

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Db: Db: Db:
Hawaiian Islands Land Trust Hawaii Land Trust (HILT)

Amount of State Funds Requested: \$ 384,989

Brief Description of Request (Please attach word document to back of page if extra space is needed):

Hawaiian Islands Land Trust (HILT) humbly requests \$381,089 from the State of Hawaii Grant in Aid to support HILT's efforts to steward 5 of its 7 community preserves on four Hawaiian Islands. Our work protects and stewards lands that are integral to Hawaii's wellbeing and character, including coastal lands, wahi kupuna, and lands that produce healthy food for Hawaii's people. Our stewardship work increases our lands' resilience from the affects of climate change, provides recreational spaces for thousands of Hawaii residents, and restores native habitats and cultural resources.

Amount of Other Funds Available:

State: \$ 384,989
Federal: \$ 123,100
County: \$ 202,760
Private/Other: \$ 331,690

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 110,000 (ops support reported only)

Unrestricted Assets:

\$ 24,032,333 (unaudited as of 12/31/2022)

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation
 Other Non Profit
 Other

Mailing Address:

126 Queen St., Ste 306
City: State: Zip:
Honolulu HI 96813

Contact Person for Matters Involving this Application

Name: Angela M. Britten	Title: Chief Operations & Philanthropy Officer
Email: angie@hilt.org	Phone: (808) 791-0731

Federal Tax ID#:

State Tax ID#

Angela M. Britten
Authorized Signature

Angela M. Britten
Chief Operating & Philanthropy Officer 1/20/2023
Name and Title Date Signed

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)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing


AUTHORIZED SIGNATURE

CHIEF OPERATIONS & PHILANTHROPY
OFFICER

JANUARY 20, 2023

PRINT NAME AND TITLE

DATE



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 17, 2023

Director of Commerce and Consumer Affairs



**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISIED STATUTES**

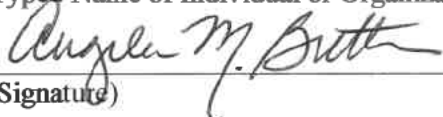
The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii 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, Hawaii 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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii 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.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawaii 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 (dba Hawaii Land Trust)
(Typed Name of Individual or Organization)


(Signature)

1/20/2023

(Date)

Angela M. Britten
(Typed Name)

Chief Operations & Philanthropy Officer
(Title)



January 19, 2023

PUBLIC PURPOSE STATEMENT OF APPLICANTS FOR GRANTS PURSUANT
TO CHAPTER 42F-102, HAWAII REVISED STATUTES

The undersigned authorized representative of the applicant certifies that the requested grant shall be used for public purpose pursuant to Section 42F-102, Hawaii Revised Statutes, and that within this grant request the State shall find:

- 1) the name of the requesting organization or individual;
- 2) the public purpose for the grant;
- 3) the services to be supported by the grant;
- 4) the target group; and
- 5) the cost of the grant and the budget.



Angela M. Britten, CFRE

January 20, 2023

Hawaiian Islands Land Trust (dba Hawaii Land Trust, abbreviated HILT)
Chief Operations & Philanthropy Officer

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, 2022.

2. Declaration Statement

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

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](#).

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 (dba Hawaii Land Trust, abbreviated HILT) is a 501c3 nonprofit organization. We are the state of Hawaii's only local, statewide land trust, and the first to be nationally accredited by the Land Trust Accreditation Commission. HILT was established in 2011 through the merger of four separate island land trusts on Hawaii Island, Kauai, Maui, and Oahu.

HILT's mission is to protect and steward the lands that sustain Hawaii and to perpetuate Hawaiian values by connecting people to aina. In pursuit of our mission, we have protected 21,903 acres across Hawaii, through 7 public preserves owned and stewarded by HILT, 50 conservation easements protecting agricultural, ecological, and cultural resources on private lands, and 5 facilitated conservation transactions. We protect lands that are integral to Hawaii's wellbeing and character, upholding our kuleana to these lands, and the communities they are in, through thoughtful stewardship that deepens community connection to, and builds reciprocal relationships with, aina.

The abundant ocean waters and fertile lands of Hawaii have nurtured and sustained its people for generations and have capacity to do so in perpetuity. Modernization and urbanization are fragmenting and transforming Hawaii's historic landscapes, environment, and character. A sharp rise in digital device use keeps kids and adults indoors, impacting health. As a result, many in Hawaii are disconnected from land, and therefore do not care for land or practice Hawaiian values and culture, which is based on the understanding that humans and the land exist in a reciprocal relationship.

Hawaii's identity, values, culture, and economy is based in the health of the land. Losing Hawaii's coastlines, fertile agricultural lands, and historic landscapes to overdevelopment will inextricably alter Hawaii, sacrificing the very core of what makes Hawaii so special.

We work in three programmatic areas: Protect, Steward, and Connect. We permanently protect land using conservation easements and conservation purchases. New landowners and new government policies cannot change that protection. We prioritize the protection of coastlines, wahi kupuna (Hawaiian cultural landscapes), and lands that grow healthy food for Hawaii's people, and partner to conserve mauka forests and ranches. Our 7 public preserves on Hawaii Island, Kauai, Maui and Oahu welcome thousands of residents, visitors, and students every year to learn about, enjoy, and help care for these lands, creating generational commitments and a shared value system around land stewardship.

The places that HILT protects and stewards provide the very essence and foundation for our quality of life in Hawaii. The land is a lasting link to the past and our living legacy for the future. We preserve and keep open to the public coastlines, native ecosystems, and cultural landscapes. We safeguard local farms and ranches that feed Hawai'i. We utilize both groundbreaking science and traditional wisdom to restore disturbed landscapes, reviving native species and the land's ancient functions and stories.

