

## **Humatak Foundation Planning Session- Strategic Action Plan (SAP)**

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The Humatak Foundation aims to create a sense of environmental stewardship in Guam working with one community at a time. The Humatak environmental philosophy maintains that if a community is educated about the importance of healthy natural resources they will create a public that is “Environmentally Literate”.

The purpose of the Humatak Foundation planning session was not aimed towards creating a Strategic Plan, but helping the Humatak Foundation think about activities that would help them achieve their mission and the vision they have for Guam. A simple capacity needs assessment was completed to determine if they had an appropriate amount of staff and volunteers to fulfill the activities in their SAP. In addition we completed an informal board assessment to determine if the board was adequate to support the staff of Humatak and capabilities to implement a sound governance structure.

### Humatak Foundation Board

The Board of Humatak consists only of three members. The Chairman of the board also acts as the Executive Director of the organization. The other two members held positions of secretary and treasurer. It was determined that Humatak needed to formalize their board and to begin a recruitment process and grow their Board membership to about seven or nine members.

### Humatak Foundation Staff

The organization does not have permanent staff – all the activities are implemented through volunteers. Humatak has determined that if they wish to grow and maintain their organization they need to consider hiring permanent staff. To start, it was suggested that Humatak consider hiring a permanent project manager. As the organization grows and receives more funding, they would put more effort into hiring an executive director.

### Board Development Goals

- Increase board membership to seven or nine
- Hire a project manager

### Humatak Foundation Activities for the Future

The members of Humatak continue to maintain that any future that ensured a healthy environment that all the people of Guam could enjoy was predicated on EDUCATION. They felt that if you had a populace that was not environmentally literate than a healthy Guam community with a thriving and well managed environment would be impossible to achieve.

The biggest THREATS, the members of Humatak listed, to a healthy Environmentally Literate society were:

- Lack of Education regarding nature and nature systems at an early age
- Not enough volunteers who can mentor young people about the importance of nature in Chamoro culture
- Young adults not completing high school or not furthering their education and pursuing activities that are harmful to the environment

- High school students who have the desire to further their education but cannot afford to
- Sense of complacency and lack of motivation to get involved in community activities – loss sense of volunteerism

The Humatak Board established FIVE Goals that they would try to achieve over the next five years in their Strategic Action Plan.

1. Develop an Environmental Charter School —teach children at an early age to be responsible for the environment. The charter school would be from grades Kindergarten to Eighth Grade.
  - a. A site has already been identified with infrastructure in place
  - b. Work with the local government, the mayor office and the Guam senate to endorse the donation of the school for the Charter School use.
  - c. Work with teachers in the area to develop an environmentally focused curriculum and attract teachers to work in the charter school
2. Environment Youth Stewardship Program – this program has been in effect for several years. This program is an after school program and has weekend activities that takes children into the communities and teaches them about the environment around them. The program started by teaching how to snorkel. It then evolved into teaching children how to identify various marine life and the importance of each species to the overall health of the ocean and the foods the community depends on. More recently the program has started teaching children how to do basic coral monitoring in the community. Humatak wishes to maintain the program and incorporate the program into the college system for college students to receive credit through by working with the children in the communities.
  - a. Marine Activities
    - i. Swimming, snorkeling, identifying species, surveying and monitoring
  - b. Expand into Terrestrial Activities
    - i. Identify important cultural plants, agricultural activities such as gardening, educating about burning upland forest, explaining why burning and hunting do not go together, understand the dangers of invasive alien plant species.
3. Young Adult Program – this is a new program to help educate young adults who are transitioning from high school (who may or may not be interested in going to college) to become more involved in their communities. The target group: high school drop outs, teen moms and dads, young college students, young adults transitioning from school into the work force.
  - a. Possible Activities
    - i. Conservation Rangers
    - ii. Mentors in the Youth Stewardship Program
    - iii. Having them part of community agricultural projects
4. Environmental College Fund Program – many high school students once they graduate cannot afford to go to college. Often young adults must work and go to school part time. The pressures of paying the bills and helping to support their families keeps many young adults from fulfilling college dreams. Humatak wants to help support college students who wish to attain a degree in Environmental Studies or some sort of science program. Part of the requirement of any recipient of the Humatak Environment Scholarship would be for students to give their time by being a mentor to children in the Environment Youth Stewardship Program. The Humatak members realizes that the neighboring islands in Micronesia are also challenged by lack of funds to send their children to receive high education. Humatak wants to also include in their College

Program students from the Marshalls, the Federated States of Micronesia and Palau to eventually become recipients of the fund.

5. Build a strong sense of volunteerism in Guam – working with companies and the government to include in their work week community service. Companies would allow employees to take off of work 1 hour early each week with pay. The employee would then commit that time to volunteering their time to the Humatak Foundation to work as a mentor in one of the programs or work directly with Humatak.
  - a. Work with Bank of Guam to allocate employees time to community service as part of their in-kind contribution to support environment activities – rather than have the Bank pay directly to the Humatak Foundation, they will allow employees to finish an hour early each week and staff would then use the accumulated hours over time and donate their time being a mentor or working with the Foundation.

Humatak Foundation that these five activities would abate the biggest threats identified above. These five activities identified were identified as the biggest priorities for Humatak and would be a part of their five year Strategic Action Plan. As part of their support to a masters student at the University of Guam, the Humatak Foundation decided to use this planning session and the outcomes as a tool for the master's student to utilize in helping them create their five year plan.