



# ELDP 2020-2021 PARTICIPANTS



# ELDP PARTICIPANTS

(2008-2019)

## PACIFIC AND VIRGIN ISLANDS



*Celebrating*  
149 Program Alumni!





## Faith M Tasi Availepule

*Senior Accountant*

*Department of Treasury*



American Samoa

Faith M Tasi Availepule currently serves as the Senior Accountant for the American Samoa Government (ASG) Department of Treasury in the Finance Division. She began her career in the Finance Division as a Staff Accountant & Grant Analyst in 2018.

During her first year, she was in charge of monthly bank reconciliations for various programs. The programs included all Cash accounts for grants funding, Customs Revenue collection, as well as the American Samoa Economic Development Authority (ASEDA) trust bank accounts. As a Grant Analyst, she was assigned two main grants funding belonging to the ASG Department of Education School Lunch Program and the ASG Governor's Office Medicaid Program.

Faith was a Business Teacher for the American Samoa Government Department of Education from 2012-2015. Faith was also actively involved with both high schools' accreditation where she was the secretary for the Focus Group A (Organizational and Leadership) and played a big role in both successful accreditations. She was appointed as the Department head for the Business department while at Fagaitua, during which she conducted college preparatory sessions to include college application awareness and training, Financial Aid (FAFSA), and Scholarship trainings. Her experience teaching business elective classes, hosting informative sessions on College Preparation and Career Fair prepared her better serve the American Samoa Government's Department of Treasury.

Faith is a proud alumnus of Chaminade University of Honolulu, earning both her Bachelor's and Master's degrees in business administration, with emphasis in Accounting.



## Jasper Ali'itaeao Tuiasosopo

*Education Assessment Specialist*

*Department of Education*



American Samoa

Jasper Ali'itaeao Tuiasosopo currently serves as an Education Assessment Specialist for the American Samoa Department of Education. He is responsible for identifying and responding to student assessment needs, recommending and implementing student assessment policies and procedures, providing national and institutional testing information to the university community, and updating and maintaining local student assessment programs. In addition, he manages and participates in the development and administration of the student assessment services budget.

Prior to working as an Education Assessment Specialist, he served as an educator for ten years. He was an elementary school teacher for eight years on the main island of Tutuila and the outer Manu'a Island of Ta'u. During this time, he served as Chairman of multiple content area committees and provided technical assistance to the school administration. He spent his last two years of teaching as an Instructor of the Adult Education Literacy Extended Learning program at the American Samoa Community College. Jasper firmly believes in the power of education and is committed to improving the education system for current and future generations of American Samoa.

Jasper was raised in Fitiuta village of the Manu'a Islands of American Samoa. He holds an Associate of Arts degree from the American Samoa Community College, a Bachelor of Arts degree in Elementary Education from the University of Hawaii and a Master of Education degree in Educational Leadership from Concordia University.



## Marcella Fitisone

*Secondary Teacher*

*American Samoa Department of Education*



American Samoa

Marcella Fitisone is currently an educator at Tafuna High School in American Samoa. In this capacity, she is responsible for educating, supporting, and stimulating the minds of 120 high school students. Marcella is responsible for planning and preparing rigorous lessons for her students. She is dedicated to creating an inclusive learning environment and incorporating a culturally responsive curriculum to meet the needs of all her students.

In addition to her classroom duties, Ms. Fitisone is the Co-chairperson of the Lumana'i Manuia Chapter of the National Honor Society. She also serves as the secretary for the WASC Accreditation Focus Group on Curriculum and Instruction. Marcella offers after-school SAT and ACT tutorials for juniors and seniors along with volunteering as a teacher for the Intervention program supporting underachieving students.

Her goal is to create a center for transformative learning for women and children in American Samoa. This center would embody a culturally responsive curriculum for leadership and empowerment.

Marcella graduated in 2017 from Berea College in Kentucky with Bachelor of Arts degrees in Women's and Gender Studies and Education studies. In June 2020, she completed her Master of Education degree in Curriculum and Instruction from Louisiana State University.



## Mikaela Saelua

*English Language Arts Teacher*

*Department of Education*



American Samoa

Mikaela Saelua is the youngest child of Fiu Johnny Saelua and Catherine Dora Saelua. She currently works as an English Language Arts (ELA) teacher at Leone High School (LHS) in American Samoa, where she serves as the ELA Department Head. In addition to in-class instruction, she is an Advisor for her school's Junior State of America Organization, an organization dedicated to building leadership and civic engagement in students. Ms. Saelua is also the Co-chair for the LHS accreditation committee, where she works with faculty, administrators, parents, students, staff, and alumni to gather data and ensure the school meets accreditation requirements of the Western Association of Schools & Colleges (WASC).

Mikaela holds a Bachelor of Arts degree in Political Science, with an Asian American Studies minor, from the University of California, Los Angeles (UCLA). She is an avid reader, specifically of non-fiction/self-help books, as they offer her new perspectives on life.



