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IA-0000000456

Individual Application

Application ID	IA-0000000456	Account	
Application Status	Submitted	Contact	Randy Wong

ACT 310 - Application for Grants

Legal Name of Requesting Org/Individual	Hawai'i Youth Symphony Association	DBA	
Type of Business Entity	501 (C)(3) Non-Profit Corporation	Existing Service(Presently in Operation)	Yes
Mailing Address	1350 South King Street, Suite 201 Honolulu, Hawaii 96814 United States	Amount of State Funds Requested	\$300,000.00
Island	All Islands		

Program Overview

Program 1 Overview

Program 2 Overview

Program 3 Overview

Department Notes

Agency Eligibility

Recipient of Terminated Federal Funding	No	Able to Provide Documentation Evidence	Yes
Serves Negatively Impacted Populations	Yes	Narrative	Please see attached.
Date Funding Stopped	5/30/2025		

Amount of Other Funds Available

State Fund Total Amount	\$0.00	County Fund Total Amount	\$116,950.00
Federal Fund Total Amount	\$0.00	Private/Other Fund Total Amount	\$420,524.00
Total Amount of State Grants	\$167,500.00	Unrestricted Assets	\$1,092,909.00

Contact Person for Matters Involving this Application

Applicant Name	Randall Wong	Applicant Title	President & CEO
Applicant Phone	8089419706	Applicant Email	randy@hiyouthsymphony.org

State of Hawaii Eligibility

Account Information

Point of Contact

Leadership

Background and Summary

2/7

(semi-weekly, weekly) and special (once per quarter or as available) classes, workshops, and programs for all kinds of learners and interests. 3. Goal 3: Specifically provide neighbor island resources, so that their students can be introduced to orchestral music, participate in music programs, and attain life experiences to build their independence and leadership skills. Objective: Underwrite the costs of interisland air travel, dormitory stays, ground transportation, and accommodations for neighbor island students so that they can equitably participate in HYS programs the same as their Oahu counterparts. Objective: Deploy HYS ensembles to neighbor islands to perform FREE concerts in schools and community centers Objective: Prioritize neighbor island students as public speakers and advocates on behalf of HYS programming

Geographic Coverage Served

HYS operates its semiweekly classes & weekly ensemble programs across Oahu (locations in Nanakuli, Windward, Makiki, Manoa, East Honolulu), but its participants hail from every island (Kauai, Lanai, Molokai, Maui, and Hawai'i Island) and district. Neighbor Island students fly to Oahu at least 2x per month for rehearsal, of which HYS reimburses one of the roundtrips. For students from Lanai & Molokai, HYS also reimburses the cost of parent travel, due to the threat of flight cancellations by the airline that services those islands. HYS also produces additional concerts on the neighbor islands by its students and faculty, as a community service. For these concerts, HYS covers all of the travel costs and provides community service hours to its performers. HYS leadership also take part regularly in meetings with other arts organizations on neighbor islands to stay connected with issues & opportunities beyond Oahu.

Public Purpose or Need Served

Music education serves a vital public purpose: it nurtures creativity, discipline, empathy, and community connection—qualities essential to a healthy, thriving society. Through collaborative music-making, youth learn to listen deeply, work toward shared goals, and express themselves with confidence and compassion. In Hawai'i, music carries a deeper resonance: it is a bridge between generations and cultures, a vessel of language and identity, and a means of preserving and sharing the stories of place.

HYS fulfills this purpose by creating equitable, statewide access to high-quality music learning. Its programs empower young people to grow not only as musicians but also as leaders and engaged citizens who strengthen the fabric of their communities.

While the value of music is universal, opportunities to study and perform at an advanced level are not. In Hawai'i, many children—especially those on neighbor islands or in under-resourced schools—lack access to qualified teachers, instruments, and ensembles that challenge and inspire them. Public school music programs continue to face budget constraints, and community resources are unevenly distributed.

