As we celebrate our 9th Micronesia Non Profit Congress, we reflect on the years of comraderie, solidarity and commitment to our island people. The topics chosen each year exemplify the mood of our communities and the passion to forge on to address current issues.

This year we reaffirm our resolve to strengthen our communities for our people, our land and our ocean! We have colleagues and friends from Fiji, Cook Islands, Samoa, Guam and all of Micronesia to speak about current and proposed strategies to protect and promote our islands. This nonprofit congress will surely speak to a unified position on those issues that threaten our island way of life.

There have been many barriers that have been overcome in recent years and even months. There are glass ceilings that have now been broken. All to say, that we have the power to make change and the awesome responsibility to see these changes through. Let’s do it!

Si Yu’os Ma’ase to all who have travelled to our beautiful island of Guam and those who work and live here who keep our minds and thoughts centered on what’s most important to us all.

On behalf of the Board of Directors of Payuta, Inc. and that of the Pacific Islands Association of Non-Governmental Organizations (PIANGO), welcome to our gathering of nonprofit leaders, policy makers and community advocates. We encourage you to stay open minded and open hearted through this week’s activities and experiences!

Si Yu’os Ma’ase,

Sarah M. Thomas-Nededog
Chair, Board of Directors
Payu-ta, Inc.
2019 BOARD OF DIRECTORS

Sarah M. Thomas-Nededog, Chair
Senior Vice President, WestCare Pacific Islands, Inc.

Eddy J. Reyes, Vice Chair
President, Flametree Freedom Center

Kathleen Tolosa, Secretary
President, Micronesian Youth Services Network (MYSN)

Maria Leon Guerrero, Treasurer
Project Director, iCAN Resources, Inc.

Yvonne A. Naputi, Central Secretariat/CEO
Program Coordinator, Payu-ta, Inc.

Guam's Umbrella Association of Nonprofit Organizations

MISSION
Payu-ta is a support system that promotes and strengthens member organizations’ capacity and advocates for a progressive and sustainable Guam community.

VISION
A collaborative partnership that maximizes resources and responds efficiently and effectively for positive community impact.
SARAH M. THOMAS-NEDEDOG

Sarah is the current Chair and Co-founder for Payata, Inc., an organization of non-governmental organizations (NGOs). In this role, she represented Micronesia on the Pacific Islands Consultation of Non-Governmental Organizations (PIANGO) Board of Directors for several years before being elected by its Council to be the PIANGO chair in 2016 for a 3 year term. Sarah is committed to the development of capacity strengthening of the nonprofit and civil society sectors in the pacific in serving her in leadership positions operating from her home island of Guam. Since 1977, she has worked in a number of key positions in government, the nonprofit sector, and with the Guam Legislature. She has taught courses on social policy and community services at the University of Guam, is a project trainer and facilitator. Regional organizations, boards and task forces are key to her work forging partnerships to meet mutual goals on Guam and the Pacific region. She is currently a National Deputy Operating Officer (D-OO) for WestCare Pacific Islands, Sarah leads a cadre of professionals who provide direct services and training for persons and agencies who work with the most vulnerable members of our community such as our homeless, our youth at risk, families in crisis, and others. She also represents the nondistinguished members and the Association of National Social Workers (ANSW) Guam Chapter Lifetime Achievement Award, the KUAM Self Service Award, and the Filipino Community of Guam’s Human Services Award. Sarah holds a Bachelors in Arts in Psychology and Sociology, a Masters in Public Administration, a graduate certificate in Non Profit Management and is ABD (All But Dissertation) for a Doctorate in General Human Services. She was born and raised in the CNMI and married to Clifford. Sarah and Cliff have 4 children and 7 grandchildren.