## Bradford Geoffrey Mori

*Deputy Director*

*Chuuk Environmental Protection Agency*



**Chuuk State**

Bradford Mori currently serves as the acting director of the Chuuk Environmental Protection Agency, as well as chairman of the FSM Climate Change Country Team (FSM-CCT). With the limited capacity in the islands, it is imperative that public servants take on the various responsibilities assigned by the principals of government. Thus, Bradford has embraced the multiple roles given to him because it not only builds his professional capacity but also nurtures his awareness of and insights into the challenges of his island communities.

As chairman of the FSM-CCT, Mr. Mori has represented the nation in various climate change negotiations in many parts of the world under the United Nations Climate Change Convention (UNFCCC) -- most especially the accomplishment of the Paris Agreement. He has also served as coordinator for two years for the Alliance of Small Island States in Mitigation, Clean Development Mechanism and Joint Implementation. Locally, he is involved in developing and implementing community projects. Mr. Mori has a keen interest in protecting the most vulnerable people from environmental impacts and disasters.

Bradford holds a Bachelor's degree in Geography, with a Certificate in Environmental Physical Science, from the University of Hawaii, Hilo; and a Master's degree in Global Environmental Studies from Sophia University, Tokyo, Japan.

Apart from above, Bradford is a "local boy" who likes to fish, farm and play sports. He respects his culture and customs and, most importantly, loves spending time with his family.



## Curtis Graham

*Director*

*Department of Marine Resources*



**Chuuk State**

Curtis Graham currently serves as the Director of the Department of Marine Resources in the state of Chuuk, FSM. In this position, he is tasked with advising policy development and legislation to support sustainable marine resource management and economic development throughout Chuuk state. Prior to his current role he was the Deputy Director from 2013-2016.

Curtis holds a Bachelor's degree in Religious Studies from the College of the Holy Cross, Worcester, MA; and a Master's degree in Communications from the University of Texas at El Paso. He also had the benefit of attending both Xavier High School in Chuuk State and Punahou School in Honolulu Hawaii, which provided him with a diverse learning environment to interact with people from throughout Micronesia and the Pacific region.

Upon completing his college education, he returned to Chuuk, where in 2007 he took on the job of the first employee of the newly formed non-profit organization Chuuk Conservation Society (CCS) as the Marine Program Manager. He assisted with the establishment of the Chuuk State Coral Reef Monitoring Team as well as the establishment of protected areas in Chuuk during this time.

Curtis is also a co-founder, volunteer and Board member for the Society for Historic Preservation and Investigation-Helping Ourselves Outreach Program through Sports (SHIP-HOOPS) and the Akoyikoyi Elementary School, which aims to provide educational and positive lifestyle development for at risk youth in the Chuukese community.



## Inouefich Shomour

*Operations Manager*

*Department of Health Services/Chuuk Community Health Center*



**Chuuk State**

Inouefich (Inou) Shomour is the Operations Manager at the newly established Chuuk Community Health Centers (CCHC). She oversees daily management of the CCHC to ensure compliance as well as effective and efficient provision of mandated services. Ms. Shomour has been instrumental in implementing changes revolving around health centers in the local communities and proper maintenance of the clinic facilities and premises, including the Central Office.

Prior to working at the Chuuk CHC, Inou was employed by the University of Hawaii Cancer Center responsible for the implementation healthy interventions in all of Chuuk State. She provided translation and interpretation services over the phone to local people living on the mainland who have limited English proficiency.

Inou graduated from Xavier High School and is currently taking online courses towards a degree in the Health Management field with the Fiji National University.



## Antonio L. Borja

*Tinian Ports Manager*

*Commonwealth Ports Authority*



**Commonwealth  
of the Northern  
Mariana Islands**

Antonio L. Borja is currently the Tinian Ports Manager under the Commonwealth Ports Authority in the Commonwealth of the Northern Mariana Islands. In this capacity, Antonio oversees all operations at the Tinian International Airport and the Tinian Seaport. Antonio is responsible for coordinating, approving and executing policies and methods affecting the airport and seaport. In addition, Antonio assists and advises the Executive Director in the planning, supervision and coordination of the management, operations and maintenance of all CNMI Airports and Seaports. To ensure that the airport and seaport are within Federal regulations, Antonio is in constant coordination with the Federal Aviation Administration (FAA) and the Coast Guard.

Prior to becoming the Ports Manager, Mr. Borja served as an administrative assistant in the Tinian Mayor's Office where he was appointed by Mayor Joey P. San Nicolas to the Tinian Municipal Scholarship Board and the Emergency Medical Services for Children Advisory Board.

Antonio earned a Bachelor of Arts degree in English with an emphasis on Literature. After graduating from the University of Guam, Antonio became an educator teaching the Chamorro language and culture at Francisco Baza Leon Guerrero Middle School. Antonio's goal is to better serve the CNMI by improving his leadership skills.



