# THE THIRTIETH LEGISLATURE **APPLICATION FOR GRANTS**

CHAPTER 42F, HAWAII REVISED STATUTES						
_	Type of Gra					
	Operating	L Capital				
Legal Name of Requesting Organia	zation or Individual:	Dba:				
Hawaiian Islands Land Trust		N/A				
Amount of S	State Funds Reque	sted: \$284,140				
Brief Description of Request (Please a	attach word document t	to back of page if extra	a space is needed)			
In the last year HILT began a capacity-building campaign to address the urgent conservation needs facing our State. HILT has secured funding to deepen our expertise and expand our statewide reach towards the following goals:						
Goal 1. Protect: Act strategically to pro needed to sustain our unique way of li						
Amount of Other Funds Available:		Total amount of Sta	ate Grants Receiv	ved in the Past 5		
State: \$100,000		Fiscal Years:				
Federal: \$71,500		\$_100,000.00				
County: \$ 123,839 (request	ted)	Unrestricted Assets	<b>s</b> :			
Private/Other: \$ 324,081		\$ <u>325,266</u>	<u>-</u>			
New Service (Presently D	New Service (Presently Does Not Exist): Existing Service (Presently in Operation):					
Type of Business E	Entity:	Mailing Address:				
501(C)(3) Non Profit Cor	poration	126 Queen St., S	te 306			
Other Non Profit		City:	State:	Zip:		
Other		Honolulu	HI	96813		
Contact Person for Matters Invo	olving this Application	on	10 10 10 10 10 10 10 10 10 10 10 10 10 1			
Name:		Title:				
Angela M. Britten		Director of Develo	pment			
angie@hilt.org		(808) 791-0731				
Federal Tax ID#:		State Tax ID#				
Love Ja.	Laura H.E. K	aakua	1/1	7/2020		
Authorized Signature		ne and Title		Date Signed		
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# **Application for Grants**

If any item is not applicable to the request, the applicant should enter "not applicable".

# I. Certification – Please attach immediately after cover page

#### 1.Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2019.

NOTE: Attached

#### 2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes. (Link)

#### 3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. (<u>Link</u>)

NOTE: Attached

# II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

# 1. A brief description of the applicant's background

Hawaiian Islands Land Trust (HILT) is an independent, Hawaii-based 501(c)(3) non-profit organization, and the first land trust in the State of Hawaii to receive national accreditation from the Land Trust Accreditation Commission®. HILT was established in January 2011 out of an unprecedented merger of four island land trusts: Kauaii Public Land Trust, O'ahu Land Trust, Maui Coastal Land Trust, and Hawaii Island Land Trust. HILT's mission is to protect the lands that sustain us for current and future generations. To date, HILT has conserved over 21,000 acres throughout the Hawaiian archipelago; but our precious lands, the resources they sustain, and the unique way of life they foster, are all at risk. In the past year alone, we have experienced many severe impacts

of climate change here in Hawai'i nei – from the floods in Hanalei to the recurring wildfires across Maui, to coastal erosion along the windward coast of O'ahu, and the increased frequency and severity of extreme weather events and sea-level rise across our islands.

Likewise, in the past year, HILT has examined and revised its strategic plan, which has highlighted the central, expanded role that we must play in the statewide effort to build our islands' resilience. HILT's Strategic Plan includes a Strategic Land Conservation Plan for new land protection efforts, and a Resiliency Framework for stewardship of HILT's 7 preserves that serves to inform the conservation principles of this request, as well as a proactive approach. Aggressively expanding our efforts to protect, steward, and connect with the land enable us to better leverage our finite resources.

Our plan also provides a window into the vast potential for high-impact conservation. The National Land Trust Census (2015) shows that, on average, land trusts with a strategic land conservation plan save twice as much land as land trusts without one. With this strategic conservation tool in place, we can now proactively initiate a long-term, relationship-building effort with landowners and communities associated with the properties most important to fulfilling our mission, and to our unique way of life in Hawai'i.

All facets of HILT's planning process lead to one central vision: that Hawai'i's most significant natural and cultural resources — in each district and on each island — are protected and managed for a sustainable Hawai'i. This vision is predicated on HILT's ability to foster the ethic of mālama 'āina across the island chain. Residents and visitors embrace the Hawaiian value of mālama 'āina when they are welcomed by HILT to steward and connect with HILT's protected lands. Participants in HILT field trips, hikes, and volunteer days take with them the value of and practice of mālama 'āina, which spreads person by person and can eventually change the values of an entire community.

Grounded in the communities we serve, our planning process launched with constructive dialogues with our volunteers, supporters, and community and government partners on each island to clearly define the conservation values that communities across Hawai'i hold dear. We utilized GIS data to map the following conservation values on all islands from the archipelago down to the individual parcel level. The 7 conservation values mapped were: agricultural, coastal, cultural and historic, native wildlife habitat, scenic views, water resource areas, and outdoor recreation opportunities. These are the types of land that the people of Hawai'i want to protect, and therefore comprise HILT's conservation values. In continued consultation with our volunteers and partners on each island, we have vetted our heat maps, providing the blueprints for effective outreach strategies to the landowners, communities, and stakeholders that overlap with these high-priority lands. To support the realization of our Strategic Conservation Plan, HILT has actively raised funds to: improve our long-term organizational stability; increase our capacity to acquire lands aligning with our

"conservation heat maps" through fee simple acquisition and conservation easements; and address the unique community conservation needs that each island will require to protect, steward, and connect with the lands that sustain us.

