

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
- 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 (Attached)
 - b) Personnel salaries and wages (Attached)
 - c) Equipment and motor vehicles (Attached)
 - d) Capital project details (N/A)
 - e) Government contracts, grants, and grants in aid (N/A)
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



Rae DeCoito, Executive Director

January 20, 2023

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE

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

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Dba:

Mālama Loko ea Foundation

Amount of State Funds Requested: \$ 598,900

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

Mālama Loko ea Foundation proposes to have 25 Conservation Leadership Interns who will participate in environmental service-learning and education on the North Shore of O'ahu, Hawai'i. The Holomua 'Āina Alaka'i (HĀA) members will be responsible for improving and making accessible Hawai'i public parks and wetlands and increasing the environmental stewardship knowledge of its visitors, school groups, and community volunteers. This program will focus on the training of Environmental Stewardship, Food Sustainability and Workforce Development.

Amount of Other Funds Available:

State: \$ _____

Federal: \$ 247,879

County: \$ _____

Private/Other: \$ 60,000

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

\$ 0

Unrestricted Assets:

\$ 560,000

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:

P.O. Box 553

City:

Haleiwa

State:

HI

Zip:

96712

Contact Person for Matters Involving this Application

Name:
Rae DeCoito

Title:
Executive Director

Email:
rae@lokoea.org

Phone:
(808) 227-6461

Federal Tax ID#:

State Tax ID#



Authorized Signature

Rae DeCoito, Executive Director

Name and Title

January 19, 2023

Date Signed



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

Vendor Name: MALAMA LOKO EA FOUNDATION

DBA/Trade Name: MALAMA LOKO EA FOUNDATION

Issue Date: 01/19/2023

Status: **Compliant**

Hawaii Tax#: 36995690-01

New Hawaii Tax#:

FEIN/SSN#: XX-XXX7663

UI#: No record

DCCA FILE#: 227780

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

Status Legend:

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

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.

The Certificate of Good Standing is attached.

2. Declaration Statement

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

The Declaration Statement is attached.

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.

State Grant-in-Aid funding would be utilized to increase local green jobs and education to implement the Aloha+ Challenge sustainability goals. The Aloha+ Challenge green workforce and education goal identifies the importance of education, jobs, innovation, and an integrated green economy in achieving Hawai'i's sustainability goals. MLEF will work with diverse stakeholders across business, government, and civil society as well as educators, workforce sectors, and students informed to develop indicators to measure progress on this goal.

The 2nd priority is to support the State's goal to increase local food production and address the need for Hawai'i to become more food secure and self-sufficient. This also supports the State Department of Agriculture's published mission to promote the conservation, development and utilization of agricultural resources in the State. Furthermore, the grant supports the *Increased Food Security and Food Self-Sufficiency Strategy Plan* prepared by DBEDT Planning and DOA in 2012 that identified a need to build the agricultural workforce and continue the "Green Jobs Initiative" which provides workforce development services for the agricultural, energy, natural resources and related industries in order to increase food production.

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;

Loko ea fishpond is currently a living classroom, perpetuating Native Hawaiian culture through education, land stewardship, and community building. While continuing to teach and practice indigenous knowledge, MLEF strives to mālama honua by joining a network of productive loko i'a across the pae'āina. This revived system will provide nutritious and environmentally sustainable food through the combination of traditional Hawaiian aquaculture methods and science-based fishery management.

Recognizing the importance and potential of this historical and scientific wonder of Loko ea fishpond, Mālama Loko ea Foundation (MLEF) was founded in 2009 to restore the integrity and function of Loko ea. Located on the North Shore of O'ahu, Loko ea is a 400-year-old fishpond, and as a loko pu'uone, it is the island's only existing pond of its kind. Saltwater flows to each of Loko ea's three subponds through the 'auwai kai, while several natural springs provide freshwater, creating a wai kai environment that is ideal for phytoplankton growth. The abundance of algae naturally lures in 'ama'ama and other native fish species. Eleven staff members, well versed in nonprofit management, Hawaiian culture, and indigenous science along with six paid interns lead MLEF's place-based educational programs and restoration projects, which have reached over 65,000 community members and students (56 percent self-identify as Native Hawaiians).

2. The goals and objectives related to the request;

The overall goal of this project is to increase green job opportunities in culture, conservation and agriculture, by creating a pipeline internship program for young adults, in environmental service-learning and education, on the North Shore of Oahu, Hawaii.