## Bobby James A. Cruz

*Director of Instructional Technology & Distance Education  
CNMI Public School System*



**Commonwealth  
of the Northern  
Mariana Islands**

Dr. Bobby Cruz, EdD is currently the Director of Instructional Technology & Distance Education for the Public School System in the Commonwealth of the Northern Mariana Islands (CNMI), overseeing technology programs and initiatives that provide online learning opportunities for students and professionals. His office provides distance learning for 2,000 students annually from both public and private schools throughout the CNMI and supports 500 educators in advancing their credentials through online certification programs. Prior to his current role, he served for more than a decade in the Public School System as a teacher, curriculum manager, and school administrator.

Outside of his official role with the school system, Dr. Cruz is a passionate volunteer, extending his expertise in support of professional learning for youth and adults alike. He is also a coach and an athlete. Dr. Cruz is an advocate for marginalized groups and is ardent about the preservation of indigenous cultures, guided by the belief that if you want to see change come to pass, then you ought to participate in the process.

Dr. Cruz holds a Bachelor's degree in English from the University of Guam, a Master's degree in International Education from Framingham State University, and a Doctorate Degree in Administrative Leadership for Teaching and Learning from Walden University.



## Christopher A. Concepcion

*Deputy Director  
Office of Planning & Development*



**Commonwealth  
of the Northern  
Mariana Islands**

Christopher Concepcion is the Deputy Director of the Office of Planning & Development (OPD), Office of the Governor, Commonwealth of the Northern Mariana Islands (CNMI). He assumed his position in June 2019.

As Deputy Director, Chris works with his team to establish Comprehensive Sustainable Development Plans with public and private entities that serve as a guide for future long-term development in the CNMI. The OPD acts as the clearinghouse for all information related to development, planning and resource use in the Commonwealth.

Chris has held various leadership positions in the Commonwealth and has served on several boards and commissions including the Commonwealth Utilities Corporation Board of Directors, CNMI Scholarship Board of Directors, CNMI Museum of History and Culture Board of Directors, and the Saipan Chamber of Commerce Board of Directors where he also served as Vice President in 2013. He received the Saipan Chamber of Commerce's Young Professional of the Year Award and was featured in the "40 Under 40" top young professionals list by Guam Business Magazine in 2015. Chris is a member of the inaugural 2014 Pacific Century Fellows Program – Marianas Chapter, a leadership development program modeled after the Pacific Century Fellows of Hawaii.

Chris attended the University of Idaho where he earned a bachelor's degree in Political Science. He enjoys traveling and scuba diving. He lives in Saipan with his wife, Natsu.



## Gretchen A. Smith

*Clerk of the Supreme Court  
CNMI Judiciary*



**Commonwealth  
of the Northern  
Mariana Islands**

Gretchen Smith is currently the Clerk of the Supreme Court for the CNMI Judiciary. In her capacity as Clerk of Court, Gretchen manages the appellate docket, maintains the electronic case management system, assists with reviewing and drafting legal documents, coordinates various outreach programs, participates on a number of Judiciary committees, and acts as liaison between the Judiciary and the public. Previously, Gretchen was law clerk to the Chief Justice of the CNMI Supreme Court. In addition to her experience as an attorney, Gretchen spent three years as an English teacher at Marianas High School. During her time as a teacher, she coordinated the Advanced Placement program, coached the high school outrigger canoe team, and supervised student council.

In May 2018, Gretchen received her juris doctorate from the University of California at Davis School of Law. Prior to her juris doctorate, in 2012 she obtained her bachelor's degree in philosophy from the University of California at Los Angeles.



## Janice Anne E. Castro

*DCRM Director  
Bureau of Environmental and Coastal Quality*



**Commonwealth  
of the Northern  
Mariana Islands**

Janice E. Castro currently serves as the Director for the Division of Coastal Resources Management within the Bureau of Environmental and Coastal Quality in the Commonwealth of the Northern Mariana Islands. In this capacity, Janice oversees the administration of the Coastal Zone Management Program and the Coral Reef Initiative in the CNMI, managing their day-to-day operations of promoting conservation and wise management of coastal resources. Additionally, Janice coordinates and networks with local and federal partners, and represents the CNMI on several local, regional, and international initiatives in resource management, planning, and policies, including the Coastal States Organization, the United States Coral Reef Task Force, the Micronesia Challenge, and the Secretariat of the Pacific Regional Environment Programme. Janice is also an alumnus of the Pacific Century Fellows – Marianas Chapter.

Before being appointed as the Division's Director, Janice served as a Grants Program Manager where she addressed and resolved the Division's audit findings and developed systems of internal control and standard operating procedures in order to address oversight gaps.

Janice began her post-secondary studies at the Northern Marianas College, where she earned her Associate's Degree in Liberal Arts, before transferring to Seattle University where she received her Bachelor's Degree in Environmental Studies.