Once HILT mapped the 7 conservation values, HILT assessed land protection priorities of the State, Counties, Federal agencies, and other nonprofits. To complement and not duplicate efforts of other nonprofits and government agencies, HILT narrowed its strategic land protection focus to 3 types of land in need of protection:

- 1) Hawaiian cultural landscapes
- 2) Coastlines
- 3) Lands that produce healthy food for the local market

We complement the protection focus of others on mountaintop watersheds by concentrating largely on needs and opportunities for coastal, agricultural, and cultural lands. Coastal and agricultural lands in Hawai'i are where Native Hawaiians of old lived and farmed. Therefore, these lands have high cultural significance, often comprising Hawaiian cultural landscapes, but are under the greatest threat of subdivision and land use conversion for residential development.

Once HILT protects prioritized lands, HILT stewards those lands following Land Trust Alliance standards and best practices, a commitment to community stewardship, and implementing groundbreaking climate resiliency research. HILT has a particular focus on connecting people to our fee-owned preserves and conservation easements through hosting school field trips, community volunteer workdays, "Talk Story on the Land" public hikes, and by providing camping on two of HILT's preserves, and welcoming Hawaiian cultural practitioners to develop reciprocal relationships with the land.

State of Hawaii Grant in Aid funding to HILT will provide the funds needed to:

- support our outreach programs that serve to **connect** and educate our communities:
- support our <u>steward</u>ship efforts that serve to malama our fee-owned public preserves by restoring habitat, developing climate resiliency plans, and maintaining the preserves for safe public access; and
- support our land **protect**ion efforts that identify high-priority lands for conservation and move land acquisitions toward completion.

#### 2. The goals and objectives related to the request;

In the last year HILT began a capacity-building campaign to address the urgent conservation needs facing our State. HILT has secured funding to deepen our expertise and expand our statewide reach towards the following goals:

**Goal 1. Protect:** Act strategically to protect the lands containing the most significant natural and cultural resources needed to sustain our unique way of life in Hawai'i through fee-simple acquisitions, conservation easements, and community conservation efforts.

- o **Objective A:** Work with community members to advance the protection of 1 − 2 properties through fee simple acquisition or conservation easement. HILT has several projects in the "pipeline" that we are working to complete. We have hired a Director of Aina Protection, whose role is to move those projects to completion. These projects include threatened Hawaiian cultural landscapes, coastlines, and lands that produce healthy food for the local market. HILT expects these projects to be in the communities of Kilauea, Kauai; the windward side of Oahu; Waikapu, Haleakala, and the Hana Coast on Maui; and Kealakekua, Kohala, and Hilo on Hawaii Island.
- **Goal 2. Steward:** Engage local communities in long-term restoration of the resources we strive to protect to enhance the natural and cultural resources for the benefit of the people of Hawaii; develop best management practices that can be shared with partners and scaled across our islands
- Objective A: Participate in Hawai'i Community Foundation's Community Restoration
   Partnership (CRP) to advance the restoration of our natural resources at Waihe'e, Maui.
- Objective B: Integrate the lessons learned and best practices gained through the CRP into the management of our other fee-owned preserves.
- Objective C: Using paleoecological research collected over the last two years and community knowledge to inform our climate resiliency plans for Waihee and Nuu on Maui and Kahili Beach Preserve on Kauai.
- **Goal 3. Connect:** Bolster our land protection and stewardship objectives through targeted education and communication programs to introduce and connect people with HILT's mission;
- Objective A: Conduct community outreach meetings and participate in community outreach events on Kauai, Oahu, Maui, and Hawaii Island.
- Objective B: Develop and strengthen partnerships with area schools and universities
  to bring students to our public preserves to learn about land protection, climate change
  and resiliency, native habitats, and cultural history and mythology.
- Objective C: Conduct community outreach meetings and participate in community events and conferences to collaborative connect communities to their entire ahupua'a.

# 3. The public purpose and need to be served;

Land conservation is important for many reasons. Conservation of essential habitats and corridors protects plants and animals. Preserving greenspace provides aesthetic appeal and offers recreational opportunities that lead to healthier communities. Ecosystems such as wetlands provide services that protect communities from flooding, naturally treat runoff, allow for groundwater infiltration, and capture vast amounts of carbon. Natural buffers of native plant species protect rivers from polluted storm water, as well as allow for retreat of natural communities as the coasts experience sea-level rise.

Hawai'i's long-term well-being – environmentally, economically, and otherwise – is directly linked to the 'āina and how we choose to care for it. Indeed, Hawai'i's state

motto proclaims, "The life of the land is perpetuated in righteousness." HILT's mission is to protect that "life of the land" for current and future generations. Through statewide land protection initiatives, HILT works to address the public need for land conservation in the State of Hawaii.

HILT's public preserves and protected properties are located in 18 House and 11 Senate Districts on O'ahu, Maui, Kaua'i, Hawai'i Island, and Moloka'i. Our public preserves and protected lands include –

