



HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)

MEETING AGENDA

Friday, March 28, 2025

Time: 10:00 AM



Location: Queen Liliuokalani Building, 1390 Miller St, Honolulu

Department of Human Services Human Resources Conference Room, Room 214

Virtual access to meeting via **Zoom** - Meeting ID #**876 5720 3038** / Password: **Fathers**

<https://us06web.zoom.us/j/87657203038?pwd=MIZOejU3VS9iRWVwNG1ZRWhLM1ZpQT09>

Zoom waiting room will be open 5-15 minutes prior to meeting start time.

Call to Order <Hit Record>

MISSION Statement

[From [Chapter 577E](#), Hawaii Revised Statutes] **The mission of the Hawaii State - Commission on Fatherhood (HS-COF) is to promote healthy family relationships by emphasizing the importance of fathers in the lives of their children. The Commission serves in an advisory capacity to state agencies and makes recommendations on programs, services, contracts, policies and laws relating to children and families.**

I. Introductions and Roll Call

(per [Haw. Rev. Stat §92-3.7\(a\)](#), state name of anyone present at nonpublic location)

- a. Chair Jeff Esmond (Oahu) – Introductory Comments and Conduct Reminder
- b. Fatherhood Commissioners (voting members, by seniority)
 - i. Alan Sunio (Hawai'i Coalition for Dads)
 - ii. Allen Cardines (Oahu)
 - iii. Brian Alston (Kauai)
 - iv. Marty Oliphant, Vice Chair (Oahu)
 - v. Neel Chauhan (Oahu)
 - vi. Mark Augustine (Maui)
- c. Ex-Officio(s) or their designees (non-voting members)
 - i. Director of Human Services
 - ii. Superintendent of Education
 - iii. Director of Health
 - iv. Attorney General
 - v. Director of Corrections and Rehabilitation
 - vi. Executive Director Office of Youth Services
- d. Deputy Attorneys General Sunshine Law monitors
- e. Guests

II. Community shares or concerns:

- a. Public Testimony (allow 1 minute)

Public comments must address items listed on the published agenda
- b. Commissioner Updates (seniority order) and Community Outreach (up to 5 minutes each)

III. Current Fiscal Year Initiatives – (Vote)

- a. Community shares or concerns - Public Testimony (allow 1 minute)
- b. Annual Awards – marketing, outreach, press release and updates
 - i. Press Release
 - ii. Aloha Father of the Year Awards
 - iii. Parent-Friendly Business of the Year Awards
 - iv. Sponsorship Awards
 - v. How will we present these awards (ceremonies or other programs)?
 - i. Maui
 - ii. Kauai
 - iii. Oahu
 - iv. Island of Hawai'i

- c. Strategic Plan and Objectives 2025-2027 – Commissioner Alston
 - d. Periodic Newsletter – Commissioner Alston and Commissioner Esmond
 - e. Outreach Events
 - i. [Maui Family Support Services, Inc.](#) – 18th Annual Celebration of Fathers & Families on June 7, 2025, 9:00 am – 12:00 noon
 - ii. [Civil Beat – Hawai'i Storytellers: PARENTHOOD](#) – April 4, 2025, 6:00 – 7:30 pm – Waiwai Collective (1110 University Ave, Honolulu) – host a table?
 - iii. Periodic online gathering of fatherhood commissioners nationwide – Commissioner Alston
 - iv. Fatherhood Commission Luncheon
 - f. Budget Review – Commissioner Esmond
 - g. Officer nominations and elections
- IV. Legislative Update (Vote)
- a. Community shares or concerns - Public Testimony (allow 1 minute)
 - b. Legislative Bills for discussion and possible testimony
 - i. [SB1231 \(SD1\)](#) – Relating to Parentage
- V. Ongoing Business and Updates
- a. Community shares or concerns - Public Testimony (allow 1 minute)
 - b. Commissioner position update
 - c. Professional Development – looking for opportunities
- VI. Upcoming Meetings (generally 3rd Friday each month 10:00 AM)
- a. Community shares or concerns - Public Testimony (allow 1 minute)
 - b. Next Meetings
 - i. April 25, 2025 (4th Friday, Windward Community College or DHS)
 - ii. May 16, 2025 (DHS)
 - iii. June 20, 2025 (Windward Community College or DHS)
- VII. Conclusion (Vote)
- a. Final Thoughts
 - b. Vote to Adjourn

<Stop Recording>

If you need an auxiliary aid/service or other accommodation due to a disability, contact the Commission at fatherhoodcommission.hi@gmail.com (or current Chair, Jeff Esmond, at 808-550-0080) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats. Testimony can be submitted via e-mail to fatherhoodcommission.hi@gmail.com marked TESTIMONY in the title, or mailed to Hawaii State – Commission on Fatherhood, c/o DHS – Office of Fiscal Management, 1390 Miller Street, Honolulu, HI 96813. Captioning may be available with advanced request.

Meeting Conduct Agreement & reminder – please act appropriately, contribute and respect everyone.

ATTACHMENTS (Agenda item indicated):

III.b Annual Awards - 2025 Awards Schedule and Award Applications

III.c 2025-2027 Strategic Plan 2025-27

III.d Periodic Newsletter – Spring 2025 Edition

III.e.ii Draft: Gathering for Fatherhood Commissioners Nationwide

III.f Budget for Fiscal Year 2024-2025

The final Board Packet will be posted on the [HS-COF website](#).

Note: If you need an auxiliary aid/service or other accommodation due to a disability, contact The Commission at fatherhoodcommission.hi@gmail.com (or current Chair, Jeff Esmond, at 808-550-0080) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats. Testimony can be submitted via e-mail to fatherhoodcommission.hi@gmail.com marked TESTIMONY in the title, or mailed to Hawai'i State – Commission on Fatherhood, c/o DHS - Office of Fiscal Management, 1390 Miller Street, Honolulu, HI 96813 at least 5 days prior. Captioning may be available with advanced request.

Meeting Conduct Agreement & reminder – please behave, appropriately, contribute, respect everyone.



HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)



DRAFT 2025 AWARDS SCHEDULE

Date	Event	Task
01/10/25	January Meeting	Discuss, edit and finalize applications
02/21/25	February Meeting	update, progress
03/21/25	March Meeting	update, progress
04/16/25	Application Deadline	One week ahead of next meeting
04/25/25	April Meeting (rescheduled from 4/18 Good Friday)	Discuss & Vote on Sponsorship Applications
04/30/25	Announce Sponsorship Recipients	



HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)

2025 Aloha - Father of the Year Award

Application Deadline: April 16, 2025

Your Name: _____ Nominee's Name: _____ Date: _____

County of: _____ (if O`ahu – which district: _____)

The Hawai`i State - Commission on Fatherhood (HS-COF) would like to draw attention to the spirit of aloha and the goal to heighten awareness of the importance of fatherhood and male-caregivers.

This nomination is to celebrate selected fathers and/or father-figures from various counties/districts who have made their 'ohana a priority, while balancing jobs/careers and community involvement. We consider fathers to be any male care-giver.

The criteria of the Aloha – Father of the Year Award are:

1. A father who is a kind and positive role model and maintains a strong commitment and involvement with his family, especially for his children.
2. A father who is an inspirational role model to the children in the communities with whom he associates.
3. A father who has made a significant contribution to his community and/or our state and is recognized for his personal, academic or professional achievements.
4. A father who is committed to bringing hope to other families and to children of the next generations.
5. A father who has overcome his own hurts, habits and hang-ups to become an inspirational role model to his children and his community.
6. A father who role models being an ambassador of aloha in providing leadership for the greater good of all people regardless of race, national origin, gender identity, sexual orientation, age, economic status, political affiliation and religious affiliation.

This nominee meets the criteria in _____ of the six criteria stated (minimum of 5 to qualify).