## Nicole Babauta

**Administrator**

*CNMI Small Business Development Center*



**Commonwealth  
of the Northern  
Mariana Islands**

Nicole Babauta is the Director and Business Advisor at the CNMI Small Business Development Center (CNMI SBDC). The CNMI SBDC is a partially funded cooperative agreement with the U.S. Small Business Administration (SBA) that provides free, confidential, one-to-one business advising and training to aspiring and existing clients. Ms. Babauta manages a yearly operational budget of \$130,000 that benefits economic growth and development in the CNMI. As Director, Ms. Babauta primary responsibilities are to create and maintain relationships with private, non-profits, and government sectors to foster the entrepreneurial spirit in the CNMI. Additionally, her responsibilities include fiscal and program compliance with Federal grant requirements under the SBA. As a Business Advisor, she is also responsible for assisting small business owners from start-up plan development to growing and sustaining their business.

Ms. Babauta dedicates herself to her community by serving as a board member for various organizations. Additionally, she holds an active membership in the Society for Human Resource Management and Co-Chairs the Saipan Chamber of Commerce Workforce & Education Committee. Ms. Babauta was awarded the 2017 Saipan Young Professional Community Leader Award, 2018 America's Small Business Development State Star Award, and the 2019 Saipan Young Professional of the Year.

Ms. Babauta holds a Master's degree in Business Administration and a Bachelor of Science in Business Management with an emphasis in Global Business Management.



## Martin Moore

**Grants Manager**

*U.S. Department of the Interior*



**DOI**

Martin Moore currently serves as a Grants Management Analyst with the US Department of Interior's Office of Insular Affairs in Honolulu, Hawaii. His responsibilities include monitoring and maintaining Compact sector grant processes and awards, and assisting senior staff in developing strategies for effective grants management systems, field administration and operations. He maintains contact with insular program/grant managers, researches issues and problems, and answers questions, utilizing grants' regulation and educational best practices. Additionally, he reviews strategic plans, annual performance plans, and budgets for Compact sector grant awards and supplemental education grants.

Martin is originally from the Republic of Palau, but was raised in Pennsylvania and currently resides in Honolulu. After graduating from Xavier High School in 2012, Martin attended Chaminade University of Honolulu, where he graduated in 2016 with a Bachelor of Science in International Relations.



## Jermy W. Mudong

*Economic Analyst*

*Department of Finance And Administration*



**Federated States  
of Micronesia**

Jermy Mudong is currently an Economic Analyst within the Department of Finance under Division of Budget and Economic Management in the FSM National Government. He and his team are responsible for delivering effective management and execution of the National Government's annual budget and provision of sound economic and financial policy advice.

Mr. Mudong's current duties include compilation and analysis of economic data, formulating GDP estimates, maintaining FSM's macroeconomic models, compiling government financial statistics, and publishing Economic and Fiscal Update Reports. He helps with the preparation of revenue projections, conducts studies, and prepares financial and economic reports as requested by policy makers.

Jermy holds a Master's degree in Applied Economics from Hunan University of China. He has a Bachelor of Arts degree in Economics from the University of Hawaii at Hilo. He also attended the College of Micronesia, where he obtained an Associate's degree in Accounting.



## Jesse John Quenga

*Assistant Director*

*University of Guam - Regional Center for Public Policy*



**Guam**

Jesse Quenga is currently the Assistant Director of the University of Guam Regional Center for Public Policy. His work includes grants management, research writing, policy, and fostering public and private partnerships. He holds responsibility for the finance, accounting, budget and internal fiduciary reporting and controls. He is also a part-time faculty member in the School of Business and Public Administration, Division of Public Administration and Legal Studies. Mr. Quenga teaches courses on Government Finance, Personnel Administration, Fiscal Policy, and Public Policy. Jesse also conducts trainings for the University's Global Learning & Engagement Office and is the local facilitator for Ethics in Government workshops for government boards and commissions.

Jesse is involved in various government boards and community organizations. Most recently he was appointed by the Governor of Guam as Chairman to the Guam Academy Charter School Council, a governing board for Guam's charter school education, which has two elementary, two middle, and one high school with a total government budget of \$10.6M. He is involved in community organizations such as Rotary International, Toast Masters International, and the U.S. Federal Bureau of Investigation Citizens Academy Alumni Association.

Jesse is a graduate of the University of Guam and holds a Bachelor of Science in Public Administration as well as a Master of Public Administration.



## Ramona M.Q. Duenas

*Language Arts Teacher  
Government of Guam*



Guam

Ramona M.Q. Duenas is currently a sixth and seventh grade language arts teacher and team leader at Luis P. Untalan Middle School in Barrigada, Guam. She is responsible for instructing, assessing, and supervising 140 students throughout the school year and working closely with other staff to efficiently plan and coordinate work. As the team leader, Ms. Duenas is charged with attending and participating in school administration meetings and workshops as well as planning, communicating, and guiding other teachers in the school's day-to-day activities. In addition to her core responsibilities, she has also been involved as an advisor in many school-related extracurricular activities, including the Academic Challenge Bowl, National Junior Honor Society Faculty Council, Accreditation Focus Groups, Spelling Bee, Team Newsletter, and Class Council.

