair Emerita seconds the motion						
Vote: 11:33 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA		X	X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY			X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

3. Action Item BF #25-30: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hui Mākua Pūnana Leo o Moloka‘i for the Ho‘omau Moloka‘i 2025 Event on May 3, 2025, in the amount of \$14,500.00 *

Trustee Alapa Approve and authorize FY2025 sponsorship funding to Hui Mākua Pūnana Leo o Moloka‘i for the Ho‘omau Moloka‘i 2025 Event on May 3, 2025, in the amount of \$14,500.

Organization Name	Event	Award Amount Recommendation
Hui Mākua Pūnana Leo o Moloka‘i	Ho‘omau Moloka‘i 2025 May 3, 2025 9:00 AM – 4:30 PM 90 Ainoa St, Kaunakakai, HI 96748 (Moloka‘i)	\$14,500
Total Recommendations (I)		\$14,500

Chair Emerita Lindsey Seconds the motion.

11:33 a.m. Trustee Alapa moves to						
Approve and authorize FY2025 sponsorship funding to Hui Mākua Pūnana Leo o Moloka‘i for the Ho‘omau Moloka‘i 2025 Event on May 3, 2025, in the amount of \$14,500.						
Chair Emerita seconds the motion						
Vote: 11:34 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

4. Action Item BF #25-31: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to ECOH Education Foundation for the Prince Kūhiō Film Festival on May 3, 2025, in the amount of \$10,000.00 *

There is one testifier at 11:34 am. Full testimony can be seen at:

<https://www.youtube.com/watch?v=VnWnbFmnV6o>

Germaine Meyers Asked for clarification on how to distinguish between “entertainment” and cultural programming in grant applications. They referred to a recent discussion about the Leeward Kai Canoe Club and questioned how certain activities—such as music—are categorized. The concern was raised about how one application might be disqualified for including entertainment, while a similar one might be accepted under cultural programming. She requested clearer guidance so that evaluators can make consistent and informed decisions. They emphasized that definitions should not be left solely to legal interpretation and that the board should establish clear policy around these gray areas. The trustee pointed out that some previously approved grants may have included entertainment components and asked for transparency and consistency moving forward.

Trustee Alapa Approve and authorize FY 2025 sponsorship funding to Hawaiian Community Development Board for the Prince Kūhiō Film Festival on May 3, 2025, in the amount of \$10,000.

Organization Name	Event	Award Amount Recommendation
Hawaiian Community Development Board	Prince Kūhiō Film Festival May 3, 2025 2:00 PM– 10:00 PM Kanehili Homestead Park, 91-5420 Kanehili Street, Kapolei, HI 96707 (Oʻahu)	\$10,000
Total Recommendations (1)		\$10,000

Chair Emerita Lindsey Seconds the motion.

Note there was a name change for the sponsorship It is not ECOH it was approved in committee with the updated name, Hawaiian Community Development.*

11:37 a.m. Trustee Alapa moves to						
Approve and authorize FY 2025 sponsorship funding to Hawaiian Community Development Board for the Prince Kūhiō Film Festival on May 3, 2025, in the amount of \$10,000.						
Chair Emerita seconds the motion						
Vote: 11:37 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with Seven (7) Yes votes, Zero (0) No votes						

5. **Action Item BF #25-32: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to the Homestead Community Development Corporation for the 2025 Hawaiian Homelands Sovereignty Conference Event on June 2-4, 2025, in the amount of \$15,000. 00 ***

Trustee Alapa Approve and authorize FY 2025 sponsorship funding to the Homestead Community Development Corporation for the 2025 Hawaiian Homelands Sovereignty Conference Event on June 2-4, 2025, in the amount of \$15,000.

Organization Name	Event	Award Amount Recommendation
Homestead Community Development Corporation	2025 Hawaiian <u>Home Lands</u> Sovereignty Conference June 2-4, 2025 9:00 AM – 6:00 PM Ala Moana Hotel, 410 Atkinson Drive, Honolulu, HI 96814 (O‘ahu)	\$15,000
Total Recommendations (I)		\$AMOUNT

Chair Emerita Lindsey Seconds the motion.

11:37 a.m. Trustee Alapa moves to						
Approve and authorize FY 2025 sponsorship funding to the Homestead Community Development Corporation for the 2025 Hawaiian Homelands Sovereignty Conference Event on June 2-4, 2025, in the amount of \$15,000.						
Chair Emerita seconds the motion						
Vote: 11:38 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
CHAIR EMERITA HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA			X			
TRUSTEE JOHN WAIHE‘E						X
CHAIR KAIALI‘I KAHELE			X			
TOTAL VOTE COUNT			7			
MOTION: <input type="checkbox"/> UNANIMOUS <input checked="" type="checkbox"/> PASSED <input type="checkbox"/> DEFERRED <input type="checkbox"/> FAILED						

Motion passes with Seven (7) Yes votes, Zero (0) No votes

Chair Emerita expresses that the SCHAA Conference is happening at the same time as the Maui Island meetings.

Chair Kaiali'i Kahele We will move back to the top of our agenda, and I will call upon Cory, Director of Human Resources speaking to the status of OHA activities.

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

1. Update on OHA's participation at the Hawai'i State Legislation Job Fair held on Friday, March 28, 2025, and Operation Hire Hawai'i(OHHI) Job Fair held on Friday, April 11th and Saturday, April 12, 2025

Kēhau Pu'u, COO turns the time over to Human Resources Director, Corey Nakamoto for an update.

Corey Nakamoto, Human Resource Director *summarized.* While participation began in 2023, data collection only started with the March 2024 State Capitol Job Fair. Since then, the agency has attended additional fairs, including the O'ahu Job Fairs on April 11–12 and the Career Expo on April 30, with plans to attend upcoming events on July 30 and October 29. At each event, staff have been tracking the number of visitors, resumes received, and which positions applicants are interested in or qualify for. Notable interest has consistently been in positions such as multimedia designer, trustee aide, and administrative assistants, with fewer candidates qualifying for skilled roles.

Key statistics shared include:

March 28 (State Capitol): 73 visitors, 6 resumes.

April 11–12 (O'ahu Job Fair): 36 and 57 visitors; 5 and 3 resumes respectively.

April 30 (Career Expo): 101 visitors; 5 resumes (currently under review).

Some applicants qualified for roles such as PPA, trustee aide, GIS, grants manager, grants officer, and R&E analyst. Also, following the introduction of a hiring bonus in April, there was an initial spike in applications—particularly for the grants manager position but interest declined in the subsequent two weeks.

Trustee Akaka Has any positions been filled since then?

Corey Nakamoto, Human Resource Director *summarized.* We are going to be offering the Grants Manager position soon and Grants Officer positions are in interviews. The agency's current vacancy rate is approximately 26%, which continues to be a significant challenge. While efforts are being made to address staffing, the agency has limited control over some factors contributing to vacancies. It was also noted that two additional employees, including Kelsey, will be departing soon, further impacting staffing levels.

Trustee Akaka I think the closing of legislation the timing was good that we were apart of that fair. I'm even wondering if it'd be possible to check with the Sergeant at arms with the House side and the Senate side to see if it's possible to have a flyer up that we are hiring.

Chair Kaiali'i Kahele I was pleased to see Corey on the Sunday Star Advertiser, the Career Expo 2025. My eyes went straight to see the Office of Hawaiian Affairs as an attendee and was pleased to to see us on that State of Hawaii list. The grants manager position, just out of curiosity, did we get any applicants because of that posting on the state's neo government website?

Corey Nakamoto, Human Resource Director I am not sure, I will check and get back to you.

Chair Kaiali'i Kahele For all of our or staff watching, listening, if someone wants to take advantage of the internal referral process, how do they do that? Is it annotated on someone's application do they verbally send an email? How do they take credit?

Corey Nakamoto, Human Resource Director They could definitely reach out to HR and let us know. The other route would be from a candidate perspective, yes, on the applications, it does ask like where they heard about the position.

Trustee Galuteria Do we have much interest in the public policy advocate position and if we do, when is the interview starting and can you give us a sense of what that what the timing is on there?

Kēhau Pu'u, COO Leina'ala has seen more applications and has shared that some of them are coming from the leg. We have two interviews today. We have three positions.

Trustee Akaka Do we do we have any indication if those that have applied were a part of the federal government, one of the employees that were released?

Corey Nakamoto, Human Resource Director I do not know off the top of my head.

Trustee Akaka I was thinking too more about the session hires and then coming to the closing of the session that often times as they're in between trying to find another position, naturally they go to the UI system. If we can get a flyer up there then that would be another avenue.

Chair Emerita Lindsey I just want to know that we are considering our own employees internally before we go out externally for vacant positions.

Corey Nakamoto, Human Resource Director We don't currently do like an internal only posting first. We actually announce it though internally we have internal e-mail announcements that also goes out at the same time that we're posting it on the various job boards.

Chair Emerita Lindsey I think we should give them some preference.

Chair Kaiali'i Kahele Sure, maybe we want to have career advancement. Finally, last question, you know, in attempting to fill some of our long-standing interim positions sounds like we have the IT director potentially and the grants manager. Any update on posting for interim permanent general counsel and permanent land director positions?

Corey Nakamoto, Human Resource Director the general counsel position, the position description is currently being reviewed and finalized, once that's finalized, then we can go ahead and post that one. There are some changes that are being made to that one that will impact on the positions below it specifically we are looking or we've updated the minimum requirements for example, and we're also updating some of the duties

and responsibilities. Some of those changes will have a trickledown effect. My understanding is that we are close to finalizing that.

Kēhau Pu‘u, COO *summarized.* Work on revising the position description is currently on hold pending the completion of efforts by consultants Paul and Linda. Their scope includes finalizing the agency’s newly approved strategic plan, developing a business model and operational plan, and establishing policies and procedures for the Land Department. Given that the position will report directly to the CEO, the goal is to ensure that the new Senior Director role is properly aligned with the board-approved strategic direction and is designed to effectively lead the department. Additionally, there are four Public Policy Advocate vacancies: two management-level roles (Public Policy Manager and Ocean Policy Manager, which will be posted soon) and two Compliance Advocate positions, with plans to place one on Maui to address ongoing issues on Maui and Moloka‘i. There is also an open and posted vacancy on Kaua‘i. The revised position description for the Land Director will be developed with the support of the consultants to ensure it aligns with the strategic plan, business model, and related policies.

Chair Kaiali‘i Kahele Announces that we will revisit Action Item 25-31 to ensure that we have the right non-profit organization. The Chair recognizes Trustee Alapa, Chair of the Budget and Finance Committee.

Trustee Alapa I would like to amend something that we previously adopted for action item BF #25-31. And this is for the motion approved and authorized for FY2025 sponsorship funding to Hawaiian Community Development Board for the Prince Kuhio Film Festival on May 3, 2025 in the amount of \$10,000.

Chair Emerita Lindsey Seconds the motion.

11:58 a.m. Trustee Alapa moves to Amend						
motion to approved the previously adopted - authorized for FY2025 sponsorship funding to Hawaiian Community Development Board for the Prince Kuhio Film Festival on May 3, 2025 in the amount of \$10,000.						
Chair Emerita seconds the motion						
Vote: 11:38 a.m.	1	2	‘AE (YES)	‘A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
TRUSTEE DAN AHUNA						X
TRUSTEE KALEI AKAKA			X			
TRUSTEE KELI‘I AKINA			X			
TRUSTEE LUANA ALAPA	X		X			
TRUSTEE BRICKWOOD GALUTERIA			X			
TRUSTEE HULU LINDSEY		X	X			
TRUSTEE J. KEONI SOUZA						
TRUSTEE JOHN WAIHE‘E						X

CHAIR KAIALI'I KAHELE			X			
TOTAL VOTE COUNT			6			
MOTION: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED						
Motion passes with SIX (6) Yes votes, Zero (0) No votes						

Community Concerns and Celebrations 11:20 am

Germaine Meyers full testimony can be found here:

<https://www.youtube.com/watch?v=VnWnbFmnV6o&t=2656s>

Summarized: Germaine shared that they have personal and family experiences with gambling and drug addiction, but chose not to disclose details that would put their 'ohana's business in the spotlight. They reflected on how these addictions affected their biological father and stepfather throughout their childhood and adult years. At age 18, immediately after graduating high school, they decided they wanted better life experiences. They accepted a last-minute full-tuition scholarship to Leeward Community College and a full-time student hire position at the Department of Hawaiian Homelands. These opportunities set them on a course of positive life choices. By age 33, she became homeowner, resolved foreclosure issues, refinanced a final loan, and paid off their mortgage in 2008, living mortgage-free since then. Over the years, they provided housing for family members, including one with a gambling addiction. This addiction to sports betting and casinos led to repeated financial crises and homelessness, highlighting the long-term impact of addiction. Financial stewardship, like health and fitness, is not about resources or availability but about behavior. They described two mindsets: a "coffin," where one is stuck and unwilling to change, and a "classroom," where one remains open to learning and growth. She expressed gratitude to Trustee Kalei Akaka for focusing on rehabilitation of incarcerated individuals and asked that equal consideration be given to rehabilitating the children and spouses of the incarcerated, who often grow up in environments marked by drug use, sales, and gambling. They concluded by stating that drugs and gambling lead to destructive outcomes and must be addressed through behavioral change.

Announcements

Chair Kaiali'i Kahele Announces the next board meeting for the board of Trustees will be on Thursday, May 15th at 10:00 in the morning.

Trustee Galuteria There is a beautiful exhibition outside the Quilters Guild is has brought in some beautiful work and there is somewhat of a competition. When you have time there is a little competition and there are ballots for you to vote. The exhibit will be going on until May, Mother's Day.

Chair Kaiali'i Kahele *summarized.* I just want to mahalo everyone for what a great merrie monarch week in Hilo. We had a fantastic blessing. Mahalo to the Hilo staff and everyone that came out to celebrate. The next day was our parade and OHA was well represented. We have a busy May with the focus on our budget. This board will vote on our budget on the 30th of June, which is a Monday and Prior to that on June 17, we will pass the budget through our Budget and Finance Committee. That is our plan. We're doing something that really hasn't been done previously, and that's to take the budget into smaller digestible chunks and give the opportunity for our directors and our program managers and our senior executive leadership team to come in front of the board and present to us their budget in smaller pieces so that we can better understand and our

beneficiaries can better understand where our money is being spent. Yesterday you should have received an e-mail from Grace in our finance team. She sent you 2 PDF documents. Your staff should be printing those documents as described in the e-mail. That will be the blueprint for our budget briefings. The first budget briefings start on May 14, and that briefing will feature the CE OS budget, the Human Resources budget, the Endowment budget, and the Hawaiian Cultural Affairs budget. It's going to be really important that we dive deep into these budget tables so that we can ask good, well-informed questions and have a good solid, robust discussion.

We also have Hawaii Island satellite office locations that are starting next week Friday. As you are well aware, we close the corner office centralized services in Hilo and are establishing a satellite office location, mobile location, basically every week throughout all of Hawaii Island with specific site locations. Our plan is to be in Na‘alehu and Pahoa, Kawaihae and Waimea and then go into communities like Middle EE on a quarterly basis.

Trustee Akaka I think that's excellent in terms of being able to service those within the community, the rural communities such as Hawaii Island is so vast and large. I think that's something that we might want to look into for the other neighbor islands as well, especially with what has happened in Maui, the size and distance between communities and Kauai as well and so forth. What I wanted to share too, and I kind of touched on it yesterday regarding our sponsorship with the Melemanaka 3 Days community. Even at the SCP Hotel, when I had some time after the parade, I had walked around to visit different vendors. We got to talk story more and then they asked me my interest in why I was kind of asking them about their experience there. And then it lead up to me being at the Office of Hawaiian Affairs, they just shared how thankful they were to have that opportunity to be able to have their booth at that location amongst other Native Hawaiians. It gives them the opportunity where maybe they wouldn't have had that space and even just the cost. There was a lot of thankfulness there and I'd be interested to see what that would look like for us next year again.

Chair Kaiali‘i Kahele Thank you for the trustees and staff on the board suite who's submitted changes to our executive policy manual. We are compiling all of that along with much of the work that Everett and his team has have done and hopefully we can bring that to the board in May as well. The other thing that I had mentioned a month ago and Kēhau has been working on this along with summer is the possibility of including a remote teleworking here at OHA. I think that work should be wrapping up and bring that proposal to the Board.

Adjournment

Chair Kaiali‘i Kahele asks for a motion to adjourn.

Trustee Galuteria Moves to adjourn.

Trustee Akaka Seconds the motion.

Adjournment – vote at 12:16 pm							
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA						X
KALEI	AKAKA		X	X			
KELI'I	AKINA			X			
LUANA	ALAPA			X			
BRICKWOOD	GALUTERIA	X		X			

CARMEN HULU	LINDSEY			X			Left meeting
KEONI	SOUZA			X			Left meeting
JOHN	WAIHE'E						X
CHAIR KAIALI'I	KAHELE			X			
TOTAL VOTE COUNT				5			

Chair Kahele Aadjourns the Board of Trustees meeting at 12:16 pm.

Respectfully submitted,

Lehua Itokazu
Board Secretary

As approved by the Board of Trustees on XXXXXXXXXX

Kaiali'i Kahele
Chairperson, Board of Trustees

Attachments: (all handouts will be attached once the minutes are approved)



III. New Business

A. Committee on Beneficiary Advocacy and Empowerment

Action Item BAE #25-05: Approval of the Office of Hawaiian Affairs' Nominee for the Kaua'i/Ni'ihau Island Burial Council for transmittal to the Office of the Governor as follows: Megan Wong.* *July 23, 2025*

- **A Committee Report for the above Agenda Items will be forwarded to the Board once received.**

OFFICE OF HAWAIIAN AFFAIRS
Committee on Beneficiary Advocacy and Empowerment (BAE)

COMMITTEE REPORT

July 23, 2025

The Honorable Kaiali'i Kahele, Chair
Board of Trustees
Office of Hawaiian Affairs

Chair Kahele:

Your Committee on Beneficiary Advocacy and Empowerment, having met on July 23, 2025; and after full and free discussion, recommends approval of the following motions to the Board of Trustees:

Action Item BAE #25-05: Approval of the Office of Hawaiian Affairs' Nominee for the Kaua'i/Ni'ihau Island Burial Council for transmittal to the Office of the Governor as follows: Megan Wong.

MOTION:

To approve the Office of Hawaiian Affairs' Nominee for the Kaua'i/Ni'ihau Island Burial Council for transmittal to the Office of the Governor as follows: Megan Chun.

Respectfully submitted:

Brickwood Galuteria, Chair

Kaleihikina Akaka, Vice Chair

Dan Ahuna, Member

Keli'i Akina, Member

Luana Alapa, Member

Kaiali'i Kahele, Member

Hulu Lindsey, Member

Keoni Souza, Member

Trustee John Waihe'e, IV, Member



B. Committee on Budget and Finance - July 23, 2025

- 1. Action Item BF #25-52:** OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 – Approval of Core and Non-Core Budget Realignments.*
- 2. Action Item BF #25-53:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to ‘Āina Momona for the 2025 ‘Ulu Festival Event on September 20, 2025, in the amount of \$10,875.00*
- 3. Action Item BF #25-54:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Pohaku Pelemaka for the Hala Festival 2025 Event on September 20, 2025, in the amount of \$9,834.00*
- 4. Action Item BF #25-55:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Sky Brothers Collective DBA O‘ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho‘okipa Ali‘i Event on September 20-21, 2025, in the amount of \$14,500.00*
- 5. Action Item BF #25-56:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to O‘ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.00* *July 23, 2025*
- 6. Action Item BF #25-57:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai‘i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.00*
- 7. Action Item BF #25-58:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama ‘Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*
- 8. Action Item BF #25-59:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.00*
- 9. Action Item BF #25-60:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*
- 10. Action Item BF #25-62:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe‘e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*
- 11. Action Item BF #25-63:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Ho‘oulu ‘Ike Center for Hula and Mele for the 2025 A‘a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*
- 12. Action Item BF #25-64:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai‘anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*
- 13. Action Item BF #25-65:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*



- 14.** Action Item BF #25-66: Approval of OHA funding for a Ho‘ākoako Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.00 *
- 15.** Action Item BF #25-67: Approval of OHA funding for a Ho‘ākoako Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the ‘Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*

OFFICE OF HAWAIIAN AFFAIRS
Committee on Budget and Finance (BF)
COMMITTEE REPORT

July 23, 2025

The Honorable Kaiali'i Kahele, Chair

Board of Trustees
Office of Hawaiian Affairs

Chair Kahele,

Your **Committee on Budget and Finance**, having met on July 23, 2025, and after full and free discussion, recommends approval of the following **fifteen (15) actions** to the Board of Trustees:

regarding: Action Item BF #25-52

OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 –
Approval of Core and Non-Core Budget Realignments.*

Action 1

- A. Approve the Fiscal Biennium Budget Realignment #4 (“BR4”), Core and Non-Core Budget, for the fiscal biennium periods (“FB”) 2023-2024 (“FY24”) and 2024-2025 (“FY25”) as summarized at Attachment #1.**
- B. Approve the carryover of \$1,103,000 in unspent, uncommitted, unencumbered funds from the BOT #23-07 Maui Island Wildfire for Maui wildfire recovery efforts. These funds will be used for OHA’s Deployment of Kanaaho Grants for Lahaina and Kula, including direct distribution of disaster aid grants to beneficiaries.**

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to 'Āina Momona
for the 2025 'Ulu Festival Event
on September 20, 2025, in the amount of \$10,875.00*

Action 2

Approve and authorize FY 2026 sponsorship funding to 'Āina Momona for the 2025 'Ulu Festival Event on September 20, 2025, in the amount of \$10,875.

Organization Name	Event	Award Amount Recommendation
'Āina Momona	'Ulu Festival September 20, 2025 9:00 AM – 1:00 PM Moloka'i Community Health Center 30 Oki Pl, Kaunakakai, HI 96748 (Moloka'i)	\$10,875
Total Recommendations (1)		\$10,875

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Pohaku Pelemaka
for the Hala Festival 2025 Event
on September 20, 2025, in the amount of \$9,834.00*

Action 3

Approve and authorize FY 2026 sponsorship funding to Pohaku Pelemaka for the Hala Festival 2025 Event on September 20, 2025, in the amount of \$9,834.

