

**STATE OF HAWAI'I**  
**OFFICE OF HAWAIIAN AFFAIRS**  
**560 N. NIMITZ HIGHWAY, SUITE 200**  
**(VIRTUAL MEETING - VIA ZOOM WEBINAR)**  
**COMMITTEE ON BUDGET AND FINANCE (BF)**

**May 27, 2025 9:00 a.m.**

**Link to Archived 05/27/2025 BF Meeting Video:** <https://www.youtube.com/watch?v=IC9YcfLE1Ks>

**ATTENDANCE:**

Chairperson Luana Alapa  
 Trustee Dan Ahuna  
 Trustee Kaleihikina Akaka  
 Trustee Keli'i Akina  
 Trustee Brickwood Galuteria  
 Trustee Kaiali'i Kahele  
 Trustee C. Hulu Lindsey  
 Trustee J. Keoni Souza

**BOT STAFF (cont.):**

Morgan Kauai Robello  
 Nathan Takeuchi  
 Pohai Ryan  
 Richelle Kim  
 Sommer Soares

**ADMINISTRATION STAFF:**

Stacy Ferreira, CEO / Ka Pouhana  
 Kēhaulani Pu`u, COO / Ka Pou Nui  
 Ramona Hinck, CFO  
 Arlene Aguinaldo, IT  
 Bill Brennan, Director of Communications  
 Daniel Santos, IT  
 Everett Ohta, Interim General Counsel  
 Grace Chen, Financial Analyst  
 Nietzsche Ozawa, Interim Sr. Legal Counsel  
 Ryan Lee, Director of Endowment

**EXCUSED:**

Vice-Chairperson John Waihe`e, IV

**BOARD COUNSEL:**

Richard Naiwieha Wurdeman

**BOT STAFF:**

Mark Watanabe  
 Melissa Wennihan

**I. CALL TO ORDER**

**BF Chair Luana Alapa** calls the Committee on Budget and Finance meeting for Wednesday, May 27, 2025 to order at **9:00 a.m.**

MEMBERS			AT CALL TO ORDER (9:00 a.m.)	TIME ARRIVED
CHAIR	LUANA	ALAPA	PRESENT	
TRUSTEE	DAN	AHUNA	PRESENT	
TRUSTEE	KALEIHIKINA	AKAKA	PRESENT	
TRUSTEE	KELI'I	AKINA	PRESENT	
TRUSTEE	BRICKWOOD	GALUTERIA	PRESENT	
TRUSTEE	KAIALI'I	KAHELE	PRESENT	
TRUSTEE	C. HULU	LINDSEY		Arrived 9:02 a.m.
TRUSTEE	J. KEONI	SOUZA	PRESENT	

At the Call to Order, **SEVEN (7) Trustees are PRESENT**, thereby constituting a quorum.

**EXCUSED from the BF Meeting are:**

MEMBER(s)			COMMENT
VICE-CHAIR	JOHN	WAIHE'E, IV	EXCUSED

**Chair Alapa:** Okay. All right, thank you so much, Pohai. At this time, I'd like to introduce my staff. To my right is my Trustee Aide and Trustee Secretary Sommer Soares.

What I'd like to do at this time is to introduce our CEO Stacy Ferreira. I'm trying to pronounce it good. Go ahead, Stacy.

**Ka Pouhana / CEO Stacy Ferreira:** Aloha Chair, Vice Chair, Trustees, joining us in person and online, we have our:

- Chief Operating Officer, Kēhau Pu'u
- Endowment Director, Ryan Lee
- Financial Analyst, Grace Chen; and
- IT Systems Engineers and Administrators, Daniel Santos and Arlene Aguinaldo

Mahalo.

**Chair Alapa:** Mahalo, our CEO / Ka Pouhana. At this time, we're going to move on to our agenda.

**Item A. Presentation by OHA Board of Trustees:** Budget briefings for the proposed Biennium Budget for Fiscal Year 2026 and Fiscal Year 2027 budgets of the office of the Board of Trustees. Question and answers with the OHA BOT Chairperson, Chairperson of the Committee on Budget and Finance, and appropriate staff.\*

Naturally, if you have any testimonies, it will be done online. You're given 5 minutes.

In the event that this is public broadcast is interrupted and cannot be restored, the meeting may continue as an audio only through the phone and webinar ID provided at the beginning of this agenda. Meeting recordings will be made available on OHA's website as soon as the meeting is completed.

Public testimony will be called for each agenda item and must be limited to matters listed on the meeting agenda.

Hawai'i Statutes Chapter 92, Public Agency Meetings and Records, prohibits Board Members from discussing or taking action on matters not listed on the meeting agenda. Testimony can be provided to the trustees. Board of Trustees, either as a written testimony and or live oral testimony online or at the physical meeting location during the remote meeting. Persons wishing to provide written testimony on items listed on the agenda should submit testimony via email.

To botmeetings@oha.org or via post mail to:  
The Office of Hawaiian Affairs Board of Trustees.  
560 North Nimitz Highway, Suite 200, Honolulu 96817.

Testimonies requested to be received at least 24 hours.

Prior to the scheduled meeting, to allow board members with sufficient time to review testimony before the meeting.

Please note that all written testimony will be posted on OHA's meeting website.

Persons wishing to provide oral testimony online during the remote meeting, please refer to the date specific meetings links provided for in the agenda above. If you're unable to link directly, please copy and paste the link into your web browser to provide oral testimony online.

You will need a computer. A device to connect the virtual meeting, internet access, and a microphone. Persons wishing to provide oral testimony at the physical meeting location can sign up the day of the meeting at the physical meeting location.

Testimony is limited to 5 minutes. And when you're called upon, you are to turn on your mic and begin your testimony at about 4 minutes and 30 seconds into your testimony we will give you a heads up to wrap up your testimony.

If you willfully disrupt the meeting or do not disconnect on your own, our staff will remove you from the Zoom meeting.

**Chair Alapa:** You can continue to view the remainder of the meeting by livestream, or by telephone, as provided at the beginning of this agenda.

Oral testimony online or at the physical meeting location will be limited to just 5 minutes.

**Chair Alapa:** Alright, thank you so much. Trustees, at this time, I'd like to call upon, uh, Chair Kahele for his presentation.

**Trustee Kai Kahele:** Hey, well, good afternoon, Chair Alapa and Trustees.

**Chair Alapa:** Good morning.

**Trustee Kahele:** It's not Samoa time. No, it's Hawaiian time. Just came over here (from Samoa flight). It's great to be here, and hopefully everyone had a restful weekend; a good Memorial Day weekend.

I just want to mahalo Chair Alapa, for you and your staff's really, hard work over the last month, in helping lead the entire OHA enterprise through these budget hearings. I think they have been extremely informative.

Our staff, and their different *paia* have had an opportunity to really showcase, what they do in their paia, and really expressed to the trustees what they need to really effectively execute our strategic plan, and move OHA in the right direction.

So, I want to commend you for your work on that.

**Chair Alapa:** Mahalo nui for that.



**Trustee Kahele:** Today's presentation is the culmination of these budget hearings, where we've had a chance now to listen to various different paia and the Board of Trustees now gets a chance to weigh-in on our Board budget.

First and foremost, want to make sure everyone has the correct presentation; hard copies and digitally online. This budget is a very thoughtful budget. It's one that we've worked together with staff on the board suite as well as, different components over the last few months to include the ad hoc committee, to create what I think is a transformational budget for the Board of Trustees.

It takes the board in a different direction than it had previously in years past.

I'm proud to bring this budget in front of the board for its consideration. Along with all the other budgets that have come before the board that we'll need to make some tough choices on - on what we're able to fund given the limited resources and the resourced-constrained environment that we're in. We'll jump right into that.

**Trustee Kahele:** So, the basics of the board's budget is the PowerPoint presentation in front of you, as well as the supplemental budget tables, and the travel worksheets that we have as well.


**Trustee Kahele:** We really try to think – and look at what previous budgets and past practices, and forecasts for the next two fiscal years:

- what this board will be doing
- where it wants to prioritize its resources; and
- do it in the best way possible, so we're being good fiduciary stewards of our beneficiary resources.

**Trustee Kahele:** So, first and foremost, the first few slides are nothing new to all of us who have served here at OHA, either as a trustee or as a member of the staff.

But for our beneficiaries throughout the state who will be watching this live or may choose to watch it at another time, it's important to set the groundwork and the framework and the foundation for the overview of the Board of Trustees and our responsibilities here at the Office of Hawaiian Affairs.

So, first and foremost, on slide 1. If we can move to the next slide.



**Division Purpose, Function, Responsibilities**

- Set OHA policy and manage the agency's trust
- Meet regularly at OHA's headquarters in Honolulu and at least once annually on each major neighbor island
- 3 standing committees:
  - Committee on Beneficiary Advocacy & Empowerment (BAE)
    - Focused on OHA's legislative and advocacy efforts, along with programs in health, human services, education, housing, land use, the environment, natural resources, and Hawaiian rights and entitlements.
  - Committee on Budget and Finance (BF)
    - Oversees fiscal, budget, and grant matters to ensure proper planning, oversight, and use of OHA trust funds.
  - Committee on Investment and Land Management (ILM)
    - Oversees OHA's financial asset investments, real estate holdings, and develops policies for the Native Hawaiian Trust Fund and property management.

**Trustee Kahele:** Is...the purpose, the function, and the responsibilities of the Board of Trustees, and really that is to set policy and to manage the agency's trust. It's fiduciary assets, whether that's financial assets, development / land assets, everything that creates and forms a corpus of our trust - is this board's responsibility to manage that in a prudent way.

The board meets regularly - primarily here at Nā Lama Kukui just off of Nimitz Highway here in Honolulu at our main corporate headquarters, I guess you could say.

Then by statute, we are required to go annually to each of the major neighbor islands and typically we do that in the second half of the year, which we start next week, when we go to our Chair Emerita's beautiful island of Maui to have our site visit and a community meeting, as well as a board meeting there on the island of Maui. That'll be next week.




**Trustee Kahele:** The Board of Trustees has three standing committees that all board members are a part of. That was recently adopted in October of last year by updating the board's bylaws; we now have three committees.

One of them is the Beneficiary Advocacy and Empowerment. It's chaired by Trustee Galuteria. It focuses really on our legislative and our advocacy efforts, along certain lines of health and human services, education, housing and really to be an advocate for native Hawaiian rights and entitlements.

Our second committee is Budget and Finance, chaired by Trustee Alapa. It sets the overall fiscal budget for the biennium, the next two budget years, the next budget cycle. It ensures proper planning, oversight and use of our OHA trust funds.

And finally, our third committee is our Committee on Investment and Land Management. It's chaired by Trustee Souza. This committee oversees our financial assets, both its real estate holdings as well as its financial holdings, its global market securities, and it develops policies that manage the Native Hawaiian Trust Fund that currently is valued at about \$595 million, give or take.

So, it's a very, very important committee as well, and that was something new that this board did in October of last year. Next slide.



**Alignment to OHA's mandate, [HRS Chapter 10, 10-H](#).**

§10-2 Purpose of the office.

1. **Betterment of Native Hawaiians** using a pro rata share of the Public Land Trust.
  - a. A legislatively determined pro rata share of funds from the public land trust<sup>1</sup> shall be held in trust and used solely to improve conditions for Native Hawaiians.
2. **Betterment of Hawaiians.**
3. Hawaii's **principal public agency** for **programs** for Native Hawaiians and Hawaiians<sup>1</sup>.
4. **Policy assessment and advocacy** for Native Hawaiians and Hawaiians.
5. Apply for, receive, and disburse **grants and donations** from all sources for native Hawaiian and Hawaiian programs and services.
6. **Serve as a receptacle for reparations.**




<sup>1</sup> Exception related to the Hawaiian Homes Commission Act

### Trustee Kahele:

- OHA is - it was created by the state's constitution in 1978 by the people of Hawai'i.
- State legislature in 1979; taking the constitutional mandate by the people of Hawai'i.
- Legislative Chapter 10 of the Hawaii Revised Statutes. There was a subsequent election in 1980 where the first Board of Trustees was convened. Chapter 10 of the Hawaii Revised Statutes, outlines OHA's statutory mandates, and there's a few of them that we've highlighted.
  - The first is §10-2, which is really the purpose of the Office of Hawaiian Affairs, and there's 6 really important statutory purposes that mandate OHA's work. *Right?*
    - One of them is the betterment of Native Hawaiians using a pro-rata share of the public land trust. That pro-rata share is typically determined as 20% of all of a certain portion of lands that come, that form the public land trust, that were part of the ceded lands corpus.
    - The second is the betterment of Hawaiians.

This is a distinction between the Admissions Act that really focused on Native Hawaiians as defined through the Hawaiian Homes Commission Act and expanded it to all Hawaiians, not differentiating Hawaiians by blood quantum.
    - The third; it's the principal public agency in this state for all programs for Native Hawaiians and Hawaiians.
    - Its policy and advocacy assessment is very important for Native Hawaiians and Hawaiians, so advocacy is a core function of this organization.
    - Another one is to receive and disperse grants and donations from all sources, Native Hawaiian and Hawaiian programs; and then finally
    - To serve as a receptacle for reparations.

So, at its core, advocacy and grants is what I view as two very, very important mandates for the Office of Hawaiian Affairs. Next slide



**§10-5 Board of trustees; powers and duties.**

- Manage, invest, and administer **trust assets, including property set aside for native Hawaiians.**
- Develop and implement **policies** that provide **grants** and technical and financial assistance.

**§10-6 General duties of the board.**

- Develop and update OHA's **strategic plan**, organize the **administration structure**, and coordinate with **government agencies.**
- Serve as a **clearinghouse for programs and funding**, conduct **research**, and **promote the establishment service agencies** with full authority to execute these duties.

**§10-14.5 Budget preparation and submission by the Board.**

- Provide opportunities for **beneficiaries to participate in the preparation** of each biennial and supplemental budgets.

**Trustee Kahele:** §10-5 talks about the powers and duties of the board.

- It is to manage and invest and administer its trust assets, including its real property assets.
- To develop policies that provide grants and technical financial assistance.

It is also to develop and update periodically its strategic plan.

And currently, our strategic plan is the Mana i Maui Ola Strategic Plan. It's a 15-year plan adopted by the board in 2018 and will probably be worked on this year and have a good update, which by statute is what this Board is required to do. It's been almost 6 years now since the Mana i Maui Ola plan was adopted, so it is probably time to evaluate its overall effectiveness and update where necessary.