Main objectives over the 12-month period:

- From the North Shore of O'ahu, 25 young adults will participate in Holomua 'Āina Alaka'i Program. Members will enroll in full-time or part time positions, serving 300 to 1700 hour service terms in a 3 to 10 month period, ~40 hrs per week, 5-6 days a week at MLEF and partner host sites.
- HĀA Members will: 1) treat 12 acres of land with a noted improvement of 10 acres and; 2) train 6,000 leveraged volunteers in environmental education and awareness, increasing their understanding and knowledge by 80%.
- Strengthen partnerships with conservation and agriculture organizations on the North Shore of O'ahu
- 200 'Āina-based programs for Hi-DOE, charter schools, Title I schools and community conducted by a team of HĀA Members.
- Framework and training plan for HĀA—Traditional Aquaculture and restoration job training program.

3. The public purpose and need to be served;

1. Increase local green jobs and education to implement the Aloha+ Challenge sustainability goals. The Aloha+ Challenge green workforce and education goal identifies the importance of education, jobs, innovation, and an integrated green economy in achieving Hawai'i's sustainability goals.
2. The grant supports the *Increased Food Security and Food Self-Sufficiency Strategy Plan* prepared by DBEDT Planning and DOA in 2012 that identified a need to build the agricultural workforce and continue the "Green Jobs Initiative" which provides workforce development services for the agricultural, energy, natural resources and related industries in order to increase food production

4. Describe the target population to be served; and

Young people between the ages of 16-24 are disconnected from education and the workforce and need opportunities to develop workforce skills that will enable them to obtain employment Mālama Loko Ea Foundation (MLEF) is a non-profit dedicated to the restoration of Loko Ea, a 500-year-old fishpond located on the North Shore of O'ahu. The Holomua AmeriCorps Leadership Program will address two critical community needs, the deteriorating environmental health and the need for opportunities for young people between the ages of 16 and 24 that are disconnected from education to develop technical skills in conservation in order to obtain employment in their community. MLEF staff and HĀA Members work with volunteer and education groups from the primary and secondary regions. Two-thirds of the Hi-DOE school MLEF works with are Title I schools or low-income communities. 56 percent self-identify as Native Hawaiians).

5. Describe the geographic coverage.

The primary community of MLEF encompasses the historic land district of the Moku of Waialua, spanning from Mokulē'ia to Pūpūkea, Waialua to Haleiwa, and extending inland towards the central part of the O'ahu to include Wahiawā. The secondary extension of our North Shore community includes Central and Leeward O'ahu including Mililani, Waipahu, Ewa, Nānākuli, Wai'anae and Kahuku.

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;

Executive Summary

Mālama Loko Ea Foundation proposes to have 25 Conservation Leadership Interns who will participate in environmental service-learning and education on the N. Shore of Oahu, Hawaii. The **Holomua 'Āina Alaka'i** (HĀA) members will be responsible for improving and making accessible Hawaii's public parks and wetlands and increasing the environmental stewardship knowledge of its visitors, school groups, and community volunteers.

This program will focus on the training of Environmental Stewardship and Workforce Development. The Grant in Aid investment of \$598,900.00 will be matched with \$247,879.00 in public funding and \$60,000 in private funding.

2. Scope of Work Program Design

Theory of Change

PROBLEM/NEED: The physical environment and the culture of Hawaii have been mismanaged and abused over the last 200 years. Geographically isolated, the islands developed a high amount of endemic plant and animal species that do not occur anywhere else in the world. A recent statewide assessment by the Hawaii Department of Land and Natural Resources (DLNR) states, 75% of plant and animal extinctions documented in the United States have occurred in Hawaii, while an estimated 90% of dryland, 61% of mesic, and 42% of wetland habitats have also been lost. The report continues that although Hawaii comprises less than 0.2% of the land area in the United States, it is home to 30% of the nation's federally listed endangered/threatened species. The report states habitat-modifying invasive species as the main reason for the islands' extinction crisis as well as other pervasive threats to Hawaii's delicate ecosystem. Additionally, the health of the island's natural resources and public spaces is threatened by the growing population of 1.4 million residents (US Census Bureau, 2021) and an additional 10.3 million visitors (Hawaii Tourism Authority, 2019). Before 1778 and pre-western contact, Hawaii had an estimated 488 loko ia-fishponds¹ within the archipelago that provided nearly 2-million pounds of protein annually.² Fish populations

¹ <https://kuahawaii.org/huimalamalokoia/>

² Keala, 6; Hawaii's In-Depth Studies : Hawaiian Fishpond Study, Honolulu: DHM Inc., 1990.

and catches have been reduced by over 75% in the last century.³ These ponds were a rich, abundant food and educational resource for the community. Today there are less than 40 loko ia that are actively being restored.