Organization Name	Event	Award Amount Recommendation
Pohaku Pelemaka	Hala Festival 2025 September 20, 2025 9:30 AM – 3:00 PM 15-2131 Keaau-Pahoa Rd, Pāhoa, HI 96778 (Hawai'i Island)	\$9,834
Total Recommendations (1)		\$9,834

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Sky Brothers Collective DBA O'ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i Event on September 20-21, 2025, in the amount of \$14,500.00*

Action 4

Approve and authorize FY 2026 sponsorship funding to Sky Brothers Collective DBA O'ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i Event on September 20-21, 2025, in the amount of \$14,500

Organization Name	Event	Award Amount Recommendation
Sky Brothers Collective DBA O'ahu Intertribal Council	2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i September 20, 2025 10:00 AM – 2:00 PM September 21, 2025 8:00 AM – 5:00 PM Kapiolani Park, 3840 Paki Ave, Honolulu, HI 96815 (O'ahu)	\$14,500
Total Recommendations (1)		\$14,500

Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to O‘ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.00*

Action 5

Approve and authorize FY 2026 sponsorship funding to O‘ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.

Organization Name	Event	Award Amount Recommendation
O‘ahu Hawaiian Canoe Racing Association Hawaii	Na Wahine O Ke Kai September 28, 2025 7:30 AM – 4:30 PM 2005 Kālia Rd, Honolulu, HI 96815 (O‘ahu)	\$12,000
Total Recommendations (1)		\$12,000

Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai‘i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.00*

Action 6

Approve and authorize FY 2026 sponsorship funding to Hawaii Wildlife Center for the 2025 Hawai‘i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.

Organization Name	Event	Award Amount Recommendation
Hawaii Wildlife Center	Hawai‘i Island Festival of Birds October 4, 2025 9:00 AM - 5:30 PM Grand Naniloa Hotel Hilo 93 Banyan Dr, Hilo, HI 96720 (Hawai‘i Island)	\$5,770
Total Recommendations (1)		\$5,770

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama 'Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*

Action 7

Approve and authorize FY 2026 sponsorship funding to Hawaiian Islands Land Trust for the 2025 Malama 'Aina Kakou Event on October 4, 2025, in the amount of \$10,000.

Organization Name	Event	Award Amount Recommendation
Hawaiian Islands Land Trust DBA Hawaii Land Trust	Malama 'Aina Kakou October 4, 2025 5:00 PM - 9:00 PM Lanikuhonua Cultural Institute 92-1101 Ali'inui Dr. Kapolei, HI 96707 (O'ahu)	\$10,000
Total Recommendations (1)		\$10,000

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.*

Action 8

Approve and authorize FY 2026 sponsorship funding to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.

Organization Name	Event	Award Amount Recommendation
Lydia8	EPIC Wāhine 2025 October 5-12, 2025 8:00 AM – 8:00 PM Hale Hālāwai 75-5670 Alii Drive, Kailua-Kona, HI 96740 (Hawai'i Island)	\$15,000
Total Recommendations (1)		\$15,000

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Mana Maoli
for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*

Action 9

Approve and authorize FY 2026 sponsorship funding to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980

Organization Name	Event	Award Amount Recommendation
Mana Maoli	Paepae Pōhaku Student Leadership Camp October 8-10, 2025 4:00 PM-3:00 PM (next day) Lanikuhonua Cultural Institute 2125 Alii Rd, Honolulu, HI 96817 (O'ahu)	\$14,980
Total Recommendations (1)		\$14,980

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe'e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*

Action 10

Approve and authorize FY 2026 sponsorship funding to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe'e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.

Organization Name	Event	Award Amount Recommendation
Kualoa-Heeia Ecumenical Youth (KEY) Project	Waihe'e Festival 2025 October 11, 2025 5:00 PM – 9:00 PM 47-200 Waihe'e Rd, Kāne'ohe HI 96744 (O'ahu)	\$7,500
Total Recommendations (1)		\$7,500

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'oulu 'Ike Center for Hula and Mele for the 2025 A'a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*

Action 11

Approve and authorize FY 2026 sponsorship funding to Ho'oulu 'Ike Center for Hula and Mele for the 2025 A'a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.

Organization Name	Event	Award Amount Recommendation
Ho'oulu 'Ike Center for Hula and Mele	A'a I Ka Hula Competition October 25, 2025 7:00 AM – 4:00 PM Moanalua Gardens 2850-A Moanalua Rd Honolulu, HI 96819 (O'ahu)	\$10,875
Total Recommendations (1)		\$10,875

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*

Action 12

Approve and authorize FY 2026 sponsorship funding to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.

Organization Name	Event	Award Amount Recommendation
Waianae Economic Development Council	Small Business Saturday Wai'anae, Business Resource Hub November 8, 2025 9:00 AM - 2:00 PM 85-888 Fanington Hwy., Wai'anae, HI 96792 (O'ahu)	\$10,000
Total Recommendations (1)		\$10,000

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*

Action 13

Approve and authorize FY 2026 sponsorship funding to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.

Organization Name	Event	Award Amount Recommendation
Makaha Hawaiian Civic Club	Makaha Hawaiian Civic Club Annual Scholarship Luau November 8, 2025 11:00 AM – 4:00 PM Makaha Golf Course (Lilikoi Lounge) 84-627 Makaha Valley Rd, Waianae, HI 96792 (O'ahu)	\$8,000
Total Recommendations (1)		\$8,000

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.00*

Action 14

Approve and authorize FY 2026 sponsorship funding to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.

Organization Name	Event	Award Amount Recommendation
Nā Kama Kai	Keiki Surf Kontest Event November 28-30, 2025 7:00 AM - 7:00 PM Makaha Beach 84-369 FaiTington Hwy, Waianae, HI 96792 (O'ahu)	\$11,250
Total Recommendations (1)		\$11,250

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the 'Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*

Action 15

Approve and authorize FY 2026 sponsorship funding to Hamakua Youth Foundation (dba: Hamakua Youth Center, or HYC) for the 'Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.

Organization Name	Event	Award Amount Recommendation
Hamakua Youth Foundation (dba: Hamakua Youth Center, or HYC)	'Ohana Day 2025 December 13, 2025 10:00 AM- 6:00 PM Honoka'a People's Theatre 45-3574 Mamane St, Honoka'a, HI 96727 (Hawai'i Island)	\$5,875
Total Recommendations (1)		\$5,875

was DEFERRED

Attachments:

**No Action Items were attached in this Committee Report for reference –
due to transfer limitations with the State Adobe eSign application.**

Please refer to the 07/23/2025 BF Electronic Meeting Folder/Packet at <https://www.oha.org/rm/>

IN ORDER DELIBERATED at the 07/23/2025 **Committee on Budget and Finance Meeting**

- 1) BF ROLL CALL VOTE SHEET
Action Item BF #25-52: OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 – Approval of Core and Non-Core Budget Realignments.*
- 2) BF ROLL CALL VOTE SHEET
Action Item BF #25-53: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to ‘Āina Momona for the 2025 ‘Ulu Festival Event on September 20, 2025, in the amount of \$10,875.00*
- 3) BF ROLL CALL VOTE SHEET
Action Item BF #25-54: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Pohaku Pelemaka for the Hala Festival 2025 Event on September 20, 2025, in the amount of \$9,834.00*
- 4) BF ROLL CALL VOTE SHEET
Action Item BF #25-55: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Sky Brothers Collective DBA O‘ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho‘okipa Ali‘i Event on September 20-21, 2025, in the amount of \$14,500.00*
- 5) BF ROLL CALL VOTE SHEET
Action Item BF #25-56: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai‘i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.00*
- 6) BF ROLL CALL VOTE SHEET
Action Item BF #25-57: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai‘i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.00*
- 7) BF ROLL CALL VOTE SHEET
Action Item BF #25-58: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama ‘Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*

Attachments: cont.

- 8) BF ROLL CALL VOTE SHEET
Action Item BF #25-59: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.*
- 9) BF ROLL CALL VOTE SHEET
Action Item BF #25-60: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*
- 10) BF ROLL CALL VOTE SHEET
Action Item BF #25-62: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe'e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*
- 11) BF ROLL CALL VOTE SHEET
Action Item BF #25-63: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'oulu 'Ike Center for Hula and Mele for the 2025 A'a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*
- 12) BF ROLL CALL VOTE SHEET
Action Item BF #25-64: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*
- 13) BF ROLL CALL VOTE SHEET
Action Item BF #25-65: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*
- 14) BF ROLL CALL VOTE SHEET
Action Item BF #25-66: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250. 00*
- 15) BF ROLL CALL VOTE SHEET
Action Item BF #25-67: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the 'Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*

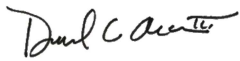
Respectfully submitted:



Trustee Luana Alapa, BF Chair



Trustee John Waihe'e, IV, BF Vice Chair



Trustee Dan Ahuna, Member



Trustee Kaleihikina Akaka, Member



Trustee Keli'i Akina, Member



Trustee Brickwood Galuteria, Member



Trustee Kaiali'i Kahele, Member

DID NOT FULLY CONCUR
'ABSTAINED' ON ACTION 5
'NO' VOTE ON ACTION 8

Trustee Carmen Hulu Lindsey, Member



Trustee J. Keoni Souza, Member

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 11:36 a.m.
MOTION: 11:37 a.m.
VOTE: 12:19 p.m.

AGENDA ITEM:

IV. New Business

A. Action Item BF #25-52:

OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 – Approval of Core and Non-Core Budget Realignments.*

MOTION:

- A. Approve the Fiscal Biennium Budget Realignment #4 (“BR4”), Core and Non-Core Budget, for the fiscal biennium periods (“FB”) 2023-2024 (“FY24”) and 2024-2025 (“FY25”) as summarized at Attachment #1.
- B. Approve the carryover of \$1,103,000 in unspent, uncommitted, unencumbered funds from the BOT #23-07 Maui Island Wildfire for Maui wildfire recovery efforts. These funds will be used for OHA’s Deployment of Kanaaho Grants for Lahaina and Kula, including direct distribution of disaster aid grants to beneficiaries.

VOTE							MOTION: 11:37 a.m. VOTE: 12:19 p.m.
TRUSTEE		1	2	‘AE (YES)	A’OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI’I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI’I	KAHELE			X			
CARMEN HULU	LINDSEY		2	X			2 nd to Motion; no longer needed for ‘small’ membered boards
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE’E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON BUDGET AND FINANCE (BF)	DATE: July 23, 2025 START: 1:37 p.m. MOTION: 1:38 p.m. VOTE: 1:38 p.m.
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AGENDA ITEM: IV. New Business B. Action Item BF #25-53: Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to ‘Āina Momona for the 2025 ‘Ulu Festival Event on September 20, 2025, in the amount of \$10,875.00*

MOTION: Approve and authorize FY 2026 sponsorship funding to ‘Āina Momona for the 2025 ‘Ulu Festival Event on September 20, 2025, in the amount of \$10,875.

Organization Name	Event	Award Amount Recommendation
‘Āina Momona	‘Ulu Festival September 20, 2025 9:00 AM – 1:00 PM Moloka‘i Community Health Center 30 Oki Pl, Kaunakakai, HI 96748 (Moloka‘i)	\$10,875
Total Recommendations (1)		\$10,875

VOTE							MOTION: 1:38 p.m. VOTE: 1:38 p.m.
TRUSTEE		1	2	‘AE (YES)	A‘OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI‘I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI‘I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE‘E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with ‘small’ membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:38 p.m.
MOTION: 1:38 p.m.
VOTE: 1:39 p.m.

AGENDA ITEM:

IV. New Business

C. Action Item BF #25-54:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship
to Pohaku Pelemaka for the Hala Festival 2025 Event
on September 20, 2025, in the amount of \$9,834.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Pohaku Pelemaka for the Hala
Festival 2025 Event on September 20, 2025, in the amount of \$9,834.

Organization Name	Event	Award Amount Recommendation
Pohaku Pelemaka	Hala Festival 2025 September 20, 2025 9:30 AM – 3:00 PM 15-2131 Keaau-Pahoa Rd, Pāhoa, HI 96778 (Hawai'i Island)	\$9,834
Total Recommendations (1)		\$9,834

VOTE							MOTION: 1:38 p.m. VOTE: 1:39 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

**COMMITTEE ON
BUDGET AND FINANCE (BF)**

DATE: July 23, 2025

**START: 1:39 p.m.
MOTION: 1:39 p.m.
VOTE: 1:40 p.m.**

AGENDA ITEM:

IV. New Business

D. Action Item BF #25-55:

**Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship
to Sky Brothers Collective DBA O'ahu Intertribal Council
for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i Event
on September 20-21, 2025, in the amount of \$14,500.00***

MOTION:

**Approve and authorize FY 2026 sponsorship funding to Sky Brothers Collective DBA O'ahu
Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i
Event on September 20-21, 2025, in the amount of \$14,500**

Organization Name	Event	Award Amount Recommendation
Sky Brothers Collective DBA O'ahu Intertribal Council	2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i September 20, 2025 10:00 AM – 2:00 PM September 21, 2025 8:00 AM – 5:00 PM Kapiolani Park, 3840 Paki Ave, Honolulu, HI 96815 (O'ahu)	\$14,500
Total Recommendations (1)		\$14,500

VOTE							MOTION: 1:39 p.m. VOTE: 1:40 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:40 p.m.
MOTION: 1:40 p.m.
VOTE: 1:40 p.m.

AGENDA ITEM:

IV. New Business

E. Action Item BF #25-56:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to O'ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to O'ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.

Organization Name	Event	Award Amount Recommendation
O'ahu Hawaiian Canoe Racing Association Hawaii	Na Wahine O Ke Kai September 28, 2025 7:30 AM – 4:30 PM 2005 Kālia Rd, Honolulu, HI 96815 (O'ahu)	\$12,000
Total Recommendations (1)		\$12,000

VOTE							MOTION: 1:40 p.m. VOTE: 1:40 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI'I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI'I KAHELE				X			
CARMEN HULU LINDSEY						1; Kanalua 2; Kanalua = ABSTAIN	
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE'E	1			X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				8	0	1	0

2nd to Motion not needed with 'small' membered boards

VOTE: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:41 p.m.
MOTION: 1:41 p.m.
VOTE: 1:41 p.m.

AGENDA ITEM:

IV. New Business

F. Action Item BF #25-57:

Action Item BF #25-57: Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai'i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Hawaii Wildlife Center for the 2025 Hawai'i Island Festival of Birds Event on October 4, 2025, in the amount of \$5,770.

Organization Name	Event	Award Amount Recommendation
Hawaii Wildlife Center	Hawai'i Island Festival of Birds October 4, 2025 9:00 AM - 5:30 PM Grand Naniloa Hotel Hilo 93 Banyan Dr, Hilo, HI 96720 (Hawai'i Island)	\$5,770
Total Recommendations (1)		\$5,770

VOTE							MOTION: 1:41 p.m. VOTE: 1:41 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI'I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI'I KAHELE				X			
CARMEN HULU LINDSEY				X			
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE'E		1		X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:42 p.m.
MOTION: 1:42 p.m.
VOTE: 1:42 p.m.

AGENDA ITEM:

IV. New Business

G. Action Item BF #25-58:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama 'Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Hawaiian Islands Land Trust for the 2025 Malama 'Aina Kakou Event on October 4, 2025, in the amount of \$10,000.

Organization Name	Event	Award Amount Recommendation
Hawaiian Islands Land Trust DBA Hawaii Land Trust	Malama 'Aina Kakou October 4, 2025 5:00 PM - 9:00 PM Lanikuhonua Cultural Institute 92-1101 Ali'inui Dr. Kapolei, HI 96707 (O'ahu)	\$10,000
Total Recommendations (1)		\$10,000

VOTE							MOTION: 1:42 p.m. VOTE: 1:42 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI'I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI'I KAHELE				X			
CARMEN HULU LINDSEY				X			
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE'E		1		X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:42 p.m.
MOTION: 1:42 p.m.
VOTE: 1:51 p.m.

AGENDA ITEM:

IV. New Business

H. Action Item BF #25-59:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.

Organization Name	Event	Award Amount Recommendation
Lydia8	EPIC Wāhine 2025 October 5-12, 2025 8:00 AM – 8:00 PM Hale Hālāwai 75-5670 Alii Drive, Kailua-Kona, HI 96740 (Hawai'i Island)	\$15,000
Total Recommendations (1)		\$15,000

VOTE							MOTION: 1:42 p.m. VOTE: 1:51 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY				X		
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				8	1	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [] UNANIMOUS [X] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

**COMMITTEE ON
BUDGET AND FINANCE (BF)**

DATE: July 23, 2025

**START: 1:52 p.m.
MOTION: 1:52 p.m.
VOTE: 1:52 p.m.**

AGENDA ITEM:

IV. New Business

I. Action Item BF #25-60:

Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980

Organization Name	Event	Award Amount Recommendation
Mana Maoli	Paepae Pōhaku Student Leadership Camp October 8-10, 2025 4:00 PM-3:00 PM (next day) Lanikuhonua Cultural Institute 2125 Alii Rd, Honolulu, HI 96817 (O‘ahu)	\$14,980
Total Recommendations (1)		\$14,980

VOTE							MOTION: 1:52 p.m. VOTE: 1:52 p.m.
TRUSTEE		1	2	‘AE (YES)	A’OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI’I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI’I KAHELE				X			
CARMEN HULU LINDSEY				X			
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE’E		1		X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with ‘small’ membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

**COMMITTEE ON
BUDGET AND FINANCE (BF)**

DATE: July 23, 2025

**START: 1:53 p.m.
MOTION: 1:53 p.m.
VOTE: 1:53 p.m.**

AGENDA ITEM:

IV. New Business

K. Action Item BF #25-62:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe'e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe'e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.

Organization Name	Event	Award Amount Recommendation
Kualoa-Heeia Ecumenical Youth (KEY) Project	Waihe'e Festival 2025 October 11, 2025 5:00 PM – 9:00 PM 47-200 Waihe'e Rd, Kāne'ohe HI 96744 (O'ahu)	\$7,500
Total Recommendations (1)		\$7,500

VOTE							MOTION: 1:53 p.m. VOTE: 1:53 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI'I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI'I KAHELE				X			
CARMEN HULU LINDSEY				X			
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE'E		1		X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:54 p.m.
MOTION: 1:54 p.m.
VOTE: 1:54 p.m.

AGENDA ITEM:

IV. New Business

L. Action Item BF #25-63:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Ho'oulu 'Ike Center for Hula and Mele for the 2025 A'a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Ho'oulu 'Ike Center for Hula and Mele for the 2025 A'a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.

Organization Name	Event	Award Amount Recommendation
Ho'oulu 'Ike Center for Hula and Mele	A'a I Ka Hula Competition October 25, 2025 7:00 AM – 4:00 PM Moanalua Gardens 2850-A Moanalua Rd Honolulu, HI 96819 (O'ahu)	\$10,875
Total Recommendations (1)		\$10,875

VOTE							MOTION: 1:54 p.m. VOTE: 1:54 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

**COMMITTEE ON
BUDGET AND FINANCE (BF)**

DATE: July 23, 2025

**START: 1:54 p.m.
MOTION: 1:54 p.m.
VOTE: 1:54 p.m.**

AGENDA ITEM:

IV. New Business

M. Action Item BF #25-64:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.

Organization Name	Event	Award Amount Recommendation
Waianae Economic Development Council	Small Business Saturday Wai'anae, Business Resource Hub November 8, 2025 9:00 AM - 2:00 PM 85-888 Fanington Hwy., Wai'anae, HI 96792 (O'ahu)	\$10,000
Total Recommendations (1)		\$10,000

VOTE							MOTION: 1:54 p.m. VOTE: 1:54 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

**COMMITTEE ON
BUDGET AND FINANCE (BF)**

DATE: July 23, 2025

**START: 1:55 p.m.
MOTION: 1:55 p.m.
VOTE: 1:55 p.m.**

AGENDA ITEM:

IV. New Business

N. Action Item BF #25-65:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.

Organization Name	Event	Award Amount Recommendation
Makaha Hawaiian Civic Club	Makaha Hawaiian Civic Club Annual Scholarship Luau November 8, 2025 11:00 AM – 4:00 PM Makaha Golf Course (Lilikoi Lounge) 84-627 Makaha Valley Rd, Waianae, HI 96792 (O'ahu)	\$8,000
Total Recommendations (1)		\$8,000

VOTE							MOTION: 1:55 p.m. VOTE: 1:55 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:56 p.m.
MOTION: 1:56 p.m.
VOTE: 1:56 p.m.

AGENDA ITEM:

IV. New Business

O. Action Item BF #25-66:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.

Organization Name	Event	Award Amount Recommendation
Nā Kama Kai	Keiki Surf Kontest Event November 28-30, 2025 7:00 AM - 7:00 PM Makaha Beach 84-369 FaiTington Hwy, Waianae, HI 96792 (O'ahu)	\$11,250
Total Recommendations (1)		\$11,250

VOTE							MOTION: 1:56 p.m. VOTE: 1:56 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN AHUNA				X			
KALEIHIKINA AKAKA				X			
KELI'I AKINA				X			
BRICKWOOD GALUTERIA				X			
KAIALI'I KAHELE				X			
CARMEN HULU LINDSEY				X			
J. KEONI SOUZA				X			
BF VICE CHAIR JOHN WAIHE'E		1		X			
BF CHAIR LUANA ALAPA				X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED

ROLL CALL VOTE SHEET

COMMITTEE ON
BUDGET AND FINANCE (BF)

DATE: July 23, 2025

START: 1:56 p.m.
MOTION: 1:56 p.m.
VOTE: 1:57 p.m.

AGENDA ITEM:

IV. New Business

P. Action Item BF #25-67:

Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the 'Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*

MOTION:

Approve and authorize FY 2026 sponsorship funding to Hamakua Youth Foundation (dba: Hamakua Youth Center, or HYC) for the 'Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.

Organization Name	Event	Award Amount Recommendation
Hamakua Youth Foundation (dba: Hamakua Youth Center, or HYC)	'Ohana Day 2025 December 13, 2025 10:00 AM- 6:00 PM Honoka'a People's Theatre 45-3574 Mamane St, Honoka'a, HI 96727 (Hawai'i Island)	\$5,875
Total Recommendations (1)		\$5,875

VOTE							MOTION: 1:56 p.m. VOTE: 1:57 p.m.
TRUSTEE		1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED
DAN	AHUNA			X			
KALEIHIKINA	AKAKA			X			
KELI'I	AKINA			X			
BRICKWOOD	GALUTERIA			X			
KAIALI'I	KAHELE			X			
CARMEN HULU	LINDSEY			X			
J. KEONI	SOUZA			X			
BF VICE CHAIR JOHN	WAIHE'E	1		X			
BF CHAIR LUANA	ALAPA			X			
TOTAL VOTE COUNT				9	0	0	0

2nd to Motion not needed with 'small' membered boards

VOTE: [X] UNANIMOUS [] PASSED [] DEFERRED [] FAILED



C. Action Item BOT #25-09: Approve the formation of an Ad Hoc Committee to reassess OHA’s Mana i Maui Ola (MiMO) Strategic Plan to complete the required three-year check-ins and recommend necessary course corrections to ensure continued alignment of the Board’s strategic priorities with its governance and fiduciary responsibilities.