Signature (making the recommendation)

The mission of the Hawaii State - Commission on Fatherhood (HS-COF) is to promote healthy family relationships by emphasizing the important role fathers play in the lives of their children. The Commission serves in an advisory capacity to state agencies and makes recommend-dations on programs, services, contracts, policies and laws relating to children and families.

Send completed application by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.



HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)

2025 Aloha - Father of the Year Award

Application Deadline: April 16, 2025

Nominee's Name: _____

I would like to nominate this candidate because:

Birth place / place(s) identify with: _____

How long on this island of _____: _____ / how long in Hawai'i: _____

Describe five positive character traits: _____

Brief highlight of Community involvement / Volunteer Work

Organizations / Committees: _____

Legislation / Government: _____

Utilizing Personal Talent(s) / Financial Position: _____

Describe five positive father traits: _____

Brief highlight of involvement with children - his / community

Sports; _____

Scouts; _____

Art / Drama; _____

Mentorship / Programs: _____

Other _____

Employer / Work: _____

Other important "we should know":



HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)

Parent-Friendly Business Award 2025

Application Deadline: April 16, 2025

The **Hawai'i State Commission on Fatherhood** was created in 2003 by the State Legislature and was authorized to implement a Parent-Friendly Business Award program to draw attention to organizations that perpetuate the *spirit of aloha*, *exemplify positive support and encouragement towards families* in their daily operations and honor the importance of *fatherhood involvement in their children's lives*.

If you would like your Employer to be considered as an Applicant, please review the general criteria on the back and complete the form below.

Send application by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.

I believe my company stands out in its support for parents, especially for fathers.

Business Information

Name of Business	
Type of Business	
Number of Employees	

Contact Information

Name	
Title	
Phone	
Email	

I would like to nominate this company because:

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HAWAII STATE - COMMISSION ON FATHERHOOD (HS-COF)

Parent-Friendly Business Award 2025

Application Deadline: April 16, 2025

The general criteria of the **Hawaii State Commission on Fatherhood's Parent-Friendly Business Award are:**

1. An organization which has good standing and is reputable in the State of Hawai`i.
2. An organization whose leadership and policies emphasize the importance of positive and healthy role models to its employees.
3. An organization which has made a significant contribution to its community or to the State of Hawai`i.
4. An organization which is committed to bringing hope to families and to children of the next generations. This organization either teaches positive parenting lessons or classes, and/or emphasizes support to help families thrive.
5. An organization that role models being an ambassador of aloha in providing leadership for the greater good of all people regardless of race, national origin, gender identity, sexual orientation, age, pregnancy, economic status, political affiliation, religious affiliation and so on.

Please visit <https://humanservices.hawaii.gov/fatherhood/> for additional information on the Hawaii State Commission on Fatherhood.

Send application by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339

Past winners include: Maui Family Support Services, Inc., First Hawaiian Bank, Hawaii Community Federal Credit Union, Maui Economic Opportunity, PARENTS Inc. and Pigtales and Crewcuts



HAWAI'I STATE - COMMISSION ON FATHERHOOD (HS-COF)

Fatherhood Event / Program 2025 Sponsorship Award

Application Deadline: April 16, 2025

The mission of the Hawaii State - Commission on Fatherhood (HS-COF) is to promote healthy family relationships by emphasizing the important role fathers play in the lives of their children. The Commission serves in an advisory capacity to state agencies and makes recommendations on programs, services, contracts, policies and laws relating to children and families.

Description:

The HS-COF is accepting applications from Hawaii State nonprofit organizations to qualify for funds up to **\$1,500.00** to support a Father's Day event or program or other fatherhood services offered in their community. Funds will be used for supplies (non-payroll expenses) associated with an event or program.

Restrictions:

- A 501(c)(3) nonprofit organization that has an office established in and which operates in the State of Hawaii.
- Event, program, or services must be within the State of Hawaii.
- Funds must be used within the State of Hawaii.
- Funds may be used in conjunction with an existing planned event or program and in partnership with other nonprofit agencies.
- Funds may only be used for activity/service applied for and awarded, and legitimate receipts imprinted by June 30, 2025.
- Preference given to events taking place prior to June 30, 2025, however program can take place by October 30, 2025.
- Sponsorship award will be a reimbursement check mailed from the Department of Human Services (DHS) and made out to the non-profit organization within 30-45 days of a satisfactory final report submission.

To Apply:

1. Complete and sign the application.
2. Send application by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail (via certified signature or priority mail) with attention to Hawaii State Commission on Fatherhood Chair, at P.O. Box 339, Honolulu, HI 96809-0339.
3. Contact email above or call 808-550-0080 if your request was mailed out.
4. All requests must be received no later than Wednesday, April 16, 2025.

The Hawaii State Commission on Fatherhood was created by Act 156 of the 2003 Hawaii State Legislature and placed under DHS under Act 148 of the 2005 Hawaii state Legislature.

Send application (and final report if you are a recipient) by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail (certified signature or priority mail) with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.



HAWAI'I STATE - COMMISSION ON FATHERHOOD (HS-COF)

Fatherhood Event / Program 2025 Sponsorship Award

Application Deadline: April 16, 2025

Selection:

1. Award recipients and amounts will be determined at the April 25, 2025 HS-COF meeting (Meeting date may be updated).
2. Recipients will be notified by April 30, 2025, or as soon as possible thereafter.
3. Award recipients will receive:
 - a. Electronic flyers/brochures from the HS-COF to distribute at event or agency.
 - b. A digital HS-COF logo to be included on collateral produced for the event's media and print material.
 - c. Contact information for your county/district HS-COF commissioner.

Completion:

1. A final report must be submitted within 30 days upon event completion or expenditure of awarded funds for programmatic purposes. Report to include:
 - a. Estimated total number of fathers/male-caregivers & additional participants served.
 - b. How funds were used (i.e. gifts for fathers, program supplies, etc.).
 - c. A brief description or impact of the event, program and related activities.
 - d. Photos of signage showing HS-COF sponsorship

Acknowledgement of Sponsorship:

1. HS-COF asks for acknowledgement of our sponsorship through one or more of the following:
 - a. Displaying our digital logo, along with our brochure, on your website
 - b. Displaying our banner, along with HS-COF brochures at your event (we will provide)
 - c. Pending availability, the opportunity to host a table at your event with up to 2 persons
 - d. Documentation (photos, screenshots) of above acknowledgement included with final report

The Hawaii State Commission on Fatherhood was created by Act 156 of the 2003 Hawaii State Legislature and placed under DHS under Act 148 of the 2005 Hawaii state Legislature.

Send application (and final report if you are a recipient) by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail (certified signature or priority mail) with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.



HAWAI'I STATE - COMMISSION ON FATHERHOOD (HS-COF)

Fatherhood Event / Program 2025 Sponsorship Award

Application Deadline: April 16, 2025

Application

Name of Organization:		Founding Year:	Date of Request:
Mailing Address:		Email:	
City:	Zip:	Website URL:	
Director:	Phone:	Email:	
Project Contact Person:	Phone:	Email:	
Your agency's mission statement:			
Purpose of your organization:			
1. \$ Amount request:	2. Est. \$ cost of event/program:	3. Event / program location:	
4. Brief description of event / program:			
(cont):			
(cont.):			
5. Specific use of requested funds:			
(cont):			
6. Who will benefit from the event / program? Please state if directly / indirectly:			
(cont):			
7. How will success of this event / program be determined or measured?			

I have read and understand the directions and requirements:

_____, / /
Authorized Signature, Title , *Date*

The Hawaii State Commission on Fatherhood was created by Act 156 of the 2003 Hawaii State Legislature and placed under DHS under Act 148 of the 2005 Hawaii state Legislature.