Continued degradation of Hawaii's ecosystems threatens valuable ecological services, such as water quality and supply; wetland mitigation of pollution and flooding from storm runoff; coral reef protection of coastal areas from erosion and storms; and climate control. Culturally, the degradation of Hawaii's ecosystem has resulted in the steep decline of loko i'a (fish ponds) and mahi ai (traditional agricultural lands). Along with this is the loss of generational knowledge, traditional skills, and history told through mo'olelo (stories) resulting in a generation with a lack of connection and environmental knowledge.

Hawaii's Department of Education has cut funding for field trips, professional development, and curriculum development related to environmental education since the 1980s, leaving educators with few resources to develop the environmental literacy of the younger generation⁴. Funding and support in Hawaii do not match urgent conservation and environmental education needs. Huge gaps in knowledge exist regarding many native species and education and outreach are critical to the successful conservation of Hawai'i's native biodiversity as well as to the continued protection of Hawai'i's natural resources for future generations. There is a lack of awareness about Hawai'i's avifauna and native plant communities."⁵

Without this connection, there is little hope of reversing the ongoing mismanagement and abuse of Hawaii's Islands if its people fail to understand and share with others how the order of the ecosystem works and actively participate in its recovery.

INTERVENTION: As recommended in the United Nations Sustainable Development plan (<https://sdgs.un.org/2030agenda>), and locally-driven plans such as the Archaeological Inventory Survey of the Loko Ea Fishpond (2014) and the Aloha+ Challenge, MLEF reverses the trend of natural resource loss through the service of local youth interns. Their service increases native species restoration to improve and protect the native watershed and near-shore waters as a marine-managed area.

Mālama Loko Ea (MLEF) is a non-profit dedicated to the restoration of Loko Ea, a 500-year-old fishpond located in the rural historic land district of Waialua on Oahu (Wahiawa, Mokuleia, and Haleiwa) with a population of approximately 28,874. MLEF civically engages the learning and volunteering community of our immediate district and

³ <http://kuahawaii.org/about/>

⁴ Hawaii Environmental Education Alliance, 2015

⁵ [Hawaii Forest Action Plan DLNR 2016](#)

reaches into communities such as Hau'ula, Mililani, Pearl City, Ewa, Waipahu, Kapolei, Nānākuli, and Waianae.

The program would bring people together to address Waialua's most pressing challenges through national service and volunteerism. The Holomua Leadership Interns will address two critical environmental stewardship objectives, At-Risk Ecosystems, and Awareness & Stewardship.

As the rural community experiences high numbers of visitors, MLEF counts on every organization in the area to focus on educating community members and visitors on the damaging impact we all have on our environment. Holomua Interns will lead volunteer groups in hands-on environmental stewardship, primarily consisting of invasive species and debris removal, restoration of habitat by re-establishing native plants and wildlife, natural taro farming, reducing waste and composting practices, marine conservation education, coastal trash cleanups, and sustainable food systems. Through these activities at MLEF and partner host sites, Holomua 'Āina Alaka'i interns will: 1) treat 12 acres of land with a noted improvement of 10 acres and; 2) train 6000 leveraged volunteers in environmental education and awareness, increasing their understanding and knowledge by 80%.

25 HĀA members will be recruited from our rural communities who lack work experience, are unemployed or underemployed, and not attending school. MLEF members will reflect diverse geographic and demographic communities from rural underserved areas of the North, Central, and West areas of Oahu. Members will enroll in full-time or part time positions, serving 300 to 1700 hour service terms in a 3 to 10 month period, 40-45 hrs per week, 5-6 days a week at MLEF and partner host sites.

By utilizing members to provide outreach and educational opportunities to community volunteers and school-aged students, their knowledge, connection, and understanding of their responsibility are increased and they can make well-informed conscious decisions to actively participate in protecting Hawaii's natural resources. With HĀA conservation service members in these roles, MLEF has a fighting chance to reverse the loss of Hawaii's precious natural resources, improve community knowledge and increase service awareness in our rural community.