We serve as a clearinghouse for programs and funding, conducting, whether it's research or promoting the establishment of service agencies.

Finally, §10-14 talks about the preparation of a budget and submission to the board. So, we have an opportunity, and we give that opportunity to our beneficiaries across the state to weigh in on our board's budget.

I want to mahalo the team that did those community meetings, presenting this budget to our different beneficiaries across the pae 'āina. Next slide.

**OVERVIEW**

**§10-19 Hawaiian Registry**

- The office shall maintain a registry of all Hawaiians wherever such persons may reside.

**§10-22 Powers of the board**

- Manage and finance **projects and loan programs** beneficial to Native Hawaiians, including:
  - Set and collect fees
  - Issue revenue bonds in such principal amounts as **may** be authorized by the legislature
  - Pledge revenues for bond repayment
  - Use OHA funds to cover initial bond issuance expenses and operational costs

**§10-22 OHA projects and loan programs to be self-supporting**

- Set and adjust rates, fees, and charges to cover operational costs, bond obligations, and other financial commitments, with all revenues managed in separate **trust fund accounts**.

**Trustee Kahele:** §10-19 is a Hawaiian registry.

OHA shall maintain a registry of all Hawaiians, wherever such persons may reside, that's through a Hawaiian registry program.

Talk about that a little bit later today.

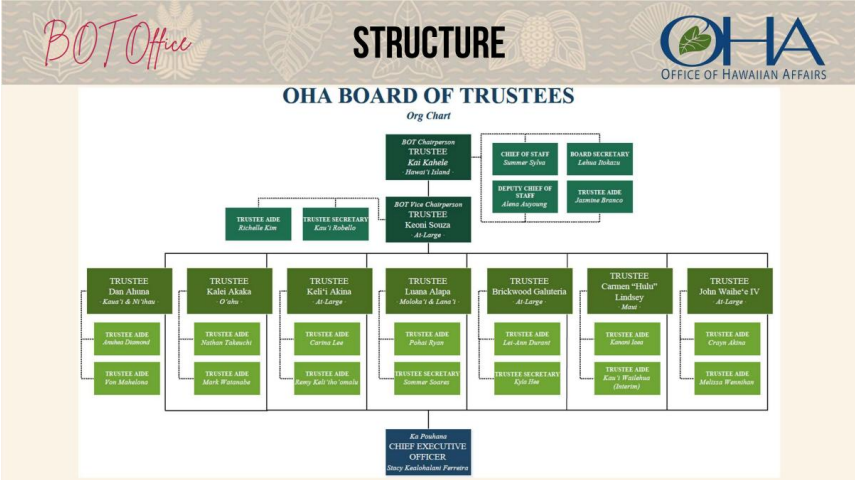
We also manage and finance all our projects and loan programs that are beneficial to Native Hawaiians.

We have the power to issue revenue bonds, and that's something that this board should consider doing, especially when we're looking at large capital projects, such as maybe in Kakako Makai, and here in Iwilei, with our Transit-Oriented Development (TOD) in the future.

**Trustee Kahele:** We have the opportunity to issue revenue bonds to do that and to float those bonds; whether it's revenue bonds or general purpose bonds.

§10-22 is also the opportunity to adjust rates, fees, and charge to cover operational costs, such as bond obligations or other financial commitments.

So that's generally the overview of what the Board of Trustees does. These are just a few that are highlighted by Chapter 10, and I welcome anyone to take an opportunity to go and review Chapter 10 to see fully what OHA's statutory requirements are. Next slide.



**Trustee Kahele:** Board of Trustees is structured as such.

We have 9 trustees.

We have a board chair, we have a vice chair, three standing committee chairs.

We have two assigned staff to each trustee, as well as a Chief of Staff and a Deputy Chief of Staff.

Next slide.

**Trustee Akaka:** I think we need to revisit that org. chart and redraw that.

Because it's not correctly aligned - the nine trustees and then the aides, and so forth.

We're like...

**Trustee Kahele:** Next slide.

BOTO Office

## FY26/27 GOALS & OBJECTIVES

**Spending Priorities**

OHA as an Employer of Choice	Operational Process and Infrastructure Improvements	Executing Transformational Programs and Services
Mōlāma its 'OHāna through <b>competitive compensation and benefits</b> that attract and retain <b>top talent</b>	<b>Optimize systems and processes</b> to ensure OHA resources are prioritized, automated where possible, and used to their <b>fullest potential</b> .	Champion MIMO initiatives that advance <b>education, health, housing, and economic stability</b> – strengthening 'ohana, mo'omeheu, and 'āina – for the <b>wellbeing of the lāhui</b> .

**Specific Goals/Initiatives**

Leveraging and Growing Resources	Civic Education and Engagement for Native Hawaiians	Building a Stronger OHA for a Stronger Lāhui
Strategically grow OHA's assets through innovation and collaboration to: <ul style="list-style-type: none"> <li>• <b>Maximize resources</b>, and</li> <li>• Deliver <b>lasting impact</b> for the Native Hawaiian community.</li> </ul>	Foster <b>civic engagement</b> , make visible <b>Native Hawaiian leadership</b> , mobilize <b>indigenous voices</b> , and <b>prepare future generations</b> to strengthen a thriving lāhui.	Build a <b>strong, respectful, and accountable</b> organization—guided by <b>kūkulu hou</b> —to create lasting <b>trust, integrity, and impact</b> for future generations.

**Trustee Kahele:** Okay, for our goals and objectives for the next two fiscal years, we have both spending priorities and specific goals and initiatives.

So, 3 spending priorities really, really dictate where we invest our resources.

One of them, and we've heard of them, it's been a continuing theme throughout our budget presentations is that OHA is an employer of choice in the next two fiscal years. We do this through competitive compensation and through benefits that attract and retain top talent here at the Office of Hawaiian Affairs.

Second is to improve our operational processes and infrastructure to ensure that our resources are prioritized, they're automated where possible, and were used to their fullest potential.

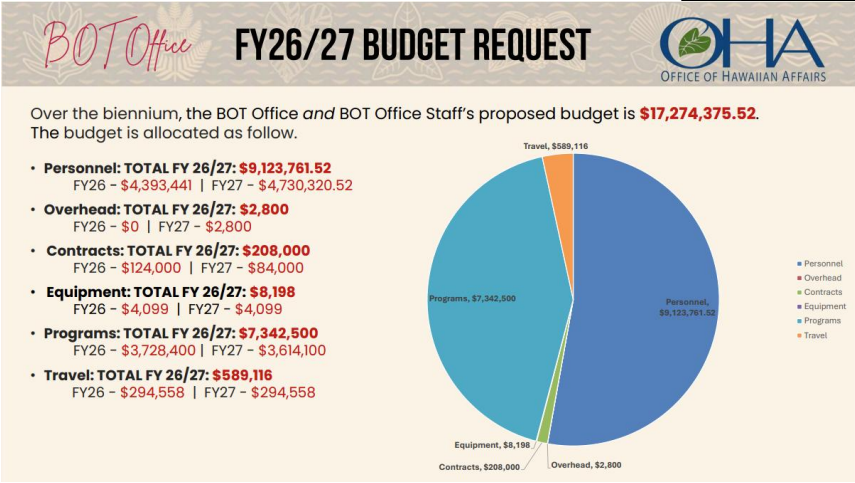
Three; is to execute transformational programs and services in Mana i Maui Ola initiatives that advance four pillars around healthcare/health, education, housing, and economic stability.

**Trustee Kahele:** Specific goals and initiatives are to leverage and grow those resources by growing our assets through innovation and collaboration that cannot just maximize resources, but make a lasting impact throughout our communities.

Second is civic engagement and education for Native Hawaiians. Ensuring that we're providing opportunities for Native Hawaiian leadership, we're mobilizing Indigenous voices and preparing our future generations to strengthen the thriving Lāhui.

The third is to build a stronger OHA for a stronger lāhui. We do that through building a strong, respectful, and accountable organization that's guided by Kūkulu Hou -which is to create lasting trust, integrity, and impact for future generations.

So, those are the goals, those are the objectives, and the spending priorities, and the specific goals and initiatives will be appropriate as such. Next slide.



**Trustee Kahele:** This is the overall budget request.

So, the top line number for OHA's budget request is about \$17.2 million.

The budget is broken down. Between personnel, which is 9.1, and we'll cover each one of these in detail in subsequent slides, but if you look at this slide, our personnel budget, which includes the latest OHA Trustee salaries, as set by the 2024 Commission, as well as the trustee staff -our secretaries and aides, that are now set by the ad hoc committee, as well as our Deputy Chief of Staff and our Chief of Staff - make up our total personnel budget of \$9.1 million.

It's a significant part of our budget. Majority of which is personnel and fringe.

Then we have our overhead. We have contracts, we have equipment, programs, and then travel.

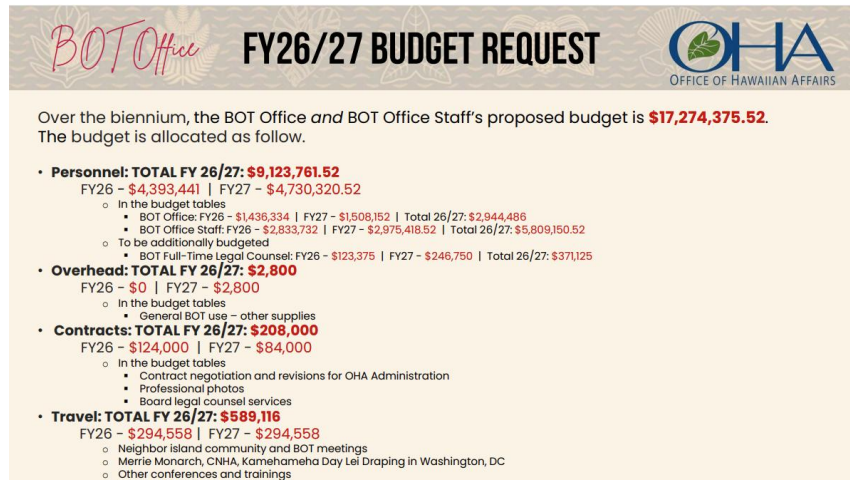
Travel makes up another big chunk of our budget.

This board does a lot of travel, especially because of our mandated, neighbor island site visits.

It requires a lot of resources for all of us to fly to the neighbor islands to do this, as well as many of the continental United States, or even international travel that many of our trustees do throughout the year. But this is the overall budget pie for this budget, for the next biennium. These are for the next two years, *yeah?*

Fiscal Year '26, which starts on July 1<sup>st</sup>, 2025, as well as Fiscal Year '27 - which starts on July 1st, 2026.

Next slide.



**BOT Office** **FY26/27 BUDGET REQUEST** **OHA**  
OFFICE OF HAWAIIAN AFFAIRS

Over the biennium, the BOT Office *and* BOT Office Staff's proposed budget is **\$17,274,375.52**. The budget is allocated as follows.

- **Personnel: TOTAL FY 26/27: \$9,123,761.52**  
FY26 - \$4,393,441 | FY27 - \$4,730,320.52
  - In the budget tables
    - BOT Office: FY26 - \$1,436,334 | FY27 - \$1,508,152 | Total 26/27: \$2,944,486
    - BOT Office Staff: FY26 - \$2,833,732 | FY27 - \$2,975,418.52 | Total 26/27: \$5,809,150.52
  - To be additionally budgeted
    - BOT Full-Time Legal Counsel: FY26 - \$123,375 | FY27 - \$246,750 | Total 26/27: \$371,125
- **Overhead: TOTAL FY 26/27: \$2,800**  
FY26 - \$0 | FY27 - \$2,800
  - In the budget tables
    - General BOT use – other supplies
- **Contracts: TOTAL FY 26/27: \$208,000**  
FY26 - \$124,000 | FY27 - \$84,000
  - In the budget tables
    - Contract negotiation and revisions for OHA Administration
    - Professional photos
    - Board legal counsel services
- **Travel: TOTAL FY 26/27: \$589,116**  
FY26 - \$294,558 | FY27 - \$294,558
  - Neighbor Island community and BOT meetings
  - Merrie Monarch, CNHA, Kamehameha Day Lei Draping in Washington, DC
  - Other conferences and trainings

**Trustee Kahele:** Okay, further breaking that down, if we start again from the top, you have your personnel budget of \$9.1 million.

As I discussed, the Board of Trustee office, so the second bullet, is our trustee salaries, that are now set by the OHA Salary Commission. There is another salary increase on July 1st. There'll be another salary increase next July 1st. So, our trustee salaries are \$1.4 million for the next fiscal year and \$1.5 million in FY27. They total \$2.9 million.

Then we have our office staff. Those are our secretaries, our aides, our deputy, and our chief. These are adjusted per the ad hoc committee's recommendations and those have been now adopted by the board. That's 2.8 in FY26. 2.9 in FY27 for a total of \$5.8 million.

**Trustee Kahele:** In addition. This will be covered on a previous slide, is the possibility of the board having full-time legal counsel. So, the personnel and fringe of \$123,375, that would cover from January 1st through June 30th, 2026; that's personnel and fringe. Then for the entire FY27, personal infringe would be \$246k for a total of \$371k.

Overhead would be general board of trustee uses for supplies. It's \$2,800.

Previous slide. Contracts. We have \$208,000 worth of contracts. I'll talk about these on those slides, but generally speaking, there are contract negotiations. This board will have to negotiate with our CEO, our administrator; her contract next year, 2026, so there's contract money for that. There's also professional photos for the new Board of Trustees that will be elected after November of 2026 as we prepare for that investiture. As well as, board legal counsel services that are currently under contract through July, and expect to be extended at least through December 31st of this calendar year.

Then finally, travel, which is \$589,000. \$294k in FY26, \$294k in FY27.

These will cover things like our neighbor Island Community and Board of Trustee meetings.

The Merrie Monarch, CNHA convention. Kamehameha Day Lei draping in D.C., and other conferences and trainings, and we'll go through those line by line in the travel worksheets, and what each trustee is planning to do. Next slide.

**BOT Office** **FY26/27 BUDGET REQUEST** **OHA**  
OFFICE OF HAWAIIAN AFFAIRS

Over the biennium, the BOT Office *and* BOT Office Staff's proposed budget is **\$17,274,375.52**.  
The budget is allocated as follow.