#### Hawai'i Island, Senate Districts 2, 3, 4; House Districts 5, 6, 7, 40, 41, 43, 47

#### Keopuka, South Kona

Size: 184 acres

Conservation Values: Shoreline and Open Space

Land Features: Coastal shoreline

# Honolulu Coffee Company Farm, Kona I and II

Size: 225 acres in total

Conservation Values: Agricultural lands, wildlife habitat

Land Features: Forest

#### Na'alehu, Ka'u

Size: 211.1 acres

Conservation Values: Agricultural lands, wildlife habitat, watershed

Land Features: Agricultural Lands

#### Honu'apo, Ka'u

Size: 877 acres

Conservation Values: Conservation and restricted agriculture

Land Features: Grassland, native forests

#### Kipuka Mosaic, Volcano

Sizes: Taylor I and 2, 3.4 acres, 3 acres

TNC, 0.4 acre Irwin, I acre

Jackson, 1.4431 acres

Conservation Values: Forest canopy protection, bird migration corridors

Land Features: Forest

#### Pa'auilo, Hamakua

Size: 41.396 acres

Conservation Value: Wildlife Habitat

Land Features: This forested land is strategically situated near the O'okala

Cooperative Game Management Area and the Manowaialee Forest Reserve in the

Hamakua District

#### Kaiholena, Kohala

Size: 35 acres

Conservation Values: Shoreline, ancient cultural and archaeological sites

Land Features: Historical and cultural sites

#### Maui - Senate Districts 5, 6, 7; House Districts 8, 9, 10, 11, 12, 13

#### Waihe'e Coastal Dunes and Wetlands Refuge, Waihe'e

Size: 277 acres

Conservation Values: Recreation, archaeological and cultural preservation,

education, and habitat for native flora and fauna

Land Features: Coastal wetlands, dunes, marine shoreline, near-shore reef

systems and riparian habitat

#### 'Ulupalakua Ranch

Size: 11,051 acres

Conservation Values: Wildlife habitat, agricultural preservation

Land Features: Upland habitat

#### Merwin Palm Forest - Pe'ahi, Ha'iku

Size: 18 acres

Conservation Values: The W.S. Merwin Palm Collection, one of the largest in the world,

has nearly 3,000 individual palm trees, representing over 480 taxonomic

species and more that 125 genera; property also has agricultural, wildlife habitat,

archaeological and scenic values.

Land Features: Extensive wet palm forest situated on the ridge between bays

#### Nu'u Refuge

Size: 81 acres

Conservation Values: Cultural site, wetland habitat, shoreline access, wildlife habitat

Land Features: Wetlands, dry forest habitat

#### Maka'alae, Hana

Size: 41 acres

Conservation Values: Oceanfront and shoreline protection, public access

Land Features: Marine shoreline

#### Hana Kakio I and II, Hana

Size: 4.6 acres, 10.63 acres

Conservation Values: Open space and scenic views, agricultural, cultural and

historical, water resources, and wildlife habitat values

Land Features: Coastal land

#### Kakui'ula, Kipahulu - Ola Honua Farm

Size: 74 acres

Conservation Values: Organic Agriculture

Land Features: Wet forest habitat

#### Nahiku

Size: 55 acres

Conservation Values: Native plant and habitat restoration

Land Features: Wet forest habitat

# Spreckelsville, Wailuku

Size: 20 acres

Conservation Values: Public shoreline access, open space, wetlands habitat,

historical plantation significance

Land Features: Marine shoreline, wetland, sand dunes

#### Makila Nui, Launiupoko

Size: 223 acres

Conservation Values: Open space, Public access

Land Features: Native plants, unusual geologic formations and archaeological

features, Pu'u Hipa and Pu'u Mahana Lua Nui cinder cones

#### Kipahulu

Size: 35 acres

Conservation Values: Cultural preservation, shoreline access

Land Features: Marine shoreline

#### Kaulahao

Size: 1 acre

Conservation Values: Archaeological sites, seabird habitat, public access

Land Features: Coastal habitat, shoreline

#### Veterans Peace Park Wailuku

Size: 4.5 acres

Conservation Values: Outdoor recreation and education, historic sites, water resource

values, scenic vistas wildlife habitat

Land Features: Coastal land near Kahului Bay in a densely developed area of Wailuku

#### Hawea, Kapalua

Size: 2 acres

Conservation Values: Seabird nesting protection, public shoreline access, cultural sites

Land Features: Marine shoreline, coastal bluffs

#### Kapalua Open Space, Kapalua

Size: .5 acres

Conservation Values: Open space

Land Features: Coastal land near Kapalua Coastal Trail

#### Moloka'i, Senate District 7; House District 13

#### Pohaku Pili

Size: 76 acres

Conservation Values: Coastal land protection adjacent to Pohakupili Bay

Land Features: Marine shoreline

# Pu'u o Hōkū

Size: 2697 acres

Conservation Values: Pasture land, watershed

#### Kainalu Ranch

Size: 167 acres

Conservation Values: Mauka to Makai Ahupua'a

# O'ahu, Senate Districts 19, 20, 21, 23; House Districts 40, 41, 44, 47

#### Honouliuli, Ewa

Size: 1276 acres

Conservation Values: Conservation and restricted agriculture

Land Features: Dry forest

#### Maunawila Heiau, Hau'ula

Size: 9.08 acres

Conservation Values: Archaeological and cultural preservation, Habitat

restoration, cultural practice and education

Land Features: Historic sites

#### Palikea, Waianae

Size: 21 acres

Conservation Values: Agriculture Land Features: Agricultural lands

#### Kaua'i-Senate District 8, House District 14

#### Wai Koa Loop Trail, Kilauea

Size: 32 acres

Conservation Values: Public walking trail

Land Features: Historic features, lagoons, fruit orchards, grasslands, and hardwood

forest

#### Kāhili Beach Preserve, Kilauea

Size: 5.4 acres

Conservation Values: Public beach access and habitat restoration

Rev 12/2/19 Land Features: Marine shoreline

#### Waiakalua, Kilauea

Size: 18.77 acres

Conservation Values: Open space, cultural and habitat preservation

Land Features: Marine shoreline

#### Kilauea, Kilauea

Size: 150 acres

Conservation Values: Habitat, open space, archaeological preservation Land Features: Steep forested canyon along Kilauea stream which flows into

grassy estuary

#### Wainiha

Size: 0.4 acre

Conservation Value: Open space

Land Features: Ocean shore and beach

#### Wai'oli I and II

Size: .14 acre, 39 acres

Conservation Values: Agricultural (important for taro), historical and cultural,

scenic and water resources

Land Features: Farmland in historic Wai'oli Valley, one of Hawai'i's most

important taro producing areas

HILT's properties hold and maintain various conservation values for public benefit and enjoyment, including: agricultural resources and fresh local foods; wildlife habitat and biodiversity; beautiful scenic vistas that keep Hawai'i a desirable place to live, work and visit; outdoor recreation areas that keep people healthy and connected to nature; cultural and historic resources that connect us to our past; and water resources that provide clean drinking water.