OFFICE OF HAWAIIAN AFFAIRS

Action Item

BOARD OF TRUSTEES

August 7, 2025

BOT #25-09

Action Item Issue: Approve the formation of an Ad Hoc Committee to reassess OHA's Mana i Maui Ola (MiMO) Strategic Plan to complete the required three-year check-ins and recommend necessary course corrections to ensure continued alignment of the Board's strategic priorities with its governance and fiduciary responsibilities.

Co-Prepared by:



7/31/2025

Elena Farden
Senior Director, Strategy and Implementation

Date

Co-Prepared by:

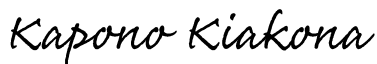


07/31/2025

Kaiali'i Kahele
Chairperson, Board of Trustees

Date

Reviewed by:



07/31/2025

Kapono F. H. Kiakona
Legal Counsel, Board of Trustees

Date

Approved by:



07/31/2025

Kaiali'i Kahele
Chairperson, Board of Trustees

Date

I. Proposed Action

Approve the formation of an Ad Hoc Committee to reassess the Office of Hawaiian Affairs' Mana i Maui Ola (MIMO) Strategic Plan by conducting a retroactive three-year check-in for 2023; providing preemptive guidance for the required 2026 check-in; and, if necessary, recommending necessary course corrections to ensure continued alignment of the Board's (BOT or Board) strategic priorities with its governance and fiduciary responsibilities.

Purview. The purview of the Ad Hoc Committee is for the BOT, BOT staff, the Office of Hawaiian Affairs (OHA) Senior Director of Strategy and Implementation, OHA administrative directors and staff as well as other non-OHA Native Hawaiian led and serving governmental and non-governmental agencies and organizations to work together to reassess the Office of Hawaiian Affairs Mana i Maui Ola (MiMO) Strategic Plan.

Members. The Voting Members (*proposed*) of the Ad Hoc Committee are as follows: (a) Trustee Dan Ahuna; and (b) Trustee Luana Alapa and (c) OHA Senior Director of Strategy and Implementation Elena Farden (d) Research Systems Manager Kale Hannahs and (e) Director of Advocacy Leina'ala Ley. Trustee Ahuna will serve as the Chair of the Ad Hoc Committee, and Elena Farden will serve as its Vice Chair. Non-Voting Advisory Members (*proposed*) of the Ad Hoc Committee are as follows: OHA CEO Stacy Ferreria, BOT Chief of Staff Summer Sylva, Director of Research and Evaluation Carla Hostetter, Senior Director Hawaiian Cultural Affairs Hailama Farden, S&I Director 'Ōiwi Well-Being & 'Āina Momona Kū'ike Kamakea-'Ōhelo, S&I Director Education & Culture Based Learning Ku'uileianuhe Awo-Chun, S&I Director Economic & Business Resilience Poni Askew and Research & Evaluation Manager Keith Gutierrez; and on an as-needed basis, Grants Manager Chantelle Belay, Communications Director Bill Brennan. Additionally, the Committee may invite one to two community partners to serve in an advisory role for specific subject-matter expertise to ground reassessment in beneficiary experience and practice.

Non-Voting Advisory Members may be called upon for subject matter input, document drafting, and/or facilitation support, but do not participate in formal committee decision-making.

Term/Duration. The Ad Hoc Committee shall sunset at the completion of its assigned tasks or at the discretion of the BOT Chair, subject to later adjustment, but in no event later than **December 31, 2025**.

II. Issue

Whether or not the BOT will approve the formation of an Ad Hoc Committee to reassess the Office of Hawaiian Affairs' Mana i Maui Ola (MiMO) Strategic Plan —specifically to conduct a retroactive three-year check-in for 2023 and provide preemptive guidance and course correction recommendations for the upcoming 2026 check-in, to ensure the Board's strategic priorities are in continued alignment with its governance and fiduciary responsibilities.

III. Introduction and Background

A. Board of Trustees Bylaws Basis for an Ad Hoc Committee

The Board of Trustees Bylaws, approved on March 20, 2025, defines, notes, and specifies the parameters of Ad Hoc Committee(s) described below.

Article II – DEFINITIONS. Defines “Ad Hoc Committee” as a committee created by the Board for a one-time purpose or to focus on examining a specific subject and subject to a deadline by which the work must be completed or else the Ad Hoc Committee is dissolved.

Article VI – DUTIES OF OFFICERS AND MEMBERS Notes, “The Chairperson...shall...appoint members of Ad Hoc Committees...and designate the Committee Chairperson and Committee Vice-Chairperson of such Ad Hoc Committees.”

Article VIII COMMITTEES OF THE BOARD

...

E. Ad Hoc Committees

1. From time to time, there shall be such Ad Hoc Committees, as designated by the Chairperson, the members of which shall be appointed by the Chairperson, and subject to approval of the Board by a simple majority (5) vote. There shall be a minimum of three (3) members on each Ad Hoc Committee, at least one of whom shall be a member of the Board and who shall be the Chairperson of the Ad Hoc Committee.
2. The term of the Ad Hoc Committees shall expire at the completion of the assigned task or at a specific time that is determined for each Ad Hoc Committee at the time of the appointment of said Committee or at the discretion of the Chairperson.
 - a. All communications and advice from an Ad Hoc Committee shall be made to the Chairperson of the Board no later than ten (10) days before a Board meeting.*
 - b. All communications and advice to an Ad Hoc Committee shall be made by the Chairperson of the Board.
 - c. All Ad Hoc Committee members, with the exception of Board members, shall serve on a voluntary basis without compensation, other than reasonable expenses, such as travel, parking, and meals.

- d. In the event that two (2) or more Board members are appointed to an Ad Hoc Committee, HRS Chapter 92, as amended, will apply, unless one of the appointed Board members is also the Chairperson of the Board.

*Note – Although the OHA BOT Bylaws provide for reporting by the Ad Hoc Committee to the Chairperson of the Board, this Ad Hoc Committee will report directly to the Board of Trustees at a duly-noticed public meeting in order to avoid impermissible serial communications between the two Trustee-members of the Ad Hoc Committee and the Chairperson of the Board.

IV. Setting Context for the Formation of an Ad Hoc Committee for the Purpose of reassessing the Office of Hawaiian Affairs’ Mana i Maui Ola (MiMO) Strategic Plan by completing the required three-year triennial check-ins for 2023 and 2026, and, if necessary, recommending course corrections to ensure continued alignment of the Board’s strategic priorities with its governance and fiduciary responsibilities.

In March 2019, the BOT approved Action Item BOT# 19-02, which adopted the ‘ōlelo Hawai‘i versions of OHA’s mission and vision statements and replaced the term “nation” with “lāhui” in the English versions of both statements.

That same month, the BOT approved Action Item BOT# 19-03, which established the foundational principles and strategic directions for OHA’s next Strategic Plan 2020+. The three strategic foundations were: ‘Āina, Mo‘omeheu, and ‘Ohana. The four strategic directions were: Educational Pathways, Economic Stability, Quality Housing, and Health Outcomes.

In May 2019, DTL was contracted to assist in developing OHA’s new strategic plan for 2020 and beyond. Over a five-month period, community focus groups were facilitated, qualitative data was collected through online surveys, and three BOT presentations and facilitation workshops were conducted.

In September 2019, a final report was completed, resulting in eight recommended strategies for the 2020 Strategic Plan. The BOT approved Action Item BOT# 19-14 on September 26, 2019, adopting these strategies and timelines.

The Strategic Plan 2020+ was designed as a 15-year plan (2020–2035), incorporating a two-year biennium budgeting cycle and three-year triennial check-ins and course corrections (scheduled for 2023, 2026, 2029, 2032, and 2035).

Subsequent work began in Fall 2019 and continued into Spring 2020 to bring the plan to fruition. This included initial work sessions to educate OHA directors and managers, development of an implementation plan with associated tactics, and ALL OHA “Munch and Mana‘o” sessions. Initial implementation and operational work plans were scheduled for completion by the end of Q3 (March 2020) to launch the Strategic Plan on July 1, 2020. However, the onset of COVID-19 delayed this timeline, and work on implementation and operational plans was suspended in March 2020.

In July 2020, the administration resumed work on developing tactical implementation and operational plans, including a compare-and-contrast analysis of the 2010–2018 and 2020–2035 strategic plans.

In September 2020, the BOT held a Strategic Plan workshop and subsequently approved Action Item BOT# 25-07 on September 17, 2020. This action adopted the reworded strategies, new endowment strategies, and strategic outcomes for the 2020–2035 Strategic Plan.

V. The objectives and scope of work of the Ad Hoc Committee may include, but not be limited to:

Scope of Work	Action	Importance	Deliverable	Responsible Parties	Timeline
Review of the original MiMO Strategic Plan	Analyze the original Mana i Maui Ola (MiMO) plan, focusing on its strategic directions and strategic outcomes (e.g., vision, goals, and objectives).	Understanding the foundational elements of the plan is essential for identifying successes and areas needing adjustment to align with cultural values, community priorities, and measurable impact.	Summary analysis memo using SOAR (Strengths, Opportunities, Aspirations, and Results)	Ad Hoc Chair, S&I, R&E	By or before August 30, 2025
Engage with stakeholders	Facilitate community meetings, to gather input from stakeholders, including OHA beneficiaries, community organizations, and other relevant parties.	Engaging the community ensures that the reassessment process remains transparent, participatory, and grounded in the voices of those the plan is intended to serve.	Stakeholder Engagement Summary Report with themes & quotes	Ad Hoc Cmte., R&E (with support from Community Engagement and Communications)	By or before Sept. 30, 2025
Review and Refine Strategic Metrics	Review existing MiMO strategic metrics and indicators to assess their cultural relevance, clarity, and feasibility. Propose refinements or	Ensuring metrics are relevant, measurable, and aligned with community aspirations to assess OHA's progress (if any) towards MiMO goals, areas ripe for improvement, and/or readiness for implementation.	Metrics Assessment Memo: Summary of strengths, gaps, and 3–5 recommendations for revised or additional indicators	Ad Hoc Chair, R&E Director, Research Systems, and S&I Directors	By or before Sept 30, 2025

	new metrics as needed.				
Identify changes in context and Needs (PESTEL analysis)	Identify shifts in socio-political, economic, and environmental conditions using PESTEL (Political, Economic, Social, Technical, Environmental and Legal). May want to consider where cultural changes must be included or if this is threaded throughout PESTEL	Ensures the strategic plan remains relevant to current realities and emerging opportunities, while staying culturally grounded and informed by community voices.	Briefing Memo on context and needs	R&E, Advocacy	By or before Oct. 15, 2025
Draft recommendation s for adjustment	Develop recommendations for adjustments to the MiMO plan based on findings from the previous steps, reflecting community input and evolving circumstances.	This step will provide a clear and actionable path for refining the strategic plan to better serve the community.	Draft Recommendations Outline	Ad hoc Chair and Co-Trustee	By or before Oct. 30, 2025
Facilitate a Collaborative Review Workshop	Facilitate one internal workshop to refine recommendations .	Collaborative discussions help build consensus and ensure diverse perspectives are considered.	Workshop summary and edits log	Ad hoc Vice Chair & Cmte. review team	By or before Nov. 10, 2025
Finalize Revised Plan	Produce a revised version of the MiMO Strategic Plan document.	Serves as the draft for BOT approval and S&I execution	Final MiMO Refresh Draft	Ad hoc Chair, S&I Team with Ad Hoc Cmte sign off	By or before Nov. 20, 2025
Dashboard Alignment and Monitoring Recommendations	Provide guidance on integration of refined MiMO metrics and outcomes into the design and	Supports long-term accountability, enables informed decision-making, and institutionalizes a consistent reporting	Dashboard alignment memo and monitoring recommendations	Ad hoc Vice Chair, R&E	By or before Nov. 25, 2025

	development of the data dashboard	mechanism for MiMO outcomes across biennial budgets and triennial check-ins through 2035			
Communicate Changes	Create summary materials to share with internal and external stakeholders	Ensures message consistency, transparency, and accessibility of changes	Slide deck, 1-page summary, FAQs, short videos	Ad hoc Chair (w/ support from Comm. Engagement, Communications)	By or before Nov. 30, 2025
A.I. to BOT for final review and approval	Submit final report and action item for BOT approval, i.e., updated implementation and monitoring plan	Fulfills Ad Hoc Cmte mandate and ensures ongoing accountability, flexibility, and alignment with community needs and goals.	Final Report and BOT A.I.	Ad hoc Chair & Vice Chair	BOT Meeting Dec. 2025

VI. Expected Outcomes

- **Cultural Relevance:** Ensures the MiMO strategic plan 2020-2035 remains aligned with the evolving needs of the Native Hawaiian community and OHA’s beneficiaries while upholding cultural values, traditions, and the heritage of the lāhui.
- **Community Empowerment:** Engages OHA’s beneficiaries to actively shape their future, fostering a greater sense of ownership, voice, and kuleana with respect to the plan.
- **Adaptability to Change:** Enables OHA to adjust strategies in response to evolving social, political, economic, and environmental conditions—ensuring continued relevance and impact.
- **Strengthening Relationships:** Builds trust and collaboration by meaningfully involving stakeholders in the reassessment process, reinforcing OHA’s commitment to transparency and accountability.
- **Sustained Long-term Vision:** Reinforces the MiMO 2020-2035 strategic plan as a living document—a dynamic strategic roadmap to guide progress toward the long-term aspirations and well-being of the Native Hawaiian people through 2035 and beyond.

VII. Funding Source

No dedicated funding is needed to authorize and form an Ad Hoc Committee. Any resources needed to carry out Ad Hoc Committee related activities will conform with existing budgetary (e.g., realignment), spending and procurement authorities, policies and procedures.

VIII. Conclusion

The formation of this Ad Hoc Committee to reassess the MiMO long-term strategic plan is prudent to ensure OHA remains aligned with its mission, is responsive to changing circumstances, and is focused on meeting the evolving needs of its beneficiaries and stakeholders. It allows for the incorporation of new data, lessons learned, and emerging best practices while providing an opportunity to measure progress, address gaps, and re-energize commitments across the organization. For a 15-year plan, a mid-course review at year 5 is especially critical to keep the plan relevant and actionable. A second reassessment of the MiMO Strategic Plan should be

scheduled for the year 2030. Additionally, the original approved Strategic Plan called for regular, three-year check-ins and course corrections (scheduled for 2023, 2026, 2029, 2032, and 2035).

IX. Recommended Action

Approve the formation of an Ad Hoc Committee to reassess the Office of Hawaiian Affairs' Mana i Maui Ola (MiMO) Strategic Plan by conducting a retroactive three-year check-in for 2023; providing preemptive guidance for the required 2026 check-in; and, if necessary, recommending necessary course corrections to ensure continued alignment of the Board's strategic priorities with its governance and fiduciary responsibilities. The Ad Hoc Committee's work shall be completed no later than **December 31, 2025**.

Purview. The purview of the Ad Hoc Committee is for the BOT, BOT staff, the Office of Hawaiian Affairs (OHA) Senior Director of Strategy and Implementation, OHA administrative directors and staff as well as other non-OHA Native Hawaiian serving governmental and non-governmental agencies and organizations to work together to reassess the Office of Hawaiian Affairs' Mana i Maui Ola (MiMO) Strategic Plan.

Members. The Voting Members (*proposed*) of the Ad Hoc Committee are as follows: (a) Trustee Dan Ahuna; and (b) Trustee Luana Alapa and (c) OHA Senior Director of Strategy and Implementation Elena Farden (d) Research Systems Manager Kale Hannahs and (e) Director of Advocacy Leina'ala Ley. Trustee Ahuna will serve as the Chair of the Ad Hoc Committee, and Elena Farden will serve as its Vice Chair. Non-Voting Advisory Members (*proposed*) of the Ad Hoc Committee are as follows: OHA CEO Stacy Ferreria, BOT Chief of Staff Summer Sylva, Director of Research and Evaluation Carla Hostetter, Senior Director Hawaiian Cultural Affairs Hailama Farden, S&I Director 'Ōiwi Well-Being & 'Āina Momona Kū'ike Kamakea-Ōhelo, S&I Director Education & Culture Based Learning Ku'uileianuhe Awo-Chun, S&I Director Economic & Business Resilience Poni Askew and Research & Evaluation Manager Keith Gutierrez; and on an as-needed basis, Grants Manager Chantelle Belay, Communications Director Bill Brennan. Additionally, the Committee may invite one to two community partners to serve in an advisory role for specific subject-matter expertise to ground reassessment in beneficiary experience and practice.

Non-Voting Advisory Members may be called upon for subject matter input, document drafting, and/or facilitation support, but do not participate in formal committee decision-making.

Term/Duration. The Ad Hoc Committee shall sunset at the completion of its assigned tasks or at the discretion of the BOT Chair, subject to later adjustment, but in no event later than **December 31, 2025**.

X. Attachment – None



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

A. Updated Fiscal Year 2026 Organization Chart (AI BF#25-51 as amended on June 30th, 2025)

- ***BOT-APPROVED OHA Organizational Chart FY2026 ONLY 6-30-2025***
- ***7-21-2025 Admin/HR Email Request Re Execution of BOT-Approved Budget and Organizational Chart for FY26/FY27 Fiscal Year 2026 Staff Salary Implementation Plan Update***
- ***NON-BOT APPROVED Position List Comparison***

B. Fiscal Year 2026 Staff Salary Implementation Plan Update

C. Human Resources Update / OHA Staff Vacancy (Chief Fiscal Officer, Managing Director of Real Estate, Washington DC Bureau Chief, Associate General Counsel, Legal Counsel (2), Budget Chief, Community and Brand Engagement Manager, Research Systems Manager, Controller, Investments Land Manager)

