

KITA WARE ORGANIZATIONAL OVERVIEW

Purpose • Identity • Mission • Strategy • Participation

Introduction

KITA WARE is a Hawai'i-based nonprofit organization focused on strengthening organizations, workplaces, and communities through ethical leadership, industrial-organizational psychology, cultural design, evidence-informed practice, organizational development, and collaborative community engagement.

This Organizational Overview introduces KITA WARE's mission, vision, strategic approach, institutional systems, and participation structure. It is intended to help prospective Community Affiliates, volunteers, fellows, mentors, advisors, partners, and other stakeholders understand how KITA WARE contributes and how people may become involved.

KITA WARE at a Glance

Area	Overview
Organizational Identity	Hawai'i-based nonprofit organization specializing in community systems development and organizational capacity building.
Mission	Strengthen organizations, workplaces, and communities through ethical leadership, industrial-organizational psychology, cultural design, and evidence-informed practice; work collaboratively to improve communication, organizational effectiveness, community resilience, and long-term sustainability throughout Hawai'i.
Vision	Foster safe, resilient, and connected communities throughout Hawai'i; strengthen organizational systems, empower collaborative partnerships, and advance sustainable solutions that honor Hawai'i's diverse cultures, people, and communities.
Guiding Principle	Strengthen existing systems rather than creating parallel systems.
Core Contribution	Strategic planning, partnership development, resource awareness and navigation, research, evaluation, organizational learning, and systems improvement.

INSTITUTIONAL ORIENTATION

KITA WARE seeks to listen first, learn from established leaders and service providers, and contribute in ways that complement existing organizations, respect mission boundaries, and strengthen coordination, capacity, and shared learning.

How KITA WARE Contributes

KITA WARE’s community-systems approach is designed to strengthen relationships, organizational capacity, resource awareness and navigation, collaborative planning, and evidence-informed learning without replacing the responsibilities of established direct-service providers or organizations providing case management.

STRATEGIC APPROACH

Step	Purpose
1 — LISTEN	Understand community and organizational needs, strengths, opportunities, and challenges.
2 — LEARN	Learn from existing expertise, initiatives, evidence, lived experience, and place-based knowledge.
3 — COLLABORATE	Build relationships grounded in trust, respect, appropriate boundaries, and shared purpose.
4 — STRENGTHEN	Support existing systems, capacity, coordination, and learning for long-term resilience.

FIVE STRATEGIC ROLES

Strategic Role	Contribution
Community Systems Partner	Strengthens relationships, coordination, accessibility, and effectiveness across existing systems.
Organizational Capacity Builder	Supports strategic planning, leadership, governance, workforce, evaluation, and resilience.
Community Resource Navigation Facilitator	Maps resources and clarifies pathways without replacing case management or direct-service responsibilities.
Cross-Sector Partnership Convener	Supports shared learning, relationship-building, planning, and collaborative problem-solving.
Research, Learning & Innovation Partner	Advances needs assessments, evaluation, evidence-informed practice, innovation, and organizational learning.

RESPONSIBLE COLLABORATION

KITA WARE’s role is to complement—not duplicate—existing systems. Collaboration should preserve organizational boundaries, recognize specialized expertise, and use appropriate written agreements or authorizations when commitments, representation, data, resources, or financial obligations are involved.

Institutional Systems

Six institutional systems translate KITA WARE’s vision into coordinated organizational practice. Each system has a distinct purpose while contributing to one integrated framework of ethical governance, learning, partnership, service, and cultural stewardship.

Institutional System	Purpose
Leadership & Strategic Governance	Sets direction, protects ethics, ensures accountability, and oversees stewardship.
Workforce Development	Develops people, leadership capacity, lifelong learning, and resilience.
Programs & Community Services	Designs and improves evidence-informed programs, services, and interventions.
Community Partnerships	Builds strategic relationships, shared resources, networks, and collective impact.
Research, Evaluation & Continuous Learning	Measures performance, generates evidence, and advances organizational learning.
Culture & Heritage	Preserves values, heritage, identity, and ethical cultural stewardship.