Voluntary land protection provides the landowner, and community surrounding and connected to a property, with a win-win method to preserve areas that are integral to Hawaii's health. Protecting and restoring wahi kupuna creates sanctuaries for Hawaii's native plants and animals, many of which are found nowhere else in the world, preserves and often revives the function of ancient cultural sites, and increases Hawaii's resilience to the effects of climate change. Protecting beloved coastlines safeguards the marine environment offshore, and provides places for Hawaii's people to swim, surf, picnic, and play. Protecting farms and ranches ensures Hawaii's ability to feed ourselves. Throughout our work, we engage communities and offer multiple ways to care for and connect to places of deep significance throughout the islands. When we get our hands dirty caring for a place, we grow to know and love that place. Malama aina grows aloha aina. Through HILT's work, we perpetuate Hawaiian values where people care for the land and it cares for us.

2. The goals and objectives related to the request;

Early in 2020, HILT finalized a five-year strategic plan identifying measurable goals within our three primary program areas of Protect, Steward, and Connect. These goals focus on three areas: landscape-level conservation, community stewardship, and a healthy climate and resilient lands and communities. With these goals and focus areas defined, we then created individual stewardship plans for our 7 public preserves. For the purposes of this proposal, we will be focusing on stewardship goals for the following HILT community preserves: Kukuau Community Forest, Hilo, Hawaii Island, Kahili Beach Preserve, Kilauea, Kauai, Waihee Coastal Dunes and Wetlands Refuge, Waihee, Maui, Nuu Refuge, Kaupo, Maui, and Maunawila Heiau Complex, Hauula Oahu.

Kukuau Community Forest, Hawaii Island, Senate District 1; House Districts 1 & 2

Protected in 2019, this 1,600-acre koa and ohia forest outside Hilo town is HILT's newest public preserve. Much still needs to be done before the public can safely enjoy the sanctuary this forest provides. Currently, the land is comprised of primarily koa and ohia forest, with a variety of invasive plant species that are expanding further into the native forest. Some native birds are known in the area, including the lo and the Apapane. Vital for watershed protection, HILT envisions this forest to be stewarded by the community for sustainable tree and plant-harvest supporting traditional practitioners.

July 1, 2023 – June 30, 2024

Goal 1 – Begin installing ungulate proof fencing

The land that makes up Kukuau Forest was gifted to HILT in 2019, and with that gift, came a heavy responsibility. Upon visiting the land in 2019 and 2020, HILT determined that the forest was already impacted by the Rapid Ohia Death Fungus (ROD) and that invasive species such as strawberry guava and feral pigs were quickly undermining the native forest's foundation. HILT hired Ulumauahi Keliikanakaolehaililani in June 2022 as its Kukuau aina steward and educator. Since then, Ulumauahi has developed and finalized a Forest Stewardship Plan which will begin to be implemented in February/March 2023 with the installation of an access road. Once that is complete, it will be imperative that we begin fencing some of the more sensitive areas of the forest to protect them from further degradation by invasive species.

Goal 2 – Develop and Implement a Community Engagement plan for Kukuau

HILT maintains its community preserves for the benefit of the public. One strategy that has been highly effective at other HILT preserves has been to empower the community to take an active role in aina stewardship. We ultimately see Kukuau Community Forest as a sustainably managed forest where community members, such as local halau hula or other practitioners, can sustainably harvest material for their traditional practice and area school children can easily visit to learn about the ecosystems and functions of a true native forest.

Kahili Beach Preserve, Kauai, Senate District 8; House District 14

Protected in 2003, Kahili Beach Preserve is a popular surf spot for Kauai's residents. The 17.63-acre preserve encompasses a sandy shoreline, ancient dunes, and a muliwai at the mouth of the Kilauea River. A variety of native seabirds rely on Kahili Beach

Preserve for nesting, food, and freshwater. The sand dunes are a unique native habitat supporting rare coastal native plants.

July 1, 2023 – June 30, 2024

Goal 1 – Continued Implementation of Climate Change Resilience Plan

HILT recently completed and began implementing a Climate Change Resilience Plan for Kahili Beach Preserve that will increase the fragile sand dune ecosystem's resilience to expected climate change impacts including more frequent and intense storms, flooding and erosion. Implementation of this Resilience Plan is designed to involve the community in tangible steps that can be taken now, before the worst impacts of climate change are felt, to preserve those places of critical importance to community identity, such as Kahili. Work at the Kahili Preserve will include such things as removing aggressive, ecosystem modifying invasive plant species; restoring native ecosystems that have important benefits to native wildlife (particularly seabirds, as the Kilauea National Wildlife Refuge is our neighbor); and reducing some of the detrimental effects of climate change, such as erosion and sedimentation created by intense rainfall (as witnessed on Kauai in April 2018)

Nuu Refuge, Maui, Senate District 7; House District 13

Nuu Refuge in remote Kaupo is an 82 acre preserve adjacent to protected land owned by the National Parks Service. Protected in 2011, Nuu is home to one of the healthiest coastal wetlands in the State. The wetland at Nuu provides a vital rest stop for native waterbirds like the Aeo, and the Alae Keokeo. In addition, the area preserves several pre-contact archeological sites and has been a well-loved fishing area for centuries. HILT offers camping at Nuu in the non-sensitive areas free-of-charge to the public.

July 1, 2023 – June 30, 2024

Goal 1 – Implement Phase 2 of Forested Bio-Shield Creation

HILT-led research has demonstrated that high energy marine inundation events (tropical storms, hurricanes, and tsunamis) have done significant damage to Nuu in the past. As sea levels rise these marine inundation events threaten the integrity and persistence of the Nuu wetlands, which remains one of the healthiest coastal wetlands in Hawai'i. The Nuu Wetlands provide important habitat for endangered species, particularly the Aeo and the Alae Keokeo, as these species travel inter-island. In the summer of 2022 HILT staff began actively working to remove invasive keawe and koa haole and establishing native forests that will serve as a forested bioshield. This bioshield is designed to reduce wave energy and sediment transportation – increasing protection from high-wave events.