D. Paid Family Leave Implementation Plan Update

E. Telework Implementation Update

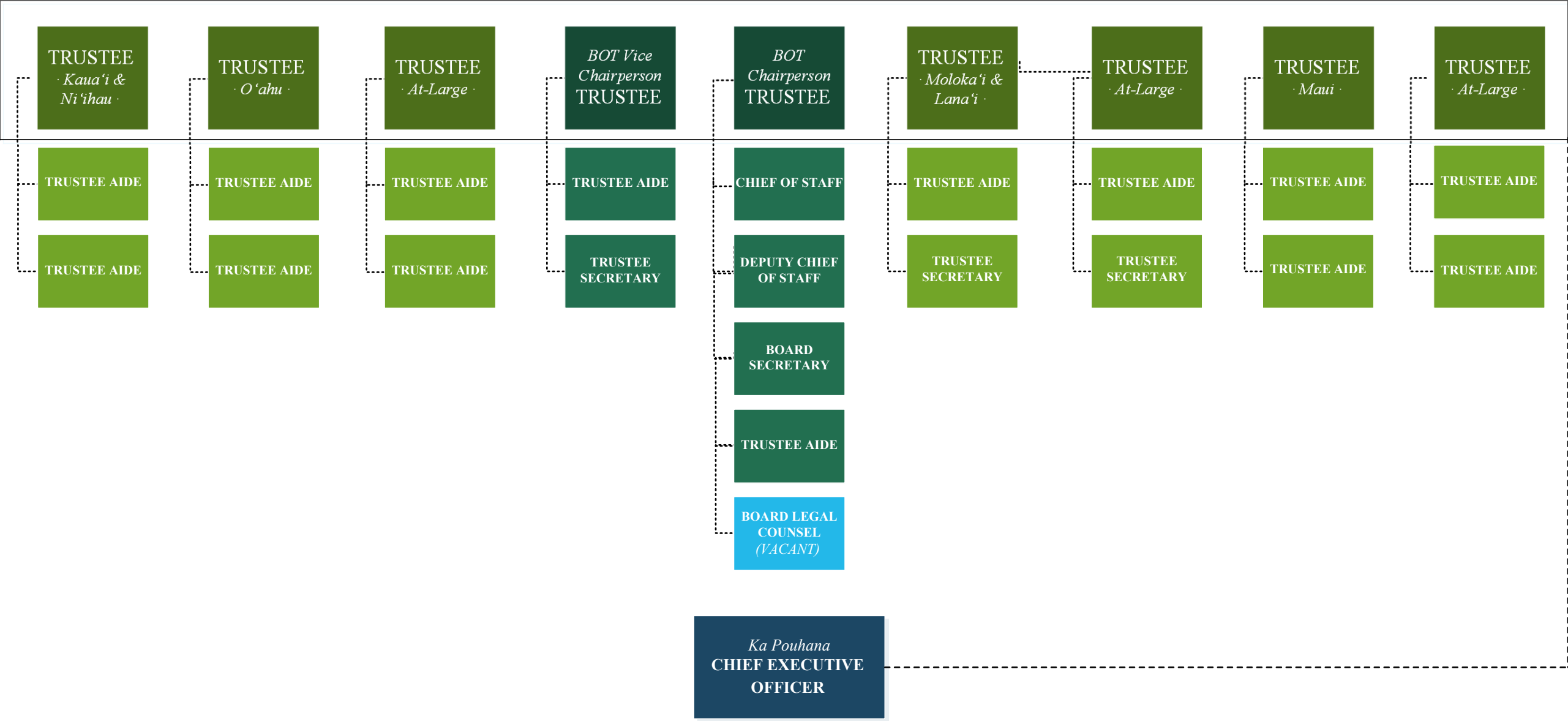
F. 2025 Employee Handbook Update

G. 4th Quarter 2025 (April, May, June) Performance Evaluations (July-August 2025)

H. Update on the Fall 2025 OHA Off-Site Work Day

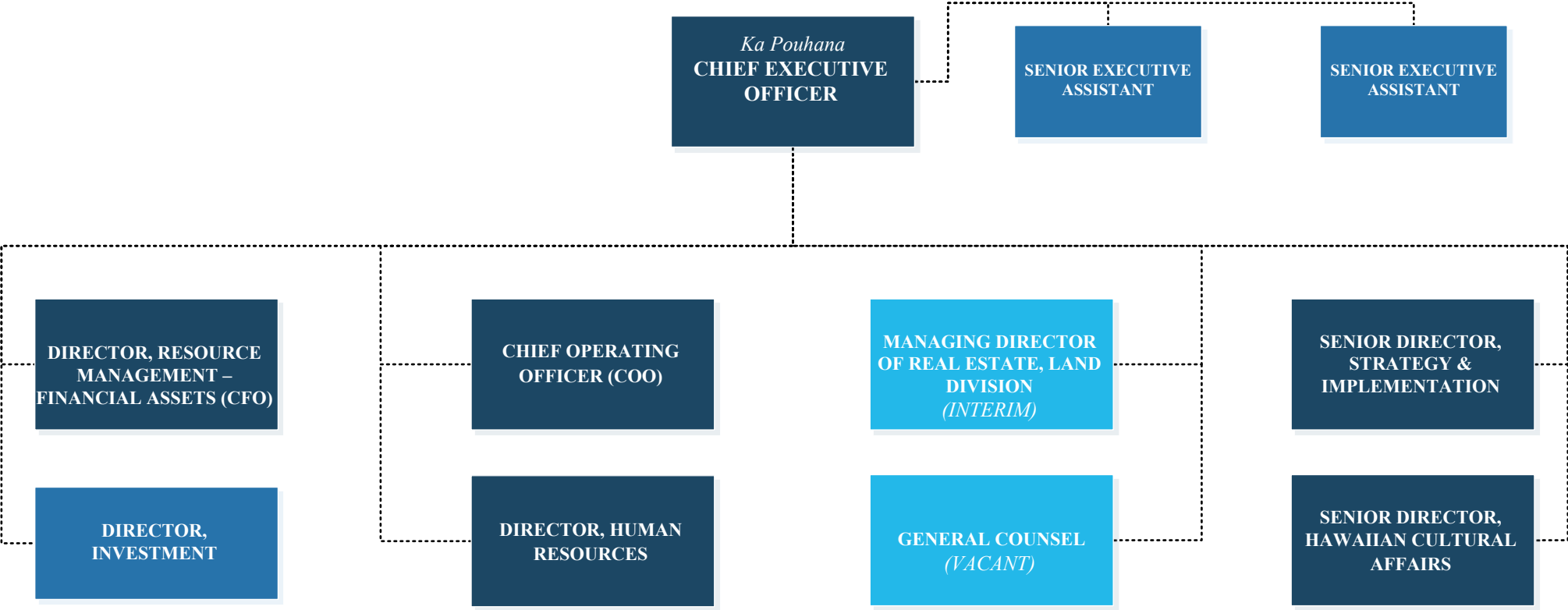
OHA BOARD OF TRUSTEES

Organizational Chart



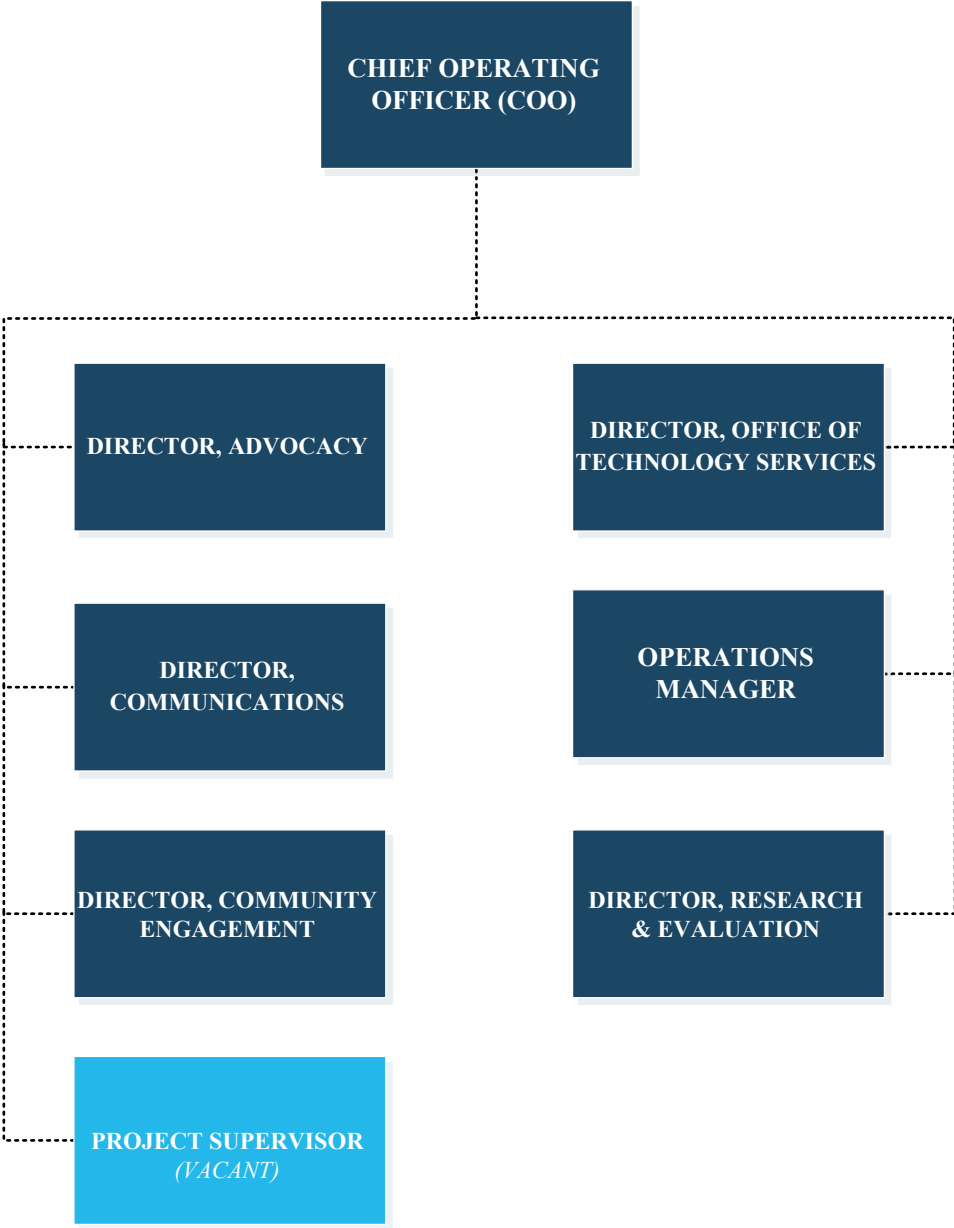
CHIEF EXECUTIVE OFFICER

Organizational Chart for the Executive Leadership Team



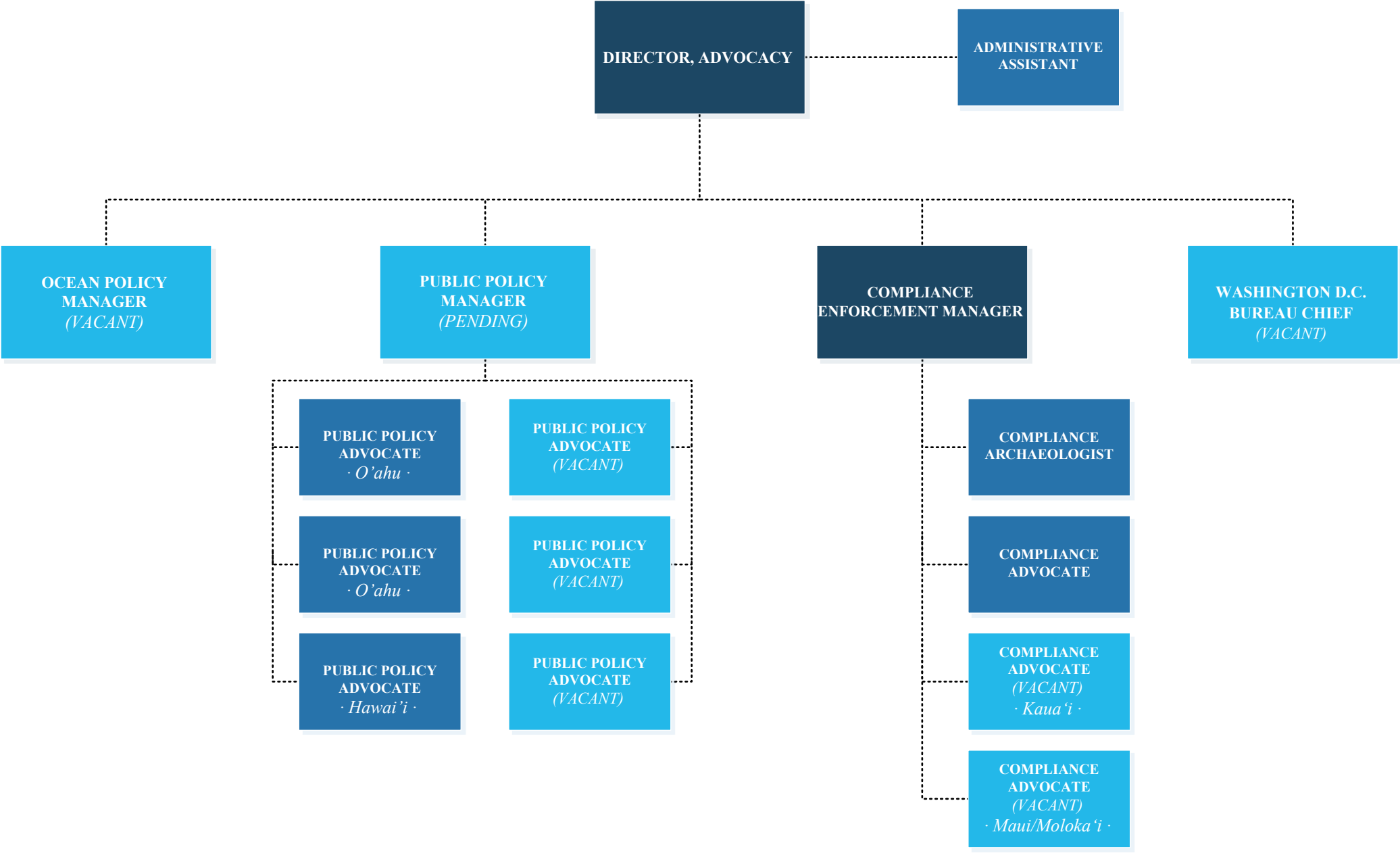
CHIEF OPERATING OFFICER

Organizational Chart



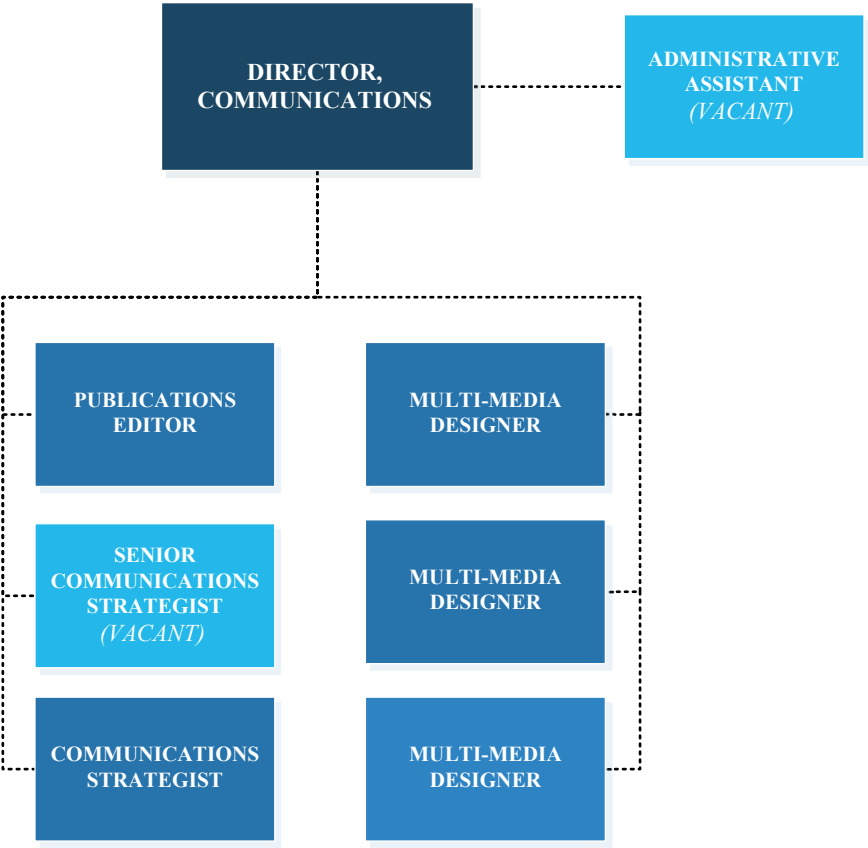
ADVOCACY

Organizational Chart



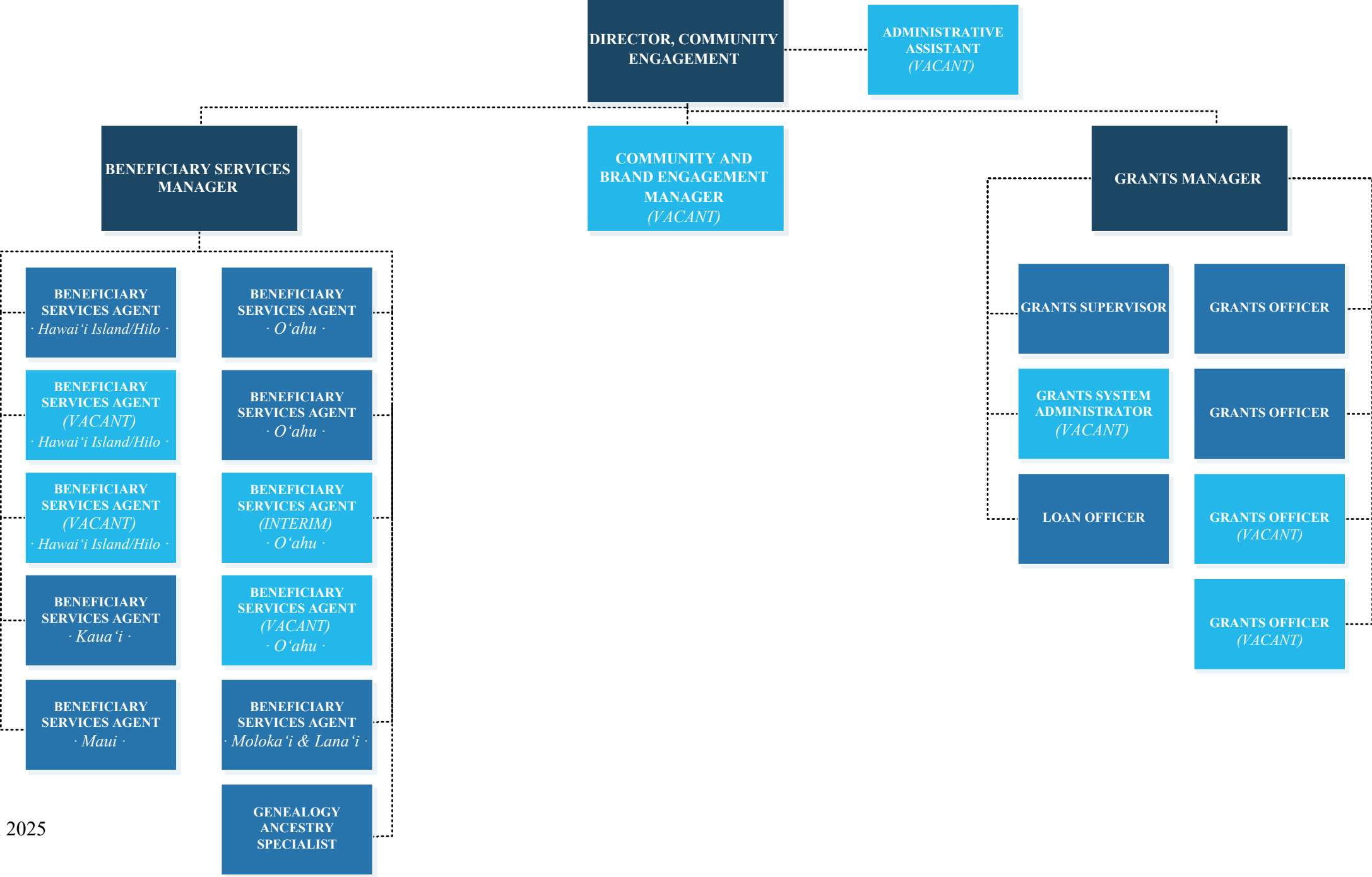
COMMUNICATIONS

Organizational Chart



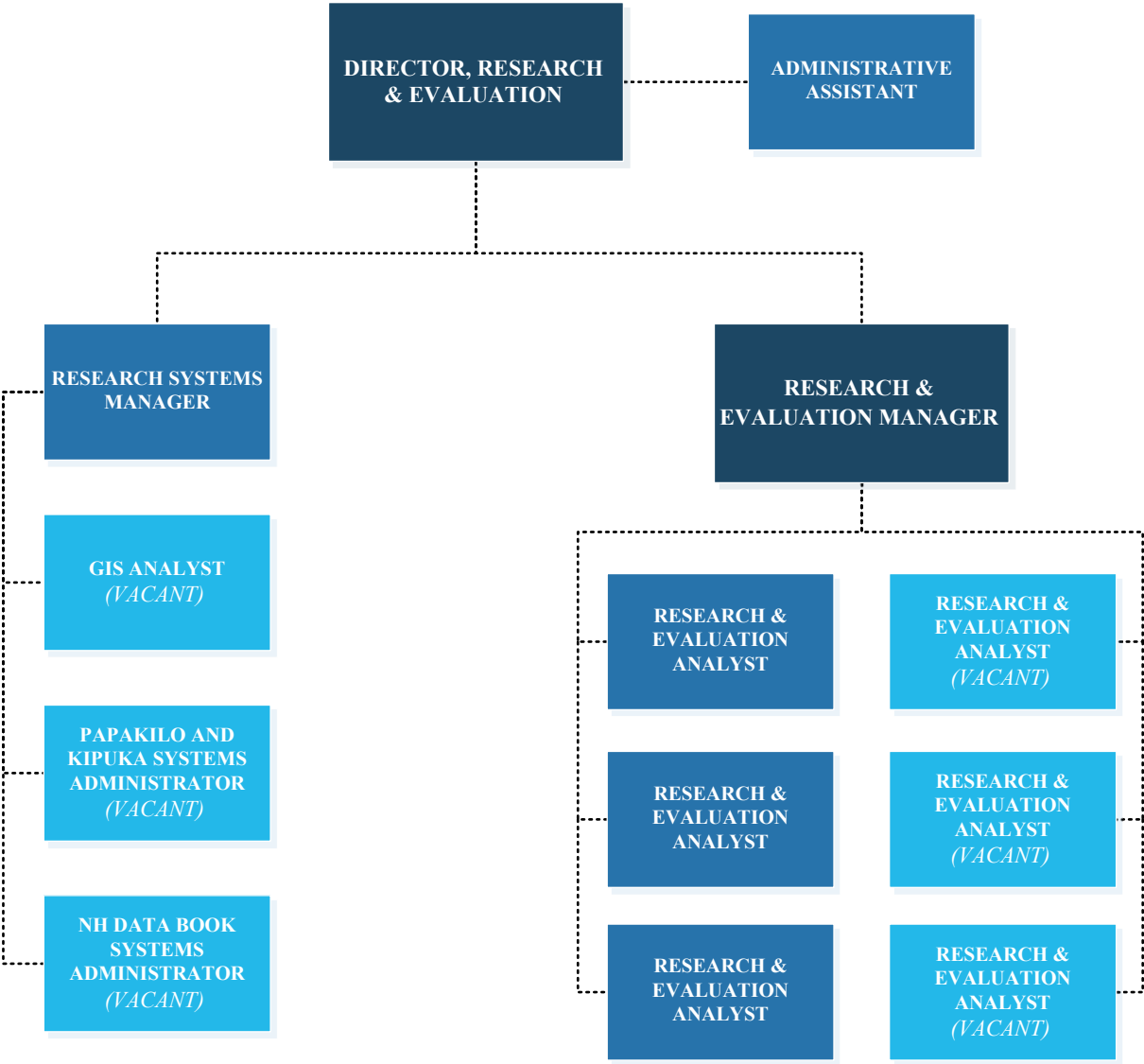
COMMUNITY ENGAGEMENT

Organizational Chart



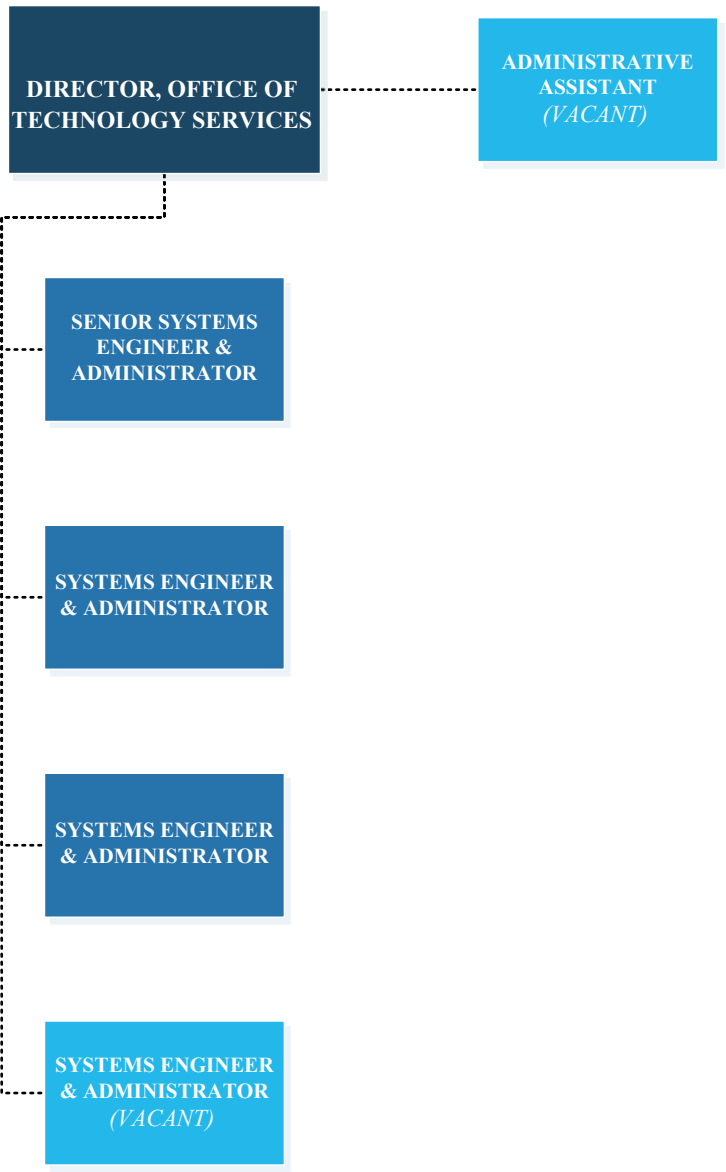
RESEARCH & EVALUATION

Organizational Chart



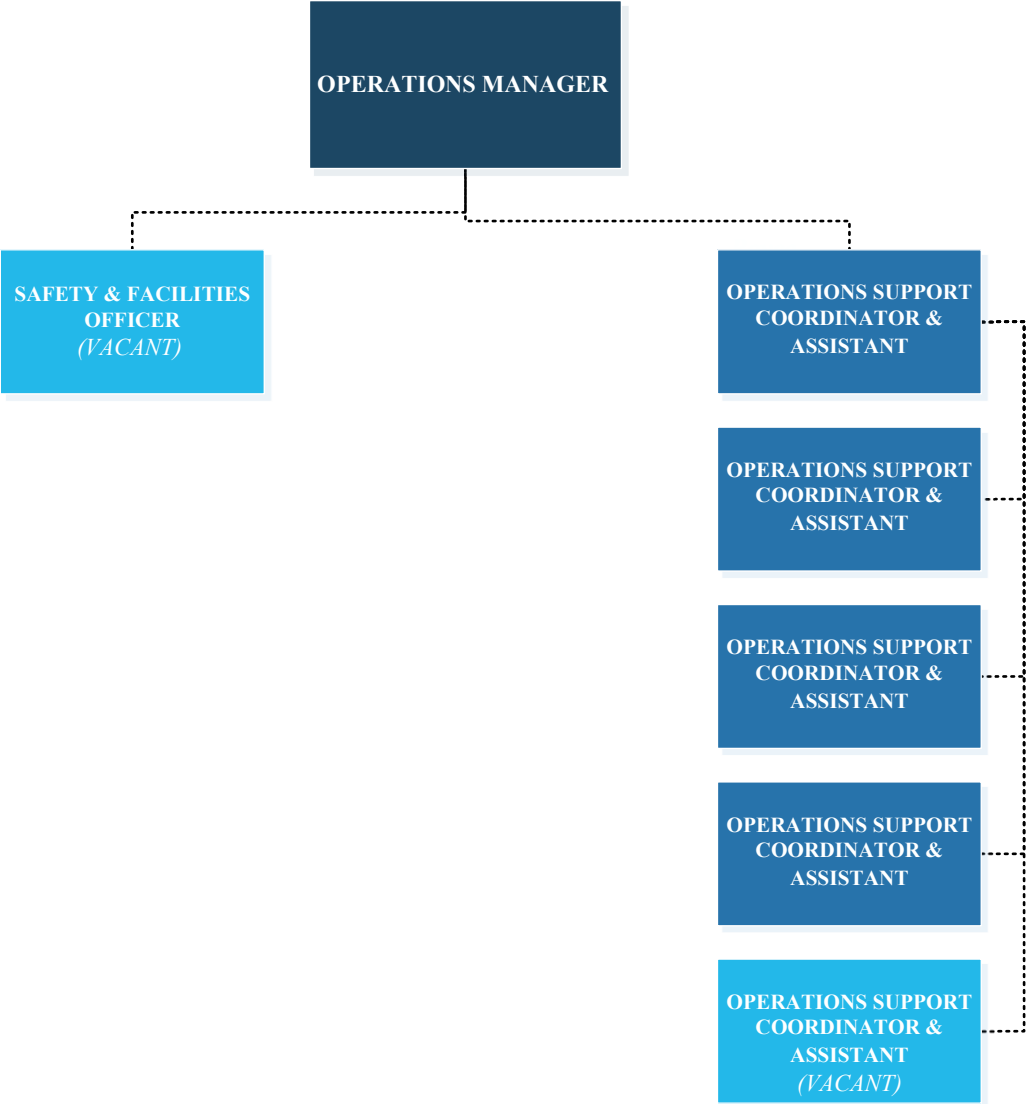
OFFICE OF INFORMATION TECHNOLOGY

Organizational Chart



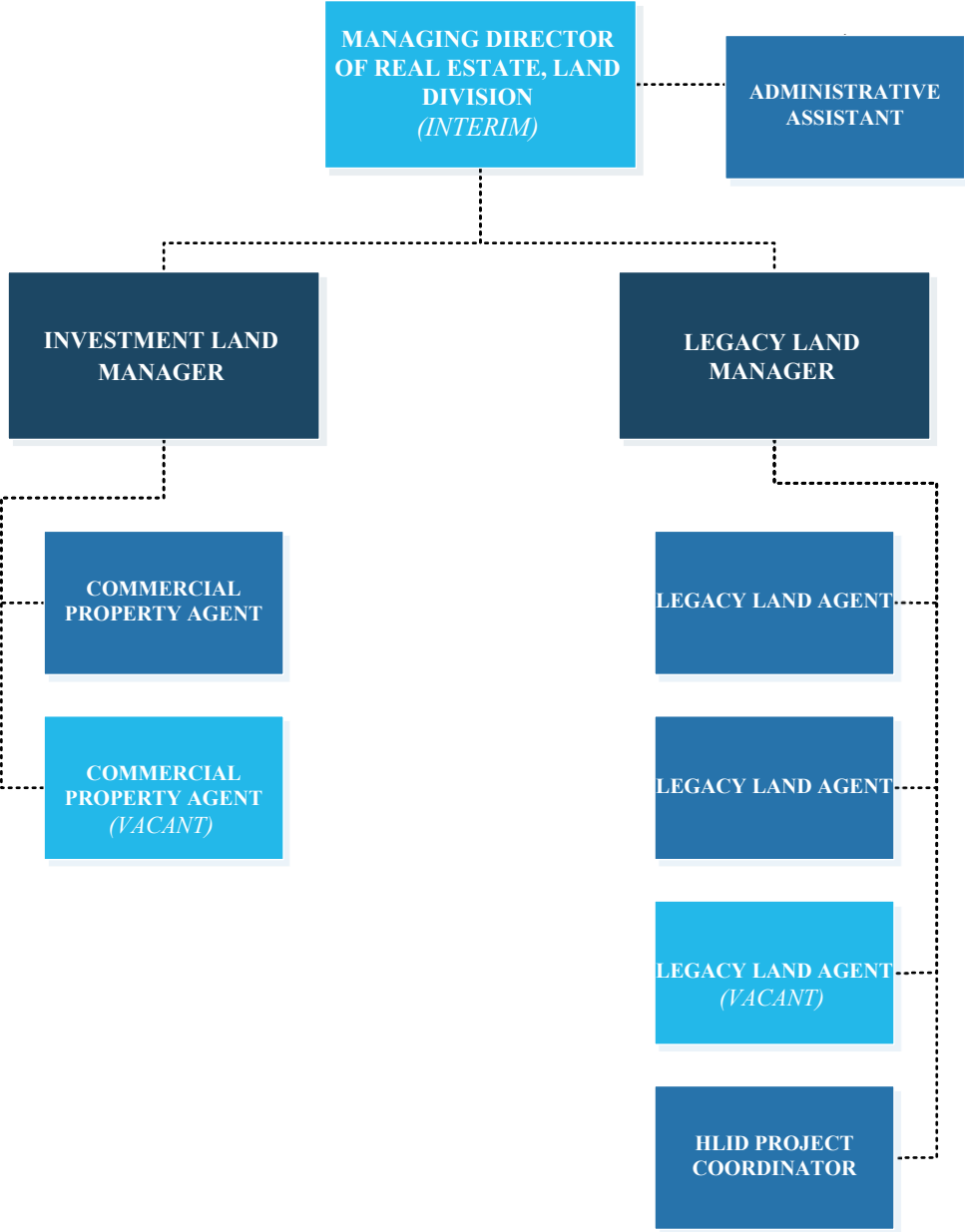
OPERATIONS

Organizational Chart



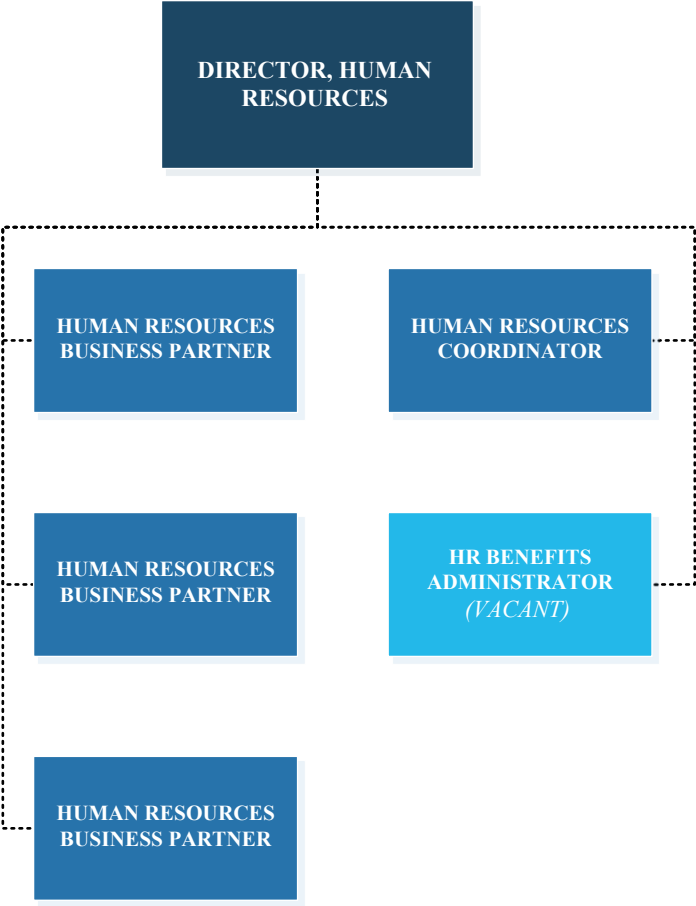
RESOURCE MANAGEMENT – LAND ASSETS

Organizational Chart



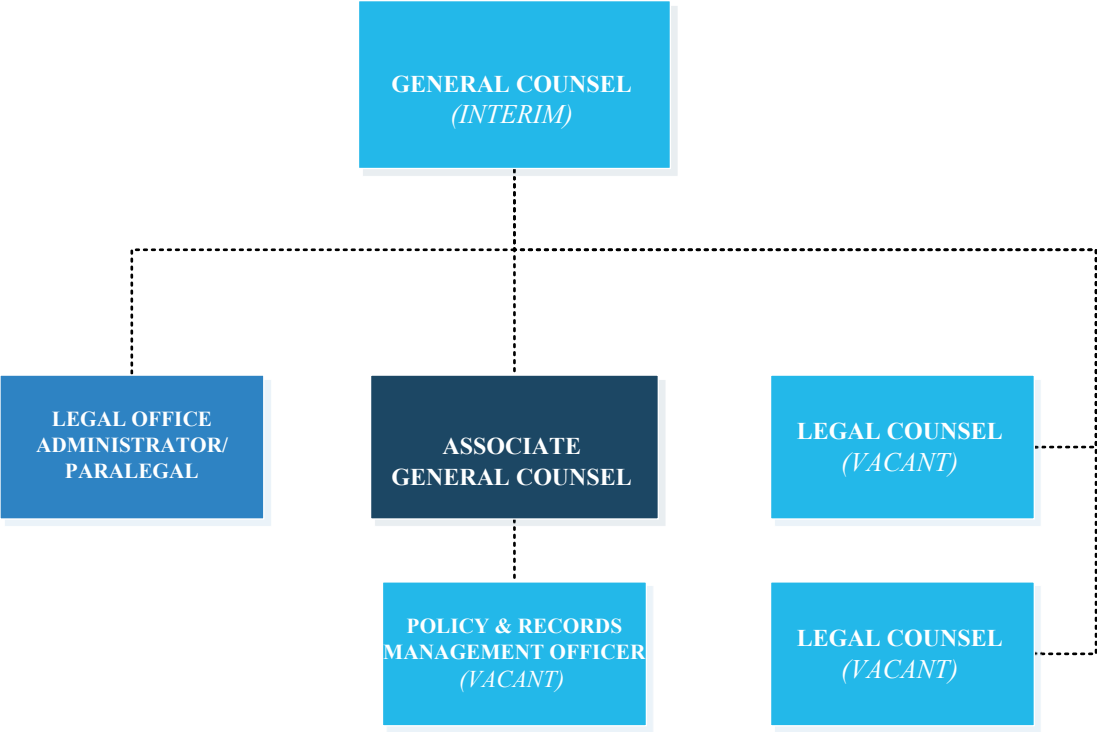
HUMAN RESOURCES

Organizational Chart



CORPORATE COUNSEL

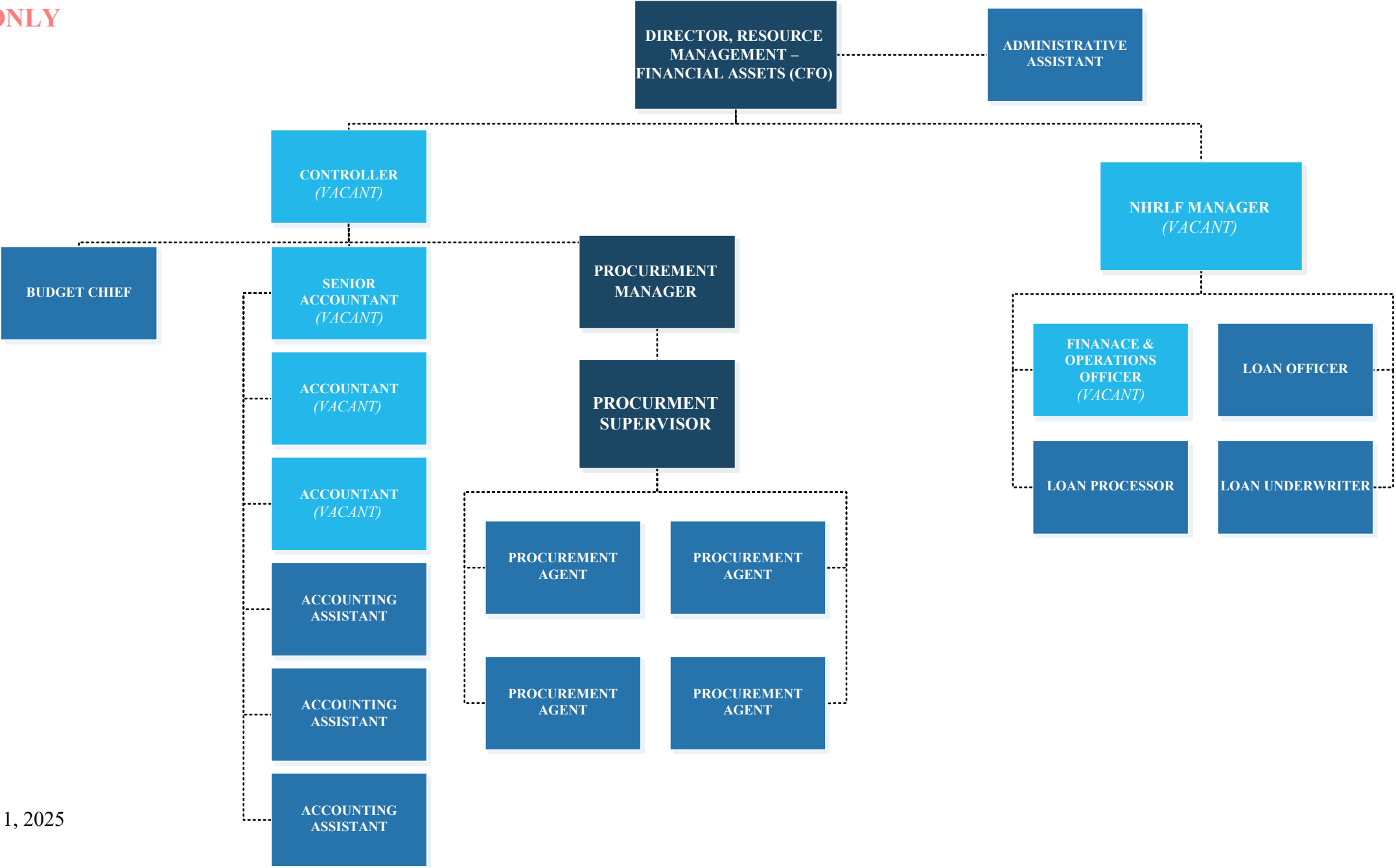
Organizational Chart



RESOURCE MANAGEMENT – FINANCIAL ASSETS

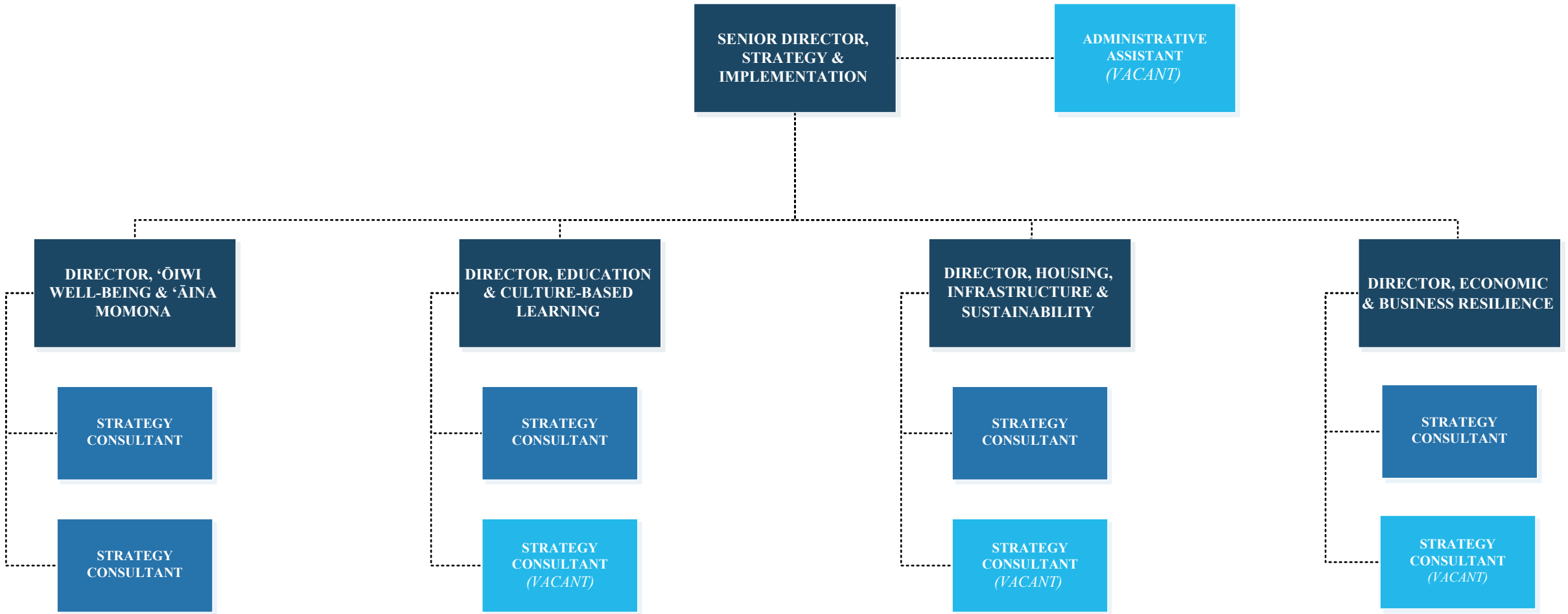
BOT-APPROVED
OHA ORGANIZATIONAL CHART
FY2026 ONLY
6-30-2025

Organizational Chart



STRATEGY & IMPLEMENTATION

Organizational Chart



BOT-APPROVED
OHA ORGANIZATIONAL CHART
FY2026 ONLY
6-30-2025

HAWAIIAN CULTURAL AFFAIRS

Organizational Chart



BOT-APPROVED
OHA ORGANIZATIONAL CHART
FY2026 ONLY
6-30-2025

INVESTMENT

Organizational Chart



From: Summer Sylva
Sent: Monday, July 21, 2025 1:47 PM
To: Keoni Souza <keonis@oha.org>