Send application (and final report if you are a recipient) by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.



HAWAI'I STATE - COMMISSION ON FATHERHOOD (HS-COF)

Fatherhood Event / Program 2025 Sponsorship Award

Application Deadline: April 16, 2025

Final Report

Name of Organization:		Founding Year:	Report Date:
Mailing Address:		Email:	
City:	Zip:	Website URL:	
Director:	Phone:	Email:	
Project Contact Person:	Phone:	Email:	
1. Brief description of event / program:			
2. Amount \$ received:	3. Event / program location(s):		
4. Funds were specifically used for:			
(cont):			
5. Who benefited from the event / program? Please state if directly / indirectly:			
(cont):			
6. What were the successes of this event / program? How was it determined or measured?			
(cont):			

I verify this final report to be true and accurate: _____, ____/____/____
Authorized Signature, Title *Date*

Please attach copies of receipts and photos with this final report.

The Hawaii State Commission on Fatherhood was created by Act 156 of the 2003 Hawaii State Legislature and placed under DHS under Act 148 of the 2005 Hawaii state Legislature.

Send application (and final report if you are a recipient) by e-mail to fatherhoodcommission.hi@gmail.com, or by regular mail with attention to Hawaii State Commission on Fatherhood Chair, P.O. Box 339, Honolulu, HI 96809-0339.

HAWAII STATE COMMISSION ON FATHERHOOD



SPRING 2025

<https://humanservices.hawaii.gov/fatherhood/>

ANNOUNCEMENTS

AWARDS

HS-COF announces that we are seeking applicants for the following 2025 awards, due by 4/16/25:

- o Aloha Father of the Year Awards
- o Parent-Friendly Business of the Year Award
- o Sponsorship Awards (up to \$1,500 for local non-profits offering programs or services related to fatherhood)

Visit [Hawaii State Commission on Fatherhood](https://humanservices.hawaii.gov/fatherhood/) or email fatherhoodcommission.hi@gmail.com to submit an application.



Commissioner Alston issues a proclamation to award Father of the Year to David Bown with Kauai Mayor Derek Kawakami.



Chair Jeff Esmond honors previous Father of the Year, Pono Guerrero at the Key Project.

HAWAII STATE COMMISSION ON FATHERHOOD



SPRING 2025

<https://humanservices.hawaii.gov/fatherhood/>

FATHER HUNGER: RESTORING HAWAII'S FATHERS TO THEIR CHILDREN

Hawaii, a land of diverse cultures and breathtaking landscapes, faces a silent issue that impacts its very core – the absence of fathers in the lives of many children. This phenomenon, often referred to as "father hunger," is a growing concern that aligns closely with the mission and goals of the HAWAII -State Commission on Fatherhood. Our aim is to strengthen family bonds by emphasizing the critical role of fathers.

THE ISSUE OF FATHERLESSNESS IN HAWAII

In HAWAII, the absence of fathers has become a significant social issue. Children growing up without the presence or involvement of their fathers or father-figures are more likely to face emotional, behavioral, and academic challenges. This gap in the family structure can lead to a deep-seated yearning in children, a condition Dr. Margo Maine, a Clinical Psychologist, first described as "father hunger." It's an emotional void felt by children whose fathers are physically or emotionally absent, leading to various issues, including poor self-esteem, emotional distress, and difficulties in social relationships.

IMPACT ON BOYS AND GIRLS

The effects of fatherlessness are particularly pronounced in Hawaii. Boys may exhibit signs of aggression, struggle with identity issues, and face educational setbacks. Girls, on the other hand, often encounter difficulties in forming trusting relationships and may suffer from low self-esteem and body image issues. The absence of a father figure affects children's emotional and social development, underscoring the need for father involvement in their lives.

RICHARD REEVES' PERSPECTIVE ON FATHERLESSNESS

Dr. Richard Reeves, a renowned researcher, highlights the broader implications of fatherlessness. He emphasizes that children without fathers are more likely to experience poverty, educational failures, and mental health issues. His research suggests that effective intervention strategies are crucial to address these challenges.

LEGISLATION OF INTEREST TO FATHERS, MEN AND FAMILIES

As part of our ongoing commitment to support and uplift fathers, men, and families across Hawaii, this section is dedicated to keeping you informed about legislative developments that could impact your lives and roles within the family and community. We actively monitor and advocate for policies that promote fatherly engagement, support family unity, and ensure the well-being of all family members. Stay connected with us for updates on laws, policies, and initiatives designed to empower fathers, enhance family dynamics, and foster a supportive environment for all Hawaii's children and families.

VISION, MISSION AND GOALS

VISION: A Hawaii where every child thrives in the nurturing care of their fathers and where the invaluable role of fathers in family life is fully recognized and supported by all facets of the community.

VISION, MISSION AND GOALS

MISSION: To combat the pressing issue of "father hunger" in Hawaii by promoting the importance of fatherhood, supporting fathers in their journey, and facilitating the reestablishment of strong father-child bonds. We aim to address the emotional, social, and economic impacts of father absence and advocate for a society where fathers are actively involved in the lives of their children.

GOALS:

Awareness and Education: Increase awareness about the importance of fathers and the impact of their absence. Offer educational programs to empower fathers with parenting skills.

Legislative Advocacy: Support policies that enhance the role of fathers in families and ensure fathers have the resources to be involved in their children's lives.

Community Support: Build partnerships to provide fathers with counseling, educational programs, and support groups.

Father-Child Interaction: Promote activities that improve father-child relationships and encourage positive interactions.

Five Ways to Restore Father-Child Relationships in Hawai'i

COMMUNITY COLLABORATION

Partnering with local organizations and agencies to create support systems for fathers.

LEGISLATIVE SUPPORT

Advocating for policies that support fathers and their roles in families.

EDUCATIONAL INVOLVEMENT

Encouraging fathers to engage more in their children's education and addressing the educational disparities that affect boys in particular.

HEALTH AND WELL-BEING

Focusing on improving the physical and mental health of men in Hawai'i, which directly impacts their ability to be present and supportive fathers.

EMOTIONAL WELLNESS PROGRAMS

Providing platforms for fathers to connect emotionally with their children.

CONCLUSION

The concept of "father hunger" in Hawai'i is a call to action. It is imperative to acknowledge and address the void left by absent fathers. Through strategic partnerships, policy changes, and community engagement, there is hope to restore the essential father-child bond, significantly benefiting Hawai'i's families and society. By addressing these issues head-on, Hawai'i can set a precedent for how communities can come together to heal and strengthen the foundational family unit and ensure the well-being of all children in the state.

SPOTLIGHT: EMPOWERING FATHERS & FAMILIES

Showcasing invaluable resources and the stories of inspiring leaders.

Mr. Kawika Mattos

In this edition, we're thrilled to shine a spotlight on Mr. Kawika Mattos, a beacon of hope and guidance for fathers across Hawaii. As the dynamic manager of Kane Connections and a formerly devoted Hawaii State Fatherhood Commissioner, Kawika's unwavering dedication to nurturing family bonds and fostering leadership among fathers is truly commendable. His work, especially with men on Maui, has been transformative, creating a ripple effect of positive change throughout the Hawaiian islands. Join us in celebrating Kawika's impactful contributions as a father, leader, and pillar of strength in our community.

RESOURCES

RESOURCE LIST

- [O'ahu](#)
- [Maui](#)
- [Kaua'i](#)

SUPPORT SERVICES

Details on counseling, educational programs, and support groups specifically designed for fathers in Hawai'i. **CONTACT INFORMATION**

Reach out to the Hawai'i State - Commission on Fatherhood and other key organizations for support and information. Jeff Esmond, Chair, Hawaii State Commission on Fatherhood

808.550.0080

fatherhoodcommission.hi@gmail.com

OPPORTUNITIES

HS-COF is looking for Commissioners to represent the following counties: Hawai'i. Please email fatherhoodcommission.hi@gmail.com for more information.