2. Provide projected annual timeline for accomplishing the results or outcome**MLEF Holomua 'Āina Alaka'i Leadership Program**

Tasks	Responsibility	Month
Pre-program		
Obtain agreements with other hosts sites, contractors and trainers	Sayo Costantino	JUL 2023
Design a recruitment strategy that aligns with the desired and required characteristics/skills for members	Kēhau Akaka	JUL 2023
Create an effective orientation, training, and monitoring plan that includes applicable technical assistance	Makua Perry, Kēhau Akaka	JUL 2023
Complete HĀA Training Plan including five main components: Conservation, Loko I'a Kia'i, Cultural, Workforce Development and Leadership	HĀA Team	JUL-AUG 2023
Finalize sites, Plan and schedule huaka'i	Kēhau Akaka	JUL-AUG 2023
HĀA Program		
HĀA On-boarding new intern cohort	Justine Lafata	AUG 2023
Conduct orientation to Loko ea	Makua Perry, Kēhau Akaka	AUG 2023
Conservation training	Makua Perry, Savili Bartley	AUG 2023-MAY 2024
Loko I'a- Kia'i training	Buddy Keala, Emily Geske	AUG 2023-MAY 2024
Cultural training	Makua Perry, Practitioners	AUG 2023-MAY 2024
Workforce development & career training	Kēhau Akaka	Jan 2024-MAY 2024

Leadership training	Makua Perry and contractors	AUG 2023-MAY 2024
Conduct 2X 5-days learning huaka'i	HĀA Team	AUG 2023-MAY 2024
Post-program		
HĀA Ho'ike	Holomua Supervising team	MAY 2024
Post Program Evaluation	HĀA Supervising Team	JUN 2024

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

Quality Assurance & Evaluation Evidence Base:

Since 2012, MLEF has more than doubled the amount of cultural and environmental educational experiences servicing over 60,000 youth and volunteers with an average of 6,000 visitors per year. By strengthening its relationship with the community, MLEF has provided career pathways for local youth through internships and cultural training. Through the continuous maintenance and clearing of invasive species and debris, it has transformed 12 acres back into productive use. MLEF has also completed a comprehensive Master Site Plan that increases safe public access to public lands.

MLEF's 2022 Nā Pili Wai summer program consisted of 120 students from grades kindergarten to 8th. Staff engaged the school students and their parents for five consecutive days, for approximately five hours per day. Pre/Post-surveys were administered to both students and parents on the knowledge and understandings of loko i'a (fishpond) practices, concepts of ahupua'a, watershed management, land stewardship past and present, and attitudes toward 'āina (environment). Of those that completed the survey, 100% agree that they (and their child) have a deeper understanding of native Hawaiian culture; the history of Loko Ea and traditional fishponds; and a connection to the 'āina. 100% agree that they (and their child) have increased awareness of Hawaii's natural resources and the importance of protecting them; learned about specific habitat restoration activities; and agree that they or their child learned about native fish and plants.

Because of MLEF's unique learning opportunity within an endangered loko i'a, 57 schools visit regularly. Mālama Loko ea Foundation partners with 22 high schools, and six local university campuses. Students visit regularly and discuss the common issues

around the environment and conservation in our remote location. Past volunteers actively recruit other volunteers to help with the day-to-day management of the fishpond.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency).

Measures of Effectiveness

MLEF fits in the funding priority of Environmental Stewardship preparing communities for the challenges of climate and environmental circumstances, helping Hawaii's locals respond to and recover from disruptive events that conserve natural habitats and maintain public lands, and protect clean water. Through participation, service members cultivate individual and community resilience and provide much-needed responsible stewardship of important land.

INTERNSHIP EXPERIENCE:

Developing leaders—Through the Holomua 'Āina Alaka'i program, interns learn culturally and environmentally appropriate land management skills and become confident orators as they lead groups of volunteers, they will be able to identify and train on safety protocols and inspire others through the example of self-imposed environmental conscious practices they set for themselves.

Employable skills - The Holomua 'Āina Alaka'i program is designed to teach employable skills according to a recent survey sent to partner organizations in our area. Partner organizations have shown interest in either receiving a Holomua 'Āina Alaka'i interns with these skills or hiring a member post service. The service member training plan incorporates these subject areas and or certifications: Program and team-building skills; the use of Google workspace, Microsoft office, Natural Resource Data Solutions-NRDS; Field expertise such as chainsaw certification, weed wacker proficiency, basic pruning techniques, tool maintenance, and basic native plant and animal identification; Conservation monitoring tools such as water quality sampling & testing, phytoplankton cell density testing, kilo observation and raising native fish. Education as in 'āina-based education certification, and outdoor classroom management training; Cultural knowledge in basic oli and other protocol, cordage making and lashing, apu making, Kuapa building); General skills building and geographic information of land divisions, place names, stories, and history; safety certifications such as First Aid and CPR.

Recruitment plan - MLEF will use its existing network of university-level professors, high school teachers, community collaborators, and partner organizations to promote available environmental education opportunities and current vacancies. The

organization will also recruit via social media, online posting, tabling, and canvassing schools, and the community. MLEF relies heavily on past participation recommendations and word of mouth.