HYS addresses this critical gap by:

- Providing statewide access to orchestral, chamber, jazz, and 'ukulele programs, reaching keiki from every island.
- Reducing financial barriers so that no student is excluded for inability to pay; all benefit from fundraising and scholarship support.
- Building partnerships with schools, community centers, and youth-serving organizations such as the Boys & Girls Club of Hawai'i to reach children where they are.
- Developing lifelong pathways through mentorship and intergenerational learning, cultivating a culture where music is a right, not a privilege.

Target Population Served

Our primary stakeholders are youth ages 7-18 statewide who are learning (or interested in learning) a musical instrument. Students participating in our programming receive accelerated training compared to what they typically have in their individual schools, and therefore, there's a ripple effect on those around them; HYS students lead and mentor other students in their respective schools. Other populations we serve: Elementary (K-5) and middle (6-8) schools who host our performers for classroom concerts OR attend our narrated "Listen & Learn" concert series (both held on Oahu and neighbor islands); kupuna & vulnerable adults living in senior facilities or adult day care; and approximately 10,000 members of the general public who attend our 50+ FREE concerts throughout the year.

Summary and Outcomes

Measure(s) of Effectiveness

Measures of effectiveness:

STUDENT DEMOGRAPHICS & INCLUSION:

- # of students enrolled (Target: 600)
- # of schools represented (Target: 80)
- % of school types (Target: 55% public, 40% independent, 5% other)

FINANCIAL & GEOGRAPHIC BARRIER REDUCTION:

- \$ of need-based financial aid disbursed for tuition aid (Target: \$75,000+)
- \$ of aid provided to neighbor island students (Target: \$20,000+)
- % of counties participating in HYS (Target: 100%)
- % of islands participating in HYS (Target: 100%)
- % of council districts participating in HYS (Target: 100%)

COMMUNITY ACTIVATION THROUGH MUSIC:

- # of FREE concerts performed or produced (Target: 40+)
- # of FREE school visits provided (Target: 10+)
- # of FREE clubhouse/community center visits provided (Target: 5+)

Projected Annual Timeline

HYS operates on a 12 month, July-June fiscal year. Below is our annual time line:

Q1 (July-Sept)

- Each FY opens with our 10-day Pacific Music Institute (PMI) summer intensive, serving 225-250 middle & high school aged youth through accelerated, intensive training programs. Culminating the institute is the HSO x PMI Side-by-Side that brings together the adult, professional HSO with our PMI youth.
- Enrollment period for majority of school year programs
- All school year programs begin (Clubhouse, Academy, Symphony, Jazz) their weekly rehearsals
- New board members begin
- Facilitated board retreat

Q2 (Oct-Dec)

- Reimbursement of Neighbor Island student travel
- Weekly rehearsals, semiweekly classes, and special programming (workshops, masterclasses) occur.
- We hold our annual fundraising Gala, He Makana O Na Mele: The Gift of Music
- FREE "Listen & Learn" educational concerts in collaboration with the DOE and kupuna centers
- FREE Winter Concerts
- FREE chamber music performances & visits to kupuna by our HIE Initiative ensembles (Harmonizing Intergenerational Engagement)
- Volunteer appreciation party

Q3 (Jan-Mar)

- Rehearsals, classes, special programming continues
- Reimbursement of Neighbor Island student travel
- Community service tour to a Neighbor Island, providing FREE concerts. (Tour costs subsidized by HYS for all participating students)
- FREE school & community outreach by our Teaching Fellows
- Cozy Concert fundraiser held to benefit PMI
- Audition applications open for Symphony Program candidates
- Annual budget process begins

Q4 (Apr-Jun)

- Rehearsals & classes taper/conclude with school year
- Reimbursement of Neighbor Island student travel
- FREE Spring concerts
- Perform at Art at the Capitol & speak with lawmakers
- "Roarchestra Rally: Youth Day of Music at the Honolulu Zoo" is held
- Summer string classes begin
- Auditions held for next FY programs
- HYS participates in National Assoc. for Music Ed Hill Day & Advocacy Leadership Institute
- Facilitated staff retreat

Quality Assurance and Evaluation Plans

HYS surveys its students and parents for quality assurance midway and post-program. We have a facilitator who meets with stakeholder groups to derive feedback, which is then shared with senior leadership. We also have an anonymous community feedback mailbox that is always open for suggestions. We monitor feedback and make adjustments to our work as needed.