Ms. Duenas graduated cum laude from the University of Guam with a Bachelor of Arts in English and Secondary Education. She attended Ordot-Chalan Pago Elementary School, Agueda I. Johnston Middle School, and graduated from George Washington High School in 1998. She is a loving wife and proud mother of seven children.



## Sheena Mitchell

*Administrative Services Supervisor  
Guam Economic Development Authority*



Guam

Sheena Mitchell has over six years of experience in private sector, government and non-profit accounting. She is currently the Administrative Services Supervisor at the Guam Economic Development Authority, a position she was recently promoted to in 2019. Ms. Mitchell helps to manage all accounting requirements for the Authority. In her capacity as supervisor, she is responsible for maintaining financial records for the Authority which include adherence to all applicable accounting standards and public laws. Some of her fundamental responsibilities also include the preparation of financial statements, budgets, and other financial reports to support the overall operations of the Authority.

A lifelong resident of Guam, she graduated from Simon Sanchez High School in 2011. She subsequently earned a Bachelor of Business Administration in Accounting in 2015 and a Master of Public Administration in 2018, both from the University of Guam. She is an active member of the Association of Government Accountants, Guam Chapter.



## T'Nelta S. Mori

*Director of Staff*

*Office of Congressman Michael F.Q. San Nicolas*



**Guam**

T'Nelta Nelson Mori has served the people of Guam through the Guam Legislature beginning in 2013 and continuing today through the Office of Congressman Michael F.Q. San Nicolas in the 116th US Congress. Ms. Mori brings with her seven years of professional executive administration, management and legislative policy experience.

Ms. Mori began her government public service under then-Senator Michael F.Q. San Nicolas where she served as the Executive Secretary and Office Manager, overseeing the administrative run of the senatorial office. She was also appointed to Senator San Nicolas's policy team as his Committee Director for the Legislature's Committee on General Government Operations and Federal, Foreign, and Regional Affairs. In her role as Committee Director, Ms. Mori administratively maintained all Committee business and coordinated public hearings with the various government agencies and stakeholders.

Ms. Mori serves as the DC Director of Staff, Executive Assistant to the Congressman, and Financial Administrator for the Office of Congressman Michael F.Q. San Nicolas in Washington, D.C. She is responsible for the overall operation of the D.C. office ensuring that office policies and procedures are followed. Additionally, she oversees the D.C. staff, maintains the Congressman's official schedule, manages the overall office budget, and acts as a liaison for the Congressman with the staff, other federal agencies, public and other Members of Congress. Ms. Mori is also a key member of the Congressional Office's Insular & FAS policy team and manages casework cases that go through the Washington, D.C. office.

Ms. Mori is a graduate of Simon A. Sanchez High School and attended the University of Guam majoring in Public Administration. She was a member of the University's Chuukese Student Organization and an honoree of the President's List from 2015 to 2017.



## Harrison Seymour

*Prevention Specialist*

*Department of Health Services*



**Kosrae State**

Harrison Seymour works as a Prevention Specialist in the Behavioral Health and Wellness Program, Department of Health Services, for the Government of Kosrae. Prior to his current position he was a Substance Abuse Counselor, where he dealt solely with court mandated referrals and self-referrals. It was also his responsibility to provide counseling services to the families of his referrals.

Mr. Seymour has worked in various public service positions in both Non-Government Organizations and Government sectors. He served as a Community Liaison Officer for Kosrae's Substance Abuse and Mental Health program (SAMH), which prioritized the prevention of underage drinking and driving. During his time with SAMH, he was elected Vice President for the Kosrae Youth Development Association (the umbrella youth organization of Kosrae), where his work responsibilities expanded from underage alcohol prevention to youth leadership programs and conferences, youth adaptation to climate change, coordination of electoral forums, youth rallies, youth workshops, engaging youth in sports, life skills, youth and culture, and more.

Mr. Seymour has previous experience as an Immigration and Labor Officer with the FSM Department of Justice, and a Maritime Officer with American Guard Services in Hilo and Kona, Hawaii.

Harrison received his Bachelor's degree in Political Science from the University of Hawaii at Hilo in 2006, and worked in Hawaii prior to returning to Kosrae in 2010.





## Ayako Yamaguchi-Eliou

*Budget Specialist  
Ministry of Finance*



**Republic of the  
Marshall Islands**

Ayako Yamaguchi-Eliou is a National Consultant with the Reform Coordination Unit in the Ministry of Finance, Republic of the Marshall Islands. Her focus is on Public Financial Management (PFM) reform, specifically on budgeting. In her role as a National Consultant, she provides capacity building and performance improvement to local staff to further institutionalize PFM reforms. Prior to joining the Ministry of Finance, Ayako served as the Performance Audit Manager from 2015 to 2018 in the Office of the Auditor-General.