EMELE DUITUTURAGA

Emele Duituturaga, a Fijian national, is employed as a regional and global civil society development professional and has over 2 decades of experience leading programs and initiatives in the regions of Asia, the Pacific and Africa. She has worked in the development sector and as a consultant to local and federal government agencies and businesses. She is a policy advisor with a focus on climate change, human rights, women’s rights, youth development and environmental sustainability. She also holds a Bachelors in Arts 2016 which Guam hosted, conducting applied research within historical efforts. Some of this activity has included serving as a Co-Chair of the Guam Marine Debris Action Fund - Young Professionals and as a volunteer for Guam Cancer Care, Guam Young Professionals, Guam Girl Scouts, Guam Sports and Events, Inc., RecreationGuam, Micronesian Conservation Coalition and other civic organizations. Senator Biscoe Lee continues to focus on building strong families and a strong Guam by prioritizing public safety, enhancing education and employment opportunities for our people and promoting a clean and healthy island.

WILLIAM N. KOSTKA

William Kostka was born and raised on the island of Pohnpei in the Federated States of Micronesia (FSM). In 1998, he helped founded and became the first Board Chairperson of the Micronesia Contemporary Think Tank. He was an advocate of the organization to supported biodiversity conservation, climate change adaptation and related sustainable development for the people of Micronesia by providing long term sustained funding and capacity building support. Mr. Kostka is an accredited investment fiduciary. He serves on the Pacific Islands Forum Committee on Regionalism, serves as Coordinator of the IUCN-WCPA Micronesia Program and also sits on the Pacific Advisory Panel of the Global Green-grants Fund. In 2006, Kostka became a Pew Marine Fellow and used his fellowship grant to help launch and further the implementation of the Micronesia Challenge initiative, a common commitment by the countries and territories of Micronesia to a comprehensive system of resilient protected areas networks. This commitment will see the territorial waters of about 20% of the forest resources across Micronesia under effective conservation by 2020.

SITIVENI TURANGABURE KUNAIKA

Sitiveni Turangabure Kunaika is the Chairperson of the Fiji Islands Council of Social Services (FCOSS), a Board Member of PIANGO, a Division Development Board Member (Government Appointee) World Rugby Judicial Officer, and (Election Commissioner) and served on various religious, sports and school boards. Being associated with FCOSS for more than 20 years and served as board for 3 terms. FCOSS is an NGO that strives to eliminate discrimination, poverty, hunger, and human rights, and promotes women and communities through advocacy development networking and collaboration. FCOSS is a membership body for a platform for NGO at national level. Board Member for Pacific Island Association of Non-Government Organization.

LARRY RAIGETAL

Larry Raigetal is co-founder of Na’apili, a non-profit organization in Yap State that works with communities to promote cultural heritage, the “Ipi’ipikol” as a living body. He serves as volunteer advisor in indigenous knowledge systems, canoe carving, and navigation. Raigetal in an accomplished Navigator. He served as Deputy Assistant Secretary at the FSM Department of Foreign Affairs prior to moving to Yap where he was the Director of the Department of Youth and Civic Affairs. He is also an instructor at the University of Guam teaching courses in Traditional Seafaring and Climate Change. Raigetal graduated from Xavier High School and obtained his university degrees from the University of San Francisco, and Oxford University.

KEUTERAKARIA (KEU) MATAROA

An executive Committee member of the Cook Islands Society Organisation (CISCO) Inc, which is the umbrella body for Cook Islands NGOs. Mr Mataroa’s role at CISCO is the development of the Cook Islands NGOs in the Climate Action Network and Faith Based Organizations. He is also a member of the Alliance of Aronga Manu of the Cook Islands which works with Indigenous People of the Cook Islands as Traditional Leaders. As such he holds the Traditional Title of Te Pini Raniquata. Currently a Board Member of the Pacific Islands Association of NGOs (PIANGO) Suva, Fiji. Formerly a Border Management Specialist (Customs and Audits Compliance and Finance) and a Head of Ministry for Works and Infrastructure Management. Worked extensively with Regional Organisations (CROD) onarawatuna for HIV/AIDS, Water, Waste and Sanitation and Disaster Management, Climate Change Adaptation and Disaster Risk Reduction. Currently pursuing a Post Graduate in Research Studies towards a Master of Philosophy, a Marine Science paper on UNELCO (Law of the Sea) and a former Fiji rugby player, James Cook University of Australia. As a Consultant, I have been contracted by the Cook Islands Government in collaboration with SPC, as Project Manager for the Pacific International Waters Ridge To Reef (GEF/PACIFICWRR2D) Project and also as National Project Coordinator for the ADB Energy Efficiency Project. A part Time Grower in Root Crops, Mataroa is also President of Te Mou Enua Federated Farmers Incorporated and President of Cook Islands Music Association.