Through our public preserves and permanently protected lands, our team of land conservationists engage and educate our communities and visitors to our state on the importance of land conservation, conservation best practices, on ways that the public can involve themselves in land conservation, and the available tools to perpetually protect their land from the pressures of development. Our protected properties serve as living classrooms for inquisitive minds to explore the outdoors, connect with nature, and engage in authentic historical and cultural activities designed and delivered by cultural practitioners.

#### 4. Describe the target population to be served; and

By protecting the 'āina, HILT's statewide land conservation initiatives serve Hawai'i's 1.43 million residents (2017 population estimate).

Annually, HILT: engages over 2,000 volunteers through its stewardship program providing over 5,000 hours of volunteer service hours; facilitates camping on its properties for over 1,000 campers; and conducts a minimum of 24 guided hikes through its popular Talk Story on the Land series, in which over 800 participants learn about Hawai'i's unique natural and cultural resources and the importance of the management and protection of Hawai'i's special places.

#### 5. Describe the geographic coverage.

HILT currently protects 19,652 acres on five major Hawaiian Islands. Lands conserved include 3,192 acres on Hawai'i Island, 11,953 acres on Maui, 2,940 acres on Moloka'i, 1,285 acres on O'ahu, and 282 acres on Kaua'i. As Hawai'i's land trust, HILT will continue to identify properties around the State of Hawai'i and work collaboratively with willing private landowners to safeguard and improve Hawai'i's most precious natural and cultural resources.

# III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

# 1. Describe the scope of work, tasks and responsibilities;

This last year spent in building capacity to enhance all of our strategies for conservation in addition to addressing the long-term sustainability needs of our individual, island-based conservation programs. The strategic Plan has further refined our conservation focus into three main program areas: Protect, Steward, and Connect.

The overall scope of work for HILT's GIA request will be to

- support our outreach programs that serve to connect and educate our communities;
- support our stewardship efforts that serve to malama our fee-owned public preserves by restoring habitat, developing climate resiliency plans, and maintaining the preserves for safe public access; and
- support our acquisition efforts that serve to identify high-priority lands for conservation and move land protection projects toward completion.

The following goals support our broad, State-wide conservation efforts:

**Goal 1. Protect:** Act strategically to protect the lands containing the most significant natural and cultural resources needed to sustain our unique way of life in Hawai'i through fee-simple acquisitions, conservation easements, and community conservation efforts.

- Scope of work:
- Leverage existing partnerships and develop new ones to raise awareness among Hawai'i's land conservation stakeholders (landowners, community groups, farmers, ranchers, foresters, developers, land use planners, and consultants) of the viable alternative that conservation tools such as agricultural conservation easements can provide, and the financial benefits, incentives, and ecosystem services associated with conservation efforts.
- Tasks and responsibilities:
- HILT's Director of Aina Protection will serve as our primary interface with funders, landowners, and our main community-based strategic partners
- The Director of Aina Protection will track the availability of priority lands and develop strategies to proactively develop conservation projects
- HILT will provide targeted landowner outreach to farmers, ranchers, landowners, and professionals in the agricultural industry including:
- one-on-one meetings and
- a minimum of two (2) group seminars/outreach events each year to provide accurate information on land conservation tools available to them (conservation easements, funding options, etc.)
- Advance the protection of all the projects currently in the HILT conservation "pipeline" and complete the protection of at least one (1) property through fee-simple acquisition or the purchase or donation of a conservation easement.
- **Goal 2. Steward:** Engage local communities in long-term restoration of the resources we strive to protect to enhance the natural and cultural resources for the benefit of the people of Hawaii; develop best management practices that can be shared with partners and scaled across our islands
- Scope of work:

Participate in Hawai'i Community Foundation's Community Restoration Partnership (CRP) to advance the restoration of our natural resources at Waihe'e and integrate lessons learned into our management and restoration of all HILT fee-owned properties. Use paleoecological data to develop climate resiliency plans for Waihee and Nuu on Maui and Kahili Beach Preserve on Kauai.

- Tasks and responsibilities
- Conduct ongoing maintenance of walking paths, access points, camping areas, riparian zones and shoreline areas to ensure safe public access through weekly transects
- Host Weekly Environmental Volunteer Days on Fridays (up to 50 work days) to deploy volunteer labor to increase indigenous and endemic plant and animal species populations through out-planting and encouraged proliferation, and clearing invasive species to promote growth of indigenous and endemic Hawaiian floral and faunal species
- Hire a year-long Kupu intern to continue the advancement of our restoration work at Waihee and Nuu on Maui
- Major wetlands, dunes, and coastal restoration activities

- Compile research data, data from partner scientists, and communities in close proximity to our preserves and develop site specific and appropriate climate resiliency plans for Waihee and Nuu on Maui and Kahili Beach Preserve on Kauai
- Participate in CRP evaluation activities, including trainings and calls, to ensure quality evaluation data

**Goal 3. Connect:** Bolster our land protection and stewardship objectives through targeted education and communication programs to introduce and connect people with HILT's mission;