Ms. Yamaguchi-Eliou graduated from the University of Hawaii at Hilo, with a degree in Business Administration. She returned home after graduating from college in 2012 and began her career, first as a Performance Based Budgeting Coordinator, and later as a Performance Improvement Manager, at the Ministry of Health.



## Malie Tarbwillin

*Assistant Secretary, Ministry of Finance  
Division of International Development Assistance*



**Republic of the  
Marshall Islands**

Malie Tarbwillin is currently the Assistant Secretary for the Division of International Development Assistance (DIDA), under the Ministry of Finance, Banking and Postal Services in the Republic of the Marshall Islands (RMI). Prior to assuming her current role in 2018, Malie served as an Aid Coordinator in DIDA.

As Assistant Secretary, Ms. Tarbwillin is responsible for aid oversight and coordination within the government and with external development partners, including the World Bank, Asian Development Bank, European Union Commission, and the German Government. The portfolio that DIDA oversees exceeds \$250M USD. Ms. Tarbwillin works closely with high-level government officials as well as technical experts in the various aid projects.

Malie is both a proud civil servant and active member of her community. She works with local government councils to bring changes to her communities through small projects. She has written grant proposals for the outer islands and is in the process of drafting another proposal for her local community.

Malie earned her Bachelor of Science degree in Entrepreneurship, with an emphasis in Finance and Economics, from Grand Canyon University, Phoenix, Arizona. When she is not working, she enjoys being with family and friends. She also participated in the Micronesian Olympic Games on the RMI Olympic volleyball team and continues to play in a community league.



## Rachel Bigler

*National Early Childhood Development Coordinator - Health  
Early Childhood Development*



**Republic of the  
Marshall Islands**

Ms. Bigler currently serves as the National Early Childhood Development (ECD) Coordinator for the Ministry of Health and Human Services (MOHHS) in the RMI. She works to improve the Reproductive, Maternal, Newborn and Child Health & Nutrition (RMNCH&N) service and delivery within the RMI. She hopes to build capacity and improve the quality of services for expecting mothers and children from preconception to five years of age.

Ms. Bigler has worked with different public health programs, such as women, infants and children (WIC). Her responsibilities included emergency preparedness, grants management, community education and program coordination. She was previously the Public Health Emergency Preparedness (PHEP) Director under the Office of Health, Planning, Preparedness, Policy and Epidemiology within MOHHS from 2018-2020. Working in emergency preparedness, she prepared annual planned activities and budgets, created emergency plans, and trained staff and first responders. She also planned drills and full-scale exercises to prepare for mass causality events.

Ms. Bigler grew up in the Marshall Islands, attended Maryknoll high school in Honolulu, Hawaii, and graduated from Oregon State University in Corvallis, Oregon, where she obtained her Bachelor's of Science in Public Health, with a concentration in Health Management and Policy, and a minor in Business Administration.



## Tamera Heine

*Former Community Outreach Coordinator, Vice Consul  
Political & Social Affairs*



**Republic of the  
Marshall Islands**

Tamera Heine serves as the Vice Consul of Political and Social Affairs at the Republic of the Marshall Islands Consulate in Honolulu. She examines and provides policy advice on matters related to the political, social, economic, educational, and cultural well-being of Marshallese residing in Hawaii. She also has the responsibility for maintaining favorable relations with Hawaii State agencies and key partners in the community. Tamera also serves as a mentor and advisor to college interns employed by the Consulate.

Tamera earned her Master of Public Administration and Bachelor of Arts in Political Science degrees from the University of Hawaii at Manoa. She serves as a board member for the Marshallese Education Day committee and is actively involved in many other community driven initiatives. In her free time, Tamera enjoys hiking, fishing, and crafting. She is a proud mother of an energetic four-year old.



## Aileen Mikel

*Education Specialist  
Ministry of Education*



**Republic  
of Palau**

Aileen Mikel serves as an Education Specialist for the Division of School Management at the Republic of Palau Ministry of Education. As an Education Specialist she recently worked with school principals to complete the initial phase of Western Association of Schools & Colleges (WASC) Accreditation for all public schools in the Republic of Palau. Working closely with partner agencies to ensure that schools meet safety requirements, Ms. Mikel successfully implemented School Emergency Management plans and drills for the entire school system. She also works with other units within the Ministry on policy revision and formulation, generating reports, and other tasks. She is a member of the Palau Healthcare Coalition and a First Aid and Basic Life Support Instructor for the Palau Red Cross Society.

Ms. Mikel began her career at the Ministry of Education as a classroom teacher. She was promoted to School Principal and then transitioned to her current position as an Education Specialist. She brings a wealth of knowledge from her experiences in different positions at the Ministry.

Ms. Mikel graduated from San Diego State University with a Master's Degree in Education.