- **Equipment: TOTAL FY 26/27: \$8,198**  
FY26 - \$4,099 | FY27 - \$4,099
  - In the budget tables
    - Subscriptions for transcription, survey platform, and AI notetaking
- **Programs: TOTAL FY 26/27: \$7,342,500**  
FY26 - \$3,728,400 | FY27 - \$3,614,100
  - To be adjusted in the BOT Office budget tables: **BOT agenda mailing, training, trustee allowance:** FY26 - \$127,400 | \$112,400 | FY27 - \$198,250 | \$173,100 | Total 26/27: \$326,550 | \$285,500
  - To be additionally budgeted in the **BOT Office budget:**
    - **Kawanānakoia Hall and Gymnasium Renovation:** FY26 - \$1.75M | FY27 - \$1.75M | Total 26/27: \$3.5M
    - **Ulu A'e Learning Center Expansion:** FY26 - \$250K | FY27 - \$125K | Total 26/27: \$375K
    - **Kāneʻōlouma Heiau & Kiʻi:** FY26 - \$550K | FY27 - \$500K | Total 26/27: \$1.05M
    - **NHH at Jabsom Medical School:** FY26 - \$877,800 | FY27 - \$ 877,800 | Total 26/27: \$1,755,600
    - **OHA Paid Family Leave:** FY26 - \$198,200 | FY27 - \$198,200 | Total 26/27: \$376,400
  - To be additionally budgeted in **other paia budgets** (not part of calculation for BOT Office Programs Total 26/27 budget of \$7.3M)
    - **Aha 'Ōpio o OHA** in the Educational Pathways budget: FY26 - \$50K | \$200K | FY27 - \$50K | \$200K | Total 26/27: \$100,000 | \$400K
    - **Home Improvements/Renovations in the Quality Housing** budget: FY26 - \$500K | \$750K | FY27 - \$500K | \$750K | Total 26/27: \$1M | \$1.5M
    - **Hawaiian Registry Program** in the Beneficiary Services budget: FY26 - \$4,482 | \$75K | FY27 - \$6,482 | \$75K | Total 26/27: \$10,964 | \$150K
    - **Awaiāulu** in the R&E Director budget: FY26 - \$80K | \$250K | FY27 - \$80K | \$250K | Total 26/27: \$160K | \$500K
  - No change for initiatives in **other paia budgets** (not part of calculation for BOT Office Programs Total 26/27 budget of \$7.3M)
    - **OHA Washington, DC Congressional Fellowship** in the Educational Pathways budget: FY26 - \$210K | FY27 - \$210K | Total 26/27: \$420K

**Trustee Kahele:** Equipment is things like subscriptions. Our Board Secretary uses different types of platforms to transcribe our minutes. We have artificial intelligence platforms that we're using. We're going to be subscribing to a survey platform, so we can do quarterly surveys of our staff to see how we're doing, from a staff's perspective, and so that's where our equipment comes into play.

Our programs, we'll discuss those in detail as well. Those are 3.7 and 26 and 3.6 in 27 for a total of \$7.3 million.

This also includes, the resources required for us to mail our Board of Trustees mailings every other week, which totaled about \$12,000.

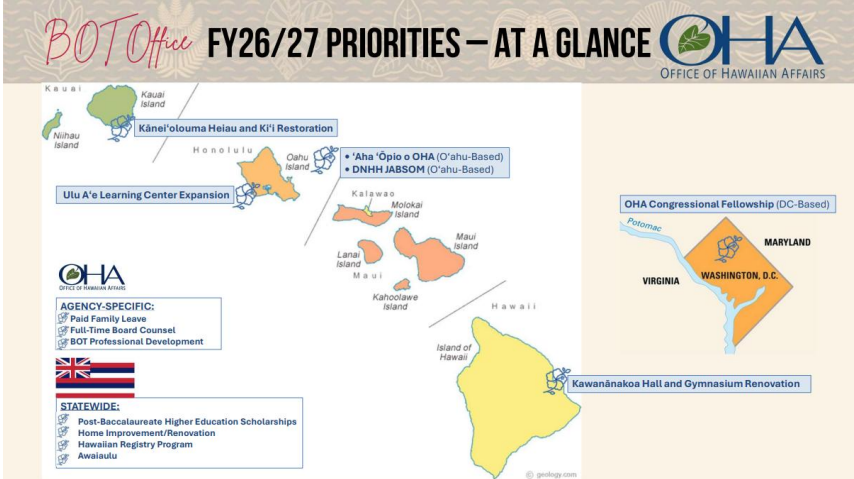
This also includes our trustee allowance. Every trustee gets a \$7,200 annual allowance, starting on July 1st. Each trustee has an opportunity to use that however they see fit within certain parameters and guidelines. So that includes that as well.

Within our programs budget, there are some programs that are currently not in the Board of Trustees Office budget.

Those are listed: from Kawanānakoia Hall down to the OHA Paid Family Leave. I'll cover all of these in subsequent slides. And then there are programs that are in current paia of budgets, like 'Aha 'Ōpio and Awaiaulu, but in this board budget, we have adjusted those numbers. Typically, we've increased them based on the testimonies that we've received.

Then for programs that there were no change, but were in the budget, like our D.C. Fellowship Program.

That is in there as well. Next slide.



**Trustee Kahele:** These are our FY26-27 priorities at a glance. So, the board is doing something that it hasn't done in the past, and that is entertaining, and considering capital improvement project requests and programmatic funding requests from trustees that have spent time in their communities, that know their communities best and know the unique needs of their communities. So, similar to the legislature, that considers, legislative requests for CIP projects or programmatic funding - this board will be able to consider those requests as well.

We've worked and attempted to work with every trustee over the last two months to find out what their priorities are, and this budget reflects several of those that were recommended for the board to consider.

This map of the state shows where some of those projects are and where they're spread out, throughout the state, and have the potential to affect our beneficiaries the most. To include in Washington, D.C., where our, Congressional Fellowship Program would be.

Next slide.

BOT Office

## FY26/27 PRIORITIES – IN DETAIL

FY2026 Budget	FY2027 Budget	Total
\$1.75M	\$1.75M	\$3.5M

**Kawānanakoa Hall and Gymnasium Renovation**  
Keaukaha, Hawai'i

- Cost-sharing partnership with the State, County of Hawai'i, and OHA
- Renovate and repair community recreation center on DHHL trust land

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

FY2026 Budget	FY2027 Budget	Total
\$210K	\$210K	\$420K

**OHA Washington, DC Congressional Fellowship**  
Washington, DC

- 12-month paid fellowship for 6 emerging 'ōiwi leaders
- Work with Hawai'i congressional offices and committees impacting Native Hawaiian community interests

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Trustee Kahele:** CIP projects. That I'll remind you are \$7.3 million in total. \$3.7 in '26, and 3.6 and '27.

So, this first project is Kawānanakoa Hall and Gymnasium renovation in Hilo. Just for some context, about 20 years ago - the old Kawānanakoa Hall, which sits on Keaukaha Homestead, was in severe need of, teardown and renovation. Under the leadership of Chair Bobby Lindsey at the time, and Kama Hopkins, who was his trustee aide, they represented Hawai'i Island on the board. They worked with DHHL at the time, and the County of Hawai'i to construct what currently is today, the Kawānanakoa Hall.

It's a unique facility because it sits right in the heart of Keaukaha Homestead, it's on DHHL land.

It also serves as an after-school almost safe place and program for the Keaukaha Elementary School, the Ka Umeke Kao Public Charter School.

It's a heart of the community for sports and athletics, but although the facility was built, and OHA was a major funder of this construction of this facility 20 years ago, there was no operational or maintenance funds dedicated to this facility, which is run by the County of Hawai'i today.

With the onset of the Kimo Alameda, Mayor Kimo Alameda Administration, and I had in early January, I had a meeting with himself and Representative Chris Todd from Hilo. We talked about how we could pull together resources, that, for OHA, obviously benefits our beneficiaries, serves Native Hawaiian communities and work on projects together to pull resources together to accomplish what maybe one agency couldn't take on in its entirety themselves.

- So, this is where this project was born. This is a \$10.5 million renovation.
- Of which the state through Representative Todd's leadership, committed \$3.5 million in the state CIP budget to this project. This is signed, sealed, and delivered.
  - Proviso-ed that the County of Hawai'i match, dollar-for-dollar, \$3.5 million, which Mayor Alameda said he would.
  - OHA's share in this project is the other \$3.5 million.

Which does a \$10.5 million renovation for the project and would completely transform this gymnasium that sits in the heart of our Native Hawaiian homestead community.

So, this is a unique partnership between the state legislature, the County of Hawai'i and the Office of Hawaiian Affairs - in a unique cost-sharing partnership. To renovate and repair this recreation center on DHHL Trust Land.

**Trustee Kahele:** The second project is the OHA Washington, D.C. Congressional Fellowship Program.

This is another unique co-sharing partnership. Several of us have attended the recent NHOA, the Native Hawaiian-owned business, Super 8(a) Conference recently. This opportunity is for OHA for the very first time to execute a memorandum of agreement with an NHO. We're in the final stages of securing that agreement. In a one-for-one match, to fund 6 emerging Kanaka 'Ōiwi leaders that have received their baccalaureate degree to spend one year in Washington, D.C, on a paid, congressional fellowship.


OHA would commit \$210,000 and the NHO would commit \$210,000 for a total of \$420,000. It's estimated that each fellow requires \$70,000 in a housing and stipend to live in Washington, D.C. for a year.

We have commitments from all four members of the congressional delegation; our two members in the United States Senate, two members in the House, starting in January of 2026 to take a fellow in each of their offices.

And also, the opportunity to place a fellow on one of the relevant subject matter committees or even in a relevant federal congressional office in Washington, D.C.

So, this is up to 6 fellows starting in January 2026, with a one-for-one match with an NHO. Next slide.

*BOT Office* **FY26/27 PRIORITIES – IN DETAIL**




FY2026 Budget	FY2027 Budget	Total
\$250K	\$125K	<b>\$375K</b>

**Ulu A'e Learning Center Expansion**  
Kapolei, O'ahu

- Address growing waitlist (100+ 'ohana in West O'ahu as of April 2025) for after school and summer programs
- Covered pavilion serving 80+ elementary and middle school haumana

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8



FY2026 Budget	FY2027 Budget	Total
Heiau - \$500K	\$500K	<b>\$1M</b>
Ki'i - \$50K	---	<b>\$50K</b>

**Kānei'olouma Heiau & Ki'i**  
Koloa, Kauai

- Heiau - Restore and preserve fully intact, ancient 20-acre village; renown for cultivation, sporting, and religious structures dating to mid-1400's
- Ki'i - Permanent reinterment and rededication of numerous ki'i statutes

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Trustee Kahele:** Okay, the next project is the Ulu A'e Learning Center expansion. This project is in the heart of Kapolei, in West O'ahu. We partner with one of these nonprofit organizations that do a lot of good work there in Kapolei, and this opportunity is to construct a learning center, a covered pavilion that'll serve on any given day, over 80 elementary and middle school students. That's \$250,000 in the first year, and \$125,000 the second year for a total of \$375,000.

Also, forgot, and I apologize since we're already on the third project, each one of these projects is tied to a Mana i Maui Ola strategic outcome, *right?* And just for the board's refreshing, *right?* Those four strategic outcomes are: educational pathways, health outcomes, quality housing, and economic stability.

There are 8 strategies that form each one of these strategic outcomes. So, every one of these projects before the board meets some type of Mana i Maui Ola strategic outcome.

**Trustee Kahele:** Okay, the next project, is we jump to the island of Kaua'i.

This is not anything new for the board. Many of you have been there when visiting Trustee Ahuna on the island of Kaua'i, and that's at Kānei'olouma Heiau and very special ki'i that Uncle Rupert and Trustee Ahuna, we've been working on procuring and the opportunity for OHA to purchase this Ki'i, transport them back to the island of Kaua'i where they will be reinterred and rededicated at Kanei'olouma Heiau. That's one part of the project.

The second part of the project is what we're working on right now, what we're about to go into Phase 2 of our due diligence for four potential property acquisitions, one of them being Kanei'olouma Heiau on Kaua'i. This project, at least in the conversations we've had with Mayor Kawakami, who seems to be in support of that land transfer and working with the nonprofit there. This would require a total of \$1,050,000, where \$50,000 would be dedicated to the purchase and the transportation of the Ki'i back to Kaua'i, and half a million dollars each fiscal year for what would be the transfer of the heiau to the Office of Hawaiian Affairs under the custodial stewardship of the nonprofit, they are led by Uncle Rupert and other community leaders.

This would be the first tranche of financial resources, to realize the full vision of the nonprofit and what Uncle Rupert and others have been working on for quite some time there at this very, very, special place in Kōloa.

Next slide.

And we'll come back to these as each trustee wants to discuss in further detail some of these projects.

BOT Office
**FY26/27 PRIORITIES – IN DETAIL**

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FY2026 Budget	FY2027 Budget	Total
\$200K	\$200K	\$400K

**The Return of 'Aha 'Opio o OHA**  
O'ahu-Based

- Week-long, live-in program for 50 'Opio (jr. to sr. high school haumana)
- Hands-on leadership, public speaking, civic education, and legislative advocacy training in a Hawaiian cultural setting

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

FY2026 Budget	FY2027 Budget	Total
\$750K	\$750K	\$1.5M

**Home Improvements/Renovations**  
Statewide

- Improve/renovate homes of beneficiaries due to health/safety concerns
- Opportunity for Native Hawaiians who cannot qualify for traditional loans due to income limitations and credit deficiencies

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Trustee Kahele:** Next project is one we've talked about often. I know Trustee Akaka and myself have talked about this regularly, and that's the return of 'Aha 'Opio o OHA, to the Office of Hawaiian Affairs. This program started in 1987. It lasted for about 15 years. For whatever reason, the program had ceased to exist in about the early to mid-2000s, and it's time to bring it back. It's a fantastic program, that really, allow the next generation of leaders, myself included, who was a 1991 'Aha 'Opio Participant, the opportunity to be immersed in civic education, Native Hawaiian history, public speaking, legislative advocacy - and doing it all in a Hawaiian culture setting at the state capitol.

This accomplishes our educational pathways and strategy, number one. The idea is there's \$200,000, so this is an increase in what the S&I team had appropriately budgeted.