- Scope of work
- Expand the geographical reach of HILT's Talk Story on the Land series while refining our education partnership strategy for 'āina-based education and invest in a deep-dive analysis of these education efforts with school and community groups to formalize and expand a statewide model for 'āina-based education,
- Tasks and responsibilities
- Offer at least one free, monthly, outdoor hike featuring one or more parcels of land protected by HILT.
- Conduct interviews with select education partners, including school administrators and teachers, parents and students/alumni
- Compile, assess, refine, test, and scale a statewide 'āina-based education program that will provide more equitable access to these skill building educational experiences
- Develop a calendar of guided hikes across the state to leverage HILT's participation in other neighbor island events and initiatives
- Plan, execute, and follow up on educational visits; provide curriculum or educational/interpretive materials as appropriate; follow up on visits to administer surveys on educational experience and collect testimonials
- Develop and refine systems that support hikes and other outreach efforts (scheduling, monitoring, surveys, etc.)
- Outcomes:

HILT fosters a sustained connection between Hawai'i's human and natural communities to ensure resilience and continued action to protect and steward our vital lands.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

	HILT State-wide conservation efforts						
Strategy	Timeline	Service	Results/Outcomes				
Protect	7/1/2020 - 6/30/2021	Landowner and community outreach	HILT increases the number of working farms and ranches, cultural landscapes, and coastal areas that are permanently protected through conservation easements				
	6/30/2021		Priority agricultural lands across our islands bolster our ability to provide food security for the State.				

			Local communities have access to the tools and resources they need to effective practice the ethic of malama aina.
Steward	7/1/2020 - 6/30/2021	Restoration of habitats and development of climate resiliency	HILT provides safe public access to Hawaii's community and visitors to participate in hiking, swimming, surfing, fishing, camping, and cultural practices such as hula, laau lapaau, and kilo.
		plans	Restoration efforts increase indigenous and endemic biodiversity through ecological restoration, while maintaining traditional customary practices
Connect	6/30/2021   Talk Story on the		HILT promotes learning about the unique history, culture and ecological features of HILT's protected lands for students of all ages.
		Land events	HILT provides meaningful educaitonal opportunities for students and communities

# 3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

To measure the effectiveness of our restoration efforts, our team of land conservationists employs photo-documentation; maintains accurate records on the number of invasive species removed and the number of native species out-planted in our refuges; utilizes GPS and GIS to measure our ecological restoration sites; and visually tracks native populations of species that frequent our public preserves.

Engagement in our restoration efforts, including volunteer data, is captured, tracked, and verified through a two-part system. First, the development department manages the individual online sign-ups, confirmations and reminders, and follow up attendance/satisfaction surveys tor TSL and volunteer day participants. As appropriate for high-volume outreach activities, HILT may deploy volunteers to assist the field and development teams to confirm attendee participation and following up. Upon contract start, the Director, Education Initiative will take on these responsibilities and refine the support systems.

Surveys currently measure/store:

Visitor experience ratings

- Residential status (currently tracking: Visitor knowledge of conservation, HILT, and projects)
- Visitor knowledge of Hawaiian culture, species, and practices
- Visitor knowledge of conservation, HILT, and projects
- Further engagement/giving interest
- Photo uploads

Our field team tracks unsegmented data on participation as well as management activities for field work and visitor events, noting staff hours onsite, management and predator control efforts conducted, and number of visitors/volunteers.

Open access to our preserves is tracked by an automatic laser counter that can identify the total number of people and vehicles entering Waihe'e. We are currently exploring online- and app-based methods of engaging with our unstructured visitors in an effort to better track the demographics and satisfaction of the audience.

Our team reconciles our records at regular reporting intervals to track the number of schools and students that attend our programs and/or visit our public preserves, the number of community groups that visit our public preserves and/or participate in ecological restoration work, unduplicated number of volunteers and the number of hours they contribute per annum, and the number of community outreach events at which our volunteers hosts public outreach tables. These numbers are also analyzed by our CEO and Associate Executive Director of Conservation to ensure that the organization is actively working to reach its annual goals and ultimately its mission and vision.

We have upgraded our custom internal data systems to streamline our cloud-based field report forms, which allow staff the flexibility to enter real-time data from their mobile devices in the field. The upgraded systems streamline reports for various purposes into one form, and add general property notes, and accept photos for upload and logging the impact of our efforts.

In upgrading our systems, our intent is to ensure complete satisfaction for each visitor that spends his/her time at any of our public preserves, while optimizing field report data collection for our small and nimble staff.

- 4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.
- 1. HILT hosts at least two public landowner outreach events

- 2. HILT, in collaboration with community partners, significantly advances the protection of least one 1 property through fee-simple acquisition or conservation easement
- 3. HILT restores an additional acre of native habitat at Waihe'e
- 4. HILT tracks 400+ distinct volunteer visits
- 5. HILT volunteers contribute 1,300 hours of stewardship services
- 6. Fifteen (15) school & community groups visit HILT properties
- 7. HILT conducts one Community Meeting per island
- 8. HILT develop an aina-based education model that can be customized for a variety of lands with varying conservation elements
- 9. HILT conducts at least 24 Talk Story on the Land events

# IV. Financial

#### **Budget**

- 1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
- a. Budget request by source of funds (Link)

NOTE: ATTACHED

b. Personnel salaries and wages (Link)

**NOTE: ATTACHED** 

c. Equipment and motor vehicles (Link)

NOTE: ATTACHED

d. Capital project details (Link)

NOTE: ATTACHED

e. Government contracts, grants, and grants in aid (Link)

NOTE: ATTACHED

# 2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2021.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$71,035	\$71,035	\$71,035	\$71,035	\$\$284,140

# 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2021.

HILT actively engages a wide array of funding partners to financially assist the organization as it implements its comprehensive statewide land protection initiatives and other mission-critical programs and projects. HILT's team members actively participate in donor cultivation activities with the intent of establishing mutually beneficial relationships with government agencies, foundations, trusts, and individual donors. For 2020-2021, HILT has received or will seek the financial assistance from the following funding sources:

