Ke Kula ʻo Kamehameha
Trustee

POSITION ANNOUNCEMENT

Education has the power to transform lives and strengthen the future of our lāhui.

The enduring legacy of Ke Aliʻi Bernice Pauahi Pākī Bishop continues to shape the future of Native Hawaiians and communities across Hawaiʻi. Founded through her will in 1887, Ke Kula ʻo Kamehameha stands on the kahua she established, carrying forward the kuleana to empower Native Hawaiians by improving the well-being of our people through education.

Through world-class, Hawaiian culture-based education and partnerships with communities, we create opportunities for Native Hawaiian learners to thrive. Guided by E Ola! and grounded in Hawaiian and Christian values, we prepare our haumāna to succeed in post-secondary education and contribute as ʻōiwi leaders to a thriving and self-determined lāhui.

ABOUT THE OPPORTUNITY

The Probate Court has appointed a Trustee Screening Committee to nominate three (3) candidates from whom the Court will select one (1) Trustee to succeed Trustee Elliot Kawaihoʻolana Mills, whose term will expire on June 30, 2027. The successor to Trustee Mills will be appointed to fill a five (5) year term and be eligible for an additional five (5) year term, as determined by the Court.

The current Board of Trustees includes Jennifer Noelani Goodyear-Kaʻōpua, Michelle Kaʻuhane, Crystal Kauilani Rose, and Eric K. Yeaman.

The seven (7) appointed volunteer community members who serve as the Screening Committee are as follows: Robin Campaniano, Jason Fujimoto, Wayne Hamano, DreanaLee "Dre" Kalili, Michael "Mike" Rawlins, Kathleen Thurston, and Edwin "Skip" Vincent.

In accordance with the 1999 Master's Report, 2024 Master's Report, and the 2025 Amended Order on the procedure for selection of trustees (referenced in the Kamehameha Schools' Trustee Selection Process), the Screening Committee is seeking active leaders from the community with a deep sense of commitment and willingness to carry Princess Bernice Pauahi Bishop's vision and legacy into the future.

Commitment to Uphold Pauahi's Will and Legacy

A candidate for trustee should be able to demonstrate the following:

- A willingness, sincerity, and strong commitment to uphold the purposes of KS and the Trust Estate, as stated in Princess Pauahi's Will and Two Codicils;
- An understanding of the legacy of Princess Pauahi and how it is manifested and implemented in the mission of KS;
- A concern for the well-being of native Hawaiians; and
- The capacity to fulfill the responsibilities of a fiduciary under trust law.

Characteristics, Personal Traits, and Qualities

A candidate for trustee should be able to demonstrate and embody the following minimum characteristics, personal traits, and qualities:

- A recognized reputation of integrity, ethical conduct, moral character and leadership;
- Respect from and for the native Hawaiian community and the community at large;
- Consistent and active servant leadership in the community with a specific emphasis on those issues that impact the well-being of native Hawaiians and the people of Hawai‘i;
- Have a history of success in business, finance, or related areas necessary to fulfill the Will of Pauahi and mission of KS;
- Have received a formal education; and
- Possess outstanding personal traits, including Hawaiian values such as *pono* (to be moral and proper), *‘imi ‘ike* (to seek knowledge), *laulima* (to work cooperatively), *lokomaika‘i* (to share), *na‘au pono* (to possess a deep sense of justice), *mālama* (to care for each other), and *ha‘aha‘a* (to be humble).

Experience and Skills

The trustee candidate should have experience and be able to demonstrate skills in strategic thinking and collaboration, and possess expertise in one or more of the following areas:

- Business Administration: to include knowledge, skills and prior successful experience in managing a large corporation;
- Finance and Investment: to include management of land and monetary assets of a large corporation;
- Strategic Planning and Policy Setting: to include responsibility for administering the affairs and/or setting policies for the direction and management of a large corporation or educational institution;
- General areas of interest, including education, law or especially relevant background in governance.

Maximum total compensation of $197,281, paid as follows:

- $157,281 annual retainer, paid in equal monthly installments
- $2,500 per meeting (maximum 16 meetings in a 12-month period)

HOW TO APPLY

Please submit the following, addressed to Kamehameha Schools Trustee Screening Committee, c/o Inkinen Executive Search via email (executives@inkinen.com) or mail (828 Fort Street Mall, Suite 130, Honolulu, HI 96813):

- Cover Letter
- Statement defining your perception of the role of a Trustee; your vision, goals, and objectives for the Trust Estate; and what you would do to attain those goals
- Resume

Application deadline is December 11, 2026, 5:00 pm HST

Please note that the finalist phase of this search process is public.
Three candidates will progress to the finalist stage – the names and background information of the three finalists will be posted for public comment.

For detailed information, please visit www.inkinen.com/ks-trustee-2026-2027