Goal 2 – Document ancient kii pohaku (petroglyphs)

Kii Pohaku (petroglyphs or rock art) tells the human story of the landscape through time. The Nuu Refuge contains a significant wall of kii pohaku, extending over 900 feet, and containing approximately 150-200 discrete kii pohaku, including mythical figures, animal images, and pictographs (painted images using a dye derived from kukui nut oil, ulu sap, and red ochre). Oral histories in Kaupo suggest that these kii pohaku range in age from 200 and 300 years old. Sadly, in late 2021, HILT experienced its first

documented case of vandalism since we purchased the Nuu Refuge. This experience brought home the urgency of documenting these kii pohaku, as their proximity to the highway makes them susceptible to more damage. HILT has identified an archaeologist who earned her Ph.D. in the study of rock art. This individual specializes in the recording, preservation, and proper care of kii pohaku. HILT staff will work closely with this individual to both record these kii pohaku and develop a preservation plan.

Waihee Coastal Dunes and Wetlands Refuge, Maui, Senate District 5; House District 8

Waihee Refuge is known by many and can be considered a jewel amongst HILT's community preserves. Active restoration programs have enhanced critical native wildlife habitat, while preserving the area's rich archaeological and cultural resources at the 277-acre preserve protected since 2004. Once populated with two thriving ancient Hawaiian villages, an extensive inland fishpond and several heiau, the Waihee Refuge is among the most significant cultural sites in the state. As a testament to the returning health of the ecosystem, five different endangered species have taken up residence at the Refuge in recent years. With the wetlands primarily cleared and habitat-appropriate plants now thriving, the area is host to many endangered native Hawaiian bird species, including Ae'o, Alae keokeo, and native plants such as Naupaka, Ulei, Akia, Aalii, Pohinahina, and Loulu. Additionally, Hawaiian medicinal plants Uhaloa and Noni are also found here. Quiet and pristine, the Waihee shoreline is a favorite retreat for endangered Hawaiian monk seals and nesting green sea turtles. Off the coast, the extensive reef is one of the longest and widest on Maui. It's believed that this reef system provided excellent fishing in ancient times, and it is, in fact, still a favorite among local fishermen today. HILT offers camping at Waihee in the non-sensitive areas free-of-charge to the public.

July 1, 2023 – June 30, 2024

Goal 1 – Continue Climate Resilience Restoration activities along the shoreline

Like other HILT refuges and preserves, the Waihee Refuge has experienced the early stages of climate change impacts. These have mainly included high energy marine inundations from large storms, and intense, short-burst, rainfall. While these climate-related issues will likely intensify in the future, we are actively taking this time to prepare as much as possible for more intense events. For this reason, we are taking measures to prepare as best we can. These include studying the turbidity in the streams to better understand how our native plant restoration work can slow down sedimentation rates (which impact the coral reefs, our protection from wave energy). We are also reforesting the periphery of the wetlands (the riparian boundary) with a variety of native species known to slow down wave energy and sediment transportation. Finally, research into past high energy marine inundation events, particularly the frequency and intensity of such incidents, allows us to maximize our efforts at improving coastal resilience.

Goal 2 – Continue ancient fishpond restoration in Kapoho wetlands

In the early 16th century, under the leadership of Chief Piilani, who is known to have united the two kingdoms of Maui, the Kapoho fishpond was established on what is today the Waihee Refuge. This fishpond, known as a loko kalo ia, was used to both raise fish

and taro, and produced thousands of pounds of kalo and hundreds of pounds of fish annually. Since purchasing the Waihee Refuge, HILT has looked to the day when it would be feasible to restore this culturally significant fishpond. In 2021, the State Water Commission approved HILT's permit application to restore the historic water flow from Waihe'e River to refill Kapoho wetlands. HILT then obtained permits for the restoration of the kuauna, or fishpond/loi walls, and HILT is in the early stages of restoring this culturally significant, and sustainably producing, loko kalo ia. We hope that in the future the fishpond will be stewarded by, and provide a sustainable source of healthy food for, the community.

Goal 3 – Restore ancient loi kalo along Waihee River

With the planned return of water to Wailuku River, like the loko kalo ia described above, HILT is hoping to restore some of the numerous loi kalo which were once found on the Waihee Refuge. A partnership with a local nonprofit dedicated to the preservation of kalo, approximately 12 loi kalo have been restored, growing more than 50 rare and endangered species of kalo. In 2023 we plan to expand our efforts to restore more ancient loi kalo in order to perpetuate Hawaiian culture, and the role of taro in promoting Hawaiian sustainability. Additionally, loi are proven to benefit offshore ecosystems, in the same way as wetlands and fishponds, by retaining sedimentation from being deposited on the reef. The restoration of these loi kalo will contribute to the long-term health and viability of the entire coastline.

Maunawila Heiau Complex, Oahu, Senate District 23; House District 47

Located in Hauula on Oahu, Maunawila Heiau Complex consists of 9.08 acres just two blocks away from Hauula Elementary School. Protected in 2014 when the McGregor family, the site's previous owners, needed a solution to permanently protect this ancient historic site. Maunawila preserves an ancient heiau hoola and a variety of other sites of archeological interest. The preserve has become a community gathering place, where the Hauula community can once again practice their cultural traditions.