Inclusive service culture - MLEF is committed to fostering an organizational culture of inclusivity where individuals of different backgrounds and talents are recognized and welcomed. Members will experience an environment where their voices, needs, and leadership experiences are centered on the values and practice of:

Hoihi (respect): Kūkulu Ke Kahua (Building your foundation)

Cultivating partnerships by respecting our community members as well as our expert cultural practitioners. We approach each meeting and working partnership to plant seeds of connectivity for both teachers and participants to feel comfortable in their time with us, in hopes that they may feel the pull to come back at a greater capacity.

Mālama (to care for and nourish): ‘Āina, that which feeds us

As we build connections with our partners and community, we allow them the opportunity to water their seeds of connectivity by gaining a greater understanding of the ‘āina itself. Looking to landscapes as potential resources for nourishment, it is this practice that provides our community with the ability to be fed physically, mentally, and spiritually through the value of Mālama, caring for the land that they are connecting to.

Pilina (relationship): Kaiāulu - Community Stewardship

Through our first two practices, a participant’s seed begins to root. Ultimately supporting them in creating a relationship between the ‘āina they are supporting and their foundation.

Ma Ka Hana Ka Ike (When one works, one learns): Personal Development

While continuing on this path of seeding knowledge and creating meaningful relationships, we begin to see these spaces and practices as forms of personal growth within ourselves. Building on our now strong and stable foundation, our hale na’au a’o (house of knowledge) can now begin construction through new forms of knowledge and a stronger sense of connection

Diversity, Equity, and Inclusion - MLEF staff and board have incorporated the Justice, Equity, Diversity, and Inclusion Plan (JEDI) that seeks to diversify its staff and board and create a supportive and safe environment as well as ensure that its programming is centered on cultural and community needs.

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 (Attached)
 - b. Personnel salaries and wages (Attached)
 - c. Equipment and motor vehicles (Attached)
 - d. Capital project details—**Not Applicable**
 - e. Government contracts, grants, and grants in aid—**Not Applicable**
- 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
\$149,725	\$149,725	\$149,725	\$149,725	\$598,900

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2024.
 - a. Office of Education - Native Hawaiian Education grant renewal
 - b. AmeriCorp National
 - c. Kamehameha Schools—‘Āina Ulu
 - d. Kamehameha Schools Kaiāulu
 - e. Other private foundation (Pete Carroll)
 - f. USDA-RISE
 - g. Hawaii Community Foundation
 - h. Regional Conservation Partnership Program
 - i. Commission for Environmental Cooperation EJ4 Climate Grant
 - j. Aloha United Way
 - k. Hau’oli Mau Loa
- 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.

Not Applicable

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.
 - a. Office of Education-Native Hawaiian Education program
 - b. Kamehameha Schools ‘Āina Ulu
 - c. AmeriCorp Hawaii Commission
 - d. Atherton Foundation
 - e. Nakupuna Foundation
 - f. Patagonia

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

Unrestricted current assets balance as of December 31, 2022—\$397,000

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.

Organizational Experience and Staffing

MLEF has participated in educational and workforce development programs and internships with Kupu, AmeriCorps Environmental Leadership Program (2014 - present), and Kamehameha School, Kapili Oihana (2014-present) and continues to enhance its programming to meet the needs of the participant and its community.

The MLEF has incorporated its Justice, Equity, Diversity, and Inclusion Plan (JEDI) which promotes an inclusive culture and fosters JEDI principles. MLEF is committed to ensuring an inclusive working environment free of discrimination at all stages of the employment life cycle through the development of plans to promote JEDI principles and cultural competencies among staff, advancement of a vision that targets underserved populations in conservation; create and maintain opportunities for engagement, education, and discourse related to issues of justice, equity, diversity, and inclusion; strive to build and support a community whose members have diverse cultures, backgrounds, and life experiences; ensure our leaders are role models for diversity and inclusive culture. MLEF reviews measurable objectives and actively monitors progress on an annual basis.

MLEF consults with a CPA who closely monitors the accounting system and ensures that the internal controls are enforced. MLEF uses a third-party human resource provider for its staff and payroll needs.

Fiscal Compliance and Accountability

Monitoring and oversight - MLEF's growth is due in part to a solid track record of fiscal and program management. To provide an additional check and balance system, it has designated 2 individuals as Co-Program Directors of the Holomua 'Āina Alaka'i program to provide oversight and monitoring to prevent and detect non-compliance and enforce compliance with required rules and regulations including prohibited and unallowable activities and criminal history checks.