## Gaafar Jose Uherbelau

*Administrator - Health Policy  
Research & Development Office, Bureau of Public Health, Ministry of Health*



**Republic  
of Palau**

Gaafar J. Uherbelau is a public health professional from the Republic of Palau. He has served in the public sector for over a decade, working with communities to promote wellness and address emerging and re-emerging health issues. A graduate of the University of Auckland, he currently oversees the Health Policy, Research, and Development Office of the Palau Ministry of Health (MOH), tasked with overseeing health communication, health research, and policy development activities. Throughout his career with the MOH, Mr. Uherbelau also served as a Grant Coordinator and Public Information and Liaison Officer during disasters and emergencies, including serving most recently as Liaison Officer and Deputy Incident Commander for the Ministry's response to the COVID-19 pandemic.

Outside of the health sector, Mr. Uherbelau serves on the Palau National Scholarship Board, and currently chairs the Central Branch Governing Board of Palau Red Cross Society. In 2019 Mr. Uherbelau was selected as the first from Palau to join the inaugural class of the Obama Foundation Leaders: Asia-Pacific Program.



## Jovalyn Ilong Koshiba

*Grants Program Manager  
Palau Protected Areas Network Fund*



**Republic  
of Palau**

Jovalyn Koshiba is currently the Grants Program Manager for the Palau Protected Areas Network (PAN) Fund. She joined the PAN Fund and the conservation family in May, 2018. In her capacity as the Grants Program Manager, Ms. Koshiba is responsible for various grants management activities for the organization. She also manages the organization's marketing and communications strategy and all partners and stakeholders engagement.

Ms. Koshiba was awarded as one of three recipients of the regional Bill Raynor Micronesia Challenge (BRMC) Scholarship in 2019. The BRMC scholarship Fund aims to contribute to the development of effective conservation in Micronesia and promote sustainable livelihoods across the region. Leadership capacity and development continue to be a critical need and underpin the success of other strategic areas. The scholarship fund identifies, supports, and coaches individuals to take on pertinent leadership roles and responsibilities within their countries. The Fund honors the legacy of one of Micronesia's original conservation champions and mentors by inspiring, supporting and mentoring the next generation of champions across Micronesia.

Ms. Koshiba graduated in June, 2020 with a Master's degree in Business Administration from Chaminade University, Honolulu, Hawaii. She also holds a Bachelor's degree in Arts, with a double major in English and Historical and Political Studies, from Chaminade University. She is committed to contribute to the achievement of Palau conservation and to explore innovative ways to establish robust sustainable financing mechanisms for the Palau Protected Areas Network.



## Kimberly Tmilchol Idip

*Chief, Hospital and Clinical Nursing  
Ministry of Health, Bureau of Nursing*



**Republic  
of Palau**

Kimberly Idip currently serves as the Chief of Hospital and Clinical Nursing for the Bureau of Nursing under the Ministry of Health of the Republic of Palau. Prior to becoming the Chief of Hospital and Clinical Nursing, Ms Idip was a Nurse Supervisor in the Emergency Room for three years. She served as the Acting Chief of Hospital and Clinical Nursing for five months before being promoted to Chief.

As the Chief of Hospital and Clinical Nursing, Ms. Idip is responsible for taking a lead role in ensuring the effective planning, implementation and operation of all services within the bureau. She plays an active role in program evaluation, seeks to improve services and population health outcomes, participates in the development and interpretation of nursing policies and procedures, and works to ensure that all nurses understand and are compliance.

Ms. Idip identifies and acts upon opportunities to improve service delivery, promotes approaches to healthcare which utilize resources in an effective, efficient and sustainable manner. She also takes a lead role in establishing and monitoring quality assurance systems and processes. She oversees new staff orientation to the unit/ward, and supports and mentors others to ensure nursing practice in the Ministry of Health is carried out in a professional manner.

Ms. Idip is currently an active member and also serves as the vice president of the Palau Nurses Association. She also serves as an instructor for Basic Life Support, Advanced Cardiac Life Support and Pediatric Advanced Life Support under the American Heart Association. She holds a Bachelor's degree in Public Health Nursing from the Fiji National University. She is married and is a proud mother of a 2-year old boy.





## Myra Adelbai-Fraser

*Physician*

*Ministry of Health, Bureau of Clinical Services*



**Republic  
of Palau**

Dr. Myra Adelbai-Fraser is currently the youngest physician practicing Internal Medicine in Belau National Hospital, in the Republic of Palau. As an Internist, she oversees clinical care for outpatient and inpatient adult medicine cases, including consultation services referred from other specialties and from private clinics as well. Apart from clinical services, she is also involved with several public health activities, such as the Non-Communicable Disease (NCD) program and clinics, the Communicable Disease Unit, and also the School Health Program and RHD Program.

Dr. Fraser was born and raised in the islands of Palau. She attended Fiji School of Medicine in Suva, Fiji under the World Health Organization (WHO) Fellowship Program, where she completed 6 years of medical training and graduated in 2008 with a Bachelor of Medicine, Bachelor of Surgery degree (MBBS). She returned to Palau to complete a one-year internship and then continued into a 3 year internal medicine residency in Cebu, Philippines. She returned again to her home island 2013 and has been working in the Department of Internal Medicine at the Belau National Hospital ever since.