Scope of Work

The scope of work consists of after school & weekend music education programs for youth ages 7-18. Most classes and activities meet for 1-2 hours weekly; however, some meet semi weekly, some meet weekly for longer periods (3-4 hours/week), and some are special projects with an ad-hoc schedule.

The project will be overseen administratively by Randy Wong, Pres/CEO, Rachel Schultz, COO, Hannah Watanabe, Programs Director, and Joseph Stepec, Director of Orchestral Activities. Wong oversees the organization's strategy, its fulfillment of mission & vision, and its community partnerships. Schultz oversees the financial and operational aspects. Stepec oversees the educational and artistic aspects, including the majority of the organization's students and faculty. An org chart is attached to this application and details the staffing structure. All faculty & staff are paid employees and are subject to regular (mostly annual) performance evaluations, take part in facilitated training sessions, and are held accountable for their work. HYS will partner with other key organizations, such as the Boys & Girls Club of Hawai'i to develop educational services specific to the communities where the BGCH has its clubhouses.

A further description of Wong's, Schultz's, Watanabe's, and Stepec's qualifications and an org chart are provided later in this application.

Financial Information

Q1 Requested Amount	\$147,952.00	Q3 Requested Amount	\$94,940.00
Q2 Requested Amount	\$33,002.00	Q4 Requested Amount	\$24,106.00
Sources of Funding	Registration Fees: 412,600 Contributions: 353,100 Foundation Grants: 338,500 Sponsors: 252,450 Other income : 41,487 Total: 1,398,137	State and Federal Tax Credits	Not applicable
State and Federal Contracts and Grants	FY23 C&C GIA: 200,000 FY25 NEA: 50,000 FY26 C&C GIA: 150,000 Total: 400,000	Prior FY Balance of Unrestricted Assets	794,323