Participation, Leadership & Service Architecture

KITA WARE uses a nine-tier framework to distinguish governance authority, executive leadership, advisory and professional service, research, fellowship, and mentorship roles, community participation, and external partnerships. The tiers describe differences in responsibility and authority; they are not a ranking of personal value or contribution.

Tier	Institutional Domain	Representative Roles / Relationships
1	Corporate Governance & Fiduciary Leadership	Chair of the Board of Trustees; Vice Chair; Trustees; Secretary; Treasurer
2	Executive Leadership	Executive Director; Executive Leadership Council Members; Center / Initiative Leads
3	Governance Development & Institutional Stewardship	Governance & Board Development Advisors; Leadership Succession & Board Development Advisors; Founder / Institutional Steward
4	Research, Evaluation, Learning & Policy	Research & Policy Advisors; Applied Research, Research, Community Research, and Evaluation & Learning Fellows
5	Community Engagement, Partnerships & Culture	Partnership Development & Community Engagement Advisors; Community Engagement & Institutional Partnerships Advisors; Cultural & Place-Based Advisors; Program / Initiative Advisors
6	Committees & Functional Service	Finance; Development; Communications; Governance & Board Development; Education; Events; Outreach; Special Committees and Task Forces
7	Professional Advisory, Mentorship & Fellowship	KITA WARE Mentors; Professional Advisors; Technical Advisors; Community, Leadership, Community Engagement, Heritage & Culture, and Workforce Development Fellows
8	Community Affiliation & Participation	Community Affiliates; Community, Project, and Event Volunteers; Community Participants
9	External & Institutional Partnerships	Community Partners; Institutional Partners; Research & Learning Partners; Program Partners; Cultural & Place-Based Partners; Resource Partners; Funding & Sponsoring Partners

Community Affiliation & Opportunities to Engage

The Community Affiliate role is KITA WARE’s broadest form of ongoing community participation and one of several pathways for establishing an ongoing relationship with the organization. Affiliates may participate in educational opportunities, outreach, volunteer activities, special projects, and future service opportunities based on interest, availability, qualifications, and organizational need. Affiliates may also receive organizational updates.

COMMUNITY AFFILIATE STATUS

Community Affiliate participation does not create statutory corporate membership, voting rights, fiduciary duties, employment, compensation, or authority to represent or bind KITA WARE. Formal appointments, delegated authority, compensated relationships, and contractual obligations must be established separately through appropriate written authorization.

ADDITIONAL WAYS TO PARTICIPATE

Opportunity	How It Contributes
Volunteer & Project Participation	Support community activities, events, outreach, research assistance, logistics, or defined projects.
Fellowship	Participate in structured learning and service through community, research, evaluation, leadership, community engagement, heritage, or workforce development activities.
Mentorship	Contribute guidance, professional development, leadership support, and capacity building.
Advisory & Committee Service	Provide specialized expertise or support functional areas such as governance, finance, development, communications, research, community engagement, and program development.
Institutional Partnership	Collaborate on an organization-to-organization basis through community, research, program, cultural and place-based, resource, funding, or sponsorship relationships.

Current Strategic Planning Activities

- Community partner outreach and stakeholder listening
- Strategic planning, organizational capacity development, and resource mapping
- Partnership development and cross-sector relationship building
- Community needs assessments, organizational learning, and funding landscape assessment

EMERGING COMMUNITY-SYSTEM LEARNING

Consultation and planning have identified housing, cost of living, and workforce development as interconnected issues for continued inquiry. KITA WARE treats them as cross-cutting organizational and community-system considerations rather than automatically defining them as direct-service programs.

LEARN MORE

Website: www.kita-ware.net • General Contact: info@kita-ware.net