CINDY S. MORI

Cindy S. Mori is the current President of the Chuuk Chamber of Commerce and serves the community in various other leadership positions. She is the Chair of Cook Islands Civil Society Organisation (CICO) Board of Directors, Chief in charge of Cook Islands Government contracts. She also serves as the Board Member for Pacific Islands Association of Non-Governmental Organizations and is a member of the Alliance of Aronga Mana of the Cook Islands which works with Indigenous People of the Cook Islands as Traditional Leaders. Cindy is the current President of the Chuuk Chamber of Commerce and serves the community in various other leadership positions. She is the Chair of Cook Islands Civil Society Organisation (CICO) Board of Directors, Chief in charge of Cook Islands Government contracts. She also serves as the Board Member for Pacific Islands Association of Non-Governmental Organizations and is a member of the Alliance of Aronga Mana of the Cook Islands which works with Indigenous People of the Cook Islands as Traditional Leaders. Cindy is one of the first women in Chuuk to run for the State Legislature, the Chuuk State Constitutional Convention and is an active advocate for women and youth as vibrant community participants.

DUNCAN WILLIAMS

Duncan serves as the Programme Manager of the WWF-Paciﬁc Programme with the WWF-Paciﬁc Programme of the WWF-Paciﬁc Programme Office in Suva, Fiji and the Secretariat Team of the Pacific Islands Climate Action Network. He works with communities in the South Pacific to improve fisheries policy, oceans governance and climate change policy.
**Biographies**

**Villanay Remengesau**

Ms. Villanay Remengesau was born on March 30, 1985 in Koror, Palau. She holds a Bachelor of Science Degree in Business Management and is also pursuing a master’s degree in International Relations. Next year she is currently employed in the Palau Ministry of Public Health. She is also now a team leader for the Palau Community Based Inclusive Development Consortium. Ms. Remengesau took on the role as the Female Co-chair for the Pacific Disability Forum Board from August 2018-July 2020. She sits in the Asia Pacific Disability Forum Board representing the Pacific. She is also the current Secretary of OMEKESANG elected on July 2018 working to promote disability awareness and advocating for the rights of persons with disabilities in Palau and beyond.

Ms. Remengesau currently serves as President of the Belau Association of Non-Government Organizations (BANGO), an umbrella organization coordinating and coordinating the civil society organizations and non-government organizations in Palau. She is also a Board member of the Palau Parents Empowered, an organization and resource center for parents of children and youth. She is also the current Secretary of government level. Ms. Remengesau is a member for Palau Severely Disabled Assistance Fund Screening Committee, Palau Human Rights Working Group, Healthcare Coalition, UNPHS, Palau Children for Special Healthcare needs Advisory Committee (CHSCH), and Climate Change Policy Advisory Committee.

**Fred E. Bordallo Jr.**

Mr. Bordallo is a military veteran who completed his military service with the United States Marine Corps, the US Naval Reserve unit, and the US Army Reserve. He also served with the Guam Police Department from 1986-2015, and this year was appointed by the Honorable Governor Lou Leon Guerrero as the Director of Department of Veterans Affairs. He also served in the Guam Monument Corporation, the Guam Humanities Council, Young Men’s League of Guam, WestECARE, and currently is a member of the Guam Police Volunteer’s Association, just to name a few. His current research interest focuses on government policy in the area of criminal justice, law enforcement, homeland security and the military.