Cc: Stacy Ferreira <stacyf@oha.org>; Richelle Kim <richellek@oha.org>; Morgan "Kauai" Robello <kauir@oha.org>
Subject: INTERIM CHAIN OF COMMAND PROTOCOL REQUESTS - New and Outstanding Items

...

For: Admin/HR

Request: Execution of BOT-Approved Budget and Organizational Chart for FY26/FY27
Hawaiian Cultural Affairs

Edit: Hawaiian Cultural Operations Consultant to: Hawaiian Cultural Affairs
Program Assistant (Row 646 / 741)

Research and Evaluation

Edit: Research Systems Manager – Kale Hannahs (incumbent Research Systems
Administrator)
Budget Row: 6070 / 6174 & Column P (mandatory proviso language)

Remove: Digital Archive Systems Administrator: **Not approved** in FY26 or FY27
Budget

Edit/Insert:
GIS Analyst (Row 6072 / 6176)
Papakilo and Kipuka Systems Administrator (Row 6073 / 6177)
NH Data Book Systems Administrator (Row 6074 / 6178)

Financial Services

Edit: Budget Chief – Grace Chen
Budget Row: 2291 / 2390 and Column P (mandatory proviso language)

Remove: Assistant Controller: **Not approved** in FY26 or FY27 Budget

Replace with: Senior Accountant
Budget Row: 2292 / 2391

Remove: Financial & Reporting Analyst: **Not approved** in budget for FY26

Edit: Loan Manager to: NHRLF Manager
Budget Row: 2686 / 2785

Resource Management – Land Assets (Kaka‘ako Makai)

Remove: Integrated Assets Manager and Integrated Land Manager: **Not Approved** in FY26 or FY27 Budget

Edit/Insert: Investment Land Manager
Budget Row: 4753/4850, 5130/5223 (partially-funded by KM and NLK)

Resource Management – Land Assets (Legacy and Programmatic Lands)

Edit: Legacy Land Manager – from Vacant to Lori Walker
Budget Row: 3074/3171

Advocacy

Add: Public Policy Advocate (6)
Budget Row: 7059 / 7160

Remove: Ocean Policy Advocate: **Not approved** in FY26 or FY27 Budget
Due: ASAP consistent with BOT-Approved Biennium Budget for FY26/27

...