MLEF has managed over \$5,000,000 in federal, state & private grants in the past 13 years. MLEF has sufficient policies and procedures and various controls to ensure staff is properly trained and systems are monitored to prevent, detect, and mitigate the risk of fraud and mismanagement. Additionally, MLEF has a 3rd party financial and human resource company to segregate duties, provide internal oversight activities, and ensure budgets, spending, timesheets, and payroll are managed accurately.

Systems: MLEF has developed systems to ensure a high level of accountability. Staff members are oriented and trained to better understand the programs and programmatic accountability, Grant in Aid rules, and the purpose of regulatory agencies. Staff members are trained on gathering and submitting data, and the quality and timeliness of required evaluation reports.

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.

Facilities- Loko ea is one of two loko i'a located in the Kawaihoa ahupua'a, which provided fish for the reigning ali'i.

In 2009, Kamehameha Schools licensed Mālama Loko Ea Foundation to manage over 14 acres of its lands, including 7 acres of loko i'a. This loko is divided into three separate waikai (brackish) ponds: Keiki Pond, which is used as a pua nursery; Middle Pond, which connects Loko ea to 'Uko'a fishpond, a loko wai fed by pūnāwai; and Big Pond. For its salt water source, Loko ea maintains a 280-foot 'auwai kai, connecting the

ponds to Kawaihoa Bay. Loko ea also has eight functioning double-gated mākāhā, which allow the inflow and outflow of tidal exchange.

Ancillary facilities include a caretaker's house, a large barn structure, and approximately 4-acres of land. The house is currently used at the organization's office. The barn is used as a storage facility for the equipment, tools, and supplies needed for restoration and maintenance. The additional 4 acres mauka of the main property is utilized for green waste composting, stockpiling of rock wall building material, and native plant propagation and out planting. Down the road, beyond the scope of this grant, a lo'i kalo is planned for the southeast side of Big Pond as is an educational māla with canoe and natural dye plants and nutritious vegetables.

Culture that Values Learning:

In 2008, Kamehameha Schools called the community out to restore Loko ea Fishpond. Today, the restoration of Loko ea represents the inspiring potential for thriving, sustainable communities in Hawaii and our world. Mālama Loko Ea Foundation (MLEF) implements a comprehensive model in which traditional Hawaiian aquaculture informs the development of a modern sustainable ecosystem. The year 2021 was a critical turning point when all efforts were leveraged to meet the pressing challenges of our times with worsening food insecurity, social and economic inequities, rapid environmental degradation, and climate change.

Based on community needs and evaluation data collected, MLEF redesigned its programming to provide training opportunities within the conservation education field, and the Holomua 'Āina Alaka'i program was conceived. MLEF focuses on the youth within its rural district of Waialua and creates pathways to learn and move ahead with newfound knowledge. The Holomua 'Āina Alaka'i program will provide training, knowledge, and pathways to employment.

MLEF leadership holds annual retreats to learn new cultural and environmental skills that can be passed on to members, team building activities, craft skills development, and reflecting on personal passions and purpose. A healthy staff perspective leads to healthy member learning, both necessary for a successful service-learning environment.

Member training is conducted onsite, via field trips to other locations throughout the State, online, and in outdoor classrooms through hands-on activities.

Member Supervision:

Holomua ‘Āina Alaka‘i supervisors provide daily guidance, support, and training for members, and progress reviews every month. Members are provided one on one mentoring to help resolve any issues.

Holomua ‘Āina Alaka‘i supervisors are adequately trained/prepared to follow all GIA program regulations, priorities, and expectations. They also receive an overview of program expectations, national and state initiatives, and program goals. Supervisors also receive the support of a third-party HR company that manages payroll and legal compliance and assists when serious management issues arise.

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.

Executive Director, Rae DeCoito is a Native Hawaiian professional who received her Master's in Business Administration after completing her Bachelor's degree in Science in Accounting. Rae brings more than 25 years in management including 15+ years at the senior executive level within the non-profit sector with experience managing federal, state, and local funding agencies. As the Executive Director, Rae will be responsible for ensuring that MLEF staff and program execution operate in compliance with funding rules and regulations

Finance Manager, Justine Lafata is a Waiialua homegrown graduate from Kamehameha Schools and attended Pepperdine University. Justine has been an integral part of the Loko ea organization for the past five years. Justine manages the accounting and payroll operations for the organization along with support from a third-party accounting firm, Poukihi, professional specialists with backgrounds in the nonprofit sector, forensic accounting, small business management, and general financial services.