In research that thanks to the Comms Team, Auntie Luci, and a few others who pulled historical documents from 'Aha 'Opio and helped us build this funding request.

The idea is for a 50 'Opio, 50 haumana from across the state within their junior to senior year in high school would be, would apply and would be selected to come to O'ahu to spend 5 days, basically a Monday through a Saturday here on O'ahu. That would need 20 Volunteers, and that would, that was the number that had been used in the past, it was about 70 people to execute 'Aha 'Opio in fiscal years, and so we did some estimation of what that would cost, to put 70 people on O'ahu for 5 days and the different things that they would do. There may be some, a little bit of wiggle room in this top-line number at \$200,000, for each fiscal year, but this will definitely get it done, for sure. That's 'Aha 'Opio.

**Trustee Kahele:** Next project is a project that will affect statewide home improvements and renovations. This programmatic funding is \$1.5 million. It accomplishes Strategy 5 over quality housing in our Mana i Maui Ola Strategic Plan.

The idea is to directly infuse money into Native Hawaiian communities that need and are in desperate need of improvement and renovation for their homes. Many of them on the brink of health and safety concerns, mold, and all kinds of different things.

We will partner with nonprofits directly in those communities that are doing this work. For the most part, for beneficiaries that can't qualify for traditional loans, they can't get a home equity line of credit because they live in a DHHL Homestead community, they're income-limited, credit-limited - this program will allow us to make a huge impact on home repairs and renovations. This is for the entire state.

**Trustee Kahele:** Next slide.

**Department of Native Hawaiian Health**

FY2026 Budget	FY2027 Budget	Total
\$877,800	\$877,800	\$1,755,600

**DNHH at JABSOM for Workforce Development**  
O'ahu-Based

- Invest in the next generation of Kanaka 'Ōiwi medical professionals
- Supporting culturally resonant education, training, and mentorship
- Tuition waiver, training, travel, supplies, and advanced educator

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Awaiaulu**  
Statewide

- Reconnecting and bridging knowledge from Native Hawaiian historical resources to today by training Hawaiian language translators

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

FY2026 Budget	FY2027 Budget	Total
\$250K	\$250K	\$500K

**Trustee Kahele:** Okay, *Richelle*?

We could pass these out, we just received this yesterday.

So, the next project is - many of us who are here when Dr. Keawe Kaholokula and the team at the Department of Native Hawaiian Health at JABSOM came to discuss what the good work they're doing, centered around Native Hawaiian health.

Clearly, this is a Mana i Maui Ola strategic outcome under health care.

And, so, this program and this proposed funding will help to advance our policies and programs and practices that strengthen Hawaiian well-being, including physical, spiritual, mental, and emotional health. It's one of our strategic outcomes, as well as advanced policies, programs, and practices that strengthen the health of the 'Āina and Mo'omeheu.

The funding request is \$1.75 million, that's \$877,000 over both fiscal years.

This touches multiple strategic outcomes, including economic stability, health outcomes, and educational pathways.

**Trustee Kahele:** And, just to refresh the board, per Dr. Kaholokula's memo - we have a 21% shortage of physicians throughout the state of Hawai'i. 24% on Kaua'i, 40% on Hawai'i Island, and 43% on Maui. And this directly translates to limited access to care for Kanaka 'Ōiwi.

So, what JABSOM is proposing is a partnership with the Office of Hawaiian Affairs. Their school, the Department of Native Hawaiian Health, is the only accredited U.S. Medical school dedicated to the health and well-being of the Indigenous Kanaka Maoli community.

They have several different proposals, starting at the bottom of page 2, going to page 3.

The workforce development proposal is basically to invest in the next generation of Kanaka 'Ōiwi physicians, behavioral health specialists and health researchers by doing a series of different things.

Some of which are:

- To provide direct assistance and mentorship to Kanaka 'Ōiwi undergraduate, graduate, and medical students.

- To sustain and expand postgraduate training in behavioral health
- To build a stronger pipeline of community health workers trained in research and chronic disease prevention.

**Trustee Kahele:** On page 3 is the breakdown of the \$877,000. So, \$160,000 will be to support two post-doctoral fellows in clinical psychology to provide direct behavioral health services through one of their programs.

The second is to support 60 Kanaka 'Ōiwi medical students in JABSOM, that's \$120,000 a year. Each student will receive a stipend.

The third is to fund 3 Kanaka 'Ōiwi graduate students pursuing degrees in health research. These are for Native Hawaiian aspiring doctors at JABSOM, that's \$96,000 a year.

Number 4 is to support 50 Native Hawaiian students per year with \$2,400 scholarships. That's a total of \$120,000 to support their undergraduate and post-baccalaureate student support.

Number 5 is to train 6 community health workers around the social determinants of health that will work directly in Kanaka 'Ōiwi communities. It's \$42,000 a year.

And then number 6 is to support 5 key faculty and staff, and their salaries and fringe that are going to do all of this work in the first 5 requested funding outcomes.

And so, if you turn to page 4, the breakdown of their total request is there.

And, I've asked them to provide any additional information for the trustees, if you need some and also to appear on June 17th when we have our budget and finance committee hearing on the overall budget.

**Trustee Kahele:** But this is, I think a very unique opportunity and for the amount of resources that OHA would dedicate to Native Hawaiian health at JABSOM; we're getting a pretty good result over the next two fiscal years.

Bless you.

**Trustee Kahele:** Alright, the next project. Sitting right here just a few days ago was Dr. Puakea Nogelmeier and Awaiaulu. The program that talked about reconnecting and bridging knowledge from Native Hawaiian historical resources.

So, as you remember, they talked about taking 5 individuals and immersing them for the next few years in Awaiaulu and wanting to raise \$1.8 million a year for 5 years and I believe that would be a total of a little over \$10 million.

They're looking for commitments from organizations and nonprofits, like OHA. So, our commitment to Awaiaulu would be \$250,000 each fiscal year. If you, and I hope some of you kept that pamphlet that he had provided - I think it's on page 4 or page 5 is the breakdown of that \$1.8 million annually. So, I think what Dr. Nogelmeier wants to do is incredible and being able to harness his and other indigenous knowledge while they're able to share it, will be a - it's something OHA needs to be a part of, and this is a way for us to do that for a reasonable amount.

Next slide.

BOT Office
FY26/27 PRIORITIES – IN DETAIL

**Post-Baccalaureate Higher Education Scholarships**  
Statewide and Nationwide

- 8 – 10 graduate/professional degree-seeking 'ōiwi haumana
- Reduction of financial barriers to educational opportunities and advancement for Kānaka Maoli - (Masters, JD, PHD)

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Hawaiian Registry Program**  
Statewide and Nationwide

- Continue promotion of HRP, especially as a requirement for OHA loans, grants, and other sponsored programs; issuance of ancestry ID card
- Grow database of Native Hawaiians to enhance/personalize beneficiary services

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

FY2026 Budget	FY2027 Budget	Total
\$250K	\$250K	\$500K

FY2026 Budget	FY2027 Budget	Total
\$75K	\$75K	\$150K

**Trustee Kahele:** Okay, next project. We've talked about the opportunity to support post-baccalaureate higher education scholarships – both statewide and maybe in some cases nationwide. So, \$250,000 for each fiscal year, half a million dollars total accomplishes our educational and economic stability pathways in our strategic outcomes and the opportunity is for 8 to 10 students who have accomplished their bachelor's degree, and would like to seek either graduate or professional degree seeking opportunities; the reduction of those financial barriers to accomplish those.

So, whether a student wants to seek a master's degree or a Juris Doctorate from the Richardson School of Law through Kahuli Ao, or their PhD, or to get their MBA – this \$500,000 gives us the opportunity to provide 8 to 10 graduate scholarships the opportunity to do that.

**Trustee Kahele:** Next is our Hawaiian Registry Program.

We've talked about that, and this funding request was part of our BSA (Beneficiary Services Agents) Paia's funding request. I think they had asked for about \$4,800 each fiscal year, we've increased that to \$75,000. There's very specific reasons why we think we need to do that, and how we can use these resources to grow this program both locally and nationally for our, the diaspora of Native Hawaiians that now live in the continental United States, and we'll talk about some unique ways that we can enhance this program through the added resources to do that.

Next slide.

BOT Office
FY26/27 PRIORITIES – IN DETAIL

FY2026 Budget	FY2027 Budget	Total
Outside: \$100K	\$40K	<b>\$140K</b>
Full-Time: \$123,375	\$246,750	<b>\$370,125</b>

FY2026 Budget	FY2027 Budget	Total
\$20K	\$20K	<b>\$40K</b>

**Outside Counsel and Full-Time BOT Legal Counsel**  
OHA BOT

- Outside Counsel** - On retainer for specialized expertise regarding the BOT's priorities; objective, confidential advisory of sensitive BOT matters
- In-House Counsel** - BOT procurement review and negotiation; focus on complex or persistent legal issues; ensure compliance with OHA governance and RR

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**OHA BOT Trustee and Staff Professional Development**  
OHA BOT

- Application of the latest, competitive trainings to improve the quality of OHA's work and beneficiaries
- Well-versed BOT in the latest and best practices of advocacy, board administration, legislation and policy setting, strategy, and communication

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Trustee Kahele:** Okay. The next, I think these are the last two. I added this on here because I wanted to explain this to the board. So, we have an opportunity to add in a full-time board legal counsel for the Board of Trustees. Obviously, this requires an update to our bylaws, so that requires: place it on the agenda, requires good-spirited debate, requires two readings, also requires working together with the administration.

But, we have an opportunity, and I believe as we've built, and I hope that I've demonstrated by some of the staff additions to the Board of Trustees suite that we have - we're building a very, very solid team on the board suite side, and having a full-time board counsel I think would be very, very beneficial for this board.

There's a lot of work to do that really requires an attorney, well-versed in corporate law to work together with the Corp. Counsel team on the admin. side.

And so, how this is broken down is continuing with our current contract board attorney through the end of the calendar year. Then if the board so inclines and moves forward to entertain and incorporate this into our bylaws – the opportunity to go out to market and to hire a full-time board counsel starting in January of 2026 for the remainder of the FY26 fiscal year, and then for the entire fiscal year 2027. That would be the salary and the fringe.

Currently, right now, the amount we are spending on a Board of Trustees' part-time contract counsel - we can have a full-time attorney; everyday: doing contract oversight, helping us with our agendas, helping us with our Roberts Rules, being someone who is here all the time. In my opinion, it would be a worthy investment for the board to do that.

I've included it into the budget, but we can discuss that at length and like I said, this also requires bylaws update as well, but I wanted to include it because if we're going to include it in the personnel and fringe for the upcoming fiscal year, and also the contract for the first half of fiscal year 26; then we need to include it in the budget.

**Trustee Kahele:** And then finally, the Board of Trustees and Staff Professional Development; we've budgeted \$20,000 per fiscal year.

The idea is to do four, quarterly, \$5,000 professional staff development trainings with our Board of Trustees staff.

As many of you know, through our ad hoc committee, we are increasing our salaries. They were not increased since 2021 and we haven't done any professional development for our staff.

On a quarterly basis around certain specific things that I think can really help them not only do their jobs better, but work with the administration, hand-in-hand.

In addition to the professional development, that the administration is planning to do as well.

So, the opportunity is for us to bring in subject matter experts in best practices, in advocacy, in board administration, in legislation, in policy, strategy, communications, crisis communications; things that we deal with every given day.

Next slide.

**Paid Family Leave**  
\*OHAna

- Set precedence in Hawai'i by being the first state agency to offer paid family leave for up to 12 weeks, retroactive to January 1, 2025, for eligibility such as:
  - Natural or surrogacy birth of keiki
  - Adoption and fostering of keiki
  - Care of a sick 'ohana member
- Demonstrate OHA as a progressive workplace that aligns with the needs of Hawai'i's diverse population and 'ohana obligations

FY2026 Budget	FY2027 Budget	Total
\$188,200	\$188,200	\$376,400

Educational Pathways	Strategy 1	Strategy 2
Health Outcomes	Strategy 3	Strategy 4
Quality Housing	Strategy 5	Strategy 6
Economic Stability	Strategy 7	Strategy 8

**Trustee Kahele:** Finally, this is what I'm really excited about. This is the last one.

We talked about OHA being an employer of choice and this is something that I believe, can make OHA an employer of choice.

In addition to the compensation rates that we have now set; thanks to the work of our ad hoc committee.

In addition to the telework policy, that this board will, ratify, at least we'll bring to the board for ratification this week, on Thursday, May 29th.

In addition to the salary bonuses; the hiring bonuses that Ka Pouhana has added to specific positions, and the in-house referral bonuses.

This is something that will separate the Office of Hawaiian Affairs from every state agency in this state who does not offer this currently right now. And I'll give you an example.

So, we currently have about 120 or so, employees. And we should have 152 or 160 employees by the end of this budget cycle to do all the great work we need to do.

If one of our employees - as an employee works here, they accumulate leave, *right?* They accumulate sick leave that they can take for various different reasons.

**Trustee Kahele:** Here in the State of Hawai'i, we have a Hawai'i family leave law that allows up to 4 weeks of unpaid family leave each calendar year for a life-triggering event, like a birth or adoption of a child.

Also, in the State of Hawai'i, there's FMLA, also known as Federal Family and Medical Leave. That allows for up to 12 weeks of unpaid leave, during any 12-month period.

These cover things like: birth of a child, care of a family member with a serious health condition, etc.

So, if you're an employee here at OHA, typically, you have to work for one of the state agencies for 6 consecutive months, if it's under Hawai'i Family Leave Law and I believe it is, 12 months for FMLA, or 1,250 hours over a 12-month period.

If you have a child and you want to take leave for that child - you basically have two options.

- You can burn your vacation.  
I guess, I don't know where the sick leave would fall into it.  
It's probably just vacation, right? So, once you've burned your vacation. That's all you got. You're on unpaid leave after that.

This - for \$188,000 each fiscal year, \$376,000 total. This is an insurance policy that we're working on right now that would offer paid family leave to every single one of OHA's employees.

**Trustee Kahele:** This would set apart the Office of Hawaiian Affairs from every agency in this state who does not offer this. The state legislature failed to pass paid family leave this past legislative session. We can do it in our budget.

It will provide up to 12 weeks, of 100% pay to one of our eligible staff members.