Summer Lee Haunani Sylva

Board of Trustees Chief of Staff

Office of Hawaiian Affairs

M: (808)582-0466 E: summers@oha.org

560 N. Nimitz Hwy., Suite 200

Honolulu, Hawaii 96817



Budget Approved Org Chart

Current Org Chart 07/16/25

Position Title	Employee Name
BOARD SECRETARY	Lehua Itokazu
BOT Chairperson	Kai Kahele
BOT Vice Chairperson	Keoni Souza
CHIEF OF STAFF	Summer Sylva
DEPUTY CHIEF OF STAFF	Alena Ayouyoung
TRUSTEE	Dan Ahuna
TRUSTEE	Katei Akaka
TRUSTEE	Keli'i Akina
TRUSTEE	Luana Alapa
TRUSTEE	Brickwood Galuteria
TRUSTEE	Carmen "Hulu" Lindsey
TRUSTEE	John Waihe'e IV
TRUSTEE AIDE	Jasmine Branco
TRUSTEE AIDE	Richelle Kim
TRUSTEE AIDE	Anuheia Diamond
TRUSTEE AIDE	Von Mahelona
TRUSTEE AIDE	Nathan Takeuchi
TRUSTEE AIDE	Mark Watanabe
TRUSTEE AIDE	Carina Lee
TRUSTEE AIDE	Remy Keli'iho'omalu
TRUSTEE AIDE	Pohai Ryan
TRUSTEE AIDE	Lei-Ann Durant
TRUSTEE AIDE	Pohailani Kealoha
TRUSTEE AIDE	Kanani Iaea
TRUSTEE AIDE	Melissa Wennihan
TRUSTEE AIDE	Crayn Akina
TRUSTEE SECRETARY	Kau'i Robello
TRUSTEE SECRETARY	Sommer Soares
TRUSTEE SECRETARY	Kyla Hee
BOARD LEGAL COUNSEL	VACANT
CHIEF EXECUTIVE OFFICER	Stacy Kealohalani Ferreira
SENIOR EXECUTIVE ASSISTANT	Laauwa'e Clayton
SENIOR EXECUTIVE ASSISTANT	Sandra Stancil
CHIEF OPERATING OFFICER (COO)	Kēhaulani Pu'u
PROJECT SUPERVISOR	VACANT
DIRECTOR, ADVOCACY	Leina'ala Ley
ADMINISTRATIVE ASSISTANT	Nanea Lo
WASHINGTON D.C. BUREAU CHIEF	VACANT
PUBLIC POLICY MANAGER	VACANT
PUBLIC POLICY ADVOCATE	Michele McCoy
PUBLIC POLICY ADVOCATE	McKenna Woodward
PUBLIC POLICY ADVOCATE	Kamaile Puluole-Mitchell
PUBLIC POLICY ADVOCATE	VACANT
PUBLIC POLICY ADVOCATE	VACANT
OCEAN POLICY ADVOCATE	VACANT
COMPLIANCE ENFORCEMENT MANAGER	Kai Markell
COMPLIANCE ARCHAEOLOGIST	Kamakana Ferreira
COMPLIANCE ADVOCATE	Kaweni Ibarra
COMPLIANCE ADVOCATE	VACANT
COMPLIANCE ADVOCATE	VACANT
OCEAN POLICY MANAGER	VACANT
DIRECTOR, COMMUNICATIONS	Bill Brennan
SENIOR COMMUNICATIONS STRATEGIST	VACANT
PUBLICATIONS EDITOR	Pua Fernandez-Akamine
COMMUNICATIONS STRATEGIST	Kelli Soileau
MULTI-MEDIA DESIGNER	Jason Lees
MULTI-MEDIA DESIGNER	Kaleena Patcho
MULTI-MEDIA DESIGNER	Nelson Gaspar
DIRECTOR, COMMUNITY ENGAGEMENT	Lise Vaughan-Sekona

MEMO 7/11 PPA REPURPOSED TO OPA;
APPROVED 7/15

NON - BOT APPROVED

COMMUNITY AND BRAND ENGAGEMENT MANAGER	VACANT
BENEFICIARY SERVICES MANAGER	'Ilima Kela
BENEFICIARY SERVICES AGENT	Iokepa Kaolulo
BENEFICIARY SERVICES AGENT	Starr Kalilikane
BENEFICIARY SERVICES AGENT	Roy Newton
BENEFICIARY SERVICES AGENT	Kau'i Wailehua
BENEFICIARY SERVICES AGENT	Kaliko Santos
BENEFICIARY SERVICES AGENT	Kaimo Muhlestein
BENEFICIARY SERVICES AGENT	Malu Lani-Kaakimaka
BENEFICIARY SERVICES AGENT (OAHU)	VACANT
BENEFICIARY SERVICES AGENT (HILO)	VACANT
BENEFICIARY SERVICES AGENT (HILO)	VACANT
GENEALOGY ANCESTRY SPECIALIST	Luci Meyer
GRANTS MANAGER	Chantelle Belay
GRANTS SUPERVISOR	Edna Johnson
GRANTS OFFICER	'Āhia Dye
GRANTS OFFICER	Alyss Tsukayama
GRANTS OFFICER	Angela Lopes
GRANTS OFFICER	VACANT
LOAN OFFICER 25%	Lareina Meinecke
GRANTS SYSTEMS ADMINISTRATOR	Vacant
ADMINISTRATIVE ASSISTANT	Vacant
DIRECTOR, RESEARCH & EVALUATION	Carla Hostetter
RESEARCH & EVALUATION MANAGER	Keith Gutierrez
RESEARCH & EVALUATION ANALYST	Vacant
RESEARCH & EVALUATION ANALYST	Vacant
RESEARCH & EVALUATION ANALYST	Vacant
RESEARCH & EVALUATION ANALYST	Kristin Anderson
RESEARCH & EVALUATION ANALYST	Elise Dela Cruz-Talbert
RESEARCH & EVALUATION ANALYST	Charene Haliniak
RESEARCH SYSTEMS MANAGER	VACANT
PAPAKILO AND KIPUKA SYSTEMS ADMINISTRATOR	Kale Hannahs
GIS ANALYST	Vacant
NATIVE HAWAIIAN DATABOOK SYSTEMS ADMINISTRATOR	Vacant
ADMINISTRATIVE ASSISTANT	Vacant
DIRECTOR, OFFICE OF TECHNOLOGY SERVICES	Guy Moriwiki
SENIOR SYSTEMS ENGINEER & ADMINISTRATOR	Kevin Chak
SYSTEMS ENGINEER & ADMINISTRATOR	Arlene Aguinaldo
SYSTEMS ENGINEER & ADMINISTRATOR	Dan Santos
SYSTEMS ENGINEER & ADMINISTRATOR	Vacant
ADMINISTRATIVE ASSISTANT	Vacant
OPERATIONS MANAGER	Royce Campbell
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Vacant
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Gary Garo
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Denielle Meyer
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Laurene Kaluau-Keatoha
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Chase Simmons
SAFETY & FACILITIES OFFICER	Vacant
MANAGING DIRECTOR OF REAL ESTATE - LAND DIVISION	Lori Walker (Interim)
INVESTMENT LAND MANAGER	VACANT
ADMINISTRATIVE ASSISTANT	Kahelelani Keawekane
HLID PROJECT COORDINATOR	Ardena Saarinen
LEGACY LAND MANAGER	Lori Walker
LEGACY LAND AGENT	Keone Oldroyd
LEGACY LAND AGENT	La'akea Rabes
LEGACY LAND AGENT	Vacant
COMMERCIAL PROPERTY AGENT	LeAnn Gentry
COMMERCIAL PROPERTY AGENT	Vacant
DIRECTOR, HUMAN RESOURCES	Corey Nakamoto
HUMAN RESOURCES BUSINESS PARTNER	Merlyn Akuna
HUMAN RESOURCES BUSINESS PARTNER	Shannon Chang
HUMAN RESOURCES BUSINESS PARTNER	Tyler Woxland

COMMUNITY AND BRAND ENGAGEMENT MANAGER	VACANT
BENEFICIARY SERVICES MANAGER	'Ilima Kela
BENEFICIARY SERVICES AGENT (HILO)	Iokepa Kaolulo
BENEFICIARY SERVICES AGENT (OAHU)	Starr Kalilikane
BENEFICIARY SERVICES AGENT (MAUI)	Roy Newton
BENEFICIARY SERVICES AGENT (OAHU)	Kau'i Wailehua
BENEFICIARY SERVICES AGENT (KAUAI)	Kaliko Santos
BENEFICIARY SERVICES AGENT (OAHU)	Kaimo Muhlestein
BENEFICIARY SERVICES AGENT (MOLOKAI)	Malu Lani-Kaakimaka
BENEFICIARY SERVICES AGENT (OAHU)	VACANT
BENEFICIARY SERVICES AGENT (HILO)	VACANT
BENEFICIARY SERVICES AGENT (HILO)	VACANT
GENEALOGY ANCESTRY SPECIALIST	Luci Meyer
GRANTS MANAGER	Chantelle Belay
GRANTS SUPERVISOR	Edna Johnson
GRANTS OFFICER (HILO)	'Āhia Dye
GRANTS OFFICER (HILO)	Alyss Tsukayama
GRANTS OFFICER	Angela Lopes
GRANTS OFFICER	VACANT
LOAN OFFICER 25%	Lareina Meinecke
GRANTS SYSTEMS ADMINISTRATOR	Unt Phone Maw
ADMINISTRATIVE ASSISTANT	VACANT
DIRECTOR, RESEARCH & EVALUATION	Carla Hostetter
RESEARCH & EVALUATION MANAGER	Keith Gutierrez
RESEARCH & EVALUATION ANALYST	VACANT
RESEARCH & EVALUATION ANALYST	VACANT
RESEARCH & EVALUATION ANALYST	VACANT
RESEARCH & EVALUATION ANALYST	Kristin Anderson
RESEARCH & EVALUATION ANALYST	Elise Dela Cruz-Talbert
RESEARCH & EVALUATION ANALYST	Charene Haliniak
RESEARCH SYSTEMS MANAGER	VACANT
DIGITAL ARCHIVE SYSTEM ADMINISTRATOR	Kale Hannahs
NATIVE HAWAIIAN DATA SYSTEM ADMINISTRATOR	VACANT
GIS ADMINISTRATOR	VACANT
ADMINISTRATIVE ASSISTANT	Nanea Lo
DIRECTOR, OFFICE OF TECHNOLOGY SERVICES	Guy Moriwiki
SENIOR SYSTEMS ENGINEER & ADMINISTRATOR	Kevin Chak
SYSTEMS ENGINEER & ADMINISTRATOR	Arlene Aguinaldo
SYSTEMS ENGINEER & ADMINISTRATOR	Dan Santos
SYSTEMS ENGINEER & ADMINISTRATOR	Kyle Saucier 07/16/25
ADMINISTRATIVE ASSISTANT	Asuka Roris
OPERATIONS MANAGER	Royce Campbell
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	VACANT
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Gary Garo
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Denielle Meyer
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Laurene Kaluau-Keatoha
OPERATIONS SUPPORT COORDINATOR & ASSISTANT	Chase Simmons
SAFETY & FACILITIES OFFICER	Mark Nobori 08/01/25
MANAGING DIRECTOR OF REAL ESTATE - LAND DIVISION	Lori Walker (Interim)
INVESTMENT LAND MANAGER	VACANT
ADMINISTRATIVE ASSISTANT	Kahelelani Keawekane
HLID PROJECT COORDINATOR	Ardena Saarinen
LEGACY LAND MANAGER	Lori Walker
LEGACY LAND AGENT	Keone Oldroyd
LEGACY LAND AGENT	La'akea Rabes
LEGACY LAND AGENT	Vacant
COMMERCIAL PROPERTY AGENT	LeAnn Gentry
COMMERCIAL PROPERTY AGENT	Vacant
DIRECTOR, HUMAN RESOURCES	Corey Nakamoto
HUMAN RESOURCES BUSINESS PARTNER	Merlyn Akuna
HUMAN RESOURCES BUSINESS PARTNER	Shannon Chang
HUMAN RESOURCES BUSINESS PARTNER	Tyler Woxland

MEMO 7/16 TITLE CHANGES

MEMO 7/16 TITLE CHANGES

MEMO 7/16 TITLE CHANGES

NON - BOT APPROVED

HR BENEFITS ADMINISTRATOR	VACANT
HUMAN RESOURCES COORDINATOR	Joel Yagi
GENERAL COUNSEL	Everett Ohta (Interim)
ASSOCIATE GENERAL COUNSEL	Everett Ohta
LEGAL COUNSEL	Vacant
LEGAL COUNSEL	Vacant
POLICY & RECORDS MANAGEMENT OFFICER	Vacant
LEGAL OFFICE ADMINISTRATOR	Stephanie Jones
DIRECTOR, RESOURCE MANAGEMENT & FINANCIAL ASSETS (CFO)	Ramona Hinck
ADMINISTRATIVE ASSISTANT	Katya Firsova
BUDGET CHIEF	Grace Chen
CONTROLLER	VACANT
SENIOR ACCOUNTANT	VACANT
ACCOUNTANT	VACANT
ACCOUNTANT	VACANT
PROCUREMENT MANAGER	Christopher Stanley
PROCUREMENT SUPERVISOR	Michelle Jordan
PROCUREMENT AGENT	Alison Roney
PROCUREMENT AGENT	Gregory Chang
PROCUREMENT AGENT	Geena Chau
PROCUREMENT AGENT	Karina Macklin
LOAN MANAGER	Vacant
LOAN UNDERWRITER	Stephen Barnes
LOAN OFFICER 75%	Lareina Meinecke
LOAN PROCESSOR	Robert Crowell
FINANCE & OPERATIONS OFFICER	Vacant
ACCOUNTING ASSISTANT	Dawn Tong
ACCOUNTING ASSISTANT	Maria Agpaoa
ACCOUNTING ASSISTANT	Mylene Lacuesta
SENIOR DIRECTOR, STRATEGY & IMPLEMENTATION	Elena Farden
ADMINISTRATIVE ASSISTANT	Vacant
DIRECTOR, 'ĀKEIWI WELL-BEING & 'ĀINA MOMONA	Ku'ike Kamakea-Ōhelo
STRATEGY CONSULTANT	Kalai Castro
STRATEGY CONSULTANT	Parker Spencer
DIRECTOR, EDUCATION & CULTURE-BASED LEARNING	Ku'uleianuhe Awo-Chun
STRATEGY CONSULTANT	Maki'i Iehi Ishihara
STRATEGY CONSULTANT	Vacant
DIRECTOR, ECONOMIC AND BUSINESS RESILIENCE	Poni Askew
STRATEGY CONSULTANT	Kanani Youart
STRATEGY CONSULTANT	VACANT
DIRECTOR, HOUSING, INFRASTRUCTURE & SUSTAINABILITY	Ku'ike Kamakea-Ōhelo (Interim)
STRATEGY CONSULTANT	Lindsay Kukona Pakele
STRATEGY CONSULTANT	Vacant
HAWAIIAN CULTURAL AFFAIRS PROGRAM ASSISTANT	Vacant
SENIOR DIRECTOR, HAWAIIAN CULTURAL AFFAIRS	Hailama Farden
DIRECTOR, INVESTMENT	Ryan H. Lee
INVESTMENT ANALYST	VACANT

HR BENEFITS ADMINISTRATOR	VACANT
HUMAN RESOURCES COORDINATOR	Joel Yagi
GENERAL COUNSEL	Everett Ohta
ASSOCIATE GENERAL COUNSEL	VACANT
LEGAL COUNSEL	Vacant
LEGAL COUNSEL	Vacant
POLICY & RECORDS MANAGEMENT OFFICER	Vacant
LEGAL OFFICE ADMINISTRATOR	Stephanie Jones
DIRECTOR, RESOURCE MANAGEMENT & FINANCIAL ASSETS (CFO)	Ramona Hinck
ADMINISTRATIVE ASSISTANT	Katya Firsova
SENIOR BUDGET MANAGER	Grace Chen
BUDGET CHIEF	Vacant
CONTROLLER	VACANT
ASSISTANT CONTROLLER	VACANT
ACCOUNTANT	VACANT
ACCOUNTANT	VACANT
PROCUREMENT MANAGER	Christopher Stanley
PROCUREMENT SUPERVISOR	Michelle Jordan
PROCUREMENT AGENT	Alison Roney
PROCUREMENT AGENT	Gregory Chang
PROCUREMENT AGENT	Geena Chau
PROCUREMENT AGENT	Karina Macklin
LOAN MANAGER	Vacant
LOAN UNDERWRITER	Stephen Barnes
LOAN OFFICER 75%	Lareina Meinecke
LOAN PROCESSOR	Robert Crowell
FINANCE & OPERATIONS OFFICER	Vacant
ACCOUNTING ASSISTANT	Dawn Tong
ACCOUNTING ASSISTANT	Maria Agpaoa
ACCOUNTING ASSISTANT	Mylene Lacuesta
SENIOR DIRECTOR, STRATEGY & IMPLEMENTATION	Elena Farden
ADMINISTRATIVE ASSISTANT	Vacant
DIRECTOR, 'ĀKEIWI WELL-BEING & 'ĀINA MOMONA	Ku'ike Kamakea-Ōhelo
STRATEGY CONSULTANT	Kalai Castro
STRATEGY CONSULTANT	Parker Spencer
DIRECTOR, EDUCATION & CULTURE-BASED LEARNING	Ku'uleianuhe Awo-Chun
STRATEGY CONSULTANT	Maki'i Iehi Ishihara
STRATEGY CONSULTANT	Vacant
DIRECTOR, ECONOMIC AND BUSINESS RESILIENCE	Poni Askew
STRATEGY CONSULTANT	Kanani Youart
STRATEGY CONSULTANT	VACANT
DIRECTOR, HOUSING, INFRASTRUCTURE & SUSTAINABILITY	Ku'ike Kamakea-Ōhelo (Interim)
STRATEGY CONSULTANT	Lindsay Kukona Pakele
STRATEGY CONSULTANT	Vacant
HAWAIIAN CULTURAL OPERATIONS CONSULTANT	Vacant
SENIOR DIRECTOR, HAWAIIAN CULTURAL AFFAIRS	Hailama Farden
DIRECTOR, INVESTMENT	Ryan H. Lee
INVESTMENT ANALYST	VACANT

MEMO 6/19 TITLE CHANGE FROM
FINANCIAL & REPORTING ANALYST

TITLE CHANGE FROM SENIOR
ACCOUNTANT FOR RECRUITMENT
PURPOSES

MEMO 7/16 TITLE CHANGE FROM
HAWAIIAN CULTURAL AFFAIRS PROGRAM
ASSISTANT



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

A. Updated Fiscal Year 2026 Organization Chart (AI BF#25-51 as amended on June 30th, 2025)

B. Fiscal Year 2026 Staff Salary Implementation Plan Update

• *BOT-APPROVED FY26 Personnel Budget 6-30-2025*

• ***NON-BOT APPROVED Salary Comparison***

C. Human Resources Update / OHA Staff Vacancy (Chief Fiscal Officer, Managing Director of Real Estate, Washington DC Bureau Chief, Associate General Counsel, Legal Counsel (2), Budget Chief, Community and Brand Engagement Manager, Research Systems Manager, Controller, Investments Land Manager)

D. Paid Family Leave Implementation Plan Update

E. Telework Implementation Update

F. 2025 Employee Handbook Update

G. 4th Quarter 2025 (April, May, June) Performance Evaluations (July-August 2025)

H. Update on the Fall 2025 OHA Off-Site Work Day

BOT-APPROVED FY26 Personnel Budget 6-30-2025

A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
9	2026	930	2100	PERSONNEL & FRINGE	Chief Executive Officer		200,000	128,500	328,500	
10	2026	930	2100	PERSONNEL & FRINGE	Senior Executive Asst to the CEO 1		88,944	57,147	146,091	
11	2026	930	2100	PERSONNEL & FRINGE	Senior Executive Asst to the CEO 2		88,944	57,147	146,091	
240	2026	930	2500	PERSONNEL & FRINGE	Human Resources Director		168,926	108,535	277,461	
241	2026	930	2500	PERSONNEL & FRINGE	HR Business Partner 1		97,980	62,953	160,933	
242	2026	930	2500	PERSONNEL & FRINGE	HR Business Partner 2		92,448	59,398	151,846	
243	2026	930	2500	PERSONNEL & FRINGE	HR Business Partner 3		83,724	53,793	137,517	
244	2026	930	2500	PERSONNEL & FRINGE	HR Recruiter (Vacant) (New in FY26) (Not Funded)		-	-	-	(1) Position funding deferred to second-half of FY2026, contingent upon achieving 15% vacancy rate per Contract for Hiring Services (Ref: Line 249). (2) Budgeted Mid range salary \$72,372 (SR22-Step F), NON-Supervisor. Posting range \$64,404 to \$81,396.
245	2026	930	2500	PERSONNEL & FRINGE	HR Benefits Administrator (Vacant) (New in FY26) (Not Funded)		-	-	-	Position funding deferred to 2Q FY2026 to administer the Paid Family Leave program and related duties subject to contingencies provided for in Line 250.
246	2026	930	2500	PERSONNEL & FRINGE	HR Coordinator		62,868	40,393	103,261	
440	2026	902	3400	PERSONNEL & FRINGE	Director, Investments		300,000	192,750	492,750	
441	2026	902	3400	PERSONNEL & FRINGE	Investment Analyst (Vacant) (New in FY26)		120,000	77,100	197,100	
644	2026	930	7160	PERSONNEL & FRINGE	Sr Director, Hawaiian Cultural Affairs		157,872	101,433	259,305	
645	2026	930	7160	PERSONNEL & FRINGE	Director of Hawaiian Ethos (Vacant) (Not Funded)		-	-	-	
646	2026	930	7160	PERSONNEL & FRINGE	Hawaiian Cultural Affairs Program Assistant (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
834	2026	930	2200	PERSONNEL & FRINGE	Chief Operating Officer		177,384	113,970	291,354	
835	2026	930	2200	PERSONNEL & FRINGE	Project Supervisor (Vacant) (New in FY26)		87,960	56,515	144,475	Budgeted Mid range salary \$87,960 (SR26-Step F)Non-supervisor. Posting range \$75,252-\$95,280.