Hawaii State Commission on Fatherhood

Strategic Plan 2025-27

Overarching Themes:

Empowering Fathers: Equip fathers with the knowledge, skills, and resources they need to be effective caregivers and role models.

Strengthening Families: Promote family stability and child development by encouraging active father involvement in all aspects of family life.

Building Communities: Foster community support systems that recognize and support the role of fathers in nurturing healthy families.

Strategic Plan Overview Vision: Cultivate a society where fatherhood is essential to child development and family stability.

Mission: Empower fathers with resources and advocate for policies that support father involvement.

Key Focus Areas: Education, Mental health, Economic stability

Key Goals (1-3 Years) Promote healthy families through workshops and public awareness campaigns. Support fathers as caregivers and role models by providing legal and mental health services. Advocate for policies that promote father involvement in family life and the workplace. Promote Healthy Families

Year 1: Launch educational programs and awareness campaigns.

Year 2: Expand outreach and support networks.

Year 3: Evaluate impact and improve reach to underserved communities.

Key Performance Indicators (KPIs): Workshop attendance, public engagement, and participant feedback.

Support Fathers as Caregivers and Role Models. Offer access to legal and mental health services tailored to fathers.

Expand access to services in Year 2.

Evaluate service effectiveness in Year 3.

KPIs: Track service access and feedback from participants.

Advocate for Supportive Policies Advocate for parental leave and flexible workplace policies.

Promote equitable family court reforms.

Collaborate with employers to support father-friendly workplace practices.

KPIs: Track policy adoption, workplace practices, and family court outcomes.

COMMISSIONERS -

Goals and Objectives for the Hawaii State Commission on Fatherhood

1. Promote Healthy Families

Objective: Increase public awareness and understanding of the essential role fathers play in healthy family relationships.

Strategies:

- **Year 1:** Promote and Launch educational programs and public awareness campaigns focused on the importance of father involvement.
- **Year 2:** Expand outreach efforts and support networks to reach a broader audience, including underserved communities.
- **Year 3:** Evaluate the impact of these initiatives and improve strategies to enhance reach and effectiveness.

KPIs:

- **Workshop Attendance:** Track the number of participants attending educational workshops and events.
- **Public Engagement:** Measure engagement metrics from public awareness campaigns, such as social media interactions, website visits, and outreach event attendance.
- **Participant Feedback:** Collect and analyze feedback from participants to assess satisfaction and areas for improvement.

2. Support Fathers as Caregivers and Role Models

Objective: Provide fathers with access to legal and mental health services tailored to their needs, supporting their roles as caregivers and role models.

Strategies:

- **Year 1:** Offer a range of legal and mental health services specifically designed for fathers, including counseling, legal advice, and support groups.
- **Year 2:** Expand access to these services to ensure more fathers can benefit from them, particularly in underserved areas.
- **Year 3:** Evaluate the effectiveness of these services and make necessary improvements based on feedback and outcomes.

KPIs:

- **Service Access:** Track the number of fathers accessing legal and mental health services.

- **Participant Feedback:** Collect feedback from fathers using these services to assess satisfaction and effectiveness.
- **Service Outcomes:** Measure the impact of the services on fathers' well-being and their ability to fulfill their roles as caregivers and role models.

3. Advocate for Supportive Policies

Objective: Advocate for policies that promote father involvement in family life and the workplace.

Strategies:

- **Parental Leave and Flexible Workplace Policies:** Advocate for policies that support parental leave and flexible work arrangements to allow fathers to spend more time with their children.
- **Equitable Family Court Reforms:** Promote reforms in family court practices to ensure fair and equitable treatment of fathers in custody and support cases.
- **Collaborate with Employers:** Work with employers to implement father-friendly workplace practices that support work-life balance.

KPIs:

- **Policy Adoption:** Track the adoption of parental leave and flexible workplace policies across various sectors.
- **Workplace Practices:** Measure the implementation of father-friendly practices in partner organizations and businesses.
- **Family Court Outcomes:** Monitor changes in family court outcomes related to fathers' rights and involvement.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Hawaii State Department of Education -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the Hawaii State Department of Education (HIDOE)

1. Promote Father Involvement in Education

Objective: Increase father involvement in their children's education to improve academic outcomes and overall well-being.

Strategies:

- **Year 1:** Develop and implement workshops for fathers on how to support their children's education at home.
- **Year 2:** Partner with schools to create father-friendly events and activities that encourage father participation.
- **Year 3:** Evaluate the impact of these initiatives and refine strategies based on feedback and outcomes.

KPIs:

- **Workshop Attendance:** Number of fathers attending educational workshops.
- **Event Participation:** Number of fathers participating in school events and activities.
- **Student Performance:** Improvement in academic performance of students with involved fathers.

2. Support Fathers as Role Models

Objective: Encourage fathers to serve as positive role models for their children, promoting healthy behaviors and attitudes.

Strategies:

- **Year 1:** Launch a campaign highlighting the importance of fathers as role models.
- **Year 2:** Provide resources and support for fathers to develop their mentoring skills.
- **Year 3:** Assess the effectiveness of the campaign and support programs through surveys and feedback.

KPIs:

- **Campaign Reach:** Number of individuals reached by the campaign.
- **Mentoring Programs:** Number of fathers enrolled in mentoring programs.
- **Feedback and Satisfaction:** Satisfaction levels of fathers and children involved in mentoring programs.

3. Advocate for Father-Friendly Policies

Objective: Advocate for policies that support father involvement in education and family life.

Strategies:

- **Year 1:** Identify and promote policies that encourage father participation in school activities.
- **Year 2:** Collaborate with policymakers to develop and implement father-friendly policies.
- **Year 3:** Monitor the implementation of these policies and measure their impact on father involvement.

KPIs:

- **Policy Adoption:** Number of father-friendly policies adopted by schools and districts.
- **Policy Impact:** Increase in father involvement in school activities following policy implementation.
- **Stakeholder Feedback:** Feedback from fathers, educators, and policymakers on the effectiveness of the policies.

4. Foster Community Support for Fathers

Objective: Build a supportive community network for fathers to share experiences and resources.

Strategies:

- **Year 1:** Establish father support groups and community forums.
- **Year 2:** Organize community events that bring fathers together for networking and support.
- **Year 3:** Evaluate the effectiveness of support groups and community events through participation rates and feedback.

KPIs:

- **Support Group Participation:** Number of fathers joining support groups.
- **Community Event Attendance:** Number of fathers attending community events.
- **Feedback and Engagement:** Feedback from fathers on the usefulness of support groups and events.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances educational outcomes for children. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Hawaii Department of Human Services -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the Hawaii Department of Human Services (DHS)

1. Enhance Father Engagement in Family Services

Objective: Increase father involvement in DHS programs to support family well-being and child development.

Strategies:

- **Year 1:** Develop and implement outreach programs targeting fathers to inform them about available services.
- **Year 2:** Create father-specific support groups within DHS programs.
- **Year 3:** Evaluate the effectiveness of outreach and support programs and make necessary adjustments.

KPIs:

- **Outreach Program Reach:** Number of fathers reached by outreach programs.
- **Support Group Participation:** Number of fathers participating in support groups.
- **Program Effectiveness:** Improvement in family well-being and child development metrics.

2. Promote Father Involvement in Child Welfare

Objective: Encourage fathers to play an active role in child welfare cases to ensure better outcomes for children.

Strategies:

- **Year 1:** Train DHS staff on the importance of father involvement in child welfare cases.
- **Year 2:** Develop guidelines and protocols for involving fathers in child welfare processes.
- **Year 3:** Monitor and assess the implementation of father-involvement protocols.