Experience, Capability, and Personnel

Skills and Experience	HYS has been operating continuously for 61 years, and is the most well known provider of instrumental music education statewide. The proposed project is no different from the regular activities we run day in & day out for Hawaii's youth. HYS leadership are well known among their local, regional, and national peers for their expertise in leading youth orchestra programs. Examples of verifiable experience/contracts: • Senate Resolution 174 (2024) stating that the SFCA/Capitol Modern should develop a collaboration with us (and other arts orgs) "to equip and empower youth to elevate their art productions while further creating accessibility in art" • MOU with the Boys & Girls Club of Hawai'i, to operate in their Spalding and Nanakuli Clubhouses • MOU with the Hawai'i Symphony Orchestra, to collaborate on Side-by-Side rehearsals & performances • MOU with Iolani School to operate our summertime Pacific Music Institute on their campus • MOU with Ohina Labs/Showcase to record an original soundtrack performed by HYS youth for their locally-produced short film, "The Arrangements"
Facilities	HYS does not own any of its facilities. We partner with others DOE schools (Niu Valley Middle, University Lab, Moanalua High School), UH Manoa, Boys & Girls Clubs, the City's Department of Enterprise Services (Blaisdell, Waikiki Shell, Honolulu Zoo), Iolani School, Le Jardin Academy, the Maui Arts & Cultural Center, Kahilu Theatre, Kamehameha Schools, Hawaii State Public Libraries, etc. for rehearsal, classroom, and performance space. Facilities are procured through contract or MOU as early as 18 months prior to scheduled need. Procuring suitable facilities is a challenge that our staff is always working to stay ahead of.
Proposed Staffing and Service Capacity	The project will be overseen administratively by Randy Wong, Pres/CEO, Rachel Schultz, COO, Joseph Stepec, Director of Orchestral Activities, and Hannah Watanabe, Programs Director. Wong oversees the organization's strategy, its fulfillment of mission & vision, and its community partnerships, and reports to to the Board of Directors. Wong attained a music performance degree from New England Conservatory (Boston, MA), a Master's degree in Arts in Education from Harvard University, and multiple professional credentials in nonprofit leadership, management and fundraising. Wong has served on several national panels, including those for the League of American Orchestras and the National Endowment for the Arts. He is the first HYS alum, educator, and musician to become its chief executive officer, and also one of few CEOs statewide who holds a Certified Fund Raising Executive credential. As COO, Schultz oversees the financial and operational aspects. She came to HYS a year ago, following an extremely successful career as VP of Education & Community Engagement at the Toledo Alliance for the Performing Arts, where she oversaw the Toledo Symphony Youth Orchestra, Toledo Symphony School of Music, and more. Schultz is on the board of the League of American Youth Orchestras Division and is chairing a nationwide campaign to celebrate youth orchestras in all 50 states. Previously, Schultz assisted with merger negotiations for the Toledo Symphony & Toledo Ballet, and taught piano at the Cleveland Institute of Music. Stepec oversees the artistic aspects, including the majority of the organization's students and faculty. Stepec is also music director/conductor for the UH Manoa Music Department & UH Symphony Orchestra and conducts the Hawai'i Symphony Orchestra. Stepec holds advanced degrees in music from the Eastman School of Music (Rochester, NY) and Indiana University (Bloomington, IN). Watanabe oversees community & neighbor island programming. Watanabe came to HYS after retiring from a very successful, award-winning 20+ year career in the DOE as middle school music educator (Moanalua Middle School). All faculty & staff are paid employees and are subject to regular (mostly annual) performance evaluations, take part in facilitated training sessions, and are held accountable for their work.

Staff Position(s) and Compensation President & CEO: 125,000 to 165,000
Chief Operating Officer: 100,000 to 140,000
Programs Director: 60,000 to 100,000

Other Information

Pending Litigation None

Special Licensure or Accreditations None

Private Educational Institutions Not applicable

Confirmations

Documentation of Federal Impacts	☒		
Hawaii Compliance Express Certificate	☒	Active Status with the Hawaii AG	☒
IRS Determination Letter	☒	Certificate of Good Standing by the DCCA	☒
Records Retention Policy	☒	By-laws or Corporate Resolutions	☒
Authorized Representative Certification	☒	Signee Title	President & CEO

System Information

Application Type	Act 310 Nonprofit Grant Application	Applied Date	10/24/2025, 1:12 PM
Owner Name		Category	Grant Application
Created By	Randy Wong, 10/17/2025, 2:35 PM	Created Date	10/17/2025, 2:35 PM
Last Modified By	Randy Wong, 10/24/2025, 1:12 PM	Last Modified Date	10/24/2025, 1:12 PM

Files

HYS - Personnel Salaries and Wages

Last Modified **10/24/2025, 1:11 PM**
Created By **Randy Wong**

HYS _ Budget Request by Source of Funds

Last Modified **10/24/2025, 1:11 PM**
Created By **Randy Wong**

HYSA Active Status - Charity AG EHawaii (10.24.25)

Last Modified **10/24/2025, 1:04 PM**
Created By **Randy Wong**

HYSA 501c3 IRS letter

Last Modified **10/24/2025, 1:02 PM**
Created By **Randy Wong**

document retention FIN03

Last Modified **10/24/2025, 1:01 PM**
Created By **Randy Wong**

03 HYSA Bylaws of 02.28.23 and Certificate

Last Modified **10/24/2025, 12:53 PM**
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HYS Org Chart (FY26 ao 10.24.25)

Last Modified **10/24/2025, 12:24 PM**
Created By **Randy Wong**

Certificate of Vendor Compliance (10.17.25)

Last Modified **10/17/2025, 2:42 PM**
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NEA Notice of Termination (05.31.25)

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