For:

- Birth of a child; natural birth or surrogacy
- Adoption and fostering of Keiki
- Care of a sick 'ohana member

It will be retroactive to January 1st, 2025, because at least I know, there are three current OHA employees that have had children since January 1st, 2025; they're all Kanaka. So, this provides them an opportunity to take advantage of this as well.

**Trustee Kahele:** This demonstrates OHA as a progressive workplace that aligns with the needs of our diverse population. It is another tool in our toolkit to be the employer of choice in this fiscal year for the Office of Hawaiian Affairs.

This is something that doesn't exist – anywhere, in the State of Hawai'i in a government-run agency. Our ability to innovate and be nimble and offer paid family leave through an insurance policy administered by our Human Resources Division, will, in my opinion, dramatically enhance the ability for us to recruit new candidates to come here to the Office of Hawaiian Affairs.

The combination of our new pay rates, the combination of telework, the combination of paid family leave, of signing bonuses - is going to attract people here to OHA very, very quickly, and we need to be ready for that because we have 26% vacancy rates, and we're going to fill every single one of them hopefully by the end of this calendar year. This will allow us to do that.

Next slide.

**ABOUT THE BOT**

1. Sets OHA policy and manage the agency's trust
2. HRS
3. 3 standing committees
  - o Beneficiary Advocacy & Empowerment
  - o Budget and Finance
  - o Investment and Land Management
3. Currently fully staffed (29 total staff members)
  - o 9 trustees
  - o 1 chief of staff
  - o 1 deputy chief of staff
  - o 1 board secretary
  - o 14 trustee aides
  - o 3 trustee secretaries

Budget requested in FY2026-FY2027 for full-time in-house BOT general counsel.

**BOT Spending Priorities**

**Pae Aina-Specific**

1. CIP: Kawānākoa Hall and Gymnasium Renovation (Hilo)
2. CIP: Ulu A'e Expansion (Kapolei)
3. CIP: Kānele'olouma Heiau & Kīi (Koloa)
4. 'Aha 'Ōpio o OHA (O'ahu-Based)

**Statewide**

5. Home Improvements / Renovations
6. Awalaulu
7. NHH at Jabsom Medical School

**Statewide & Nationwide**

8. Post-Baccalaureate Higher Education Scholarships
9. Hawaiian Registry Program

**Washington, DC**

10. OHA Washington, DC Congressional Fellowship

**OHA Staff**

11. Family Paid Leave
12. BOT Legal Counsel – Outside and Full-Time
13. BOT Professional Development

CIP: Capital Improvement Project

**Foundation of BOT Spending Priorities**

1. OHA as an Employer of Choice
2. Operational Process and Infrastructure Improvements
3. Executing Transformational Programs and Services

**Goals Guiding BOT Spending Priorities**

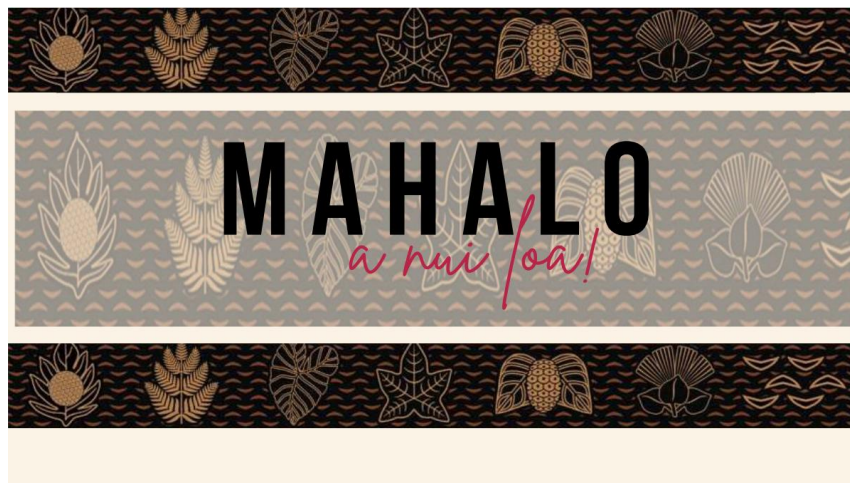
1. Leveraging and growing resources
2. Civic education and engagement for Native Hawaiians
3. Building a stronger OHA for a stronger Iāhuli

**Trustee Kahele:** So that's the overall summary of the budget.

We talked about:

- our policies
- our responsibilities
- our statutes
- our committees
- How we're currently staffed
- Where our spending priorities are dedicated
  - o The goals of those spending priorities
  - o And specific projects - both capital, brick-and-mortar projects, as well as programmatic funding that accomplish a series of overall strategic objectives - many of which reside in our Mana i Maui Ola (MiMO) Strategic Plan

Next slide.



**Trustee Kahele:** Okay, that's the mahalo slide.

**Trustee Kahele:** Before we hand it over to questions, I'm going to jump over to our travel worksheet really quickly because that was just covered in broad strokes in our slide deck. But for those of you that have the travel worksheets, the Board of Trustees Travel, which is \$589,000 is on page 50, starts on page 50.

This is the general overview. It's about \$294,000 each fiscal year.

Each trustee is broken down for their travel and like we talked about, it includes a significant amount of it is in-state travel. \$229,000 is in-state travel, and that's to support and go to all of our neighbor island site visits, as well as other events outside of our neighbor island site visits.

It also includes out-of-state travel.

Some of the highlights when looking at individual trustees starting - you're moving past page 51.

**Trustee Kahele:** We annually go to the Kamehameha Day Lei Draping, and this year, Trustees Akaka and our Chair Emerita Lindsey will be joining Hailama in Washington, D.C. for the lei draping.

Merrie Monarch is an annual event that we participate in, as well as our neighbor island meetings. We also have, Mea 'Ai and Mana'o. So, two trustees can attend those, along with our staff, so that's an additional out of our neighbor island travel.

The National Foundation for Women Legislators, Summit and Conference. That is coming up as well. Our Trustees Lindsey, Alapa, and Akaka are slated to attend those in both fiscal years.

CNHA's convention is in Washington State in October of 2026 (OHA Fiscal Year 2026) this year, and should be back in state in 2027, we've planned for that.

I think those are the majority of the highlights, because I was not aware of:

- We have WIPCE (World Indigenous Peoples Conference on Education) coming up and some other potential international travel in Aotearoa.

Some of these things are built into that, so a little bit of padding in that number to attend those.

- We also annually go to the PIMCO, financial training that our ILM Chair and Vice Chair and many other trustees are participating as well.
- Commonfund is another one we go to as well.
- The American Legislative Exchange Council, or ALEC, and their National Policy Summit. Trustee Akina will be attending, or has attended that in the past, so we've looked at that.

We've talked about our investment training with PIMCO and that's generally speaking, what our travel is. It's a significant amount of money. It's almost \$600,000.

There may be things that are not on here that need to be included on here, but this is our, kind of, our best guess.

**Trustee Kahele:** That, Chair, wraps up the board's budget and I'm happy to open it up for discussion, or for individual projects to be discussed by some of the respective trustees that maybe have a better handle of, what those projects are.

So, appreciate the opportunity, and look forward to working with you on our upcoming board budget.

**BF Chair Alapa:** Absolutely. Thank you so much for that for providing all the breakdown on the presentation. Kind of gives us a good idea of what has transpired over the past two weeks, going into the details of our Budget and Finance briefing that we've held, and great.

Thank you so much for this, Kai, for you guys putting it together. Kind of gives us the overall view of what we're looking at.

*Is there anything, any questions, any discussions at this time, Trustees? Go ahead, go ahead.*



**Trustee Galuteria:** Okay, great. Thank you very much and mahalo to, Chair Kahele for your presentation. My, you know, obviously, my passion is in civic engagement and how we perform in that arena. So, the comments, maybe not questions, but the comments have to do with the registry program, because that's a part of the capital improvement projects that I certainly want to endorse. Right?

So, it comes down to the increase is sizable, but the total number could be much more, but, you know, there's a starting position for anything, everything.

And so, with regard to the registry and why it's so important I just want to make sure that we're on the same page here even if there's disagreement why the registry is so important, because basically, it gives us data, and data is king when making policy.

There's no doubt. You cannot make good policy unless you know what you're talking about.

And in this particular case, the registry is just a small percentage of what it could possibly be.

In the case of the Committee on Beneficiary Advocacy and Empowerment, this is at the very heart of what we're trying to do in terms of the registry. I'm kind of speaking, and kala mai, but kind of speaking to hear myself talk because I always want to return to the purpose and there is no state agency existing, aside from Board of Health, which deals with birth certificates.

**Trustee Galuteria:** There's no other agency, including the Office of Elections, that can provide us with data, exclusive to Native Hawaiians, unless I'm wrong.

If we want to know how many Native Hawaiians vote, we gotta find out ourselves. There's no other way we can learn.

So, this is why the registry is so important. Even if it starts from birth too, we can literally pull out the demographics of that.

Secondly, from what we've learned, and thank you, Chair, for, putting together the budget hearings this past week because in one week, I learned more than I learned in two years.

Because we had a chance to drill down and speak specifically to the paias.

**BF Chair Alapa:** Completely agree.

**Trustee Galuteria:** And I learned that there are already existing internal interactions within OHA, that we can fortify.

When I was talking to, when I was listening to Kali and some of the existing programs he has that can literally intersect with the registry, and such.

So those we need to fortify. So, as we move forward to quantifying and qualifying our requests, *yeah?*

Just know that this is a start where we can actually put together membership campaigns.

**Trustee Galuteria:** We can, and I want to thank Ka Pouhana for increasing the value proposition of the registry with programs like AHO, and such. That's what we want to do. We want to make it a valuable proposition on being on the registry.

*Why am I on the registry?*

- Well, besides being Hawaiian and being a part of the Lāhui
- There's also the value of why you might want to sign up.

So, I'm going to close my remarks by showing my registry card...

**BF Chair Alapa:** Nice.

**Trustee Galuteria:** ...and I don't want to put pressure on anybody, but in a couple of weeks...

*Pardon me?* Oh, I gotta turn on the camera. Oh! Okay.

Alright, let me see. *Li Dat?! Even closer?*

So, everybody in the viewing audience, it's so easy to... and I wanted to put my high school, uh. Diploma card on 'em, the picture, rather, but, no can, OGs, welcome, as well. Okay.

Well, now in a couple of weeks, I'm going to ask everybody to raise their card if they qualify.

And please, better be ready.

**BF Chair Alapa:** Mahalo, Brickwood Galuteria, Trustee, and I'd like to move on to Chair Emerita Hulu Lindsey.

**Trustee Lindsey:** Mahalo, Chair, and thank you for all the work you did this week.

Chair of our Board, mahalo for the hard work you did on your recommendations to the board.

**Trustee Lindsey:** Although I may not have been present at some meetings. I have watched every single video of the meeting, so I'm very familiar with what transpired in the week.

I just have a few concerns about what we're asking for the budget this morning.

In the big projects like JABSOM and Awaiaulu, I don't feel comfortable about somebody just coming to the board and at a BF meeting and asking for that kind of money and having maybe some kind of commitment from One or Two of our trustees.

Normally, the process for that kind of big money is for the chair to appoint either an ad hoc, a PIG (Permitted Interaction Group), or even ask administration to do due diligence, so that the trustees have all the background as to approving, a \$500,000 donation.

So, ...and then it's kind of not fair to anybody else that didn't come to the board during our BF meetings to ask for money. Maybe they didn't think it was appropriate or they weren't agendized. They came as *Community Concerns*, and all of a sudden 500,000 appears on our budget.

**Trustee Lindsey:** I don't think that's fair.

So, most of the proposals are wonderful, and I do agree with the chair that this is an avenue that we should take, but when we give outside money, we need to think twice how fair it is to the rest of our beneficiaries.

Then I just want to say that the trip to the National Legislators of Women is not paid for by OHA. I just returned \$1,700 to administration. Which was a reimbursement to me from that association.

They offer scholarships for anybody that wants to attend. So, I just wanted to clarify that, Chair, that that's not one of the travels that we need to pay for.

So that's all for now. I'll let somebody else have the floor.

**BF Chair Alapa:** Mahalo Hulu.

**Trustee Kahele:** *Can I just respond to that real quick?*

**BF Chair Alapa:** Go ahead.

**Trustee Kahele:** Mahalo nui Chair Emerita, for the clarification on the travel.

The only reason we had an amount in there was because in the budget tables on page 53, it says partially subsidized.

**Trustee Kahele:** So, we didn't know what that partial number was. So, part of, going through these details is an opportunity over the next few weeks for us to narrow down ... and if you, in fact, returned resources, then it would be great for us to get a better number on here, and we'd love for you guys to help with that.

**Trustee Lindsey:** Alright.

**Trustee Akaka:** To add some...

**BF Chair Alapa:** Perfect. Go ahead, Trustee.

**Trustee Akaka:** That is, often it depends on, location, timing, and so forth of the cost of the travel. From: flight, hotel, car, transportation, and so forth, so it can vary and there is a travel and lodging scholarship for that.

Sometimes it can cover it all, but because we come from Hawai'i versus other elected officials that come from other parts of the country that can drive, or it's a closer distance, their cost is not as high.

So, there can be some costs in there, but mostly the Travel and Lodge Scholarship take care of, all, if not a majority, of that cost.

**Trustee Kahele:** Yeah, this is a great opportunity. I mean, if there's ever a time to put pencil to paper and help us out to get as close to the numbers as possible, especially in your individual travel budgets - now's the time. So, we welcome those numbers and input.

**Trustee Lindsey:** So, Chair, just before you go away... I just wanted to share that we did give Awaiaulu funds before Trustee Oz Stender left to the tune of \$350,000. You can verify with Trustee Waihe'e and Trustee Ahuna.

And that was to do translating of the Hawaiian newspapers into English so that it would be kept in our libraries for perpetuity.

**Trustee Kahele:** Okay, great. Mahalo.

**BF Chair Alapa:** *Trustee Akina?*

**Trustee Akina:** Thank you, Chair, appreciate it and Chair Kahele, thank you for all the hard work on this project.

I like the fact that we're strengthening the BOT suite with professionalism and with capacity. That's going to help the organization a lot. It's going to help the trustees.

I also, like many of these programs, which are great initiatives.

But I have questions, and I want to start with just some real quick ones.

First, with regard to the paid family leave. The amount that you quoted, \$376K per biennium. Sounds wonderful, actually.