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**Krisinda C. Aguon**

Mrs. Aguon is currently the sitting Deputy Director of the Department of Youth Affairs. Her career began with the Department of Education as a teacher in 1980, and transition teacher which oversees a school to work program placing students with disabilities in the work world. Further, she has been teaching and assisting beginning educators for 19 years prior to assuming her position. She is also a member of the Guam Education Board, the Guam Charter School Board of Governing Students (2016-2019) as well as the Co-Advisor to the Island-wide Student Government. She is a graduate of Guam High School in 1983. She served in the US Army Reserves and the Guam Police Department from 1986-2015, and this year was appointed by the Honorable Governor Lou Leon Guerrero as the Director of Department of Veterans Affairs.

She is also a member of the Guam Monument Corporation, the Guam Humanities Council, Young Men’s League of Guam, WestECARE, and currently is a member of the Guam Police Volunteer’s Association, just to name a few. His current research interest focuses on government policy in the area of criminal justice, law enforcement, homeland security and the military.

**Maria A. Gutierrez**

Maria A. Gutierrez graduated from Tumon High School in 1984. She earned a Bachelor’s Degree in Human Resources and Experience in Personal Management, Position Classification, and Employment. She is the Vice-chairwoman of the Guam Education Board, as well as the Co-Advisor to the Island-wide School Board of Governing Students (2016-2019). Her goal is to continue advocating for the students and parents in the Guam public school system to better and provide the best education.

**Eddy Reyes**

Eddy Reyes, co-founder of the FLAME TREE Foundation, has used his experience in government organizations and the private sector to promote vocational training and employment opportunities for persons with disabilities. FLAME TREE which stands for Fundamental Life Applications to Marginalized communities is a non-profit that works to improve their relationships using evidenced-based programs. He is also a certified MATRAX Model substance abuse for adolescents and adults in the criminal justice system, PREP 8.0, and Prepare Enrich Couples and Parenting educational curricula. He also brings “Knowledge, Resources, and Networking,” as an experienced advocate for our military and Veteran communities, and she has over 20 years of insurance, banking and management experience which is critical to her administrative duties and responsibilities. Sandra is committed to providing high quality of care to promote healing and growth.

**Joe Quinata**

Joe Quinata is currently the Chief Program Officer of the Guahan Preservation Trust (GPT) and a Board Member of the Asian and Pacific Islanders in Historic Preservation (APIAHP) and an Advisory Member for the National Trust for Historic Preservation (NTHP). His career in historic preservation started 28 years ago when he opened the office of the Guahan Preservation Trust, a non-profit, public corporation.

His current appointments include the Chairman and Founding Member of the Humatuk Community Foundation, Board Member of the Guam Education Board, and Executive Council Member of the National History Day, Inc. Joe Quinata received the 2011 NTHP Trustee’s Award for Organizational Excellence for his Administration of the Guahan Preservation Trust. He was credited a Honorary Archivist from the American Institute of Architects, Guam and Micronesia Chapter and a recipient of the Pioneer in Preservation Award honored by APIAHP.

**Sandra F. Bordallo, MFT, LPC, MAC**

Sandra earned her Bachelor’s in Social Work and a master’s in Counseling from the University of Guam, and has over thirteen years of experience in administration, crisis management, and counseling experience. She is the Behavioral Health Administrator for WestCare Pacific Islands. She is also a certified MFT, Licensed Professional Counselor (LPC) and a Master’s Addiction Counselor (MAC). She is also a Licensed Marriage Family Therapist (MFT), Licensed Professional Counselor (LPC), and a Certified Marriage and Family Therapist (CMFT). She is the principal founder and CEO of Working with LGBTQI and Pacific Islander communities addressing HIV/AIDS, sexual and behavioral health.