July 1, 2023 – June 30, 2024

Goal 1 – Develop a community garden for crops and medicinal plants

In 2023, HILT intends to further our efforts toward building a communal gathering space for the Hauula community. Since its protection in 2014, Maunawila Heiau has gone from obscure and unknown, to a place where the community can feel free and confident to pursue traditional practice, teach keiki, and learn about their cultural past. Furthering the function of the heiau as a space for healing, several mala laau lapaau (medicinal gardens) have been planted with area school children. These gardens include ki, noni, olena, mamaki, and kokio. In 2023 we intend to expand those gardens, developing more gardens in which the community can grow food crops to supplement their kitchen tables. Crops such as uala (sweet potato), kalo (taro), maia (banana), ulu (breadfruit), and other western food crops can be grown in Hauula's rich soil. The aina stewards at Maunawila will develop a series of workshops for the community to teach food-growing techniques and provide basic supplies.

3. The public purpose and need to be served;

HILT's seven community preserves provide space for recreation and cultural practice to thousands of residents and visitors each year. Our aina-based education programs engage more than 3,000 students in grades K thru post-secondary each year. In 2021 HILT secured MOUs with Waihee Elementary School on Maui and Hauula Elementary School on Oahu to use its Waihee Refuge and Maunawila Heiau as satellite campuses. The students and teachers will engage throughout the school year in aina-based activities that enhance their classroom lessons. We offer a variety of opportunities for the public to connect with the land including Talk Story on the Land, a free, guided hiking series at HILT preserves on Hawaii Island, Kauai, Maui, and Oahu that serves more than 1,000 residents and visitors as well as at least 72 community volunteer days, serving over 1,500 residents, visitors, and families who learn about the area's ecology and history while providing much-needed stewardship work.

HILT maintains its community preserves for the benefit of the community. We know that natural open spaces are vital to a community's wellbeing and prosperity. These open spaces, with restored habitats and resilient coastlines, also provide neighboring communities with increased protections from wave inundation, flooding, reef degradation, and erosion.

4. Describe the target population to be served; and

By protecting and stewarding the lands that sustain Hawaii through its conservation initiatives, HILT's community preserves on Hawaii Island, Kauai, Maui, and Oahu serves nearly all of Hawaii's 1.441 million (2021 Census Estimate) residents. HILT's community preserves protect in perpetuity a variety of natural and agricultural resources that promote native habitat for plants and animals, recreation and cultural practice, and the wellbeing of Hawaii's residents.

5. Describe the geographic coverage.

HILT currently protects nearly 22,000 acres of land on five major Hawaiian Islands including Molokai. HILT's community preserves are in Hilo on Hawaii Island, Kilauea on Kauai, Waihee and Kaupo on Maui, and Hauula on Oahu. These preserves make up nearly 2,000 acres of land HILT protects.

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;

HILT's Statewide Stewardship Program provides for the management and maintenance of our seven community preserves on Hawaii Island, Kauai, Maui, and Oahu encompassing nearly 2,000 acres of land that is held in perpetuity for the benefit of the public. These seven community preserves are active ecological restoration sites where

HILT's team of Aina Stewards and dedicated volunteers restore native species with the goal of reestablishing functional ecosystems.

HILT's strategy with regard to habitat restoration falls under the classic definition of restoration ecology. The society for ecological restoration defines such practices as "projects designed to reestablish a functional ecosystem of a designated type that contains sufficient biodiversity to continue its maturation by natural processes and to evolve over longer time spans in response to changing environmental conditions" (Clewall et al.2000) Clewall et al. (2000:2) goes on to specify that "species richness and the alteration of the community structure are the 'two attributes of biodiversity...most readily attained by restoration.'" In keeping with these identified goals, our team focuses its ecological restoration efforts on increasing indigenous and endemic plant and animal species' richness, and, to the extent possible, altering the current communities' structure of invasive dominance in a way that favors indigenous and endemic Hawaiian floral and faunal species.

With a changing climate, HILT has had to add to its ecological restoration strategy a component that includes resilience to the effects of climate change. These effects include rising sea levels, more severe and more frequent hurricanes and tsunamis, more severe and more frequent storm events that cause flooding, storm surges, and high wind, more severe droughts, and wildfire events. Through extensive paleoecological and ecological research, HILT has developed a strategy for fortifying our preserves by creating more resilient ecosystems. Our research found that indigenous and endemic plants in the proper habitats are more resilient to these events. HILT's ecological restoration strategy now includes creating more resilient shorelines and wetlands through the planting of species that thrived on the land nearly 1,000 years ago, when the climate is estimated to have been 1-2 degrees warmer than present day.

In concert with our ecological restoration activities are our cultural restoration activities. Inherent to HILT's mission is the connection of people to place. HILT's community preserves reside in the wao kanaka, the realm of man, and prior to western contact, were host to villages and places of worship. Our stewardship of these places includes a responsibility to the ancestors of the land and to future generations to restore land management practices that are beneficial from an ahupuaa level and to protect cultural and historic resources.

The tasks and responsibilities for this massive undertaking are numerous and include, but are not limited to:

- maintaining the trail systems
- maintaining trees in public areas to ensure public safety
- maintaining camping areas
- maintaining compost toilet facilities or porta-pottie facilities
- maintaining and restoring shorelines
- maintaining restored habitat
- maintaining mala laau lapaau
- clearing ocean and other debris from shorelines
- developing and executing restoration and management plans

- developing and executing community engagement plans
- removing invasive species
- clearing large trees and shrubs in areas to be restored
- building and maintaining ungulate-proof fencing surrounding sensitive habitat areas
- coordinating with neighbors to ensure that our work represents an ahupuaa approach to land management
- coordinating and overseeing volunteer activities
- outreach to the community for support, engagement, and investment
- research and development of land management best practices with regard to climate change
- coordinating researching the hydrology of Waihee Stream to determine how to engineer auwai that will take water to the loi kalo and fishpond once they are restored
- coordinating the documentation of ancient kii pohaku at Nuu
- engaging the community in the construction of community food gardens at Maunawila
- rebuilding ancient rock walls to restore an ancient in-land fishpond at Waihee