**Trustee Akina:** *Could ... do I hear that correctly?  
That that's an insurance policy that will handle all our needs? and  
What would it be capped at?*

**Trustee Kahele:** So, we've been working, for about a month now to do the due diligence with, our Corp. Counsel, who manages all of our insurance policies, with our Interim General Counsel.

We have an insurance broker that annually reviews those policies and makes those policy adjustments. We started meeting about a month ago to socialize what a program like this would look like.

That broker connected us with a national insurance company that specializes in these policies. There are several other states, New York State is probably one of the leading states in the nation that has incorporated paid family leave across the entire New York State Government Enterprise.

There are different insurance companies that partner with different states that execute this program.

And what those insurance policies do, or those insurance companies do, is - they look at and analyze your data for your workforce. They look at the historical history of claims, whether it's FMLA or different claims that your current workforce has taken over a period of the last few years, and then they come up with what would be an estimate of, how many claims per year we could expect to receive if we incorporated this. That's the current number that we're dealing with right now.

**Trustee Akina:** *I'm assuming our HR has looked at this, and they consider this matches what the anticipation would be over the next two years?*

**Trustee Kahele:** Yeah. We have a follow-up meeting at the end of the week and then we'll be bringing that proposal to HR to review that.

**Trustee Akina:** All right, thank you. In terms of the Board Counsel, you quoted about \$371K for the biennium.

And I assume that's partly because the first year here is a half-year that's left, but the first question would be:

*Could any portion of the work that we'd assign to a board counsel be done by the Attorney General's office?*

Now, I know there are reasons why we wouldn't want to have wholesale, the AG handle our work, but just wondering if we'd qualify for, or if any of that work could be covered by state funds through the Attorney General's Office.

**Trustee Kahele:** I don't know the answer to that, but we'll find out.

**Trustee Akina:** That might be a factor, if it's feasible, but I do recognize that there may be some caution there.

*Along with that, are we looking at a salary plus fringe combination here that will be sufficient enough for a very high-caliber attorney?*

**Trustee Kahele:** That's correct. That's what this number represents; salary and fringe.

**Trustee Akina:** We want the best.

**Trustee Akina:** With regard to the CIP and program initiatives of the board - my general question is about the philosophy of moving program generation and management from the administration to the board level and I could see this growing over... over time.

*Could you comment on that?*

*What are we thinking in terms of the structure of our corporation?*

Where - we're moving, traditionally. Management level work and initiative to the policy board level.

**Trustee Kahele:** Well, my thought is that we would be working hand-in-hand with the administration and the different paia teams that would be executing these programs.

Granted, this isn't something that the board has entertained in the past, but I still believe that the trustees have the greatest connection to their communities, and understand where their priorities and needs are the most.

And so, as long as a program or a capital improvement project aligns with our strategic outcomes which this board is charged to develop and implement, or not implement, but at least develop and articulate what those strategic outcomes are that the board should have an opportunity to entertain projects that can affect those strategic outcomes.

**Trustee Kahele:** And some of these aren't here. The home repair program, 'Aha 'Ōpio, the fellowship programs, these are programs that are a part of, some of the strategic outcomes that the paia have developed.

We have also, as trustees, have been working with those paia on developing these projects, but these are, various different projects for the board to consider.

I think also the opportunity for the board and OHA to partner with, and co-partner with other government agencies, or, as an example, an NHO (Native Hawaiian Organization) in a cost share, one-for-one match is a win-win...

**Trustee Akina:** Yes.

**Trustee Kahele:** ...for OHA and our beneficiaries, and so I think, the board should have an opportunity to entertain that.

**Trustee Akina:** Well, I would agree with you that the opportunities are great, especially the matching opportunities.

And I would also agree with you that board members have a certain perspective because we have a broad connection to our constituents and our beneficiaries, and people come to us, but I'm just concerned that initiatives that come from the board can sometimes be a bit ad hoc.

**Trustee Akina:** They can bypass the kind of process that we're trying to develop in a very well-tuned organization and we may be duplicating a bit, too.

Another question I have is:

*How would we... how have the administration vetted the proposals that are before us now?*

**Trustee Kahele:** Some of them they've vetted:

- Home repair
- 'Aha 'Ōpio
- D.C. Fellowship, to some degree
- Board Counsel

Other programs, they have not.

We've socialized them, Keaukaha Gymnasium with Ka Pouhana, but, not all of these have been worked-closely with Admin. I would imagine that if adopted by the board in our budget, then there would be, close cooperation with trustees in respective districts or respective communities.

Some trustees, like, obviously the BF Chair does a home repair program on Moloka'i, and so she has subject matter expertise in that, and so working together with Admin. to execute, I think, is going to be really important.

**Trustee Akina:** Naturally, that would be the case. Whatever we would decide, the admin. would execute.

I'm just concerned about the order, whether it would be prudent to await the due diligence done by the administration on some of these items.

Now, in terms of management:

- *What would the role be of the board in terms of following through, looking oversight of these projects and decisions down the line?*
- *What would the board's role versus the administration's role be?*

**Trustee Kahele:** It would be case-specific, depending on the project.

As an example, the gym renovation in Hilo, I would imagine the County of Hawai'i Parks and Recreation would be the lead on that, so OHA would basically be committing its resources, like the state legislature is committing its resources.

And the county is taking the lead on the renovation of the overall project with, some level of oversight and involvement with OHA.

So, I think it depends on the project.

**Trustee Akina:** Now, one of the things I try to do to help our organization is put myself in a critic's mindset sometimes.

I appreciate the fact that you and I were able to sit down with the state auditor and that represented, I think, a very high level of openness and a willingness to cooperate.

**Trustee Akina:** So, one of the questions I would be thinking, not targeted toward anyone at all, but, toward myself, at least is –

- *How, when we're dealing with CIP, capital improvement projects, do we avoid the appearance of what takes place at the legislature and at the county quite frequently in terms of what critics call pork?*

That you have particular district politicians who bring back to their district certain capital amounts for capital improvements, and so forth - who benefit from that, by being known for what they do for their people, and getting elected, on that basis.

Just some thoughts about how we can avoid that kind of conflict of interest and what I have enjoyed being us having here at OHA, is that when we act, we act in concert. It's not so much the project of a trustee.

Just your thoughts on that.

**Trustee Kahele:** Well, I mean, I share your concerns, and there have been examples in the past of, what you described, you know, at the legislature.

I think, for the most part. The projects that the state legislature funds do tremendous good in the community. And the projects that we've proposed, I think we'll do tremendous good in our Native Hawaiian community.

Considering other things that this organization has spent money on in the past; these are not them.

And I would never bring something before the board that didn't do that.

**Trustee Akina:** And I know your heart chair, and don't question that at all. I just want to be candid with the board. I feel a bit uncomfortable, not about what we want to do; what we want to do is magnificent, and I am all for taking the funds that we steward and grow, and using them in order to better the conditions of Hawaiians and Native Hawaiians and that's the intent I see here.

But the speed with which we've developed a new direction here just leaves me a bit uncomfortable for the reasons I've mentioned.

I just want to be candid about that.

**Trustee Kahele:** Sure.

**Trustee Akina:** Thank you.

**Trustee Kahele:** You're welcome. I appreciate it and the beauty of this is we have a couple weeks...

**Trustee Akina:** Yes.

**Trustee Kahele:** ...to vet projects, to answer questions, to do some due diligence, so that we can feel comfortable with whatever comes before the BF committee.

**Trustee Kahele:** And then, ultimately, the board, *right?* For adoption at the end of June.

And we've tried to give... we gave all the way to June 30<sup>th</sup> for this board to adopt a final budget, because we wanted to give every trustee enough time to do the background work they needed, and for their staff to do the background work they needed to make sure that these projects were worthy of our support.

**Trustee Akina:** Mahalo.

**Trustee Kahele:** I look forward to working with you on those.

**BF Chair Alapa:** Mahalo.

**Trustee Galuteria:** I just wanted to address what you were asking about, which is a valid question.

About legal counsel and the use of A.G., Attorney General's office.

So, it's been my experience the A.G. is meant to serve every agency, *right?*

Which means that for us to get a quick answer, is kind of almost impossible.

So basically, I think what we're being asked to consider is an ... a little bit more expediency in our legal acumen, if you will.

I just wanted to share that with you, because it is a valid point, because A.G. is everybody's lawyer, is everybody's legal.

But to expedite opinion could be a part of this, you know, judgment call.

**BF Chair Alapa:** Okay, so here's the order of those who have their hands raised; we're going to go with Dan Ahuna.

Followed by Trustee Souza, followed by Chair Emerita, and the CEO.

Alright, go ahead, Dan.

**Trustee Ahuna:** Thank you so much. First of all, I just wanted to thank the entire board, staff, and everyone - for everyone pitching in and doing the work on this budget, and I just want to thank everyone for that.

Something that's very important to me is, I have respect for all trustees and why they get elected into OHA.

And a lot of times, they get elected because there's a lot of people who like them, and they get more votes than the other person.

And with that. The types of things that they want to do are the reasons why these people vote for them, I just, I respect that so much that - I just wanted to share my support for the things that each trustee and their staff is doing.

**Trustee Ahuna:** Especially on my island, we've been working on these projects for over 10 years, and yet we haven't done anything. OHA has invested lots of money and we haven't done anything and it's time we do something with all the money and research that we've invested. So, I just want to thank Chair for putting this budget together, and I want to support this budget 100% and the reason why is because everyone has input, and I want to support everyone's input, whether I like it or not.

One of the big things, you know, when I look at these projects and these investments, especially capital improvement projects, is the community they serve.

I'm from the island of Kaua'i, but I know Keaukaha very well. Ahuna is a big family in Keaukaha and that community serves a lot of our beneficiaries, let me tell you, a lot of the beneficiaries, but one of the biggest and most amazing things that happened in Keaukaha was the building of that gym.

**Trustee Ahuna:** This gym is not a small, little gym, it's a big gym, and it serves a lot of our people, especially in that community.

To go there and see the magnitude and see the thousands of kids that play in this gym every single day is so important to that community, and I just wanted to say and thank the people behind all these projects. It means so much to their island and their people and the way they live, and how they serve the community.

So, just like Kānei'olouma Heiau, I think it's very important at this time for us to go and support Uncle Rup with some of the things he's doing, and we did a lot of research and put a lot of time in it from OHA's standpoint.

So, I think it's the right, right choice. So, I just wanted to thank the chair for putting this all together and making this happen, and I want to support.

**Trustee Ahuna:** Second thing was, I was trying to get in on this conversation with Brick, about the registry.

The reason why I want to thank you, Chair, is because your presentation was so outstanding that in the beginning of your presentation, you talked about Chapter 10 and our fiduciary obligation to Chapter 10, and one of the obligations and our... what we have to do to serve our beneficiaries is this registry.

So, I wanted to ask Trustee Galuteria, was he asking, *what was your question?*

*Were you asking for more?*

I mean, *what do we need to support this?*

Because this is one of our supports, and I just wanted to try to understand your question, because this is Chapter 10. This is our job, and this is something that is very important.

So, that was my second part to that question, but thank you, everyone, for your input

**Trustee Galuteria:** Yes. Yeah, Trustee, it wasn't ... there was no question attached there. I just wanted to advocate for the increase in the funding for the registry, and how we proceed. That's all I said.

**Trustee Ahuna:** So, Trustee Galuteria, I have to share one thing with you that on Kaua'i, that, I mean, it's a sad story, but you know, a lot of our prisoners who don't get out, they don't have an ID, but in Kaua'i, you can work and get these - you can work for money, but it's funny, because you can't even go to the bank, because you don't even have identification to tell who you are and stuff.

The one thing about this card that helps our... some of the inmates who are trying to make it outside is it has a seal, a state-stamped seal on top.

It helps them, at least withdraw and put their money in the bank, and helps them on their way; transition stuff.

So, I just wanted to make sure that we support this registry and Chapter 10 and part of who we are as OHA and get behind what our real job is about. So, thank you so much for that, Trustee. Aloha.

**Trustee Souza:** Mahalo Madam Chair. Mahalo Chair Kahele, great presentation, and Stacy, to you and your team, administration this last couple of weeks as well, you did a great job.

It's not an easy time talking about budget, but in a month or so, we'll be ready to go.

I've been hearing a lot of things about, traditionally, this is not how we operate, it hasn't been the trend, it's not how we operate.

*We operate differently all of a sudden, right, in these last few months?*

We went in the right direction and to me by the board proposing our CIP projects, there's still a process, *right?*

*Versus administration proposing projects, right, and going through their own process? We're just proposing it.*

*Right? We're creating a budget for it. At the end of the day, it gets vetted.*

If it's not something that's, legit or up to par with, or aligns with our strategic plan, administration will determine that right at the end of the day.

For us, a lot of these projects, we've identified, because we're out there in the community.

One example, Ulu A'e. Thank you, Trustee Akaka, for setting up that site visit for all the trustees to see. *Right?*

So, we actually go there.

I heard a comment earlier about, certain individuals coming to present to the board. There's an opportunity at every single board meeting for public testimony and opportunities for people to bring their wants and needs to this board as well.

I don't think we're trying to get in the way of that process. We're just trying to help expedite the process. *Right?*

**Trustee Souza:** Getting our things aligned with our strategic plan in a timely manner.

So, I fully support this budget.

Again, the question is, same thing we asked the administration.

*What else do you need? Tell us. Right?*

I feel that this board, individually, we put together our budgets, travel, CIP projects, training, whatever it may be. I think we did that to the best of our ability, and I don't question anyone at this point. I'd like to potentially find out more information these next coming weeks.

But I fully support this budget. So, mahalo. Thank you.

**BF Alapa:** *Trustee Lindsey?*

**Trustee Lindsey:** Thank you Chair Kahele. I just wanted to ask you, while you were presenting, why Hawaiian Homes was not part of the group that's improving the gym. You name the county...

**Trustee Kahele:** Yeah, that's a great question. We have had discussions with the DHHL Land Agent in Keaukaha. Obviously, they play an important role as well, because the gym sits right in the heart of the Hawaiian Homestead Community.

I guess working with Director Watson or Mike Kaleikini, the DHHL Commissioner for East Hawai'i. There could be some type of additional partnership with DHHL. Mayor Alameda and Councilman Fresh Onishi have been taking the lead on that. I'm sure they will be a part of it as well.