#### Active Funders:

- Atherton Family Foundation
- Fred Baldwin Memorial Foundation
- GN Wilcox Fund
- Harold KL Castle Foundation
- Hawai'i Community Foundation
- Hawaii Tourism Authority
- Saunders Family Foundation
- Sidney Frank Foundation
- The Dorrance Family Foundation
- The Freeman Foundation
- Ulupono Initiative
- USDA-NRCS

#### Additional Prospective Funders:

- Alexander and Baldwin Foundation
- Corporate Sponsorships
- Makana Aloha Foundation
- Marisla Foundation
- Matson Foundation
- Office of Hawaiian Affairs Community Grants Program Strong Foundation
- Wallace Alexander Gerbode Foundation
- William H. Donner Foundation, Inc.
- The Conservation Alliance
- The Joseph and Vera Long Foundation
- 4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

HILT has not received state or federal tax credits within the prior three years.

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2021 for program funding.

See Form "Page 9 Government Contracts and/or Grants" for complete list of all government contracts and grants received by HILT. The total value of all current HILT government contracts is \$214,500 over three years. The granting agency is USDA-NRCS. HILT has requested funding from the Honolulu City & County in the amount of \$123,839 for FY21 – this amount is reflected in the Government Contracts, Grants & Grant in Aid budget form (item e.)

# 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2019.

Hawaiian Islands Land Trust's unrestricted cash assets as of December 31, 2019 total \$325,266

# V. Experience and Capability

# 1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

HILT's team of highly experienced land conservationists, land acquisition experts, and cultural preservationists collectively hold over four decades of professional experience, specializing in all facets of land conservation in Hawai'i.

Providing organizational leadership is President and CEO Laura Kaakua. Kaakua is an attorney, graduate of the University of Hawaii William Richardson School and Law, and has extensive land trust experience having spent the last nine years serving as the Native Lands Project Manager at The Trust for Public Land. She has also been a lecturer at the William Richardson School of Law and served as a Law Clerk for the Honorable Greg Nakamura in the Third Circuit Court. Kaakua is a member of Nā Pualei o Likolehua, a volunteer at the Protect Kahoʻolawe ʻOhana, and served\ as a member of the Access to Justice Commission. To lead our conservation transactions strategy, HILT will retain the services of a contractor who: displays specialized experience in land conservation and real estate transactions; demonstrates the ability to negotiate complex and lengthy land transactions; and possesses advanced knowledge of Hawaii and county land use laws.

HILT's Chief Conservation Officer, Dr. Scott Fisher provides the vision and knowledge necessary for developing each conserved properties management plans, and executing those plans. Scott will focus his efforts in 2020 and 2021 on developing and implementing vital climate resiliency plans for our most vulnerable coastal properties. Scott has worked with the land trust for more than fourteen years and is likely the State's foremost expert on HILT's public preserves.

HILT enjoyed the following program successes in recent years:

- Protect:
- Protected in partnership with MA'O Farms and The Trust for Public Land, 21 acres of organic farm land in Wai'anae, O'ahu

- Protected a nature trail in Kīlauea, Kaua'i maintaining the trail for public access in perpetuity
- Protected an additional 150 acres at Honolulu Coffee Company in Kealakekua,
   Hawai'i Island, tripling the farm's protected footprint
- Protected 10 acres of native Kona cloud forest in Kaloko, Hawai'i Island
- Provided two landowner outreach events, partnering with the West Oahu Soil and Water Conservation District and the Division of Forestry and Wildlife, to connect landowners with opportunities and benefits related to voluntary land conservation programs in Hawai'i
- Steward:
- Removed invasive plants from over 1,000 linear feet of Nu'u Pond
- Planted over 550 native plants at Waihe'e Coastal Dunes and Wetlands Refuge
- Removed over 2-tons of tree and shrub debris from Maunawila Heiau in Hau'ula
- Connect:
- Led 65 Talk Story on the Land Hikes across the islands, sharing the importance of mālama 'āina with 895 participants
- Welcomed students from more than 10 area schools to participate in learning and service activities at our public preserves
- Implemented a summer internship program at Maunawila Heiau Complex in Hauula to provide internship opportunities to 10 low-income teens from Hauula
- Engaged with more than 2,500 volunteers participating in restoration work at our public preserves contributing 6,600 volunteer work hours to HILT and land conservation

Collectively, HILT holds the necessary skills, abilities, knowledge of, and experience that will allow it to comfortably pursue future land protection initiatives.

#### 2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

HILT's fee-simple preserves represent each aspect of our mission and services. They are the lands that we, as a connected community, mobilized to protect, so that we may share access to these vital resources in perpetuity. They are the lands that we study, steward, and restore, developing best management practices that can be shared with land managers across the State. Finally, they represent the special places across Hawai'i with which we seek to foster a connection, because we understand that people must know a place to be inspired to protect it. Properties under fee simple ownership and active management by HILT include:

#### Maui

Waihe'e Coastal Dunes and Wetland Refuge

Size: 277 acres

Year Protected: 2004

Land Protection Strategy: Owned by HILT

Conservation Values: Recreation, archeological and cultural preservation, education,

and habitat for native plants and animals

Land Features: Coastal wetlands, dunes, marine shoreline, near-shore reef systems

and riparian habitat

#### Nu'u Refuge

Size: 82 acres

Year Protected: 2011

Land Protection Strategy: Owned by HILT

Conservation Values: Native habitat, shoreline access, recreation, cultural and

archeological preservation

Land Features: Coastal wetlands, rocky shoreline

#### **Veterans Peace Park**

Size: 4.5 acres Year Protect: 2015

Land Protection Strategy: Owned by the HILT

Conservation Values: Outdoor Recreation and Education, Historic Sites, Water

Resource Values (land serves as natural filter strip for runoff heading to Kahului Bay),