KPIs:

- **Staff Training:** Number of DHS staff trained on father involvement.
- **Protocol Implementation:** Number of child welfare cases involving fathers.
- **Case Outcomes:** Improvement in child welfare case outcomes with father involvement.

3. Support Fathers in Achieving Self-Sufficiency

Objective: Assist fathers in achieving self-sufficiency through employment, education, and other support services.

Strategies:

- **Year 1:** Identify barriers to self-sufficiency for fathers and develop targeted interventions.
- **Year 2:** Implement employment and education programs specifically for fathers.
- **Year 3:** Evaluate the impact of these programs on fathers' self-sufficiency.

KPIs:

- **Barrier Identification:** Number of barriers identified and addressed.
- **Program Participation:** Number of fathers participating in employment and education programs.
- **Self-Sufficiency Rates:** Increase in fathers achieving self-sufficiency.

4. Foster Community Partnerships for Father Support

Objective: Build partnerships with community organizations to provide comprehensive support for fathers.

Strategies:

- **Year 1:** Identify potential community partners and establish collaborations.
- **Year 2:** Develop joint programs and services with community partners.
- **Year 3:** Assess the effectiveness of community partnerships and adjust strategies as needed.

KPIs:

- **Partnership Establishment:** Number of community partnerships established.
- **Joint Programs:** Number of joint programs and services developed.
- **Community Impact:** Improvement in father support and engagement through community partnerships.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Hawai'i Department of Health (DOH) -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the Hawai'i Department of Health (DOH)

1. Promote Father Involvement in Health and Wellness

Objective: Encourage fathers to actively participate in their own health and wellness, as well as the health and wellness of their families.

Strategies:

- **Year 1:** Develop and implement health education programs specifically for fathers, focusing on nutrition, exercise, and mental health.
- **Year 2:** Partner with healthcare providers to offer health screenings and wellness check-ups for fathers.
- **Year 3:** Evaluate the effectiveness of these programs and make necessary adjustments based on feedback and outcomes.

KPIs:

- **Program Participation:** Number of fathers participating in health education programs.
- **Health Screenings:** Number of fathers receiving health screenings and wellness check-ups.
- **Health Outcomes:** Improvement in fathers' health metrics (e.g., BMI, blood pressure, mental health assessments).

2. Support Fathers in Mental Health and Well-being

Objective: Provide fathers with access to mental health resources and support to improve their overall well-being.

Strategies:

- **Year 1:** Identify barriers to fathers accessing mental health services and develop targeted interventions.
- **Year 2:** Implement support groups and counseling services specifically for fathers.
- **Year 3:** Assess the effectiveness of these services and make necessary improvements based on feedback and outcomes.

KPIs:

- **Service Access:** Number of fathers accessing mental health services.
- **Support Group Participation:** Number of fathers participating in support groups and counseling services.

- **Mental Health Outcomes:** Improvement in fathers' mental health metrics (e.g., depression and anxiety scores).

3. Advocate for Father-Friendly Health Policies

Objective: Advocate for policies that support father involvement in health and wellness initiatives.

Strategies:

- **Year 1:** Identify and promote policies that encourage father participation in health programs and services.
- **Year 2:** Collaborate with policymakers to develop and implement father-friendly health policies.
- **Year 3:** Monitor the implementation of these policies and measure their impact on father involvement.

KPIs:

- **Policy Adoption:** Number of father-friendly health policies adopted.
- **Policy Impact:** Increase in father participation in health programs and services following policy implementation.
- **Stakeholder Feedback:** Feedback from fathers, healthcare providers, and policymakers on the effectiveness of the policies.

4. Foster Community Partnerships for Father Health

Objective: Build partnerships with community organizations to provide comprehensive support for fathers' health and well-being.

Strategies:

- **Year 1:** Identify potential community partners and establish collaborations.
- **Year 2:** Develop joint programs and services with community partners.
- **Year 3:** Assess the effectiveness of community partnerships and adjust strategies as needed.

KPIs:

- **Partnership Establishment:** Number of community partnerships established.
- **Joint Programs:** Number of joint programs and services developed.
- **Community Impact:** Improvement in fathers' health and well-being through community partnerships.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

State of Hawaii Attorney General (AG) -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the State of Hawaii Attorney General (AG)

1. Advocate for Father-Friendly Legal Policies

Objective: Promote and support legal policies that enhance father involvement and rights in family law.

Strategies:

- **Year 1:** Identify gaps in current family law policies that affect fathers and propose necessary amendments.
- **Year 2:** Collaborate with the Attorney General's office to draft and advocate for father-friendly legal policies.
- **Year 3:** Monitor the implementation of these policies and assess their impact on father involvement.

KPIs:

- **Policy Proposals:** Number of proposed amendments to family law policies.
- **Policy Adoption:** Number of father-friendly legal policies adopted.
- **Impact Assessment:** Improvement in father involvement and rights following policy implementation.

2. Provide Legal Support and Education for Fathers

Objective: Ensure fathers have access to legal support and education to navigate family law issues.

Strategies:

- **Year 1:** Develop legal workshops and resources tailored for fathers on family law matters.
- **Year 2:** Partner with legal aid organizations to provide pro bono legal services for fathers.
- **Year 3:** Evaluate the effectiveness of legal support programs and make necessary improvements.

KPIs:

- **Workshop Attendance:** Number of fathers attending legal workshops.
- **Legal Aid Utilization:** Number of fathers accessing pro bono legal services.
- **Program Effectiveness:** Improvement in fathers' understanding and navigation of family law issues.

3. Strengthen Enforcement of Father's Rights

Objective: Ensure the enforcement of fathers' rights in family law cases to promote equitable treatment.

Strategies:

- **Year 1:** Train legal professionals and judges on the importance of enforcing fathers' rights.
- **Year 2:** Develop guidelines and protocols for the enforcement of fathers' rights in family law cases.
- **Year 3:** Monitor and assess the enforcement of fathers' rights and make necessary adjustments.

KPIs:

- **Training Participation:** Number of legal professionals and judges trained on fathers' rights.
- **Protocol Implementation:** Number of family law cases where fathers' rights are enforced.
- **Case Outcomes:** Improvement in equitable treatment of fathers in family law cases.

4. Foster Community Awareness and Support

Objective: Raise community awareness about the importance of father involvement and rights.

Strategies:

- **Year 1:** Launch public awareness campaigns on father involvement and rights.
- **Year 2:** Organize community events and forums to discuss fatherhood issues.
- **Year 3:** Evaluate the impact of awareness campaigns and community events.

KPIs:

- **Campaign Reach:** Number of individuals reached by public awareness campaigns.
- **Event Participation:** Number of participants in community events and forums.
- **Community Feedback:** Feedback from the community on the effectiveness of awareness campaigns and events.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Hawaii Department of Law Enforcement (HIDOE) and the Hawaii Department of Corrections and Rehabilitation (HDCR) -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the Hawaii Department of Law Enforcement (HIDOE) and the Hawaii Department of Corrections and Rehabilitation (HDCR)

1. Enhance Father Engagement in Rehabilitation Programs

Objective: Increase father involvement in rehabilitation programs to support family reunification and reduce recidivism.

Strategies:

- **Year 1:** Develop and implement father-focused rehabilitation programs within correctional facilities.
- **Year 2:** Provide training for correctional staff on the importance of father involvement in rehabilitation.
- **Year 3:** Evaluate the effectiveness of these programs and make necessary adjustments based on feedback and outcomes.

KPIs:

- **Program Participation:** Number of fathers participating in rehabilitation programs.
- **Staff Training:** Number of correctional staff trained on father involvement.
- **Recidivism Rates:** Reduction in recidivism rates among fathers involved in rehabilitation programs.

2. Support Father-Child Relationships During Incarceration

Objective: Strengthen father-child relationships during periods of incarceration to promote emotional well-being and family stability.