We're actually supposed to have a meeting this week in Hilo with the entire team. They've been working on this for several years now.

I'll make sure that that that's brought up, and that a DHHL representative is there.

**Trustee Lindsey:** Thank you. The second question I have is, I see a lot of money going out, but I don't see any money appropriated for Kaka'ako and if nothing else, we should move in our cultural center.

I believe you folks have had meetings with Mayor Blangiardi, which I originated with Governor Lingle. Then you further met with Esther Kia'āina and Esther asked for a plan of this cultural center.

So, I wanted to know - *What is the status of that, of that plan?*

**Trustee Kahele:** That's a great question. So, the administration has included in their budget, about \$350,000 for plan design for a Native Hawaiian culture center. So that was an add in the Land Division's budget that is not in the budget tables currently, but will be on June 2nd.

Yeah, Chair Emerita, you'll be part of those as well.

**Trustee Kahele:** So, yes, there is 'plans' for a Native Hawaiian Cultural Center funding, to do that in the next biennium budget cycle, and, of course, ILM Chair Souza working together with, Paul and Linda - have been working on specific lot parcels as well, and I'll defer to him.

**Trustee Souza:** Yeah, Chair Emerita Lindsey, and thank you, Kai. We are working on a whole bunch of things, actually, in the ILM committee. Nothing to bring to the board at this time.

But we will be bringing you a brief very, very soon, as soon as we move forward. Thank you.

**Trustee Souza:** Thank you.

**BF Chair Alapa:** Stacy?

Oh, sorry. Yep, I was gonna tell you guys to do that.

**Ka Pouhana Ferreira:** Mahalo Chair. This is more of a comment, possibly a recommendation.

So, I love the direction that we've moved with the budgeting process. I think it speaks volumes in terms of our trustees wanting to provide the highest level of transparency and fiduciary responsibility and prudence to our beneficiaries; so mahalo for that.

Coming from being the budget chief, I can appreciate the work that it takes to provide this level of transparency and the high quality of work that's expected by this board; so mahalo for that.

What I did want to say is, the CIP is brand new, to these budget requests. In the typical budgeting process; CIP is separate from operations.

So, I know we've kind of, like, everything has been thrown into one bucket. I'd like for the trustees to...and if it's not in this budget, maybe it's in '27, that we carve out CIP separately because CIP is not operations.

So, what we should have in front of us is an operational budget for what it's going to take to run program services and our fixed costs. However, CIP being as important as it is to meeting the needs of our communities is that - we purposefully and meaningfully carve out a dollar amount each fiscal year that we want to put towards non-OHA assets, such as the gym or the Kānei'olouma Heiau Complex, and the school out in Kapolei.

We do have carryover funds of \$5 million. So, as not to maybe, again, put everything all in one.

*Could we parcel out all our CIP projects and apply the \$5 million carryover funds to that? Then that way we balance our operational budget based on operational needs.*

*Does that make sense?*

**Trustee Kahele:** Yeah, I mean, we can definitely consider it, and I also think that, we could also break glass, too, and we can change the way that we do budgets here at OHA and include these types of projects in our operational budget as well.

**Trustee Kahele:** There's a way to do anything, *right?* And this board can do that if it chooses to do that.

But we welcome your suggestions on how to do that, and what would be some of the best practices to do that.

**BF Chair Alapa:** Absolutely, thank you for that Stacy. It helps us to understand where and what we can do, especially for something of this nature with the CIP for the first time. I believe that our trustees have these opportunities to help and give back to their own communities.

I appreciate that, so we can move forward and do a lot more due diligence in that respect.

Go ahead, Trustee Akaka.

**Trustee Akaka:** The CIP projects, I think that it would be helpful for...

No more page numbers, this one here.

Yeah, starting with the CIP, after the map, the pae 'āina map.

So, I do agree in terms of due diligence that it would be helpful for the board to receive... for the administration to have the opportunity to know what the interests are. So that there can be proper due diligence with the entity that it might be, to go hand-in-hand, and then provide that to the board so that we can make an analytical decision. Then we can feel strong in that, and as we go to the communities, be able to stand on that decision, and so forth.

I also feel with the request that came to the board regarding the CIP request, because that was not the norm - I think part of the thinking was, well, *what is this?*

*How is this going to transpire?* It being a rather quick turnaround.

So, as time had progressed, there are some other locations that came to mind, at least for O'ahu.

Some of what I think of are places that we have visited; individually or as a group.

One of them, for instance, being 'Iolani Palace; that being one of them in terms of what it takes to upkeep and maintain. I know that they have the upcoming elevator renovation. As we know, within our own Nā Lama Kukui, that is something, when it comes to a historical building, something that there's cost and a lot of work around that affects the workflow as well.

Then I was thinking also of Ali'iōlani, the Hale, the judicial building, and how that could use some TLC as well, but there's so many potential CIP opportunities. So, I think that given more time, and if this is the new thing, that we'd be able to have that opportunity with more of that buffer of time.

Then going with the OHA Washington, D.C. Congressional Fellowship. I had mentioned this before, but just to revisit this.

Since 2017, that was formerly known as the Native Hawaiian Congressional Fellowship.

**Trustee Akaka:** Then in time, it was changed to the name of the Daniel Kahikina Akaka Congressional Fellowship and that was a partnership with Kamehameha Schools.

I would like to know, *is that something we're revisiting where Kamehameha Schools is going to partner with that?*

*Or we don't know?*

**Trustee Kahele:** No.

**Trustee Akaka:** No. Okay. *Did they say that they were not interested?*

**Trustee Kahele:** We didn't approach them. You're welcome to approach them.

**Trustee Akaka:** Okay. Sure. I had asked Hailama in terms of the history and it sounded like maybe it didn't continue the fellowship because of maybe COVID. Oftentimes that happens, I'm not quite sure, but I'd be interested in looking more into that.

**Trustee Kahele:** Yeah, we would welcome you to look into that.

**Trustee Akaka:** Thank you.

**Trustee Kahele:** Currently, we have an NHO that is willing to dedicate one-for-one match and resources.

So, if Kamehameha would like to dedicate one-for-one match resources, we can add more fellows.

**Trustee Akaka:** *What NHO is that again?*

**Trustee Kahele:** I'd rather not say the name, since they're still in the process...

**Trustee Akaka:** Okay.

**Trustee Kahele:**...and I would also add, and so that's something great that you brought up. The message that we took to the recent NHOA conference, and the BF Chair and Trustee Souza and myself were there - resonated with many of the NHOs as it relates to their community give-back programs.

This is just one of the several interested initiatives on this budget sheet that every NHO is interested in partnering with us on. So, we're essentially, if the board supports this, we're willing to present a buffet of community give-back options for NHOs that could dedicate, in some cases, several hundred thousand dollars of matching funds to partner with us on some of these projects, and this was just one of them.

**Trustee Akaka:** So, in the end, it won't...*the cost probably won't be that figure?*

**Trustee Kahele:** Exactly.

**Trustee Akaka:** *It would be maybe half of that?*

**Trustee Kahele:** If we had ... we just had the conference two weeks ago, if we had more time and meeting with every NHO that has the capacity to do community give-back, as an example. Probably the most established NHO, and the one that generates a significant amount of gross annual revenues, almost a half-a-billion a year - dedicates \$4 million in community give-back annually.

**Trustee Akaka:** I guess the one you're talking about now.

**Trustee Kahele:** \$210,000 for them is a small fraction of their total community giveback. So, they're emphatically excited to support and partner with us on this.

I think that memorandum, and that co-partnership and established relationship is going to open the door for other NHOs to do that.

Which is a goal of Ka Pouhana and Trustee Galuteria in previous board action, *right?*

Is to establish those deeper relationships with the NHO program, the Super 8(a) program.

*Yeah Trustee Galuteria?*

**Trustee Galuteria:** Yeah, and to follow up on that, there is...when the 8(a) program was started by Senator Inouye (and) your granddad, it was meant as almost a response to non-recognition.

Where they're going to give us something, but they're not going to recognize us. I'm talking about the feds. This is SBA now.

But nothing was in the provision that actually outlined what the give-back was. So, it's almost like whatever. You know, 1% of a million dollars is a lot of money. 1% of a billion dollars is a lot more money.

I think the NHOs are beginning to now coalesce behind the idea of a regulated give-back system. They're the ones who have do that, because SBA will not...they will not mandate the give-back, so it's almost like a, you know, within the community of NHOs.

But I think that they want to talk to us. It's amazing how much they want to speak to OHA, because they want some, they want support and they also could use partnerships for us, too.

**Trustee Kahele:** I think the goal behind this, and hopefully it grows to be something bigger, is that OHA is looked at as the agency of choice - for philanthropy. For nonprofits, for NHOs to partner with and bring money in, *right?*

Rather than money going out, we've got money coming in because we have demonstrated that we know where the greatest needs in our beneficiary communities are.

We have demonstrated the ability to execute programs that make a tremendous impact in lives of our Kānaka Maoli, and we're respected in that way.

Not to say that we aren't today, but by demonstrating that, I think we end up bringing money in, and we know where these – basically – ready-to-go shovel-ready projects are for potential donors.

**Trustee Kahele:** So, I think this is just one of many that I hope will pave that pathway.

**Trustee Souza:** Mahalo Madam Chair, and in addition to what Chair Kahele and Trustee Galuteria just said. - first of all, that was a great presentation that we gave there.

As soon as we left that stage, they were coming up to us, these organizations, these 8(a) guys, big time 'Eh. Let's talk about those certain projects you guys are talking about. Opportunities.'

We've identified them. *Right?*

We're not only the employer of choice, we're the organization of choice for these guys, who there is really no give back. Stipulation, at the end of the day. So, that partnership, just to be recognized in that space, is huge.

Just so this board understands, but anyway. Mahalo.

**Trustee Kahele:** Yeah, sorry, Trustee Akaka, but go back. Go ahead. Back to your time.

**BF Chair Alapa:** Yes, sorry about that.

**Trustee Akaka:** So, going back to the general due diligence, I think that it would be key for us to have that when it comes to the Ulu A'e, including the Ulu A'e Learning Center expansion, and I'm glad that we had that opportunity.

Trustee Souza, you had asked that we tour that facility, I believe.

So, that was really nice to get an in-person experience, I think.

Oftentimes, our site visits are specifically so we can have that mental investment, or even the understanding if this is something that we can, give more attention to fiscally, or just whatever capacity we can.

So, for the Ulu A'e Learning Center expansion, as well as the DNHH at JABSOM for workforce development, and the Awaiaulu, as well as the post-baccalaureate higher education scholarships - I think due diligence would be helpful in all that.

I know that when ... I often think of this - when the FestPAC approached us with the funding, and so forth, I know that you had said "Oh, I want to give you guys \$3 million if I could."

At the same time, we have what we have because of the funds that we receive from the legislature, and I think this brings us back to our approach in advocacy and receiving more of that which should be 20%, which is 3-4-5% - is so far from 20% - that we're receiving.

Then, going back to that topic of FestPAC, at that time, for me, part of the decision-making was thinking, 'geez, if we put that same amount or more in toward, let's say, for instance, a rural health center in one of the rural communities. The generational impact we would have, so that's how I'm thinking in terms of long-term with the CIPs, and so forth, and having the opportunity to get a...more of an opportunity, if this is the approach that we go from that angle.

**Trustee Akaka:** So, to add to that.

So, for the outside counsel / full-time BOT legal counsel.

*Is it where the in-house counsel, that would be the same person as we currently have as our board counselor, or would that be a totally separate person or group of people?*

**Trustee Kahele:** It likely would be a separate person.

**Trustee Akaka:** Okay.

*Have we looked at the opportunity for it to be the same person, just expanding on their time?*

**Trustee Kahele:** Our current board counsel is part-time, and has a significant legal practice.

That, to be quite honest, it's a litigating legal practice. Not a 'sit at this board table for 8 hours and advise us on Robert Rules.'

**Trustee Akaka:** Mm-hmm, mm-hmm. Because I understand when it comes to the AG's office, they have kuleana throughout the state. We're not their...we wouldn't be their only client slash kuleana, so there might be some things that might be I don't want to say conflict, but competing views.

So, I could see how it would be helpful for us to have somebody in-house.

Because normally, the practice has been - is that if trustees are seeking that legal consultation from the board counsel, we would have to go through the board chair as the costs can vary, and up, up, up more than maybe what that trustee might have known it would have cost.

So, with that kuleana.

**Trustee Kahele:** Yeah, and just like our Chief of Staff is your Chief of Staff. This board counsel is your board counsel and so, that's the way I view it.

I just think it would be a great resource to our board team and further strengthen the team we already have.

**Trustee Akaka:** Thank you. So, regarding the paid family leave, I think this goes hand-in-hand with the health benefits conversation that we're having with Corey.

I think it's wonderful if being that we are a...an agency that is created to strengthen 'ohana.

Another thing I'd be interested in us looking into, I had mentioned previously, but looking at the capacity regarding our medical plan.

My understanding is that there is one or some that have had the same medical plan at another entity. Now they are employed here at the Office of Hawaiian Affairs, so they have that same medical plan, and they're paying almost 2 times more than what they were paying previously.

**Trustee Kahele:** I think that's something Ka Pouhana can run down.

I'm not familiar with our medical plans.

**Trustee Akaka:** Yes.

**Trustee Kahele:** *That's a state administered plan that every state employee gets Ka Pouhana?* Not sure.

**Trustee Akaka:** Yes, and when I had asked in terms of what can we look at beyond what our current health plan is providing within the... I guess you could say as a state agency, what we are able to do.

I was also given the example by Trustee Akina / team member. I had asked:  
*Do we know of any government agency within the State of Hawai'i that is doing it differently?*

That is better than what we're doing.

**Trustee Kahele:** *Medical-wise?*

**Trustee Akaka:** Medical-wise and my understanding, from what I have found, is that the Kaua'i County they have free health insurance for the entire family.

Full premiums and administrative costs for the employees enrolled in Kaiser Standard, HMO, or HMSA 75/25 PPO Health plans, and it includes self-only, two-party, and family tiers.

So, I don't know - they're county, but they are a governing body.

**Trustee Kahele:** We'll look into it. For our beneficiaries, 64.5% is the fringe that is on top of the gross annual salary that an OHA employee receives. That goes to pay for...