Dr. Fraser is known by her peers as the local NCD physician champion, and continues to advocate for transformation of health systems needed to address the burden of chronic diseases in her community.



## Padwick Gallen

*Physician III - Ophthalmologist*

*Department of Health and Social Services*



**Pohnpei State**

Dr. Gallen started his career in the government in 2006 after completing his medical studies at the Fiji School of Medicine. He secured an entry level physician position at the Pohnpei State Hospital and served as one of several general practitioners for four years before he decided to further his studies in ophthalmology at the Pacific Eye Institute in Suva, Fiji.

These experiences were critical to the foundation he laid when he returned to Pohnpei four years later and resumed his career at the Pohnpei State Hospital, working as the only ophthalmologist in the country.

In his years working at the Pohnpei State Hospital, Padwick managed to secure funding to procure much-needed eye care equipment. While recently serving as Acting Chief of Medical Services, he upgraded operating procedures for the hospital's emergency room. He was able to successfully lobby for increases in pay for all doctors and recruited twelve more doctors, increasing the overall capacity of healthcare in Pohnpei and the wider FSM. He currently plays an instrumental role in the fight against COVID-19, serving as the Chair for the Subcommittee on Infection Control and setting up the health screening and quarantine protocols as the Medical Team Lead in the Pohnpei State COVID-19 Task Force.

Padwick is married to the love of his life, Suzanne Lowe Gallen, a 2013 alumnus of the ELDP, and they have three children.



## Serleen Hadley Walliby

*Legislative Account Specialist on Finance Matters  
Pohnpei State Legislature*



**Pohnpei State**

Serleen Hadley Walliby serves as the Legislative Account Specialist on Finance Matters for the Pohnpei State Legislature. Ms. Walliby reports to the 23 elected Members on finance matters and attends all the finance committee meetings and budget hearings. She oversees and coordinates an annual budget and revenue ceiling of more than \$40M USD. Ms. Walliby also coordinates with the FSM National Government, Executive branch, Judiciary branch, Program managers and local officials to ensure that everyone works within the revenue ceiling. She reviews quarterly reports from the Governor's submission to the Speaker and compiles the expenditure reports. Additionally, she works with the Legislative Budget Officer to make sure all the expenditures fall within the appropriated amounts. Ms. Walliby specializes in governmental budget, financial reporting and trend forecasting.

Prior to her current position, Ms. Walliby was a Budget Analyst for over 15 years. This included time as one of the key senior budget analysts at the Pohnpei State Budget Office, putting together Amended Compact funding requests and monitoring the budget.

Serleen holds a Certificate of 3<sup>rd</sup> year Accounting and an Associate's Degree in Accounting from the College of Micronesia. She is a member of the Contract Review Board, and a board member of the Small Business Guarantee and Finance Corporation. She is also involved with the Science Club, the Health Care Opportunity Program, the Talent Search Program, and the Student Support Service Program.



# ELDP LEADERSHIP PRINCIPLES

## Leadership Is an Influence Process. 01

It is about getting people to do something that they wouldn't necessarily do on their own.

## Leaders Are Flexible. 03

They are able to adjust their approach to people and to their environment, as needed, to maximize their effectiveness.

## Leaders Are Authentic. 05

They recognize and acknowledge their strengths and limitations, and are humble in the face of imperfection.

## Leaders Are Focused. 07

They can manage multiple priorities and pay attention to what is most important.

## Leaders Have Courage. 09

They accept that leadership sometimes requires a person to stand alone, champion unpopular ideas, and take criticism.

## 02 Leaders Have Good Diagnostic Skills.

They are keen observers who are able to accurately interpret what is going on around them.

## 04 Leaders Project and Inspire Trust.

They know that people are more willing to be influenced by those who trust them, and those who are trustworthy.

## 06 Leaders Have Vision.

They can see a path between what is and what could be, and can articulate a plan to get there.

## 08 Leaders Take Initiative.

They see what needs to be done and act.

## 10 Leaders Are Resilient.

They persevere despite knowing that positive change can be difficult, take a long time, and provoke resistance.







The Executive Leadership Development Program (ELDP) was commissioned by the United States Department of the Interior's Office of Insular Affairs to provide emerging Pacific-island leaders with the knowledge and skills they'll need to excel personally and professionally.

The ELDP is managed and administered by the Graduate School USA's Pacific & Virgin Islands Training Initiatives. Program participants from throughout the US-affiliated insular areas meet for four, one-week periods over the course of a calendar year. The inaugural ELDP class completed the program in 2009, and there are now 155 alumni and current program participants from all of the U.S.-affiliated insular areas (including the U.S. Virgin Islands.) ELDP alumni represent virtually every government agency, serving the insular governments as elected representatives, ambassadors, judges, cabinet members, directors, and dedicated public servants.

To find out more about the ELDP, including application information, program details, frequently asked questions, and biographical information on past ELDP participants, please visit us online at <http://eldp.pitiviti.org>.



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