Strategies:

- **Year 1:** Establish programs that facilitate regular communication between incarcerated fathers and their children.
- **Year 2:** Provide resources and support for fathers to maintain and build relationships with their children.
- **Year 3:** Assess the impact of these programs on father-child relationships and make necessary improvements.

KPIs:

- **Communication Programs:** Number of programs facilitating communication between fathers and children.

- **Resource Utilization:** Number of fathers accessing resources to support relationships.
- **Relationship Quality:** Improvement in the quality of father-child relationships as reported by participants.

3. Advocate for Father-Friendly Policies in Corrections

Objective: Promote policies that support father involvement and family reunification within the correctional system.

Strategies:

- **Year 1:** Identify and propose amendments to existing policies that hinder father involvement.
- **Year 2:** Collaborate with policymakers to develop and implement father-friendly policies.
- **Year 3:** Monitor the implementation of these policies and measure their impact on father involvement.

KPIs:

- **Policy Proposals:** Number of proposed amendments to correctional policies.
- **Policy Adoption:** Number of father-friendly policies adopted.
- **Impact Assessment:** Improvement in father involvement and family reunification following policy implementation.

4. Foster Community Partnerships for Father Support

Objective: Build partnerships with community organizations to provide comprehensive support for fathers reentering society.

Strategies:

- **Year 1:** Identify potential community partners and establish collaborations.
- **Year 2:** Develop joint programs and services with community partners.
- **Year 3:** Assess the effectiveness of community partnerships and adjust strategies as needed.

KPIs:

- **Partnership Establishment:** Number of community partnerships established.
- **Joint Programs:** Number of joint programs and services developed.
- **Community Impact:** Improvement in father support and engagement through community partnerships.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Hawaii Office of Youth Services (OYS) -

Goals and Objectives for the Hawaii State Commission on Fatherhood (HSCF) in Collaboration with the Hawaii Office of Youth Services (OYS)

1. Enhance Father Engagement in Youth Programs

Objective: Increase father involvement in youth programs to support positive youth development and family engagement.

Strategies:

- **Year 1:** Develop and implement father-focused initiatives within youth programs.
- **Year 2:** Provide training for youth service providers on the importance of father involvement.
- **Year 3:** Evaluate the effectiveness of these initiatives and make necessary adjustments based on feedback and outcomes.

KPIs:

- **Program Participation:** Number of fathers participating in youth programs.
- **Staff Training:** Number of youth service providers trained on father involvement.
- **Youth Outcomes:** Improvement in youth development metrics with father involvement.

2. Support Father-Child Relationships in Youth Services

Objective: Strengthen father-child relationships through youth services to promote emotional well-being and family stability.

Strategies:

- **Year 1:** Establish programs that facilitate regular communication and bonding activities between fathers and children.
- **Year 2:** Provide resources and support for fathers to maintain and build relationships with their children.
- **Year 3:** Assess the impact of these programs on father-child relationships and make necessary improvements.

KPIs:

- **Communication Programs:** Number of programs facilitating communication between fathers and children.
- **Resource Utilization:** Number of fathers accessing resources to support relationships.

- **Relationship Quality:** Improvement in the quality of father-child relationships as reported by participants.

3. Advocate for Father-Friendly Policies in Youth Services

Objective: Promote policies that support father involvement in youth services and family engagement.

Strategies:

- **Year 1:** Identify and propose amendments to existing policies that hinder father involvement.
- **Year 2:** Collaborate with policymakers to develop and implement father-friendly policies.
- **Year 3:** Monitor the implementation of these policies and measure their impact on father involvement.

KPIs:

- **Policy Proposals:** Number of proposed amendments to youth service policies.
- **Policy Adoption:** Number of father-friendly policies adopted.
- **Impact Assessment:** Improvement in father involvement and family engagement following policy implementation.

4. Foster Community Partnerships for Father Support

Objective: Build partnerships with community organizations to provide comprehensive support for fathers involved in youth services.

Strategies:

- **Year 1:** Identify potential community partners and establish collaborations.
- **Year 2:** Develop joint programs and services with community partners.
- **Year 3:** Assess the effectiveness of community partnerships and adjust strategies as needed.

KPIs:

- **Partnership Establishment:** Number of community partnerships established.
- **Joint Programs:** Number of joint programs and services developed.
- **Community Impact:** Improvement in father support and engagement through community partnerships.

By focusing on these goals and objectives, the Hawaii State Commission on Fatherhood aims to create a supportive environment that empowers fathers, strengthens families, and enhances the well-being of youth. The provided KPIs will help track progress and ensure the effectiveness of the initiatives undertaken.

Draft: Gathering for Fatherhood Commissioners Nationwide

Commission Brian Alston

Online Bi-Monthly Gathering Event for Commissioners of Fatherhood Organizations

Objective: Create a professional, engaging, and collaborative platform for Commissioners of Fatherhood Organizations from across the United States to gather informally every two months.

Goals:

- 1. Networking: Foster connections among Commissioners to share experiences, insights, and best practices.**
- 2. Knowledge Sharing: Provide a forum for exchanging information on policies, programs, and initiatives.**
- 3. Collaboration: Encourage inter-state collaborations to enhance fatherhood programs and services.**
- 4. Professional Development: Offer opportunities for Commissioners to learn from experts and peers.**

Event Structure:

- 1. Rotating Hosting: Each session will be hosted by a different state's Fatherhood Commission, offering diverse perspectives and regional insights.**
- 2. Engaging Content:**
 - o Presentations: Feature expert speakers on relevant topics such as fatherhood policies, family engagement strategies, and program development.**
 - o Panel Discussions: Facilitate discussions with multiple panelists on current challenges and innovative solutions.**
 - o Interactive Workshops: Conduct practical workshops to develop skills and strategies for effective fatherhood support.**
- 3. Interactive Features:**
 - o Q&A Sessions: Allow attendees to ask questions and engage with speakers in real-time.**

- **Polls and Surveys:** Gather feedback and opinions to tailor future sessions.
- **Breakout Rooms:** Enable smaller, focused discussions on specific topics.

4. Networking Opportunities:

- **Virtual Lounges:** Create informal spaces for casual conversations and relationship building.
- **Matchmaking Algorithms:** Pair attendees with similar interests for one-on-one networking.
- **Scheduled Meetings:** Facilitate pre-scheduled meetings between attendees for deeper discussions.

Technology and Platform:

- **Reliable Virtual Platform:** Choose a platform that supports video streaming, chat functions, and interactive tools.
- **Technical Support:** Provide technical assistance throughout the event to address any issues.

Marketing and Promotion:

- **Pre-Event Marketing:** Use email campaigns and social media to promote the event and encourage registrations.
- **Easy Registration Process:** Ensure a straightforward registration process, providing all necessary information.

Follow-Up and Feedback:

- **Post-Event Surveys:** Collect feedback to understand the event's success and areas for improvement.
- **Follow-Up Communication:** Send thank-you emails, share session recordings, and provide additional resources.

Desired Outcomes:

- 1. Enhanced Collaboration:** Strengthen relationships and cooperation between state Fatherhood Commissions.

- 2. Knowledge Exchange: Disseminate valuable information and best practices across states.**
- 3. Professional Growth: Support the professional development of Commissioners through ongoing learning opportunities.**
- 4. Strategic Initiatives: Develop and implement innovative strategies to improve fatherhood programs nationwide.**

Analysis of Commissions and Committees on Fatherhood

Within the United States

By Brian C. Alston

In this analysis, I explored a strong sampling of the commissions and committees on fatherhood and a few on women's issues across the United States, with a particular focus on their relevance to the Hawaii State Commission. I visited the websites of 30 states, identifying 26 fatherhood commissions and several women's commissions or committees. Visiting their websites revealed about 15 of the fatherhood commissions maintain a similar website to the Hawaii State Commission, and similar vision and mission while about 5 or 6 of the remaining others offered only a one page listing a few resources for employment, father engagement, parenting with children, etc., and contact information. Notably, I found that the Women's Commission in Hawaii, like some others, addresses a broad array of issues impacting women, bolstering both a Women's Commission and a Women's Committees for each Island while fatherhood commissions tend to focus specifically on fatherhood without addressing broader men's issues. This analysis offers valuable insights into how the Hawaii Fatherhood Commission may enhance its effectiveness by learning from and possibly collaborating with other states.