**Trustee Akaka** motions to speak closer to the mic.

**Trustee Kahele:** Sorry, that goes to pay for medical, dental, life insurance, and that package

**Pouhana Ferreira:** Kala mai. I think because you're referencing the county, they probably have more autonomy on how they structure their individual county plans versus we are a state entity.

So, we're with the state plans.

**Trustee Akaka:** I think then maybe part of our role here, too, is if we are limited, but saying to what depth we can go to on this, and I know that it was mentioned AFLAC, but there are different things that we can look at beyond what we're offering currently.

To explore that, but the advocacy, legislatively, to really push that 'hey, you know, we're trying to be an employer of choice, as you should be, I would imagine, the legislature, and so forth.'

And other state governing agencies that might be in the same situation as us.

**Trustee Akaka:** Many, there are many that are working, not at full capacity for the same reasons that we are because the health benefits are not so good, the pension isn't what it used to be, retirement, paid family leave, it's not where it's at, *right?*

**Trustee Kahele:** I would even go as far to say there's very few private companies in Hawai'i that would be offering this benefit to their employees. Including a retroactive look back to the start of this year. 12 weeks in.

Small increments - not like you have to take all the 12 weeks in one space, but if you have a seriously ill family member, birth of a child, this is an incredible benefit that when you're looking at a 49.5 million dollar annual budget, and this is a \$188,000 investment - this puts us on the employer of choice map. No doubt about it.

**Trustee Akaka:** So, just to give, from a corporate standpoint, in my experience in our 'ohana.

What was some of the... one of the options that was provided to us was that there was a leave for 8 weeks with 100% pay.

And then up to 6 months additional for 50% pay because sometimes that is needed, for whatever reason, but I think we can look at maybe some corporate standards, and then what some of the Hawai'i government agencies are doing, and maybe do some comparisons in terms of what can, and what makes sense.

**Trustee Kahele:** A lot of these, this particular initiative, in some cases, came out of some of the paia conversations that we've had.

From current staff who have birthed children and have had multiple children while employed here in OHA and have had to basically burn all of the vacation or sick leave they had. Then had to take leave without pay, were basically required to come back to work within 4-6 weeks after childbirth because they had no choice. Then are confronted with \$1,000 a month childcare.

This is something that I think is also important for our values here at OHA, are the Hawaiian values that we have around family and 'ohana. So, I think it's a good step in the right direction, but we'll look at some of the other suggestions you've made as we put this together as maybe a first step forward.

**Trustee Akaka:** Yeah, another thing to look at possibly, I had mentioned it previously, is the Keiki i Kupuna care.

I know that was part of what we were looking at for our Kaka'ako Makai property to have there, but maybe even subsidizing that cost, or if not providing that on property, or near, on nearby property. As many of us, face that at one point or another, whether it's our keiki's health, or our elders; our kupuna's health.

Then just one more thing regarding the JABSOM Proposal.

The specific figure regarding the clinical psychology postdoctoral fellows.

I do believe this is something that is of great importance when it comes to mental health, and so forth.

**Trustee Kahele:** Yep.

**Trustee Akaka:** At the same time, I was thinking...

**Trustee Kahele:** *Which number is that, Trustee?*

**Trustee Akaka:** Page 3 of this handout., number one...

**Trustee Kahele:** *Number one?*

**Trustee Akaka:** Number one

**Trustee Kahele:** Number one, yep.

**Trustee Akaka:** That specific number of 160,000, and that's just 2 individuals, I would like to visit that to kind of give more...

**Trustee Kahele:** Sure.

**Trustee Akaka:** ...clarity to see the cost-benefit.

**Trustee Kahele:** Yeah. Like I said, this is when they came to present and we asked, *what do you need?*

This is what they need. This is a buffet of options. We can pick one, we can pick none.

But this is an opportunity for us to do something for Native Hawaiian Health at JABSOM.

And so, I'd love to connect you with Dr. Kaholokula, and you can dive deep into Number One.

**Trustee Akaka:** Thank you.

**Trustee Kahele:** Yeah. Yup, yep.

**BF Chair Alapa:** Go ahead, Trustee Lindsay.

**Trustee Lindsey:** Trustee Souza had his hand up first.

Trustee Souza gestures Trustee Lindsey to continue to speak.

**Trustee Lindsey:** Okay, thank you. While we were talking about the NHO, I remember asking Administration to look into the possibility of OHA having an NHO so that we would be in a position to get monies from other places that we cannot get today.

I also considered a non-profit so that if there was some way that it would be advantageous to our agency or our beneficiaries, that would be available.

So, I just wondered *if that would be something that we can entertain?*

**Trustee Kahele:** You know, Chair Emerita, that's a great subject you brought up, and it was one of the things that we discussed when we were at the NHO conference.

Fortunately, our Chief of Staff Sylva, in a previous life, in a law firm she worked with in New York, connected us with a law firm in Washington, D.C. that specializes in this.

So, we're definitely having the conversation, and of course, working with Ka Pouhana to make sure that it's completely vetted out.

What won't happen, obviously, in this immediate budget cycle, but I think it's something that OHA should take a look at and consider.

So, we're talking to the subject matter experts in how to do that.

**Trustee Lindsey:** Oh, thank you.

**Pouhana Ferreira:** Aloha Chair Emerita and we did follow up on the non-profit, and so the answer is yes, we can do a non-profit, but similar to our LLCs, it would have its own sep...it would be separate from the Office of Hawaiian Affairs, *right?*

It would have its own board. It would be a standalone entity.

So, I imagine the NHOA would be the same.

**Trustee Lindsey:** Okay.

**Trustee Kahele:** I think, Chair, one of the advantages is the biggest obstacle for a young, or a Native Hawaiian entrepreneur who wants to start an NHO - if it's a Super 8(a) NHO, right, recognized under the SBA and those guidelines with the intent to apply for sole source federal contracts, specifically DoD contracts, it varies depending on the amount - the biggest obstacle that they have in making that business successful is the access to capital.

Because the money doesn't come up front from the federal government if you are able to secure a federal contract.

**Trustee Lindsey:** Right.

**Trustee Kahele:** Many, many companies don't last, and they end up going into financial ruin because they borrow from their homes, they leverage all of their credit and assets to get their business going, and more do not succeed than have succeeded.

Why it would potentially be advantageous for OHA to pursue that path is because we have what most startup individuals don't have; we have the capital.

**Trustee Lindsey:** Right.

Yeah. That's how I thought, too. Okay, thank you for looking into that.

**Trustee Kahele:** Yeah. Yes.

**Trustee Lindsey:** I have just another follow-up comment that I wanted to make on the Board Counsel subject.

I was told by the old-timers on the board, over 13 years ago, that we moved into our own board counsel, because almost every single year of OHA's life, we have sued the State of Hawai'i and that puts us in conflict of interest with the Attorney General's office.

So, out of desperation. They went into this board counsel situation, where we can choose our own board counsel and trust that we're getting fair representation.

So, I just wanted to share that and that certainly makes sense, as we're sitting here with two suits against the State of Hawai'i that we need to decide on in the near future.

So, just sharing with you.

**Trustee Kahele:** Thanks for that historical point. Yeah. For sure.

And again, this, in order for this to happen, this requires our bylaws update, revision to our bylaws to do that. But the intent is, if it is budgeted in our budget, whether-or-not we end up bringing a full-time board counsel on, or continuing with the contract this wouldn't go into effect until January of 2026.

So, my plan would be, if there was support, and this is included in the budget and probably sometime in late summer, early fall, we would, we would bring it to the board via our bylaws amendment under the board staff page.

That would require two readings and a two-thirds majority of the board to adopt.

Then we would, working together with the Board Chief of Staff and General Counsel, we would draft a position description for the Board of Trustees Board Counsel, for a full-time board counsel, what we're looking for, put that out to market along with all the other great things that we're bringing to the table to attract the high-quality, high-caliber Board Counsel. Bring 'em to the board for interview, onboard them, start them early January.

Yeah, we've already thought about where that office space would go, so yeah.

**BF Chair Alapa:** Trustee Souza.

**Trustee Souza:** Mahalo Madam Chair. Kai, I just want to say again, mahalo for reaching out to every trustee and giving us an opportunity to submit a potential CIP project, whether it's in our community, whether it's something we've all identified statewide, or whether it's just simply because it aligns with our Mana i Maui Ola strategic plan. *Right?* Simple.

For example, because Kalei touched on certain things and doing due diligence. We have a couple of weeks to do our due diligence. We've had a few weeks, already.

For example, certain projects, if not most, are partnerships. *Right?*

**Trustee Souza:** We're not the sole funder for these projects.

For example, Ulu A'e, they already secured \$175,000 of CIP monies from the state.

They have private donors, individual donations as well.

So, a lot of these, either non-profits or different agencies, they're looking to partner up with OHA, and I think we're moving, again.

It's a new time for OHA. We're moving to partner up, whether it's DHHL, whether it's the city, the state, on projects, and again, we all have time to reach out.

The executive director of Ulu A'e, she will be coming on the 17<sup>th</sup> to present, knowing that this is a part of our budget and something that we are looking at.

So, instead of reaching out, if you'd like to, we can put you in contact, or you can wait for her presentation as well.

**Trustee Kahele:** *I think we also provided a sponsorship for them, right?*

**Trustee Souza:** We did. We did and, for example, this is a non-profit as well who has come to OHA before in the past. Who's never gotten anything because they're right under the cutoff, right, you know, through our process, our grants process, but this is a different opportunity for us to support them.

Especially, in the Kapolei community. Where, I mean, *shucks*. I'm going to give you an example. Kapolei High School is one of the best schools.

Now, because of the drugs, the violence, parents working multiple jobs in our community are unable to keep an eye on their kids, particularly because they're ...

**Trustee Kahele:** After-school programs.

**Trustee Souza:** Yeah, after-school programs.

So, the out-of-school programs, which is what Ulu A'e supports, and with this opportunity, they'll be able to serve 80 more students.

Now, of that population that they already serve, 30% are from underserved communities, *right?*

I mean, from 'Ewa, talking the homestead in Kapolei to Nanakuli. 80% of that are Native Hawaiian beneficiaries, on average.

So, I just wanted to shine a light on that as well. So mahalo.

**Trustee Kahele:** Thank you.

**BF Chair Alapa:** *Any other questions for discussion?* Go ahead, Kalei.

**Trustee Akaka:** Mahalo.

Revisiting the Native Hawaiian Organizations (NHOs) conversation, I think that that's something that administratively, in our Comms (Communications) team, have a firm, tight hold in terms of the communication that will be essential slash required when it comes to the partnership, so that OHA's name doesn't get lost along the way.

**Trustee Kahele:** Right, absolutely.

**Trustee Akaka:** I think that's part of looking at us having an internal NHO, one more pili to us is, OHA's name gets lost along the way, and then people are left to think, what is...

*What do they do?*

*How does that even affect us?*

That, whether it's partnerships or having something in-house, then we're able to share on how large the footprint is in terms of how our mission and our strategic plan is being effective.

**Trustee Kahele:** Yeah.

**Trustee Akaka:** Mahalo.

**BF Chair Alapa:** Mahalo. Go ahead Trustee Galuteria.

**Trustee Galuteria:** Yeah, just to follow up on the NHO.

Way before we started talking to them directly. Ka Pouhana had come up with an initiative that she was going to eventually bring to the board where we provide a pathway, provide a pathway to NHO ownership. *Right?*

And what that would do is, if you come through the OHA pathway you are required to give back and that, to me, is another way by which, it's empowerment, too.

So, I just wanted to bring another side of the picture to you, because Ka Pouhana's working on that for a bit.

Thank you.

**BF Chair Alapa:** Thank you. *Any other discussion, Trustees?*

**Trustee Kahele:** I guess in just my closing comments, I really look forward to working with all of our trustees.

This is, if there is a time for sausage making; it's now.

**Trustee Kahele:** Ka Pouhana's going to come back to us on June 2nd.

She's got a tall order. She's got a lot of things to think about and to consider when she brings the revised budget to us, that looks dramatically different than what it looked like in late April.

Then we'll have an opportunity to shake that budget and bring it before you on June 17th, so we welcome your due diligence, your input.

We want this to be the best OHA budget...

**BF Chair Alapa:** Yes.

**Trustee Kahele:** ...that we can put forth for our beneficiaries within the resource-constrained environment without doing things that raise caps, or do things that we don't need to do, because I think we can put a fantastic budget together for the resources that we have, and make us whole, like you said...

**Trustee Galuteria:** Each year.

**Trustee Kahele:** ... so mahalo.

**Trustee Galuteria:** And we all know that sausage making is messy. That's what we're going through right now.

**Trustee Kahele:** And mahalo our staff.

**BF Chair Alapa:** Oh, absolutely.

**Trustee Kahele:** I did not put this presentation together. I wanted to thank my staff; Alena and Summer, for putting this presentation together over the weekend.

"E kai ulu i kai keiki"

It takes a village to raise a child, and it takes a team to put something like this together, and I'm very, very proud of our team, and all of our OHA Board of Trustees staff that put a lot of time and effort into it, to include Pohai and Sommer, who have worked very, very hard, and have fed us well at the end of these long deliberations.

So, mahalo.

Looking forward to the next couple weeks.

**BF Chair Alapa:** Mahalo for that, looking forward to it as well. Just a heads-up, we do have lunch provided for our board staff, and we can't wait for that.

**II. ADJOURNMENT**

**Trustee Galuteria moves to adjourn the BF meeting.**

**Trustee Akaka seconds the motion.**

**Chair Alapa** asks if there is any discussion.

There is zero discussion.

**Chair Alapa** calls for a **ROLL CALL VOTE**.

							11:13 a.m.
TRUSTEE	1	2	'AE (YES)	A'OLE (NO)	KANALUA (ABSTAIN)	EXCUSED	
DAN AHUNA			X				
KALEIHIKINA AKAKA		2	X				
KELI'I AKINA			X				
BRICKWOOD GALUTERIA	1		X				
KAIAL'I KAHELE			X				
CARMEN HULU LINDSEY			X				
J. KEONI SOUZA			X				
VICE CHAIR JOHN WAIHE'E							EXCUSED
CHAIR LUANA ALAPA			X				
<b>TOTAL VOTE COUNT</b>			<b>8</b>	<b>0</b>	<b>0</b>		<b>1</b>

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

**Chair Alapa** adjourns the **BF meeting** at 11:14 a.m.