**Dr. Mary A.Y. Okada**

Dr. Mary Ann Young Okada became the first female President and Chief Executive Officer of Guam Community College on March 1, 2007. Prior to becoming President/CEO, Dr. Okada held positions as a bachelor’s degree in education and a master’s degree in public administration; both from the University of Phoenix, and a doctoral degree in business administration from the University of Phoenix. Her work experience includes working for fifteen years with the U.S. Army, public water and wastewater utility, the last three of those years as the agency’s general manager, and as a faculty practitioner with the University of Phoenix Graduate College of Business and Management, earning 14-2015 Faculty of the year for the UOOG’s College of Business.

Dr. Okada’s varied work experience spans private, public, and non-profit sectors, including teaching middle school mathematics & special education adaptive aquatics, managing a retail jewelry store, operating and merchandising a large franchised grocery & hard goods store, establishing a corporate personnel office for a local retail conglomerate, and co-owning a swim instruction & life guarding service. Dr. Johnston is the current president of the Guahan Chapter of the Association for Career and Technical Education (ACTE) and serves on the board of two local financial institutions and the Guam Girl Scouts Council.

Dr. Johnston is the current Education Director of the GCA Trades Academy.

**Dr. Kerry Johnston**

Dr. Johnston is an NCLERMaster Trainer and Administrator of the Guam Community College & Contractors’ Construction Educational Programs. She has more than a bachelor’s degree in education and a master’s degree in public administration, both from the University of Phoenix, and a doctoral degree in business administration from the University of Phoenix. His work experience includes working for fifteen years with the U.S. Army, public water and wastewater utility, the last three of those years as the agency’s general manager, and as a faculty practitioner with the University of Phoenix Graduate College of Business and Management, earning 14-2015 Faculty of the year for the UOOG’s College of Business.

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Dr. Johnston is the current Education Director of the GCA Trades Academy.

**Alex Silverio**

Al Silverio worked for the National Family Caregiver Support Program (NFCS) at the University of Guam (UDC). He was the program’s Administrative Assistant before becoming Program Director. As Program Director, Al Silverio is the principal founder and Chief Executive Officer of Guam HIV/AIDS Network Project, also known as the GUANAH Project. He was also an certified HIV/AIDS Counselor and health educator. He is committed to providing high quality of care to promote healing and growth.

**Maria A. Gutierrez**

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MELVIN WON PAT BORJA
Melvin Won Pat-Borja has been an educator in the public school system for over a decade, most recently with Southern High School, where he developed the curriculum and pedagogy for their Creative Writing Program. He is the co-founder of Sinangan'ta Youth Movement, Pacific Tongues, and the Political and Decolonization Committee. Throughout his career as an educator, Melvin has been actively engaged in developing education programs that target Pacific Islander youth throughout the region.

MARIE LEON GUERRERO
Marie Leon Guerrero is the Director of Operations for ICAN Resources, Inc. ICAN Resources is a non-profit organization that provides employment opportunities for people with disabilities. ICAN currently administers five federal contracts on both AAFB and Naval Station, Guam providing food services and janitorial services to the Federal Government. ICAN has approximately 150 employees of which 90 are persons with diverse disabilities. ICAN provides support, resources, and develops training and employment opportunities for her management team as part of their continuous improvement process.

SAM ILESUGAM
As the Executive Director, Mr. Ilesugam is responsible for the overall organizational planning, management, and operation of Guam’s Mami, Inc. Mr. Ilesugam has a diverse background and comprehensive experience with issues affecting persons with mental illness and other disabilities. He has served Youth Speaks Hawaii, which are Spoken Arts Education programs that promote literacy, critical thinking, and public speaking, for eight years. He was recognized by the Micronesia Youth Services Network as the 2011 Youth Services Supporter of the Year. Melvin received his B.E.D. in Secondary Education and his M.A. in Pacific Island Studies from the University of Hawaii at Manoa. He has been a member of the Commission on Decolonization since 2016. Melvin presented testimony at the United Nations in 2017 before the Special Political and Decolonization Committee. Throughout his career as an educator, Melvin has been actively engaged in developing education programs that target Pacific Islander youth throughout the region.