The Analysis of Commissions and Committees of Fatherhood and men's programs and support services across multiple states within the United States reveals a comprehensive approach to addressing the multifaceted issues faced by fathers and families.

These organizations typically articulate their purpose through clear visions, missions, goals, objectives, and agendas, focusing on promoting responsible fatherhood, enhancing family relationships, and supporting men's roles within their families.

Expanded Vision and Mission Analysis

Organizations dedicated to fatherhood and men's support services are guided by a vision that recognizes the integral role of fathers in the fabric of a healthy society.

This vision is rooted in the understanding that fathers contribute uniquely to the emotional, social, and cognitive development of their children. The mission, therefore, is not merely to assist fathers in overcoming immediate challenges but also to affirm and elevate the role of fatherhood within communities.

These organizations strive to create a culture where the nurturing and involved father is the norm rather than the exception, challenging long-standing stereotypes that have historically undermined the father's role in child-rearing.

To realize this vision, these entities develop missions that are multifaceted and inclusive, recognizing the diversity of fatherhood experiences.

They aim to support all fathers - whether they are living with their children, non-custodial, single, or part of a co-parenting arrangement - understanding that each scenario presents unique challenges and opportunities.

The mission extends to advocating for societal and systemic changes that facilitate fatherly involvement, such as workplace policies that accommodate parenting responsibilities and social norms that celebrate paternal engagement in caregiving.

The missions of these organizations also emphasize the importance of addressing the broader socio-economic factors that impact fathers, such as employment, education, and health services.

By doing so, they not only support individual fathers but also contribute to the well-being of families and communities at large. This holistic approach is crucial for fostering environments where fathers feel empowered and supported to fulfill their roles effectively.

Detailed Purpose, Goals, and Objectives

The core purpose of fatherhood and men's support initiatives is to bridge gaps in services and support systems that have historically overlooked fathers' needs.

These gaps often manifest in areas such as legal assistance, mental health support, and economic stability. By addressing these issues, the organizations aim to remove barriers that prevent fathers from fully participating in their children's lives, thereby enhancing the overall well-being of families.

Goals are set with a keen understanding of the positive outcomes associated with active fatherhood, including reduced behavioral problems in children, higher educational achievements, and stronger emotional bonds within the family unit.

Objectives are therefore designed to facilitate these outcomes, focusing on practical steps such as providing fathers with access to job training programs, legal services for establishing paternity and navigating custody issues, and parenting workshops that equip them with the skills necessary for effective and nurturing fatherhood.

The objectives also include broader advocacy efforts aimed at changing public perceptions and policies related to fatherhood.

This involves conducting research to inform policy, engaging in public awareness campaigns, and building coalitions with other organizations to amplify their impact. Through these concerted efforts, the organizations work towards creating a society that values and supports the diverse experiences of fatherhood.

Comprehensive Overview of Agendas and Activities

The agendas of fatherhood and men's support organizations are comprehensive, reflecting the multifaceted nature of the challenges and opportunities associated with fatherhood.

Activities are designed to provide direct support to fathers while also working towards long-term systemic changes. This dual approach ensures that immediate needs are met while also laying the groundwork for sustainable improvements in the way society supports fathers.

Direct services provided by these organizations include one-on-one counseling, group workshops on parenting and relationship skills, and assistance with employment and education opportunities. These services are tailored to meet the diverse needs of fathers, recognizing that each father's situation is unique.

Additionally, many organizations offer specialized programs for fathers facing challenges, such as those re-entering society from the criminal justice system, young fathers, and fathers in military families.

On the advocacy front, these organizations engage in activities aimed at influencing policy and public opinion. This includes lobbying for legislation that supports family-friendly workplace policies, advocating for reforms in the family court system, and participating in public forums to raise awareness about the importance of father involvement. Through these efforts, the organizations seek to create an environment where policies and societal norms actively support the role of fathers in family life.

In-depth Legislative Action and Activities Analysis

Legislative action is a critical component of the work undertaken by fatherhood and men's support organizations. These entities recognize that meaningful change often requires adjustments to the legal and policy frameworks that govern family life and social services. As such, they engage in a range of legislative activities aimed at creating more supportive environments for fathers and their families.

One key area of focus is family law reform. Organizations advocate laws that facilitate equitable custody arrangements and ensure that child support policies are fair and take into account the financial circumstances of non-custodial parents.

This involves working closely with lawmakers, participating in legislative hearings, and mobilizing public support for reforms that recognize the importance of father involvement in children's lives.

Another important aspect of legislative engagement involves advocating policies that support the economic stability of fathers. This includes pushing for increased access to job training and education programs, as well as for tax policies and social welfare programs that provide a safety net for low-income families. Recognizing that economic stability is crucial for enabling fathers to fulfill their parenting responsibilities, these organizations work to ensure that fathers have the resources they need to support their families.

In addition to these efforts, fatherhood and men's support organizations also focus on legislation related to health and mental health services. They advocate for policies that ensure fathers have access to the healthcare services they need, including mental health support.

This is based on the understanding that physical and mental well-being are foundational to effective parenting. By engaging in these legislative activities, the organizations aim to address the holistic needs of fathers, thereby enhancing their ability to be involved and supportive parents.

From the analysis of the work of Fatherhood Commissions across the US here are Strategic Recommendations for Addressing Legislation:

Build Coalitions and Alliances: Strengthen relationships with other advocacy organizations, community groups, and government agencies working on related issues, such as child welfare, family law, and economic justice. By forming coalitions, you can amplify your advocacy efforts and leverage collective expertise to influence legislation effectively.

Engage in Policy Research and Analysis: Establish a dedicated team or partnership with academic institutions to conduct ongoing research on legislative trends and policy impacts related to fatherhood and men's support services. This will provide valuable insights into emerging issues and opportunities for legislative advocacy.

Educate Policymakers and the Public: Develop educational materials and host informational sessions for policymakers and the public to raise awareness about the importance of father involvement and the specific legislative changes needed to support fathers and families. Utilize storytelling and data-driven arguments to make a compelling case for policy reforms.

Monitor Legislative Developments: Stay informed about proposed legislation at the local, state, and federal levels that could impact fatherhood and men's support services. Actively monitor committee hearings, legislative sessions, and regulatory changes to identify opportunities for advocacy and intervention.

Mobilize Grassroots Support: Mobilize your network of fathers, community members, and supporters to advocate for legislative changes. Organize letter-writing campaigns, petition drives, and grassroots lobbying efforts to demonstrate widespread public support for policy reforms.

Provide Testimonials and Expert Testimony: Offer the firsthand experiences of fathers who have benefited from your programs as testimonials to policymakers. Additionally, provide expert testimony during legislative hearings to educate lawmakers about the importance of fatherhood initiatives and the positive outcomes they can achieve.

Lobby for Targeted Legislative Reforms: Identify specific legislative priorities based on the needs and experiences of the fathers you serve. Lobby for reforms that address barriers to father involvement, such as child support policies that penalize low-income fathers or custody laws that prioritize the best interests of children while also recognizing the importance of maintaining meaningful relationships with both parents.