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

HILT 2023-2024 Public Preserve Stewardship		
TIMELINE	ACTIVITIES	RESULTS OR OUTCOMES
7/1/2023-12/31/2023	- Distribute RFP for ungulate-proof fencing at Kukuau Community Forest - Hire contractor, confirm area for fencing, and install fencing	A sensitive part of Kukuau Community Forest is protected from further degradation by invasive species.
7/1/2023-6/30/2024	- Develop and implement Community Engagement plan - Develop partnerships with community members vital to HILT's stewardship plan for Kukuau such as area hula halau, K-12 schools, the University of Hawaii, and others - Develop a calendar of community events to engage community members to begin in September 2023	Kukuau Forest has a completed Community Engagement Plan that will provide opportunities for community-led stewardship
7/1/2023-6/30/2024	- Continue efforts to remove invasive plants from identified restoration priority areas utilizing volunteer support from the community, schools, and area businesses	Kahili Beach Preserve is better prepared for more frequent and more intense weather events caused by Climate Change

	<ul style="list-style-type: none"> - plant native plants recommended in Resilience Plan for best habitat restoration and protection utilizing volunteer support from the community, schools, and area businesses - coordinate with area businesses to participate in volunteer stewardship opportunities - engage community partners and host monthly volunteer days to engage the community and provide opportunities for investment in the land - continue to work with area schools to bring students to Kahili, learn about different ecosystems, participate in restoration activities, and become future aina stewards 	
<p>7/1/2023-6/30/2024</p>	<ul style="list-style-type: none"> - Clear invasive plant species in the identified area. These plants include koa haole, Christmas berry, and kiawe trees utilizing volunteer labor - plant appropriate native plants including kauwial, koaia, loulou, wiliwili, hala, hau, naupaka, and aalii - engage community partners and host regular volunteer days to engage the community and provide opportunities for investment in the land 	<p>The protection of Nuu Pond, a vital wetland habitat for native birds from inundation caused by intense storms or tsunami events</p>
<p>7/1/2023-10/31/2024</p>	<ul style="list-style-type: none"> - Put out call for estimate from qualified archeologists - collect all estimates, vet, and interview all acceptable applicants - hire archeologist - provide access and assistance as needed for documentation 	<p>HILT has formally documented the ancient petroglyphs that adorn the cliffs at Nuu Refuge, preserving the knowledge they contain against future unforeseen weather events (tsunami), acts of God (earthquakes), or vandalism and has a preservation plan in</p>

	- collect final documentation report and preservation plan	place to ensure they are available to benefit generations to come.
7/1/2023-10/31/2023	- develop job description for Waihee Field Tech and release to the public - field applications reviewing for those who have experience in aina work and have demonstrated accountability and affinity to land conservation	Waihee Coastal Dunes & Wetlands Refuge will have 2 full-time stewards to manage the stewardship ensure our ability to achieve our stewardship goals.
7/1/2023-6/30/2024	- engage community partners and host regular volunteer days to engage the community and provide opportunities for investment in the land	The Waihee Coastal Dunes and Wetlands Refuge shoreline is strengthened against more frequent, and more intense weather events caused by Climate Change
9/1/2023-6/30/2024	- continue to clear the boundary of the fishpond from invasive plants - continue re-building the wall using rock that is still available on the land under the guidance of master traditional fishpond wall builders - engage community partners and host regular volunteer days and provide opportunities for participants to learn about traditional fishpond wall construction and management	500 linear feet of the 7-acre Kapoho Fishpond wall has been restored and the community is equipped with traditional wall-building skills and is invested in continued stewardship of the land
7/1/2023-6/30/2024	- engage with community partners and loi experts to develop plan for clearing the loi kalo of invasive species - engage community partners and host regular volunteer days for participants to learn about loi and water management and provide service in clearing and restoring the loi	
7/1/2023-6/30/2024	- Engage professional archeologist to define the existing ancient auwai that were used to move water from Waihee River to Kapoho and	HILT has an archeological plan that will compliment a hydrological study to help us determine the best path to return water to Kapoho

	the loi kalo	<p>Fishpond, allowing for the future use of the fishpond by the community as a source of healthy and sustainable food.</p> <p>And Waihee has expanded the restoration of ancient loi kalo to include those along Waihee River, that are particularly beneficial to retaining sediment from being deposited on the nearshore reef.</p>
7/1/2023-6/30/2024	<ul style="list-style-type: none"> - Clear area where the mala ai (food gardens) will be built of large, invasive trees - develop schedule of educational opportunities to engage the community in the establishing and maintaining the mala ai - engage community partners and host regular volunteer days for participants to learn about food-growing techniques and practices and provide service in building the mala. 	Maunawila Heiau Complex expands its mala to include mala ai and the community has learned new traditional practice and techniques

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 Stewards are equipped with mobile software that allows them to photo-document work completed with before and after images, as well as new or unusual sightings of animals and plants; maintain accurate records on stewardship work completed such as the number of invasive species removed, and the number of native species planted in our preserves. The software 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 via an online waiver, and then provides satisfaction surveys for all participants. The surveys currently measure:

- Visitor experience ratings

- Residential status
- Visitor knowledge of Hawaiian culture, species, and practices
- Visitor knowledge of conservation, HILT, and projects
- Further engagement/giving interest
- and offers opportunities for visitors to upload photos

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 Waihee Refuge (our busiest preserve) is tracked by an automatic laser counter that identifies the total number of people and vehicles entering Waihee.

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 year, and the number of community outreach events at which our volunteers host public outreach tables. These numbers are also analyzed by our Director of Aina Stewardship to ensure that the organization is actively working to reach its annual goals and ultimately its mission and vision.