KATHLEEN TOLOSA
Kathleen Tolaso is an active and vibrant youth leader who is currently the President of the Micronesian Youth Services Network (MYSN) having served on this regional board for nearly a decade. Tolosa is also Research Assistant for a youth at risk Project. Tolosa has extensive experience and training in youth programs, group facilitation, policy advocacy, program planning and training. Tolosa led model practices including an effort to have youth develop and manage a limited liability corporation (LLC).

ZITA D. PANGELINAN
Zita Pangelinan is the co-founder of Håya Cultural Heritage Foundation and has served as President since 2005. Håya Foundation’s Mission is to “Enhance the Well-Being of Our People” and has been focusing on the revitalization of our indigenous healing traditions. She served as Chair of the 12th Festival of Pacific Arts Traditional Healing Committee. She works with traditional healers throughout the Marianas and coordinates Conferences, workshops and community outreach. Pangelinan is working to expand the Indigenous Healers network throughout the Pacific and further developing the Pacific Indigenous Healers Consortium. She is the co-producer of a documentary entitled “Amot Para i Hinemi’l Ta” and is currently working producing the next documentary focused on the testimonials of clients who find great healing through indigenous healing methods. Pangelinan is also a Human Resource Consultant for over 25 years in areas of organizational restructuring, organizational development, workforce training and development, community development, and broad based management. Her clients include local and federal government as well as local, regional, multi-national organizations and non-profit organizations.

FRANCES SABLAN
Frances Manibusan Sablan, President, Micronesia Alliance of NGOs (MANGO), Inc., Program Coordinator, WIPI CNMI, Retired Educator, Chamorro Culture Practitioner.
1. Recognize the current and ongoing issues of Housing, Employment, and Transportation with our veterans and individuals with disabilities.

2. Recognize the limitations of services and focus from those in the federal government to equal access to services for veterans in our region. Also recognized is the need to focus on collaboration with the veterans affairs office in Hawaii.

3. Recognize the social issues around human trafficking, child exploitation, intimate partner violence, and violence against women and girls. The need to continue the development of multidisciplinary response teams and coalitions to address these issues is a priority.

4. Recognize the regional issues and effects of our climate crisis, displacement of people from their island homes, as well as the loss of culture due to colonization and western impact.

5. Recognize the effects of substance abuse issues as well as sexual health not only to the community at large but the LGBTQ population. It is also recognized that there is a need to create a safe space to address topics such as these within different levels of community, including families, public organizations, and educational institutions.

6. Recognize the need to focus and take initiative on the Sustainable Development Goals. It is also recognized that there is a need to prioritize the top SDGs.

7. Recognize that there is a need to push forward with the civil society collaboration, working with other sectors of the community to prioritize and put into motion the SDGs.

8. Recognize the need for civil society organizations in Micronesia to be regulated by a PIANGO code of minimum standards, after exploring the concepts of development effectiveness and SDGs.

9. Recognize the need to explore different ways of strategic planning, its effects on nonprofit agencies, and the benefits strategic planning has on the community.

10. Recognize the need to increase membership and awareness locally and regionally to have more nonprofit agencies actively engaged towards the same goal, and moving towards a sustainable Micronesia.

11. Recognize the loss of cultural practices and the need to continue to teach the youth these practices in order to reinforce the continuation of heritage and tradition.

12. Recognize the need to utilize collective leadership in confronting challenges that stand in the way of our common goals and aspirations.
A Very Special Thank You

Your participation in this 9th Nonprofit Congress and our gathering of local and regional leaders has made this effort possible and successful.

We are humbled by your commitment to more fully embrace what we know to be possible in building greater socio economic sustainability for all of us in our Blue Continent.