Co- Holomua ‘Āina Alaka‘i Program Director Kari (Kehau) Akaka is a native Hawaiian graduate of the University of Hawaii at Manoa. Kehau joined MLEF as an intern through a scholarship program granted by the UHM Native Hawaiian Student Services and quickly became a leader, learning about Loko Ea from the ground up. Kehau has successfully translated her 15+ years of specialization in volunteer work, customer service experience, and efficiency skills to support and manage grants and human

resources responsibilities. Kehau understands the importance of community engagement and works deliberately to reach out to encourage the community to volunteer at Loko ea. She excels in her role to utilize 21st-century technology, such as social media and graphic design. Kehau will be overseeing, managing, and monitoring AmeriCorps program participants from different age groups and diverse backgrounds.

Co- Holomua 'Āina Alaka'i Program Director Sayo Costantino has managed educational programs for Hawaii's community-based organizations for more than a decade. She comes with nearly 20 years of experience in creating environmental education and leadership programs and has gained invaluable insight and knowledge in her years of travel around the world. She has developed relationships with the Department of Education, Complex Area Superintendents, and school principals, throughout Oahu. Through her superior customer service focus, she has built up a network of community educators based on trust and mutual goals to provide quality 'āina based education and leadership. Sayo will use her wide range of experience to manage and create program curricula for the AmeriCorps program and implementation of the environmental education programs. Sayo provides the administrative support of the Kupuohi Educational Program and has many years of experience managing federal, state, and foundation grants including grants from NOAA, and Native Hawaiian Education.

Emily Geske, Natural Resource Data Solutions (NRDS) Data and Analysis Manager, brings years of marine biology and data collection experience to Loko ea. She is hands-on in performing water quality sampling, monitoring plankton, delivering education programs and creating data collection protocols, and managing databases. Emily works closely with NOAA researchers, UH CTAHR educators and Kamehameha water monitoring, high school teachers, and university professors to provide hands-on loko ia and data system training for students, community volunteers, and AmeriCorps members. Mālama Loko Ea Foundation has invested in an 'āina and land-based data management system, working to customize a land & resource management database with the assistance from Sam Aruch of NRDS, a secure multiplatform location-based software that combines project management, GIS, data collection, reporting, & analysis for Loko Ea. Since implementing the NRDS System in 2019, Emily has been instrumental in designing and customizing NRDS to track data from both the restoration/conservation side of programs, and map & share impact in a cost-saving way. This system will provide the accurate data collection and analysis needed to achieve HAA performance measures and progress reports.

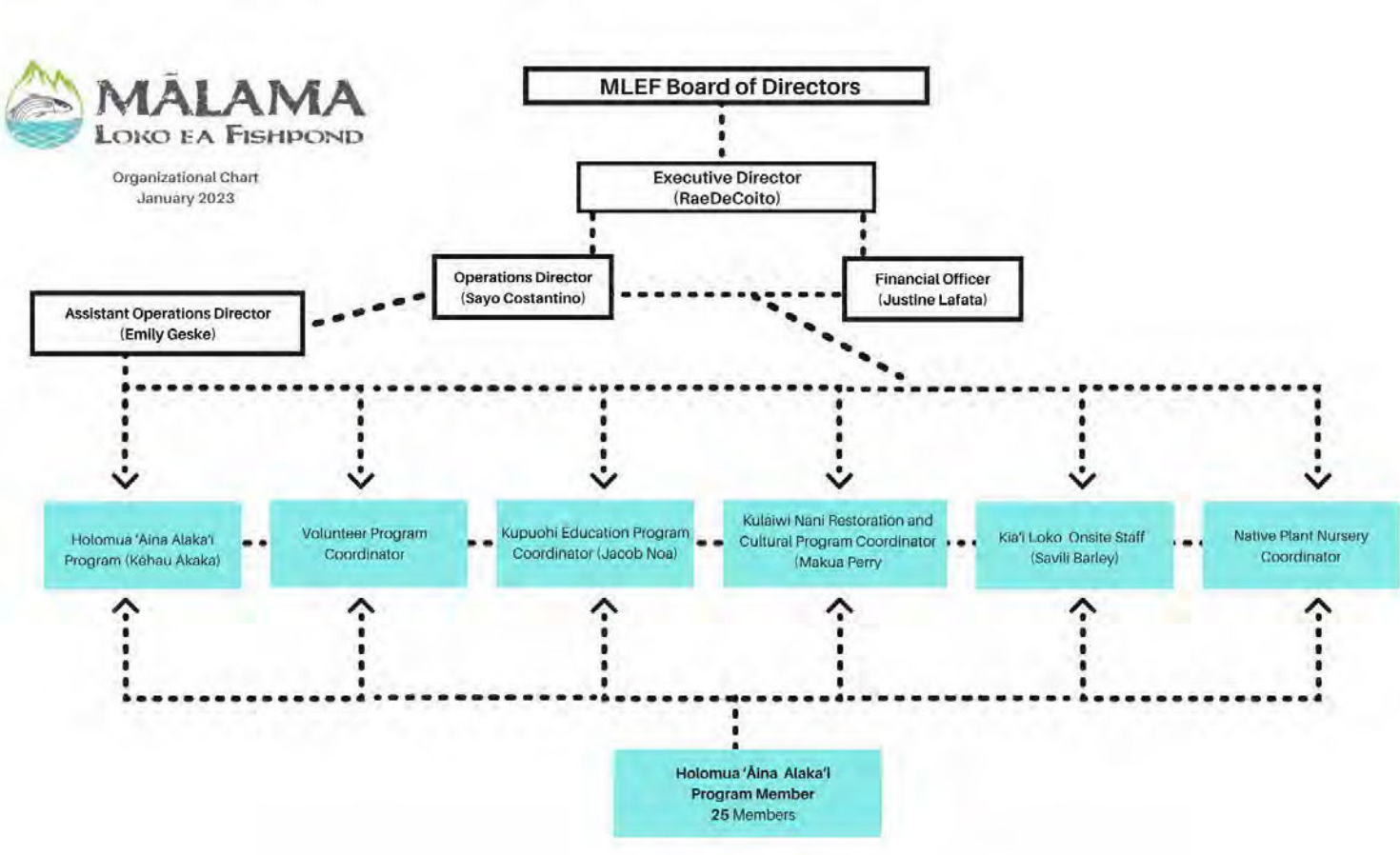
Makualiikukahiohaleola Perry is the Cultural Program Lead and a true child of this land. He has worked his entire life to prepare for his role as a cultural advisor to Loko