- 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.**

HILT will provide the following measures of effectiveness to the State for assessment of the program's achievement and accomplishment:

Kukuau Forest

- Approximately 1,000 feet of ungulate proof fencing installed
- One completed and implemented Community Engagement Plan

Kahili Beach Preserve

- One (1) acre of land cleared of invasive plants
- 300 native plants planted
- Continued stewardship of the sand dunes fortifying the coastline against the effects of climate change
- Maintain 12.2 acres of publicly accessible preserve ensuring safe shoreline access
- Maintain riparian zone along Kilauea River for healthy marine habitat
- Host ten (10) community volunteer days
- Host four (4) Talk Story on the Land events

Waihee Coastal Dunes & Wetlands Refuge

- One (1) Waihee Field Tech hired
- 60 linear feet of shoreline habitat restored
- 250 linear feet of fishpond wall restored
- One (1) ancient loi cleared and prepared for restoration
- One (1) Archeology report completed
- Increase stewardship equipment by one (1) Utility Vehicle and one (1)

woodchipper

- Maintain 2.5 miles of public access trails
- Maintain 60 acres of restored habitat
- 500 native plants planted to restore native habitat
- Host 58 community volunteer days
- Host four (4) Talk Story on the Land Events

Nuu Refuge

- 100 linear feet of forested bio-shield created
- One (1) completed report documenting ancient kii pohaku
- Host four (4) community volunteer days
- Host two (2) Talk Story on the Land events

Maunawila Heiau Complex

- Maintain 19 acres of publicly accessible preserve ensuring safe access
- 60x60 foot area cleared of trees and brush for mala
- Increase stewardship equipment by one (1) woodchipper
- Four (4) mala ai established
- Four (4) community workshops held to teach about food gardening
- Host ten (10) community volunteer days
- Host four (4) 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)**
SEE ATTACHED
 - b. Personnel salaries and wages (Link)**
SEE ATTACHED
 - c. Equipment and motor vehicles (Link)**
SEE ATTACHED
 - d. Capital project details (Link)**
N/A - NOT A CAPITAL REQUEST
 - e. Government contracts, grants, and grants in aid (Link)**
SEE ATTACHED
- 2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2024.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$100,000	\$100,000	\$100,000	\$84,989	\$384,989

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2024.

HILT actively engages a wide array of funding partners to financially support 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 2023-2024, HILT has received or will seek the financial assistance from the following funding sources for all of its mission related activities:

PUBLIC

Department of Forestry & Wildlife LSR
Hawaii Tourism Authority
Honolulu City & County
NOAA B-Wet
Office of Hawaiian Affairs
US Department of Agriculture NRCS
US Department of Agriculture ACEP

PRIVATE:

The Atherton Family Foundation
Cooke Foundation LTD
The Dorrance Family Foundation
Elise H Wilcox Foundation
The Freeman Foundation
G. N. Wilcox Trust
Hawaii Community Foundation
Hawaii Life Charitable Fund
Healy Foundation
HEI Charitable Foundation
Fred Baldwin Memorial Fund
The James & Abigail Campbell Family Foundation
Laura Jane Musser Foundation
Laurence H Dory Hawaiian Foundation
Makana Aloha Foundation
McInerny Foundation
S. W. Wilcox Trust
Saunders Family Charitable Foundation
The Strong Foundation
Sydney E Frank Foundation

Private Individuals and Corporate donors (HILT earns 50% of its income from individual and corporate donations)

This list includes sources from which we receive or request funding for programs and activities outside the scope of this request.

- 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 any 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 2024 for program funding.**

See attached "Page 10 Government Contracts and/or Grants" for a complete list of public funding sources for HILT's Statewide Stewardship Program. The total value of these grants/contracts is \$1,133,775 spanning 2020 thru 2023.

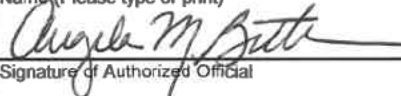
- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2022.**

As of December 31, 2022, HILT's unaudited unrestricted assets are \$24,032,333, the majority of which is comprised of our land holdings.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2023 to June 30, 2024

Applicant: Hawaiian Islands Land Trust

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	189,741	68,000	52,300	169,400
2. Payroll Taxes & Assessments				
3. Fringe Benefits	37,948	13,600	10,460	33,880
TOTAL PERSONNEL COST	227,689	81,600	62,760	203,280
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				2,400
2. Insurance				4,500
3. Lease/Rental of Equipment		3,000		
4. Lease/Rental of Space				
5. Staff Training				
6. Land Stewardship Supplies		4,000	12,500	17,800
7. Telecommunication				360
8. Utilities			5,000	5,400
9. Property Tax				6,400
10. Waste Disposal				7,550
12. Buildings & Facilities Maintenance				14,500
13. Contracted Professionals - Archeologists	65,000		55,000	
14. Contracted Professionals - Tree-Trimmer	24,000			
15. Contracted Professionals - Loi Consulting			27,000	
16. Contracted Professionals - Coastal Planr	45,000			
17. Contracted Professionals - Community Facilitator		10,000		
18. Travel & Meetings		6,000		
19. Summer Interns			24,500	
20. Education & Outreach Supplies				14,500
21. Professional Expenses Land Stewardship				15,000
TOTAL OTHER CURRENT EXPENSES	134,000	23,000	124,000	88,410
C. EQUIPMENT PURCHASES	23,300	18,500	16,000	
D. MOTOR VEHICLE PURCHASES				40,000
E. CAPITAL				
TOTAL (A+B+C+D+E)	384,989	123,100	202,760	331,690
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	384,989	Angela M. Britten	(808) 791-0731	
(b) Total Federal Funds Requested	123,100	Name (Please type or print)		Phone
(c) Total County Funds Requested	202,760			1/19/2023
(d) Total Private/Other Funds Requested	331,690	Signature of Authorized Official		Date
TOTAL BUDGET	1,042,539	Angela M. Britten, Chief of Operations & Philanthropy		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2023 to June 30, 2024

