



Advancing Communities through Effective Organizations

June 15, 2023

Mr. Douglass Adams  
Director of Research & Development  
County of Hawai'i  
25 Aupuni Street, Suite 1301  
Hilo, Hawai'i 96720

**Statement of Qualifications and Interest of Professional Services**

**#RD.3: Community Planning (Community and Economic Development, Community Engagement, Strategic Planning, Sustainability Systems)**

- (1) Eric M. Kapono (Owner), dba Advancement Services for Native Nonprofits  
Mailing: P.O. Box 4789 Hilo, HI 96720 Street: 17-707 Ala Loop Kurtistown, HI 96760  
Landline: (808) 969-3991 Cell: (808) 989-5347  
Email: kapono@advancementservices.org
- (2) Established: July 1997 (25 years)  
Employees: Sole Proprietor; No Employees past five years
- (3) Qualifications: **See attached "Experience Summary"**
- (4) Five Clients in Facilitation and Strategic Planning (two in preceding year):  
*2018-Present* HI DOE Office of Hawaiian Education, Kau'i Sang, Director, (808) 784-6073  
*2013-21* Partners in Development Foundation, Laura Dang, Sr. VP, (808) 595-2752  
\* Nā Kālai Wa'a, Keōmailani Case, Executive Director, (808) 987-8709  
\* 'Imiloa Astronomy Center, Ka'iu Kimura, Director, (808) 969-9701  
\* Hawai'i Technology Academy, Matt Zitello, Director (808) 676-5444

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## Experience Summary: Facilitation and Strategic Planning

**Eric Kapono**, sole proprietor of *Advancement Services for Native Nonprofits*, has facilitated development of strategic plans for twenty years. Group sizes have ranged from ten to over 100 participants; lengths have ranged from 4 hours to 3 days; formats are in-person and virtual.

Strategic planning clients in the last several years have included:

### Private Nonprofits

- [‘Aha Pūnana Leo](#)
- [Huliauāpa‘a](#)
- [Institute for Pacific Education and Culture Education \(INPEACE\)](#)
- [Mālama Loko Ea Foundation](#)
- [Nā Kālai Wa‘a](#)
- Nā Limahana o Lonopūhā Native Hawaiian Health Consortium
- [Native Hawaiian Legal Corporation](#)
- [Partners In Development Foundation](#)
- [Pū‘ā Foundation](#)
- [Three Mountain Alliance Foundation](#)

### Public Charter Schools

- [Hawai‘i Technology Academy](#)
- [Ka ‘Umeke Kā‘eo](#)
- [Kanu o Ka ‘Āina](#)
- [KANAKA](#)
- [Kanu i Ka Pono](#)
- [Ke Ana La‘ahana](#)
- [Kua O Ka Lā](#)
- [Mālama Hōnua](#)
- [Samuel M. Kamakau](#)

### State Government

- [‘Aha Kauleo Hawaiian Immersion Language Advisory Council](#)
- [Hawai‘i DOE Office Of Hawaiian Education](#)
- [‘Imiloa Astronomy Center](#)

Eric Kapono custom designs each facilitated strategic planning process in close collaboration with the client to ensure the final deliverable is as useful as possible. His processes are heavily influenced by deep trainings in the following methods:

- Appreciative Inquiry & [SOAR Model](#)
- [Balanced Score Card](#) & [Strategy Mapping](#)
- [The Drivers Model](#) (Leadership Strategies, Inc.)
- [Open Space Technology](#)
- [World Café](#)
- [Genuine Contact Way](#) & Whole Person Process Facilitation (Orange Level Certification)
- [ICA’s Technology of Participation](#)

- [Liberating Structures](#)
- [Dynamic Facilitation](#)
- [Creative Problem Solving](#) (Level II Certification, Creative Education Foundation)
- [Drexler/Sibbet Team Performance Model](#)
- [Policy Governance](#)

Any combination of these methods allows us to co-create the best possible process, taking into account the following:

- Who and how many Stakeholders to ideally Include, and in what way?
- How much Time is available compared to the degree of Change desired?
- Level of Community Engagement necessary to build and sustain momentum?
- Organizational Culture and Capacity in relation to the most useful Final Deliverable?
- Level of detail in an Implementation Plan, if desired?
- Type of post-planning Infrastructure necessary to carry the momentum?

## Certifications

2015 **International Association of Facilitators**  
IAF Certified™ Professional Facilitator (CPF)

2020 **Creative Education Foundation**  
Level 2 Creative Problem Solving

2020 **Genuine Contact Organization**  
Orange Level Membership

## Education

1992 **State University of New York at Binghamton**, Binghamton, New York;  
M.A., Anthropology

1988 **Catholic University of America**, Washington, DC;  
B.A., Anthropology