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
1024	2026	930	8400	PERSONNEL & FRINGE	Operations Manager		102,924	66,129	169,053	
1026	2026	930	8400	PERSONNEL & FRINGE	Safety and Facilities Officer (Vacant) (New in FY26)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
1027	2026	930	8400	PERSONNEL & FRINGE	Ops Support Coordinator & Asst 1		66,672	42,837	109,509	
1028	2026	930	8400	PERSONNEL & FRINGE	Ops Support Coordinator & Asst 2		62,904	40,416	103,320	
1029	2026	930	8400	PERSONNEL & FRINGE	Ops Support Coordinator & Asst 3		62,904	40,416	103,320	
1030	2026	930	8400	PERSONNEL & FRINGE	Ops Support Coordinator & Asst 4		62,904	40,416	103,320	
1031	2026	930	8400	PERSONNEL & FRINGE	Ops Support Coordinator & Asst 5 (Vacant) (New in FY26)		66,876	42,968	109,844	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1258	2026	930	3600	PERSONNEL & FRINGE	Director of Technology Services		113,736	73,076	186,812	
1259	2026	930	3600	PERSONNEL & FRINGE	Senior Systems Engineer & Administrator		105,240	67,617	172,857	
1260	2026	930	3600	PERSONNEL & FRINGE	Systems Engineer & Administrator 1		94,188	60,516	154,704	
1261	2026	930	3600	PERSONNEL & FRINGE	Systems Engineer & Administrator 2		85,344	54,834	140,178	
1262	2026	930	3600	PERSONNEL & FRINGE	Systems Engineer & Administrator 3 (Vacant)		84,696	54,418	139,114	Budgeted Mid range salary \$84,696 (SR26-Step F)Non-supervisor. Posting range \$75,252-\$95,280.
1263	2026	930	3600	PERSONNEL & FRINGE	Administrative Assistant (IT) (Vacant)		66,876	42,968	109,844	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1490	2026	930	6400	PERSONNEL & FRINGE	Community Engagement Director		108,696	69,838	178,534	
1491	2026	930	6400	PERSONNEL & FRINGE	Community and Brand Engagement Manager (New in FY26)		95,148	61,133	156,281	Budgeted Mid range salary \$95,148 (SR28-Step F) Supervisor. Posting range \$84,504-107,064.
1492	2026	930	6400	PERSONNEL & FRINGE	Community and Brand Engagement Agent (New in FY27)		-	-	-	
1493	2026	930	6400	PERSONNEL & FRINGE	Administrative Assistant (Shared Comms (50%) /CommEngage (50%))		33,438	21,484	54,922	Budgeted Mid range salary \$66,876 (full-time at 100%) (SR20-Step F) Non-supervisor. Posting range \$59,508-\$75,252.

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
1684	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Manager		90,828	58,357	149,185	
1685	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Oahu 1		74,316	47,749	122,065	
1686	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Oahu 2		62,904	40,416	103,320	
1687	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Oahu 3 (Vacant - Interim role)		72,480	46,569	119,049	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1688	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Oahu 4 (Vacant - New in FY26)		62,904	40,416	103,320	New in FY26
1689	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Hawa'i 1		66,876	42,968	109,844	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1690	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Hawai'i 2 (Vacant)		66,876	42,968	109,844	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1691	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Hawai'i 3 (Vacant) (New in FY26)		66,876	42,968	109,844	Budgeted Mid range salary \$66,876 (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
1692	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Maui		74,316	47,749	122,065	
1693	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Kaua'i		74,316	47,749	122,065	
1694	2026	930	4510	PERSONNEL & FRINGE	Beneficiary Services Agent - Moloka'i & Lana'i		61,020	39,206	100,226	
1695	2026	930	4510	PERSONNEL & FRINGE	Genealogy Ancestry Specialist		87,228	56,044	143,272	
1896	2026	930	2300	PERSONNEL & FRINGE	General Counsel (Vacant)		177,384	113,970	291,354	Budgeting Tier 1 salary Step C \$177,384. Posting range :\$157,872 - \$199,308
1897	2026	930	2300	PERSONNEL & FRINGE	Associate General Counsel		126,672	81,387	208,059	
1898	2026	930	2300	PERSONNEL & FRINGE	Legal Counsel 1 (Vacant)		115,896	74,464	190,360	Budgeted Mid range salary \$115, 896 (SC03-Step F)Non-supervisor. Posting range \$103,116-\$130,344.
1899	2026	930	2300	PERSONNEL & FRINGE	Legal Counsel 2 (Vacant)		115,896	74,464	190,360	Budgeted Mid range salary \$115, 896 (SC03-Step F)Non-supervisor. Posting range \$103,116-\$130,344.

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
1900	2026	930	2300	PERSONNEL & FRINGE	Legal Office Adminstrator/Paralegal (Vacant)		84,496	54,289	138,785	Budgeted Mid range salary \$84,496 (SR26-Step F)Non-supervisor. Posting range \$75,252-\$95,280.
1901	2026	930	2300	PERSONNEL & FRINGE	Policy & Records Management Officer (Vacant)		75,252	48,350	123,602	Budgeted Mid range salary \$75,252 (SR23-Step F)Non-supervisor. Posting range \$66,876-\$84,696.
2094	2026	930	3100	PERSONNEL & FRINGE	Chief Financial Officer		250,000	160,625	410,625	
2095	2026	930	3100	PERSONNEL & FRINGE	Administrative Assistant (RM-FA)		63,840	41,018	104,858	
2290	2026	930	3200	PERSONNEL & FRINGE	Controller (Vacant) (New in FY26)		168,926	108,535	277,461	Budgeting Tier 2 salary Step C \$168,926. Posting range :\$150,345-\$189,804
2291	2026	930	3200	PERSONNEL & FRINGE	Budget Chief		135,000	86,738	221,738	Title change/update for incumbent Financial & Reporting Analyst reflects internal standardization efforts. No change in FY26 FTE or funding level; reclassification aligns with organizational structure and strategic priorities.
2292	2026	930	3200	PERSONNEL & FRINGE	Senior Accountant (Vacant) (New in FY26)		115,896	74,464	190,360	Budgeted Mid range salary \$115, 896 (SC03-Step F)Non-supervisor. Posting range \$103,116-\$130,344.
2293	2026	930	3200	PERSONNEL & FRINGE	Accountant 1 (Vacant) (New in FY26)		107,182	68,865	176,047	Budgeted Mid range salary \$107,182 (SC01-Step F)Non-supervisor. Posting range \$95,820-\$120,636.
2294	2026	930	3200	PERSONNEL & FRINGE	Accountant 2 (Vacant) (New in FY26)		107,182	68,865	176,047	Budgeted Mid range salary \$107,182 (SC01-Step F)Non-supervisor. Posting range \$95,820-\$120,636.
2295	2026	930	3200	PERSONNEL & FRINGE	Financial & Reporting Analyst (Vacant) (New in FY27)		-	-	-	
2296	2026	930	3200	PERSONNEL & FRINGE	Accounting Assistant 1		74,316	47,749	122,065	
2297	2026	930	3200	PERSONNEL & FRINGE	Accounting Assistant 2		74,316	47,749	122,065	
2298	2026	930	3200	PERSONNEL & FRINGE	Accounting Assistant 3		74,316	47,749	122,065	
2488	2026	930	3900	PERSONNEL & FRINGE	Procurement Manager		105,240	67,617	172,857	
2489	2026	930	3900	PERSONNEL & FRINGE	Procurement Supervisor		90,408	58,088	148,496	
2490	2026	930	3900	PERSONNEL & FRINGE	Procurement Agent 1		75,612	48,581	124,193	

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ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
2491	2026	930	3900	PERSONNEL & FRINGE	Procurement Agent 2		73,200	47,031	120,231	
2492	2026	930	3900	PERSONNEL & FRINGE	Procurement Agent 3		72,828	46,792	119,620	
2493	2026	930	3900	PERSONNEL & FRINGE	Procurement Agent 4		64,812	41,642	106,454	
2686	2026	202	4420	PERSONNEL & FRINGE	NHRLF Manager (Vacant)		95,148	61,133	156,281	Budgeted Mid range salary \$95,148(SR28-Step F) Supervisor. Posting range \$84,504-\$107,064.
2687	2026	202	4420	PERSONNEL & FRINGE	Loan Underwriter		93,660	60,177	153,837	
2688	2026	202	4420	PERSONNEL & FRINGE	Loan Processor		73,800	47,417	121,217	
2689	2026	202	4420	PERSONNEL & FRINGE	Loan Officer (75% NHRLF, 25% Core in Grants)		62,077	39,885	101,962	
2690	2026	202	4420	PERSONNEL & FRINGE	Finance & Operations Officer (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
2884	2026	930	8100	PERSONNEL & FRINGE	Managing Director of Real Estate, Land Division (Vacant - 50% Core, 25% KM, 25% NLK)		125,000	80,313	205,313	
2885	2026	930	8100	PERSONNEL & FRINGE	Administrative Assistant (Land)		61,932	39,792	101,724	
3074	2026	930	8300	PERSONNEL & FRINGE	Legacy Land Manager		102,843	66,077	168,920	
3075	2026	930	8300	PERSONNEL & FRINGE	Legacy Land Agent 1 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
3076	2026	930	8300	PERSONNEL & FRINGE	Legacy Land Agent 2		74,700	47,995	122,695	
3077	2026	930	8300	PERSONNEL & FRINGE	Legacy Land Agent 3		74,700	47,995	122,695	
4564	2026	200	4410	PERSONNEL & FRINGE	Project Coord (HLID)		87,792	56,407	144,199	
4752	2026	938	8210	PERSONNEL & FRINGE	Managing Director of Real Estate, Land Division (Vacant - 50% Core, 25% KM, 25% NLK)		62,500	40,157	102,657	
4753	2026	938	8210	PERSONNEL & FRINGE	Investment Land Manager (Vacant - 50% KM, 50% NLK)		51,422	33,039	84,461	
4754	2026	938	8210	PERSONNEL & FRINGE	Commercial Property Agent		74,700	47,995	122,695	
5129	2026	939	8220	PERSONNEL & FRINGE	Managing Director of Real Estate, Land Division (Vacant - 50% Core, 25% KM, 25% NLK)		62,500	40,157	102,657	

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ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
5130	2026	939	8220	PERSONNEL & FRINGE	Investment Land Manager (Vacant - 50% KM, 50% NLK)		51,422	33,039	84,461	
5131	2026	939	8220	PERSONNEL & FRINGE	Commercial Property Agent (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
5687	2026	930	4110	PERSONNEL & FRINGE	Communications Director		133,224	85,597	218,821	
5688	2026	930	4110	PERSONNEL & FRINGE	Administrative Assistant (Shared Comms (50%) /CommEngage (50%))		33,438	21,484	54,922	Budgeted Mid range salary \$66,876 (full-time at 100%) (SR20-Step F)Non-supervisor. Posting range \$59,508-\$75,252.
5871	2026	930	4210	PERSONNEL & FRINGE	Publications Editor		85,500	54,934	140,434	
5872	2026	930	4210	PERSONNEL & FRINGE	Multi-Media Designer 1		84,744	54,449	139,193	
5873	2026	930	4210	PERSONNEL & FRINGE	Multi-Media Designer 2		78,084	50,169	128,253	
5874	2026	930	4210	PERSONNEL & FRINGE	Multi-Media Designer 3 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
5875	2026	930	4210	PERSONNEL & FRINGE	Senior Communications Strategist (Vacant)		84,696	54,418	139,114	Budgeted Mid range salary \$84,696 (SR26-Step F)Non-supervisor. Posting range \$75,242 -\$95,280.
5876	2026	930	4210	PERSONNEL & FRINGE	Communications Strategist		78,084	50,169	128,253	
6069	2026	930	5100	PERSONNEL & FRINGE	Director, Research & Evaluation		115,224	74,032	189,256	
6070	2026	930	5100	PERSONNEL & FRINGE	Research Systems Manager		85,632	55,019	140,651	SR28, Supervisor. Title change/update for incumbent Research Systems Administrator reflects internal standardization efforts. No change in FY 26 FTE or funding level; reclassification aligns with organizational structure and strategic priorities.
6071	2026	930	5100	PERSONNEL & FRINGE	Research Systems Administrator (Vacant) (FY26: 0)		-	-	-	Funding in FY27 pursuant to the following: Position to be funded in FY27 only upon documented justification and formal approval by the Board of Trustees no later than June 30, 2026.

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
6072	2026	930	5100	PERSONNEL & FRINGE	GIS Analyst (Vacant)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
6073	2026	930	5100	PERSONNEL & FRINGE	Papakilo and Kipuka Systems Administrator (Vacant) (New in FY26)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
6074	2026	930	5100	PERSONNEL & FRINGE	NH Data Book Systems Administrator (Vacant) (New in FY26)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
6075	2026	930	5100	PERSONNEL & FRINGE	Administrative Assistant (Shared R&E (50%) /Advocacy (50%))		30,942	19,881	50,823	
6273	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Manager		94,080	60,447	154,527	
6274	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 1		92,448	59,398	151,846	
6275	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 2		83,724	53,793	137,517	
6276	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 3		83,724	53,793	137,517	
6277	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 4 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
6278	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 5 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
6279	2026	930	5210	PERSONNEL & FRINGE	Research & Evaluation Analyst 6 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
6473	2026	930	6100	PERSONNEL & FRINGE	Advocacy Director		150,000	96,375	246,375	
6474	2026	930	6100	PERSONNEL & FRINGE	Administrative Assistant (Shared R&E (50%) /Advocacy (50%))		30,942	19,881	50,823	
6663	2026	930	6200	PERSONNEL & FRINGE	Washington D.C. Bureau Chief		130,260	83,693	213,953	Budgeting High-End range \$130,260 (SC02-Step I), Supervisor; Posting range: \$115,728 (Step F) - \$130,260.
6664	2026	930	6200	PERSONNEL & FRINGE	Washington D.C. - Deputy Bureau Chief (Vacant) (New in FY27)		-	-	-	
6853	2026	930	6410	PERSONNEL & FRINGE	Compliance Enforcement Mgr		102,504	65,859	168,363	

BOT-APPROVED FY26 Personnel Budget 6-30-2025

A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
6854	2026	930	6410	PERSONNEL & FRINGE	Compliance Archaeologist		90,372	58,065	148,437	
6855	2026	930	6410	PERSONNEL & FRINGE	Compliance Advocate		74,700	47,995	122,695	
6856	2026	930	6410	PERSONNEL & FRINGE	Compliance Advocate - Maui/Molokai (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
6857	2026	930	6410	PERSONNEL & FRINGE	Compliance Advocate- Kauai (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
7053	2026	930	6500	PERSONNEL & FRINGE	Public Policy Manager (Vacant)		130,260	83,693	213,953	Budgeting High-End range \$130,260 (SC02-Step I), Supervisor; Posting range: \$115,728 (Step F) - \$130,260.
7054	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 1 - Oahu		80,232	51,550	131,782	
7055	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 3 - Oahu		69,456	44,626	114,082	
7056	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 2 - Hawai'i		74,796	48,057	122,853	
7057	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 4 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
7058	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 5 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
7059	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 6 (Vacant, to activate in FY26 and FY27)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
7060	2026	930	6500	PERSONNEL & FRINGE	Public Policy Advocate 7 (Vacant) (Not Funded)		-	-	-	
7435	2026	930	6600	PERSONNEL & FRINGE	Ocean Policy Manager (Vacant)		130,260	83,693	213,953	Budgeting High-End range \$130,260 (SC02-Step I), Supervisor; Posting range: \$115,728 (Step F) - \$130,260.
7445	2026	930	7100	PERSONNEL & FRINGE	Sr Director, Strategy & Implementation		128,592	82,621	211,213	Revise salary from \$159,365 to \$128,592
7446	2026	930	7100	PERSONNEL & FRINGE	Administrative Assistant (S&I)(VACANT)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
7635	2026	930	7110	PERSONNEL & FRINGE	Director, Education & Culture-Based Learning		129,456	83,176	212,632	

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
7636	2026	930	7110	PERSONNEL & FRINGE	Strategy Consultant 1 (Education) (Vacant)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
7637	2026	930	7110	PERSONNEL & FRINGE	Strategy Consultant 2 (Education)		73,440	47,186	120,626	
7853	2026	930	7120	PERSONNEL & FRINGE	Director, Economic & Business Resilience		129,456	83,176	212,632	
7854	2026	930	7120	PERSONNEL & FRINGE	Strategy Consultant 1 (Economics) (Vacant)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
7855	2026	930	7120	PERSONNEL & FRINGE	Strategy Consultant 2 (Economics)		87,480	56,206	143,686	
8072	2026	930	7130	PERSONNEL & FRINGE	Director, Oiwi Well Being & Aina Momona		115,980	74,518	190,498	
8073	2026	930	7130	PERSONNEL & FRINGE	Strategy Consultant 1 (Health & Land)		87,480	56,206	143,686	
8074	2026	930	7130	PERSONNEL & FRINGE	Strategy Consultant 2 (Health & Land)		71,232	45,767	116,999	
8273	2026	930	7140	PERSONNEL & FRINGE	Director of Housing, Infrastructure & Sustainability (Vacant)		102,924	66,129	169,053	Budgeting Mid range \$102,924 (SR30-StepF). Supervisor. Post at \$91,536 to \$115,728.
8274	2026	930	7140	PERSONNEL & FRINGE	Strategy Consultant 1 (Housing)		87,480	56,206	143,686	
8275	2026	930	7140	PERSONNEL & FRINGE	Strategy Consultant 2 (Housing) (Vacant)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
8463	2026	930	3800	PERSONNEL & FRINGE	Grants Manager		101,000	64,893	165,893	
8464	2026	930	3800	PERSONNEL & FRINGE	Grants Supervisor		86,820	55,782	142,602	
8465	2026	930	3800	PERSONNEL & FRINGE	Grants Officer 1		83,952	53,940	137,892	
8466	2026	930	3800	PERSONNEL & FRINGE	Grants Officer 2		83,952	53,940	137,892	
8467	2026	930	3800	PERSONNEL & FRINGE	Grants Officer 3 (Vacant)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.
8468	2026	930	3800	PERSONNEL & FRINGE	Grants Officer 4 (Vacant) (New in FY26)		78,312	50,316	128,628	Budgeted Mid range salary \$78,312 (SR24-Step F)Non-supervisor. Posting range \$69,600-\$88,152.

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A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISIO
8469	2026	930	3800	PERSONNEL & FRINGE	Grants System Adminstrator (Vacant)		81,396	52,297	133,693	Budgeted Mid range salary \$81,396 (SR25-Step F)Non-supervisor. Posting range \$72,372-\$91,620.
8470	2026	930	3800	PERSONNEL & FRINGE	Loan Officer (75% NHRLF, 25% Core in Grants)		20,693	13,296	33,989	
8739	2026	930	1100	PERSONNEL & FRINGE	Trustee Board Chair Kahele		105,324	67,671	172,995	
8740	2026	930	1100	PERSONNEL & FRINGE	Trustee Ahuna		96,144	61,773	157,917	
8741	2026	930	1100	PERSONNEL & FRINGE	Trustee Akaka		96,144	61,773	157,917	
8742	2026	930	1100	PERSONNEL & FRINGE	Trustee Akina		96,144	61,773	157,917	
8743	2026	930	1100	PERSONNEL & FRINGE	Trustee Alapa		96,144	61,773	157,917	
8744	2026	930	1100	PERSONNEL & FRINGE	Trustee Galuteria		96,144	61,773	157,917	
8745	2026	930	1100	PERSONNEL & FRINGE	Trustee Lindsey		96,144	61,773	157,917	
8746	2026	930	1100	PERSONNEL & FRINGE	Trustee Souza		96,144	61,773	157,917	
8747	2026	930	1100	PERSONNEL & FRINGE	Trustee Waihee		96,144	61,773	157,917	
9006	2026	930	1200	PERSONNEL & FRINGE	Board Chief of Staff		170,304	109,421	279,725	
9007	2026	930	1200	PERSONNEL & FRINGE	Board Legal Counsel (Vacant) (New in FY26)		75,000	48,188	123,188	Estimated start date: 1/1/26. Provided that the allocation of funds for the position of Board Legal Counsel shall be contingent upon the formal adoption by the Board of Trustees of an amendment to the Office of Hawaiian Affairs Board of Trustees Bylaws (Updated as of March 20, 2025) authorizing the establishment of such a position; and further that if no such amendment is adopted during the fiscal biennium, the allocated funds shall remain unexpended and may be reprogrammed or reallocated through Board action.
9008	2026	930	1200	PERSONNEL & FRINGE	Board Deputy Chief of Staff		122,160	78,488	200,648	
9009	2026	930	1200	PERSONNEL & FRINGE	BOT Secretary		99,276	63,785	163,061	

BOT-APPROVED FY26 Personnel Budget 6-30-2025

A	B	C		J	L	M	P	Q	R	V
ROW	Fiscal Year	APPR	REQUESTED PROGRAM #	EXPENSE CATEGORY	ACCOUNT CODE DESCRIPTION	SERVICE CODE	FY2026 SALARY (@100%)	FY2026 FRINGE (64.25%)	FY2026 PERSONNEL TOTAL	EXPENSE DESCRIPTION / BUDGET PROVISO
9010	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Ahuna		74,340	47,764	122,104	
9011	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Ahuna		74,340	47,764	122,104	
9012	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Akaka		75,492	48,504	123,996	
9013	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Akaka		75,285	48,371	123,656	
9014	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide- Trustee Akina		75,285	48,371	123,656	
9015	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Akina		75,285	48,371	123,656	
9016	2026	930	1200	PERSONNEL & FRINGE	Trustee Secretary - Trustee Galuteria		67,128	43,130	110,258	
9017	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Alapa		82,824	53,215	136,039	
9018	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Galuteria		84,048	54,001	138,049	
9019	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Kahele		86,580	55,628	142,208	
9020	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Lindsey		74,340	47,764	122,104	
9021	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Lindsey		75,285	48,371	123,656	
9022	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Souza		82,824	53,215	136,039	
9023	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Waihe'e		76,044	48,859	124,903	
9024	2026	930	1200	PERSONNEL & FRINGE	Trustee Aide - Trustee Waihe'e		76,044	48,859	124,903	
9025	2026	930	1200	PERSONNEL & FRINGE	Trustee Secretary - Trustee Alapa		67,128	43,130	110,258	
9026	2026	930	1200	PERSONNEL & FRINGE	Trustee Secretary - Trustee Souza		67,128	43,130	110,258	
9051					GRAND TOTAL		15,452,357	9,928,216	25,380,573	