Applicant: Hawaiian 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)
Waihee Aina Steward	1	\$41,200.00	50.00%	\$ 20,600.00
Waihee Field Tech	1	\$30,000.00	100.00%	\$ 30,000.00
Maunawila Aina Steward & Educator	0.5	\$46,800.00	25.00%	\$ 11,700.00
Maunawila Aina Steward & Educator	0.5	\$30,000.00	25.00%	\$ 7,500.00
Maunawila Administrative Coordinator	0.5	\$30,000.00	25.00%	\$ 7,500.00
Mahukona Aina Steward & Educator	1	\$50,000.00	0.00%	\$ -
Kukuau Aina Steward & Educator	1	\$63,000.00	25.00%	\$ 15,750.00
Kahili Aina Steward & Educator	0.5	\$30,000.00	25.00%	\$ 7,500.00
Kahili Aina Steward & Educator	0.5	\$30,000.00	25.00%	\$ 7,500.00
Kahili Aina Steward & Educator	0.5	\$30,000.00	25.00%	\$ 7,500.00
Director of Aina Stewardship	1	\$87,881.00	50.00%	\$ 43,940.50
Director of Aina Education	1	\$46,800.00	0.00%	\$ -
Director of Conservation Easement Compliance & Tech	1	\$67,000.00	25.00%	\$ 16,750.00
Chief Operations & Philanthropy Officer	1	\$90,000.00	15.00%	\$ 13,500.00
				\$ -
TOTAL:				189,740.50

JUSTIFICATION/COMMENTS: The majority of the work done on our Community Preserves is performed and/or managed by our team of highly-skilled Aina Stewards and Educators. Approximately two thirds of our request to the state comprises of salaries and benefits for our Aina Stewards. The other half is reserved for consultants in highly specialized fields and needed equipment. Note on Page 5 for Payroll Taxes and Fringe Benefits are recognized only in the Fringe Benefits line. We utilize an HR/Payroll company that manages this for us, the estimate for these expenses is provided by the HR company, but not detailed, at approximately 20% of salary.

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2023 to June 30, 2024

Applicant: Hawaiian Islands Land Trust

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
4WD Utility Vehicle	1.00	\$18,500.00	\$ 18,500.00	
Chainsaws	3	\$1,000.00	\$ 3,000.00	
Wood Chipper	2	\$900.00	\$ 1,800.00	
		\$	\$ -	
		\$	\$ -	
TOTAL:	6		\$ 23,300.00	

JUSTIFICATION/COMMENTS:

The Utility Vehicle (UTV) would replace one that we have had for over 15 years. It's been maintained well, but daily use at a coastal site takes its toll and the vehicle is no longer safe for our staff to use. All of our stewardship staff are chainsaw certified. Often trees and large branches come down over hiking and access trails. Chainsaws are a need at all of our community preserves. Currently, Maunawila, Kahili, and Kukuau do not have chainsaws. A woodchipper would remove our need to rent one annually. Both Maunawila and Kukuau have regular need for wood chippers.

DESCRIPTION EQUIPMENT	VEHICLES	VEHICLE	WOSI	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2023 to June 30, 2024

Applicant: Hawaiian Islands Land Trust

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2021-2022	FY: 2022-2023	FY: 2023-2024	FY: 2023-2024	FY: 2024-2025	FY: 2025-2026
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: HILT isn't making a capital request with this application.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Hawaiian Islands Land Trust

Contracts Total:

1,133,775

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Honolulu City & County GIA	10/1/2020-9/30/2021	Honolulu Office of	Honolulu	123,839
2	Honolulu City & County GIA	11/1/2021-10/31/2021	Honolulu Office of	Honolulu	183,937
3	Hawaii Tourism Authority - Kukulu Ola	2/1/2022-1/31/2023	Hawaii Tourism	State	50,000
4	Hawaii Tourism Authority - Aloha Aina	2/1/2022-1/31/2023	Authority	State	60,000
5	Honolulu City & County GIA	10/1/2022-9/30/2022	Department of Commu	Honolulu County	199,999
6	Maui County CCRS Resilient Maui (Fiscal Spor	12/7/2022-12/6/2022	Department of Econom	Maui County	455,500
7	Maui County CCRS Resilient Maui	1/1/2023-12/31/2023	Department of Econom	Maui County	60,500
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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 stewards and educators collectively hold over four decades of professional experience, specializing in all facets of land conservation in Hawai'i.

HILT's President and CEO, Laura Kaakua, has been appointed Deputy Director of the DLNR and will be transitioning to that position beginning February 1st. An executive search committee has been formed by the board who will lead the effort to find a highly qualified candidate to fill the position. In the meantime, HILT's senior staff are incredibly capable and are well-positioned to ensure smooth and continuous operations until the new CEO is identified.

HILT's Chief of Operations and Philanthropy, Angela Britten, CFRE, has worked with HILT for nearly eight years. Angela has seventeen years of experience in fundraising and is past president of the Association of Fundraising Professionals – Aloha Chapter. During her tenure at HILT, she has managed and overseen all of organization's fundraising programs including grant writing and reporting. Angela ensures that the organization's programs are results and impact oriented and that those results and impacts are reported accurately and timely to donors and stakeholders.

HILT's Director of Aina Stewardship, Dr. Scott Fisher has been a member of HILT for more than 19 years. Dr. Fisher specializes in sand dune ecology and paleoecology. Dr. Fisher has led HILT's stewardship strategy for all of HILT's public preserves since 2018. In 2019, he completed a paleo-ecological research project that has informed our Climate Resilience strategies for Waihee Coastal Dunes and Wetlands Refuge. Currently he is studying the effects of two historic tsunami events at Nuu Refuge to inform our strategy for creating a native bio-shield that aims to protect the wetlands from saltwater or silt incursion. Scott is the primary aina steward of Nuu Refuge and is a vital resource for our other aina stewards and educators.