By implementing these strategic recommendations, fatherhood commissions and committees can effectively address legislative challenges and advance policies that support fathers and families. Through proactive advocacy and collaborative engagement, these organizations can help create a legislative landscape that prioritizes the well-being and involvement of fathers in the lives of their children.

SOURCES:

State of Hawaii Commission on Women

<https://humanservices.hawaii.gov/hscsw/>

Hawaii Women's Legislative Caucus

This Hawaii Women's Legislative Caucus is formal, bipartisan, and bicameral caucus that presents a legislative agenda to the leadership and the governor at the start of each

legislative session. The Caucus' legislative agenda focuses on women, children, and families. All women legislators are members.

Web Address

https://www.facebook.com/hawaiiwomen/?ref=br_rs

Women's Legislative Caucus shares 2024 package

The Hawaii Women's Legislative Caucus will pursue legislation this session to address early child care, reproductive healthcare coverage, human trafficking and other issues affecting women, children and families.

<https://spectrumlocalnews.com/hi/hawaii/news/2024/01/25/women-s-legislative-caucus-shares-2024-package>

Abusive' Lawsuits, Early Child Care Lead Hawaii Women's Caucus Package Of Bills

The bipartisan group of legislators finds joining forces helps get measures passed at the Legislature. January 24, 2024

<https://www.civilbeat.org/2024/01/abusive-lawsuits-early-child-care-lead-hawaii-womens-caucus-package-of-bills/>

COUNTY & UNIVERSITY OF HAWAII COMMITTEES ON THE STATUS OF WOMEN

[Honolulu County Committee on the Status of Women](#)

[Hawaii County Committee on the Status of Women](#)

[Kauai County Committee on the Status of Women](#)

[Maui County Committee on the Status of Women](#)

[University of Hawaii Commission on the Status of Women](#)

Sample Listing of Fatherhood Commissions across the United States

<https://southernjudicialcircuit.com/fatherhood.pdf>

<https://humanservices.arkansas.gov/divisions-shared-services/temporary-assistance-for-needy-families/arkansas-better-dads/>

<https://www.littlerockfamily.com/post/101204/arkansas-fatherhood-and-family-initiative-supports-dedicated-dads>

<https://www.floridafathers.org/>

<https://myflfamilies.com/fatherhood>

<https://www.mass.gov/info-details/massachusetts-parenthood-and-fatherhood-experiences>

<https://www.acf.hhs.gov/oro/new-hampshire-healthy-marriage-and-responsible-fatherhood>

<https://city.milwaukee.gov/Office-of-African-American-Affairs/Milwaukee-Fatherhood-Initiative>

<https://www.tnfather.org/>

Hawaii State Commission on Fatherhood (HS-COF)

Proposed Budget for Fiscal Year 2024-2025

\$22,400

	Budget	Spent	Encumbered	Paid	Comment
Annual Budget	\$22,400.00	\$22,400.00	\$22,400.00	\$22,400.00	
Expenses: Sub-Total	(\$22,400.00)	(\$4,798.63)	(\$4,798.63)	(\$4,798.63)	
Remaining Balance:	\$0.00	\$17,601.37	\$17,601.37	\$17,601.37	
I. Supplies					
Business Cards - est \$40/box X 4 commissioners	(\$160.00)				
II. Copying/Printing (3910)					
	(\$484.60)				Increased for Sponsorship Award Event potential
III. Mail/Postage (3710)					
	(\$100.00)				
VI. Travel					
A. Airfare NOTE: Keep all original boarding passes to submit to DHS for reimbursement					
a) HS-COF In Person Oahu Meeting - \$200/rnd trip x 3 Commissioners to Oahu	(\$600.00)				1 Oahu trip each for Kauai, Maui, Big Island
b) HS-COF In Person Oahu Other Travel for HS-COF business \$200/rnd trip x 1 Commissioner to Oahu	(\$200.00)				Legislative Session Opening Day
b) HS-COF In Person Neighbor Island Meeting \$200/rnd trip x 5 Oahu + 2 neighbor island Commissioners	(\$400.00)				1 neighbor island trip for 5 Oahu Commissioners plus 1 trip for 2 of 3 other Commissioners Reduced to 2 trips for 2024-2025
B. Rental Car (4610 & 4690)					
a) HS-COF In Person Oahu Meeting - \$75/car = \$75 x 3	(\$225.00)				
b) HS-COF In Person Neighbor Island Meeting \$75/car = \$75 x 2	(\$150.00)				
C. Ground Transport (4810)					
	(\$300.00)				
D. Parking (4180) (4190)					
	(\$300.00)				
E. Per Diem					
A) Substance: intra-state (4310-15 & 4390)					
a) HS-COF In Person Oahu Meeting - \$20 x 3 (2023-2024)	(\$60.00)	(\$60.00)	(60.00)	(60.00)	Prior Fiscal Year
b) HS-COF In Person Oahu Meeting - \$20 x 3 (2024-2025)	(\$60.00)				
c) HS-COF In Person Neighbor Island Meeting - \$20 x 8 (2 for 24-25)	(\$40.00)				Reduced to 2 trips for 2024-2025
V. Administrative, Secretarial and IT subscriptions					
Fiverr (Minutes/Report Assembly)	\$0.00				\$25/hr * 8 hrs/mo * 12 mo; (deleted)
Owl Labs Meeting Owl	(\$600.00)				Estimated cost, to share with LGBTQ+ Commission
Zoom (Annual Subscription 5/12/24-5/11/25)	(\$167.43)	(\$167.43)	(\$167.43)	(\$167.43)	
Zoom (Annual Subscription 5/12/25-5/11/26)	(\$175.00)				
Flash Drive for transfer of files between Chairs	(\$71.20)	(\$71.20)	(\$71.20)	(\$71.20)	
VI. Marketing					
Advertisement	(\$720.00)				Increased for 24-25
Logo apparel—Polo shirts					10 polo shirts - would have been \$121.12
Logo apparel—Embroidery					10 polo shirts - would have been \$125.65
Logo apparel - Other					
Promotional Materials	(\$200.00)				
VII. Community Outreach					
	(\$2,400.00)				
VIII. Program Sponsorship Funding Allocation (6510)					
a) Awards - up to \$1,500 awards to non-profits (2023-2024)	(\$4,500.00)	(\$4,500.00)	(\$4,500.00)	(\$4,500.00)	Prior Fiscal Year (3 Awards)
b) Awards - up to \$1,500 awards to non-profits (2024-2025)	(\$9,000.00)				Up to \$1,500 per award (max 6 awards)
IX. Professional Development / Trainings					
a) Conference Training/Registration fees (7203) - (\$50 X 9)	(\$450.00)				
X. Special Conferences					
Trophies / Plaques / Event Award Items (9)					
(105.00) Parent-Friendly Business Award Trophy - 1 w/in social services industry	(\$105.00)				
(105.00) Father-Friendly Business Award - Trophy - 1 outside social services industry	(\$105.00)				
(105.00) Hawaii County - Aloha Fatherhood Award Trophy - 1	(\$105.00)				
(105.00) Kaaui County - Aloha Fatherhood Award Trophy - 1	(\$105.00)				
(105.00) Maui County - Aloha Fatherhood Award Trophy - 1	(\$105.00)				
(420.00) O'ahu County - Aloha Fatherhood Award Trophy - 4	(\$420.00)				
(45.00) Tax	(\$45.00)				
Summary of Budget					
Prior FY Expenses	(\$4,560.00)				
Sponsorship Awards	(\$9,000.00)				
Community Outreach	(\$2,400.00)				
Marketing	(\$920.00)				
Travel Related Expenses	(\$2,275.00)				
Professional Education	(\$450.00)				
Administrative & Minutes	\$0.00				
Supplies, Postage, Copying	(\$1,158.23)				
Trophies	(\$1,036.77)				
Total	(\$21,800.00)				