NON-BOT APPROVED

Position Title	Budgeted Salary	Adjusted Salary	Notes
Accounting Assistant	\$ 74,316.00	\$ 74,316.00	21%
Systems Engineer & Administrator	\$ 85,344.00	\$ 85,344.00	14%
Trustee Aide	\$ 76,044.00	\$ 77,016.00	Was 18%, adjusted to 19.5% for parity
Research & Evaluation Analyst	\$ 83,724.00	\$ 83,724.00	14%
Director (S&I) - Economic	\$ 129,456.00	\$ 129,456.00	
BOT Deputy Chief of Staff	\$ 122,160.00	\$ 122,160.00	
Director (S&I) - Education	\$ 129,456.00	\$ 129,456.00	
Loan Underwriter	\$ 93,660.00	\$ 93,660.00	12%
Grants Manager	\$ 101,000.00	\$ 99,276.00	Was 14% adjusted to 12% based on prior rate
Public Policy Advocate	\$ 78,312.00	\$ 69,600.00	Start Date 08/01/25. Based on Experience Score
Trustee Aide	\$ 86,580.00	\$ 86,580.00	S/B \$75,288 (19.5%) + 15% Chair
Director, Communications	\$ 133,224.00	\$ 133,224.00	
Operations Manager	\$ 102,924.00	\$ 95,220.00	Was 21% adjusted to 12% based on prior rate
Strategy Consultant - 'Ōiwi	\$ 87,480.00	\$ 87,480.00	
Sr. Systems Engineer & Administrator (Interim Director, IT)	\$ 105,240.00	\$ 93,960.00	Newly created and filled 03/01/25
Procurement Agent	\$ 75,612.00	\$ 75,612.00	19.5%
HR Business Partner	\$ 92,448.00	\$ 92,448.00	12%
Procurement Agent	\$ 64,812.00	\$ 64,812.00	22%
Financial & Reporting Analyst (Budget Chief)	\$ 135,000.00	\$ 101,664.00	Promotional opportunity subject to recruitment. Adjusted to 12% based on prior rate
Sr. Executive Assistant to the COO	\$ 88,944.00	\$ 88,944.00	
Loan Processor	\$ 73,800.00	\$ 73,800.00	21%
Research & Evaluation Analyst	\$ 83,724.00	\$ 83,724.00	14%
Trustee Aide	\$ 74,340.00	\$ 75,288.00	Meets MQ for Trustee Aide adjusted to \$63,000 + 19.5% for parity
Trustee Aide	\$ 84,048.00	\$ 84,048.00	S/B \$76,404 (19.5%) + 10% Committee Chair
Grants Officer	\$ 83,952.00	\$ 83,952.00	14%
Sr. Director Strategy & Implementation	\$ 128,592.00	\$ 128,592.00	
Sr. Director Hawaiian Cultural Affairs	\$ 157,872.00	\$ 157,872.00	
Publications Editor	\$ 85,500.00	\$ 85,500.00	14%
Compliance Archaeologist	\$ 90,372.00	\$ 90,372.00	S/B \$80,688 + 12%
CEO	\$ 200,000.00	\$ 200,000.00	
Administrative Assistant - CFO	\$ 63,840.00	\$ 61,884.00	Hired after 04/01/2025. Adjusted to bring to parity with other recently hired Administrative Assistants.
Public Policy Advocate	\$ 78,312.00	\$ 85,008.00	Start Date 08/01/25. Based on Memo dated 07/09/25
Operations Support Coordinator & Assistant	\$ 66,672.00	\$ 66,672.00	22%

NON-BOT APPROVED

Multi-Media Designer	\$ 78,312.00	\$ 74,328.00	Start Date 07/01/25. Based on Experience Score
Commercial Property Agent	\$ 74,700.00	\$ 74,700.00	21%
Research & Evaluation Manager	\$ 94,080.00	\$ 94,080.00	16%
Research & Evaluation Analyst	\$ 92,448.00	\$ 92,448.00	12%
Research Systems Administrator	\$ 85,632.00	\$ 74,604.00	Promotional opportunity subject to recruitment. Adjusted to 19.5% for parity
Trustee Secretary	\$ 67,128.00	\$ 68,076.00	Adjusted to start of band \$61,884 + 10% Committee Chair
CFO	\$ 250,000.00	\$ 157,872.00	Position over 100k.
Director, Research & Evaluation	\$ 115,224.00	\$ 129,060.00	12% pay parity for Director level
Trustee Aide	\$ 75,285.00	\$ 75,288.00	Adjusted to 19.5% for parity
Compliance Advocate	\$ 74,700.00	\$ 74,700.00	21%
Strategy Consultant - Education	\$ 73,440.00	\$ 73,440.00	
Board Secretary	\$ 99,276.00	\$ 99,276.00	12%
Grants Supervisor	\$ 86,820.00	\$ 86,820.00	14%
Legal Office Administrator	\$ 84,496.00	\$ 75,252.00	Start Date 07/01/25. Based on Experience Score
Procurement Supervisor	\$ 90,408.00	\$ 90,408.00	12%
Beneficiary Services Agent	\$ 62,904.00	\$ 62,904.00	22%
Operations Support Coordinator & Assistant	\$ 62,904.00	\$ 62,904.00	22%
Director (S&I) - Ōiwi (Interim Director (S&I) - Housing)	\$ 115,980.00	\$ 129,912.00	\$118,092 (12% pay parity for Director level) + 10% TA
Beneficiary Services Agent	\$ 66,876.00	\$ 62,904.00	Start Date 01/16/25. Adjusted 22%
Trustee Aide	\$ 74,340.00	\$ 75,288.00	Adjusted to 19.5% for parity
Administrative Assistant - Land Assets	\$ 61,932.00	\$ 61,932.00	22%
Beneficiary Services Manager	\$ 90,828.00	\$ 90,828.00	12%
Trustee Aide	\$ 75,285.00	\$ 75,288.00	Adjusted to 19.5% for parity
Trustee Aide	\$ 82,824.00	\$ 82,824.00	S/B \$75,288 (19.5%) + 10% Committee Chair
Strategy Consultant - Housing	\$ 87,480.00	\$ 87,480.00	
Accounting Assistant	\$ 74,316.00	\$ 74,316.00	21%
Beneficiary Services Agent	\$ 61,020.00	\$ 61,884.00	Start Date 03/18/25. Adjusted to start of band.
Trustee Aide	\$ 75,285.00	\$ 75,288.00	Adjusted to 19.5% for parity
Director, Investment	\$ 300,000.00	\$ 330,000.00	S/B \$300,000 + 10% TA
Multi-Media Designer	\$ 84,744.00	\$ 84,744.00	14%
Director, Advocacy	\$ 150,000.00	\$ 129,060.00	12% pay parity for Director level
Administrative Assistant (R&E/Advocacy)	\$ 61,884.00	\$ 61,884.00	Minimum living wage amount S/B; Hired after 01/2024
Grants Officer	\$ 83,952.00	\$ 83,952.00	14%
Procurement Agent	\$ 72,828.00	\$ 72,828.00	22%

NON-BOT APPROVED

Trustee Aide	\$ 74,340.00	\$ 75,288.00	Adjusted to 19.5% for parity
Compliance Advocate	\$ 78,312.00	\$ 80,004.00	Start Date 08/01/25. Based on Memo dated 07/09/25
Compliance Enforcement Manager	\$ 102,504.00	\$ 102,504.00	
Public Policy Advocate (Interim Public Policy Manager)	\$ 80,232.00	\$ 82,284.00	Adjusted to \$74,796 (21%) for parity + 10% TA
Loan Officer	\$ 82,770.00	\$ 81,348.00	Was 16% adjusted to 14% based on prior rate
Operations Support Coordinator & Assistant	\$ 62,904.00	\$ 62,904.00	22%
Genealogy Ancestry Specialist	\$ 87,228.00	\$ 87,228.00	14%
Director, Office of Technology Services	\$ 113,736.00	\$ 139,656.00	Start Date 05/16/25. Based on Experience Score
Beneficiary Services Agent	\$ 74,316.00	\$ 74,316.00	21%
Director, Human Resources	\$ 168,926.00	\$ 133,224.00	Position over 100k.
Beneficiary Services Agent	\$ 74,316.00	\$ 74,316.00	21%
Safety & Facilities Officer	\$ 78,312.00	\$ 88,152.00	Start Date 08/01/25. Based on Experience Score
General Counsel	\$ 177,384.00	\$ 162,336.00	Start Date 07/16/25. Based on Experience Score
Legacy Land Agent	\$ 74,700.00	\$ 74,700.00	21%
Multi-Media Designer	\$ 78,084.00	\$ 78,084.00	18%
Grants Systems Administrator	\$ 81,396.00	\$ 72,372.00	Start Date 07/16/25. Based on Experience Score
Public Policy Advocate	\$ 74,796.00	\$ 74,796.00	21%
COO	\$ 177,384.00	\$ 165,456.00	Position over 100k.
Legacy Land Agent	\$ 74,700.00	\$ 74,700.00	21%
Trustee Secretary	\$ 67,128.00	\$ 68,076.00	Adjusted to start of band \$61,884 + 10% Committee Chair
Procurement Agent	\$ 73,200.00	\$ 73,200.00	22%
Administrative Assistant - IT	\$ 66,876.00	\$ 61,884.00	Start Date 07/16/25. Based on Experience Score
Trustee Aide	\$ 82,824.00	\$ 82,824.00	S/B \$75,288 (19.5%) + 10%
HLID Project Coordinator	\$ 87,792.00	\$ 79,800.00	10% increase in Jan 2025; Interim Dir recommened 4% additional for July
Systems Engineer & Administrator	\$ 94,188.00	\$ 94,188.00	12%
Beneficiary Services Agent	\$ 74,316.00	\$ 74,316.00	21%
Systems Engineer & Administrator	\$ 84,696.00	\$ 81,396.00	Start Date 07/16/25. Based on Experience Score
Operations Support Coordinator & Assistant	\$ 62,904.00	\$ 62,904.00	22%
Trustee Secretary	\$ 67,128.00	\$ 68,076.00	Adjusted to start of band \$61,884 + 10% Committee Chair
Communications Strategist	\$ 78,084.00	\$ 78,084.00	18%
Strategy Consultant - 'Ōiwi	\$ 71,232.00	\$ 71,232.00	
Sr. Executive Assistant to the CEO	\$ 88,944.00	\$ 88,944.00	
Procurement Manager	\$ 105,240.00	\$ 105,240.00	12%
BOT Chief of Staff	\$ 170,304.00	\$ 170,304.00	

NON-BOT APPROVED

Trustee Aide	75,492.00	\$ 75,492.00	19.5%
Accounting Assistant	\$ 74,316.00	\$ 74,316.00	21%
Grants Officer	\$ 78,312.00	\$ 69,600.00	Start Date 06/16/25. Adjusted to start of band
Administrative Assistant - S&I	\$ 78,312.00	\$ 64,404.00	Start Date 08/01/25. Based on Experience Score
Director, Community Engagement	\$ 108,696.00	\$ 121,740.00	12% pay parity for Director level
Beneficiary Services Agent (Interim)	\$ 72,480.00	\$ 76,044.00	Adjusted 18% based on prior rate
Legacy Land Manager	\$ 102,843.00	\$ 102,852.00	Adjusted 12% based on prior rate + 10%TA
Trustee Aide	\$ 75,285.00	\$ 75,288.00	Adjusted to 19.5% for parity
Trustee Aide	\$ 76,044.00	\$ 77,016.00	Adjusted to 19.5% for parity
Public Policy Advocate	\$ 69,456.00	\$ 69,600.00	Start Date 01/01/25. Adjusted to start of band
HR Business Partner	\$ 83,724.00	\$ 83,724.00	14%
HR Coordinator	\$ 62,868.00	\$ 61,884.00	Start Date 11/18/24. Adjusted to start of band for parity
Strategy Consultant - Economic	\$ 87,480.00	\$ 87,480.00	
	\$ 10,540,595.00	\$ 10,350,812.00	

Informational Only



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

A. Updated Fiscal Year 2026 Organization Chart (AI BF#25-51 as amended on June 30th, 2025)

B. Fiscal Year 2026 Staff Salary Implementation Plan Update

C. Human Resources Update / OHA Staff Vacancy (Chief Fiscal Officer, Managing Director of Real Estate, Washington DC Bureau Chief, Associate General Counsel, Legal Counsel (2), Budget Chief, Community and Brand Engagement Manager, Research Systems Manager, Controller, Investments Land Manager)

D. Paid Family Leave Implementation Plan Update

E. Telework Implementation Update

F. 2025 Employee Handbook Update

G. 4th Quarter 2025 (April, May, June) Performance Evaluations (July-August 2025)

H. Update on the Fall 2025 OHA Off-Site Work Day



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Administration Updates to BOT- July 24 BOT Meeting **(carry over agenda item)*

Telework Implementation Update Rollout of the Telework Program was executed on July 10, 2025. Training for managers was held on July 9 and an ALL OHA Informational Meeting was held on July 10. Request forms were opened immediately following the July 10 training. Telework may start as soon as July 21.

The Telework Policy, Summary SOP, List of Eligible Positions, Instruction on How to Submit a Telework Request Form, and a Support Resource for Supervisors (Supervisor Checklist) are posted in the ALL OHA Teams Channel in the Telework Program Folder.



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End of Year Quarter Performance Evaluations **(carry over agenda item)*

Below are the deadlines for End of Year Performance Evaluations.

June 27	<ul style="list-style-type: none">• EOY Performance Evaluation Form completed and submitted by staff to manager
July 11	<ul style="list-style-type: none">• EOY Performance Evaluation Form completed by manager
July 30	<ul style="list-style-type: none">• ALL EOY Performance Evaluation Meetings complete (Manager and Direct Report)
Aug 1	<ul style="list-style-type: none">• ALL performance evaluations signed via Adobe Sign and submitted to HR. Signature Routing for Performance Evaluation Forms:<ul style="list-style-type: none">○ Administration: Employee → Manager/Director → Executive Leader○ BOT: Staff → Trustee○ Manager to submit signed forms to HR for employee file

A check in with Administration leaders indicate that paia are mostly on track with meetings completed, scheduled or needed to be scheduled to meet the final August 1 deadline.



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Kaiali'i Kahele - Chairperson
Keoni Souza - Vice Chairperson
Dan Ahuna - Trustee, Kaua'i & Ni'ihau
Kaleihikina Akaka - Trustee, O'ahu
Keli'i Akina, Ph.D. - Trustee, At-Large
Luana Alapa - Trustee, Moloka'i & Lāna'i
Brickwood Galuteria - Trustee, At-Large
Carmen "Hulu" Lindsey - Trustee, Maui
John D. Waihee IV - Trustee, At-Large



Phone: (808) 594-1888
Fax: (808)-1868

**OFFICE OF HAWAIIAN AFFAIRS
BOARD OF TRUSTEES**

560 N. Nimitz Hwy., Suite 200
Honolulu, HI 96817

MEETING OF THE BOARD OF TRUSTEES

DATE: Thursday, August 7, 2025

TIME: 9:00 A.M.

PLACE: Remote Meeting via Interactive Conference Technology

Viewable at www.oha.org/livestream Or

Listen by phone: (213) 338-8477, Webinar ID: 816 4499 0640

This virtual meeting can be viewed and observed via livestream on OHA's website at www.oha.org/livestream or listen by phone using the call-in information above. A physical meeting location, open to members of the public who would like to provide oral testimony or view the virtual meeting, will be available at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817.

AGENDA

I. Call to Order

II. Approval of Minutes

A. May 1, 2025

III. New Business

A. Committee on Beneficiary Advocacy and Empowerment

- 1. Action Item BAE #25-05:** Approval of the Office of Hawaiian Affairs' Nominee for the Kaua'i/Ni'ihau Island Burial Council for transmittal to the Office of the Governor as follows: Megan Wong.* *July 23, 2025*

B. Committee on Budget and Finance - July 23, 2025

- 1. Action Item BF #25-52:** OHA Biennium Budget for the Fiscal Biennium Periods 2023-2024 (FY24) and 2024-2025 (FY25) - Realignment #4 – Approval of Core and Non-Core Budget Realignments.*
- 2. Action Item BF #25-53:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to 'Āina Momona for the 2025 'Ulu Festival Event on September 20, 2025, in the amount of \$10,875.00*
- 3. Action Item BF #25-54:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Pohaku Pelemaka for the Hala Festival 2025 Event on September 20, 2025, in the amount of \$9,834.00*
- 4. Action Item BF #25-55:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Sky Brothers Collective DBA O'ahu Intertribal Council for the 2025 Honolulu Intertribal Powwow – Circle of Nations & Ho'okipa Ali'i Event on September 20-21, 2025, in the amount of \$14,500.00*
- 5. Action Item BF #25-56:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to O'ahu Hawaiian Canoe Racing Association Hawaii for the 2025 Na Wahine O Ke Kai Event on September 28, 2025, in the amount of \$12,000.00* *July 23, 2025*
- 6. Action Item BF #25-57:** Approval of OHA funding for a Ho'ākoakoa Lāhui Event Sponsorship to Hawaii Wildlife Center for the 2025 Hawai'i Island Festival of Birds Event on October 4, 2025, in

the amount of \$5,770.00*

7. **Action Item BF #25-58:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hawaiian Islands Land Trust for the 2025 Mālama 'Āina Kākou Event on October 4, 2025, in the amount of \$10,000.00*
8. **Action Item BF #25-59:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Lydia8 for the EPIC Wāhine 2025 Event on October 5-12, 2025, in the amount of \$15,000.00*
9. **Action Item BF #25-60:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Mana Maoli for the 2025 Paepae Pōhaku Student Leadership Camp on October 8-10, 2025, in the amount of \$14,980.00*
10. **Action Item BF #25-62:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Kualoa-Heeia Ecumenical Youth (KEY) Project for the Waihe‘e Festival 2025 Event on October 11, 2025, in the amount of \$7,500.00*
11. **Action Item BF #25-63:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Ho‘oulu ‘Ike Center for Hula and Mele for the 2025 A‘a I Ka Hula Competition on October 25, 2025, in the amount of \$10,875.00*
12. **Action Item BF #25-64:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Waianae Economic Development Council for the 2025 Small Business Saturday Wai'anae, Business Resource Hub Event on November 8, 2025, in the amount of \$10,000.00*
13. **Action Item BF #25-65:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Makaha Hawaiian Civic Club for the 2025 Makaha Hawaiian Civic Club Annual Scholarship Luau Event on November 8, 2025, in the amount of \$8,000.00*
14. **Action Item BF #25-66:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Nā Kama Kai for the 2025 Keiki Surf Kontest Event on November 28-30, 2025, in the amount of \$11,250.00 *
15. **Action Item BF #25-67:** Approval of OHA funding for a Ho‘ākoakoa Lāhui Event Sponsorship to Hāmākua Youth Foundation (dba: Hāmākua Youth Center, or HYC) for the ‘Ohana Day 2025 Event on December 13, 2025, in the amount of \$5,875.00*
- C. **Action Item BOT #25-09:** Approve the formation of an Ad Hoc Committee to reassess OHA’s Mana i Maui Ola (MiMO) Strategic Plan to complete the required three-year check-ins and recommend necessary course corrections to ensure continued alignment of the Board’s strategic priorities with its governance and fiduciary responsibilities.

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

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V. **Executive Session§**

- A. Discuss and take action on Papāhānaumokuākea Marine National Monument and Sanctuary. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities for discussion and action on potential litigation related to defense of resource protections in Papāhānaumokuākea Marine National Monument and Sanctuary.
- B. Status update on a procurement violation involving the Office of Hawaiian Affairs' Hilo office. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations in resolving a procurement violation involving the Office of Hawaiian Affairs' Hilo office.
- C. Discuss and take action on the Interim Oversight and Compensation Adjustments for Chief Operating Officer (COO) Responsibilities. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations for discussion and action on the Interim Oversight and Compensation Adjustments for COO Responsibilities.
- D. Discuss and take action on the Executive Succession Plan. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its financial affairs, employees, and operations for discussion and action on the Executive Succession Plan.
- E. Legal Matters. The Board anticipates convening in an executive meeting pursuant to HRS § 92-5(a)(4) to consult with its legal counsel regarding the Board's powers, duties, privileges, immunities, and liabilities with respect to matters relating to its prior legal counsel.
- F. **Approval of Executive Session Minutes**
 - 1. March 6, 2025

VI. **Community Concerns and Celebrations**

VII. **Announcements**

VIII. **Adjournment**

If you need an auxiliary aid/service or other accommodation due to a disability, please contact Everett Ohta at (808) 594-1988 or by email at everetto@oha.org as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

In the event that the livestream public broadcast is interrupted and cannot be restored, the meeting may continue as audio-only through the phone number and Webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website <https://www.oha.org/about/leadership/board-of-trustees/> as soon as practicable after the meeting.

Public Testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda. Community Concerns and Celebrations is not limited to matters listed on the meeting agenda. Hawai'i Revised Statutes, Chapter 92, prohibits Board members from discussing or taking action on matters not listed on the meeting agenda.

The board packet will be available for the public to inspect at OHA's main office located at 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817, no later than three full business days before the meeting. The board packet will also be made available on Oha's website, <https://www.oha.org/bot> as soon as practicable thereafter.

§ Notice: This portion of the meeting will be closed pursuant to HRS § 92-5.

Testimony can be provided to the Board of Trustees either as: (1) **written testimony** or (2) live, oral testimony online or at the physical meeting location during the remote meeting.

- (1) Persons wishing to provide **written testimony** on items listed on the agenda should submit testimony via **email** to botmeetings@oha.org or via **postal mail** to Office of Hawaiian Affairs, Attn: Board of Trustees Meeting Testimony, 560 N. Nimitz Hwy., Suite 200, Honolulu, HI 96817. Testimony is requested to be received at least **twenty-four** hours prior to the scheduled meeting to allow board members with sufficient time to review the testimony before the meeting. All written testimony will be posted on OHA's meeting website. **Please omit or redact any personal information** (e.g., name, email address, phone number, home address, or materials) that you do not want to be disclosed publicly online.
- (2) Persons wishing to provide **oral testimony online** during the remote meeting, please click on the link below:
<https://us06web.zoom.us/j/81644990640>

To provide oral testimony online, you will need:

- (1) a computer or mobile device to connect to the remote meeting;
- (2) internet access; and
- (3) a microphone to provide oral testimony.

Persons wishing to provide **oral testimony at the physical meeting location** can sign up the day-of the meeting at the physical meeting location.

Once your oral testimony is completed, you may be asked to disconnect from the meeting. If you willfully disrupt the meeting or do not disconnect on your own, support staff will remove you from the Zoom meeting. You can continue to view the remainder of the meeting on the livestream or by telephone, as provided at the beginning of this agenda.

Oral testimony online or at a physical meeting location will be limited to five (5) minutes. Oral testimony by telephone/landline **will not** be accepted at this time.



Trustee Kaiali'i Kahele
Chairperson, Board of Trustee

7/31/2025
Date