HILT's Director of Conservation Easement Stewardship, Compliance, and Technology, James Crowe, has been a vital member of HILT's team for nearly 17 years. James brings a variety of skill sets to the team including software management, GIS mapping, and drone piloting. James' knowledge of technology and software has helped HILT to stay on the cutting edge of land stewardship. He has worked to build a technology base for HILT's stewards and educators that allow accurate and real-time tracking of stewardship activities and needs.

HILT's Director of Aina Education, Denby Freeland, has been with HILT for many years and comes with more than 20 years of aina-based educational experience. Denby rejoined HILT in 2019 to provide aina-based education at HILT's Waihee Refuge. Denby quickly grew the program and expanded to include Nuu Refuge in remote Kaupo. In 2022 Denby was promoted to Director of Aina Education and oversees our aina education statewide. While her position isn't part of the funding request to the state, she is a vital part of the team and provides direct oversight of our aina stewards and educators.

HILT's individual Aina Stewards and Educators bring a broad variety of skills and talents to the team. All our Steward Educators are kamaaina to, or lineal descendants of, the places in which they work, allowing them to have high familiarity with the environments and communities. The backgrounds of our Steward Educators include experience as teachers, fishpond-builders, and native biology researchers. Working with the guidance of Dr. Fisher and Laura, our Steward Educators are well-equipped to provide excellent stewardship care for our public preserves.

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 Hawaii 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:

Hawaii Island

Kukuau Forest

Size: 1,600 acres

Year Protected: 2019

Land Protection Strategy: Owned by HILT, Conservation Easement held by Hawaii County

Conservation Values: Native habitat, watershed

Land Features: Native forest

Kauai

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 Easement held by Kauai County

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 Easement held by Kauai County

Conservation Values: Open space

Land Features: Ocean shore and beach

Maui

Waihee Coastal Dunes and Wetland Refuge

Size: 277 acres

Year Protected: 2004

Land Protection Strategy: Owned by HILT, Conservation Easement held by Maui County

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

Nuu Refuge

Size: 82 acres

Year Protected: 2011

Land Protection Strategy: Owned by HILT, Conservation Easement held by Maui County

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 Easement held by Maui County

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

Oahu

Maunawila Heiau Complex

Size: 9.08 Acres

Year Protected: 2014

Land Protection Strategy: Owned by HILT, Conservation Easement held by Honolulu City & County

Conservation Values: Archaeological and cultural preservation; Habitat restoration; cultural practice and education

Land Features: Historic Sites

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 ten (10) dedicated full-time employees, four (4) part-time employees, and is assisted by over 1,500 volunteers, but is in need of more highly trained leaders to scale the delivery of HILT's services on all member islands.

HILT will aim to hire two to three (2-3) additional team members to work at HILT's Waihee Coastal Dunes & Wetlands Preserve in Waihee, Maui, and Kahili Beach Preserve to fill positions that became available in 2022. HILT will still rely on the thousands of hours that our corps of dedicated volunteers commit to improving the ecological health of our islands through weekly and monthly service.

Additionally, HILT will rely on the expertise of a variety of contractors to provide some of the deliverables under the program. These include archeologists, and traditional practitioners skilled in growing food crops and uhaul humu pohaku (dry stack wall building).

HILT's Chief Operations & Philanthropy Officer, with the assistance of HILT's Director of Aina Stewardship will oversee the success of HILT's Statewide Stewardship Program, until a new CEO can be put in place. They will also oversee the hire and training of the new Waihee Aina Steward and negotiations and agreements with contractors.

All hired contractors will be required to produce deliverables specific to their project purview, and in accordance with our grantor requirements.

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.



Notes on the above chart:

Laura Kaakua, CEO will be transitioning out as of February 1st. An Executive Search Committee has already been formed and are actively looking for a new CEO. In the meantime, operations will be overseen by Angela Britten, Chief Operations & Philanthropy Officer, and Scott Fisher, Director of Aina Stewardship.

Three part-time positions will be filled in 2023: Waihee Field Tech, and two Kahili Steward and Educator positions.

The Mahukona Steward and Educator is no longer Patti-Ann Solomon, as she passed away in November. Keone Emiliano has been hired to fill that position.

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, not employee name.

- President & CEO: \$100,000-\$120,000
- Director of Aina Protection: \$100,000-\$120,000
- Chief Operations & Philanthropy Officer: \$90,000-\$100,000

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.

HILT is a co-defendant in an encroachment lawsuit filed by a neighboring landowner against their neighboring landowner whose lands are restricted with a conservation easement that HILT holds. HILT is not the subject of the litigation but is procedurally named co-defendant as the holder of the conservation easement. It is common for the holder of the conservation easement to be named as a co-defendant when the landowner is sued for a land related issue. HILT is on good terms with both the plaintiff and the primary defendant in the lawsuit and was told by the plaintiff that they were sorry they needed to name us as a co-defendant as a procedural matter. HILT is represented by a private law firm, with legal fees fully covered by our land trust legal defense insurance policy. We are currently in the discovery phase of the litigation and there is no outstanding judgment.

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 [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

The grant 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 2023-24 the activity funded by the grant if the grant of this application is:

(a) Received by the applicant for fiscal year 2023-24, 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 HILT's annual Statewide Stewardship Program, leveraging financial resources from a variety of public and private sources. This request is part of a broader, organization-wide fundraising campaign designed support HILT's mission-related programing while reaching new donors, stewarding existing supporters, and supporting land acquisition.

We have built long-term program sustainability growing organizational reserve funds while also maintaining a prudent and careful financial management system.

Should HILT receive a grant for fiscal year 2023-24, but not receive a GIA grant thereafter, HILT will prioritize the cultivation of additional prospective sources of funds at this request level.