Scenic Vistas. Wildlife Habitat

Land Features: Coastal land near Kahului Bay in a densely developed section of

Wailuku

#### O'ahu

#### Maunawila Heiau Complex

Size: 9.08 Acres Year Protected: 2014

Land Protection Strategy: Owned by HILT

Conservation Values: Archaeological and cultural preservation; Habitat

restoration; cultural practice and education

Land Features: Historic Sites

#### Kaua'i

#### Kahili Beach Preserve

Size: 17 .6 acres

Year Protected: 2005 initial 5.4 acres, 2013 additional 12.2 acres

Land Protection Strategy: Owned by HILT

Conservation Values: Marine shoreline, public beach access, native bird habitat and

estuarine wetlands

Land Features: Marine shoreline, estuary and sand dunes

# Wainiha Bay

Size: .4 acres

Year Protected: 2008

Land Protection Strategy: Owned by HILT

Conservation Values: Open space

Land Features: Ocean shore and beach

# VI. Personnel: Project Organization and Staffing

#### 1. Proposed Staffing, Staff Qualifications, Supervision and Training

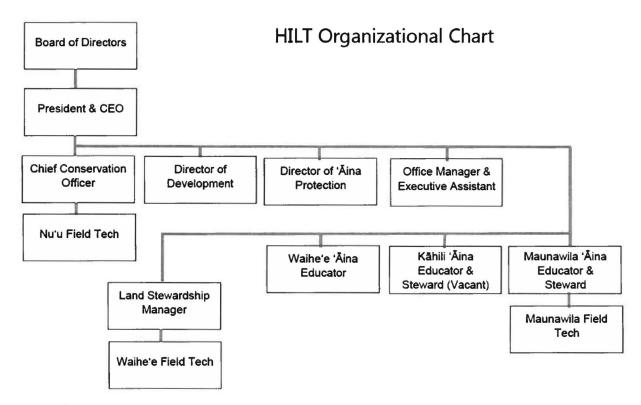
The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

While HILT relies on the extensive experiences of our team of land conservation professionals to carry out the organization's mission and programs, the demand for HILT's services across our islands has outstripped our current capacity to meet them. HILT operates with six (6) full-time employees and 6 part-time employees, and is assisted by over 2,000 volunteers.

HILT's CEO will oversee the execution of our programmatic goals, and serve as the primary recruiter for the incoming contractor.

# 2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.



#### 3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, <u>not</u> employee name.

President & CEO: \$100,000

Director of Aina Protection: \$80,000 Chief Conservation Officer: \$72:000

# VII. Other

#### 1.Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

At this time HILT is not involved in any pending litigation to which it is a party of, including any outstanding judgement.

#### 2.Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

HILT is the first land trust in the State of Hawai'i to receive national accreditation from the Land Trust Accreditation Commission®. The Land Trust Accreditation Commission® was incorporated in 2006 as an independent program of the Land Trust Alliance® to build and recognize strong land trusts, foster public confidence in land conservation, and help ensure the long-term protection of land. The Commission is governed by a board of directors comprised of land conservation and nonprofit management professionals from across the United States.

#### 3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see <u>Article X, Section 1</u>, of the State Constitution for the relevance of this question.

Should HILT receive grant-in-aid funding from the State of Hawai'i, funds will not be used to support or benefit a sectarian or non-sectarian private educational institution.

# 4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2020-21 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2020-21, but
- (b) Not received by the applicant thereafter.

As a land trust with a mission spanning perpetuity, HILT recognizes the need for a long-term fiscal sustainability plan. This request will help fund the initial phases of the HILT Conservation Capacity-Building Initiative, leveraging financial resources from a variety of public and private sources. This request is part of a broader, organization-wide, three-year fundraising campaign designed support the capacity-building initiative while reaching new donors, stewarding existing supporters, and supporting land acquisition.

We intend to build long-term program sustainability by wisely using and growing organizational funds while also maintaining a prudent and careful financial management system. HILT will launch Capital Campaign that will ensure sufficient operational reserves, as well as significant resources for further growth and expansion.

Should HILT receive a grant for fiscal year 2020-21, but not receive a GIA grant thereafter, HILT will prioritize the cultivation of additional prospective sources of funds at this request level. The staffing contracts HILT has developed to support the programmatic expansion of HILT Conservation Capacity-Building Initiative are

structured to be time-bound and grant-specific, and contracts will only be extended if the additional potential funding sources provide sufficient revenue to support the contracts.

# **BUDGET REQUEST BY SOURCE OF FUNDS**

Period: July 1, 2020 to June 30, 2021

App

Hawaiian Islands Land Trust

	UDGET ATEGORIES	Total State Funds Requested	Total Federal Funds Requested	Total County Funds Requested	Total Private/Other Funds Requested
		(a)	(b)	(c)	(d)
A.	PERSONNEL COST			>	
ı	1. Salaries	200,000	50,000	46,800	200,000
1	2. Payroll Taxes & Assessments	. 0	0	0	0
	3. Fringe Benefits	40,000	10,000	13,500	40,000
	TOTAL PERSONNEL COST	240,000	60,000	60,300	240,000
В.	OTHER CURRENT EXPENSES				
	1. Airfare, Inter-Island	5,000	10,000		3,000
1	2. Insurance				6,060
1	Lease/Rental of Equipment				0
ı	4. Lease/Rental of Space	6,720		1,039	25,841
ı	5. Staff Training				0
ı	6. Supplies	4,800		500	18,700
l	7. Telecommunication	0.000			0
1	8. Utilities	2,620			10,480
	9. Kupu Intern	20,000		_30,000	00.000
	10. Property taxes 11. Professional Services	5,000		20,000	20,000
	11. Professional Services			32,000	
ı	13				
1	14				
	15		1 ***		
ı	16				
ı	17				
i	18				
1	19				
	20				
	TOTAL OTHER CURRENT EXPENSES	44,140	10,000	63,539	84,081
C.	EQUIPMENT PURCHASES		1,500		
D.	MOTOR VEHICLE PURCHASES	0			
E.	CAPITAL	0			**
_	TAL (A+B+C+D+E)	284,140	71,500	123,839	324,081
			Budget Prepared		
	ALIBORO OF FLINDING		Duuget Flepated	Dy.	
SO	URCES OF FUNDING		N ( ) 1 /	2 311 . love	1201 -201
1	(a) Total State Funds Requested	284,140	Angela M. R		3)791-0731
	(b) Total Federal Funds Requested	71,500	Name Dease type or	orint)	Phone
	(c) Total County Funds Requested	123,839	South	)	1/17/2020
	(d) Total Private/Other Funds Requested	324,081	Signature of Authorized	Official	Date
то	TAL BUDGET	803,560	LavRA KADKA Name and Title (Please	A TRESIDEN-	T = CEO
_			1		-

#### **BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2020 to June 30, 2021

# Applicant: Hawiian Islands Land Trust

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	 TOTAL STATE FUNDS REQUESTED (A x B)
President & CEO	YES	\$100,000.00	11.10%	\$ 11,100.00
Chief Conservation Officer	YES	\$72,000.00	50.00%	\$ 36,000.00
Director of Aina Protection	YES	\$80,000.00	50.00%	\$ 40,000.00
Land Stewardship Manager	YES	\$70,000.00	50.00%	\$ 35,000.00
Waihee Educator	NO	\$30,000.00	50.00%	\$ 15,000.00
Field Tech	NO	\$30,000.00	45.00%	\$ 13,500.00
Maunawila Educator	NO	\$30,000.00	50.00%	\$ 15,000.00
Field Tech	NO	\$10,000.00	45.00%	\$ 4,500.00
Kahili Educator	NO	\$30,000.00	50.00%	\$ 15,000.00
Director of Development	YES	\$70,000.00	10.00%	\$ 7,000.00
Office Manager & Executive Assistant	YES	\$50,000.00	5.00%	\$ 2,500.00
Field Tech	NO	\$12,000.00	45.00%	\$ 5,400.00
				\$ -
				\$ 
TOTAL:				200,000.00

JUSTIFICATION/COMMENTS:

# **BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES**

Period: July 1, 2020 to June 30, 2021

Applicant: F	lawaiian	Isladns Lan	d Trust	
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DESCRIPTION EQUIPMENT	NO. OF	COST PER	TOTAL COST		TOTAL BUDGETED
N/A			\$	-	
			\$	-	
			\$	-	
			\$	-	
			\$	-	
TOTAL:					
JUSTIFICATION/COMMENTS:					

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
USTIFICATION/COMMENTS:				

# **BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS**

Period: July 1, 2020 to June 30, 2021

Applicant: Hawaiian Islands Land Trust

TOTAL PROJECT COST	ALL SOURCE RECEIVED IN	S OF FUNDS PRIOR YEARS	STATE FUNDS REQUESTED	OF FUNDS REQUESTED		EQUIRED IN ING YEARS
	FY: 2018-2019	FY: 2019-2020	FY:2020-2021	FY:2020-2021	FY:2021-2022	FY:2022-2023
PLANS			N/A	N/A		
LAND ACQUISITION			N/A	N/A		
DESIGN			N/A	N/A		
CONSTRUCTION			N/A	N/A		
EQUIPMENT			N/A	N/A		
TOTAL:			0	0		

# **GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Ар	Hawaiian Islands Land Trust			Contracts Total:	314,500
	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT
1	Agriculture Initiative	9/30/2018- 09/30/2021	USDA - NRCS	U.S.	214,500
2	Maunawila Educational & Ecological Steward			State	50,000
3	Waihee & Kahili Stewardship Program	2/1/2020 - 1/31/20	2HTA	State	50,000
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# **Department of Commerce and Consumer Affairs**

# **CERTIFICATE OF GOOD STANDING**

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

#### HAWAIIAN ISLANDS LAND TRUST

was incorporated under the laws of Hawaii on 02/01/2001; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 13, 2020

Catanil. awal Color

**Director of Commerce and Consumer Affairs** 

# DECLARATION STATEMENT OF APPLICANTS FOR GRANTS PURSUANT TO CHAPTER 42F, HAWAI'I REVISED STATUTES

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawai'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Hawaiian Islands Land Trust  (Typed Name of Individual or Organization)	
Lawre Sell no	1.16.2020
(Signature)	(Date)
Laura Kaakua, President & CEO	
(Typed Name)	(Title)

# **Application Submittal Checklist**

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

	1) Certificate of Good Standing (If the Applicant is an Organization
$\square$	2) Declaration Statement
$\square$	3) Verify that grant shall be used for a public purpose
	4) Background and Summary
Ø	5) Service Summary and Outcomes
Ø	<ul> <li>6) Budget</li> <li>a) Budget request by source of funds (<u>Link</u>)</li> <li>b) Personnel salaries and wages (<u>Link</u>)</li> <li>c) Equipment and motor vehicles (<u>Link</u>)</li> <li>d) Capital project details (<u>Link</u>)</li> <li>e) Government contracts, grants, and grants in aid (<u>Link</u>)</li> </ul>
	7) Experience and Capability
	8) Personnel: Project Organization and Staffing

AUTHORIZED SIGNATURE PRINT NAME AND TITLE L'AGATURY, CEO 1.17. 2080