ea. Connecting to places like Ka Papa Loi O Kanewai from his childhood, his journey as a haumana of the land and sea has been a series of growing experiences and fruitful knowledge. Makua is fluent in Olelo Hawaii and studied Psychology and Hawaiian Studies at the University of Hawaii at Manoa.

Buddy Keala, is a native Hawaiian practitioner with 30 years of loko i'a experience in the traditional management of fishponds and aquaculture. He provides his expertise 20 hours per week and will be teaching and working alongside MLEF staff. He and Makua will work alongside Holomua 'Āina Alaka'i program participants and volunteers, sharing their experience and expertise.

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, not employee name.

Compensation- Executive Director \$85,000- \$99,000,
Operations Director \$70,000- \$78,000
Assistant Operations Director \$50,000-\$60,000.

VII. Other

1. Litigation

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

Not applicable

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.

Aquaculture Facilities permit

3. Private Educational Institutions

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

Not applicable

Future Sustainability Plan- Master Site Plan

The future plans of sustainability for the Holomua 'Āina Alaka'i program is to create a network of local employers to participate in the leadership development and hiring process. There are a significant number of employers that are stakeholders in the green job initiatives. We want to expand the HAA program to include paid tuition at the UH campus to build upon the skills learned through the internship. Additionally, MLEF

hopes to obtain funding from the National AmeriCorp program in 2023 to continue funding and building this program.

The Na Loko l'a O Waialua Master Site Plan represents the long-range facilities site plan and development program for the Mālama Loko Ea Foundation. The MLEF Board of Directors recognized an increased demand for their 'āina-based educational programs and an increased desire for agricultural-based land uses. Instead of growing piecemeal, future growth is planned in a comprehensive fashion via this document. The goal of the Master Site Plan and Development Program is to achieve a sustainable and self-reliant living community at Waialua. Loko Ea Master Plan, provides a conceptual, watershed-based, GIS data-based, and historically mindful long range site plan and facilities program designed specifically to address MLEF's increasing demand for 'āina educational programs and eco-services that require the historic Uko'a- Loko ea Fishpond Complex to once again become abundant and thriving. The master plan helps MLEF and its stakeholders to "connect the dots" and navigate necessary investments in site improvement and facilities development necessary to accommodate the aforementioned demand for STEM learning ecological restoration.

The Loko Ea Master Plan supports the multifaceted work of Mālama Loko Ea Foundation. The cultural and scientific recovery of the 130 acre 'Uko'a-Loko ea Wetland Fishpond Complex presents an important case study in how the Hawaiian cultural resurgence is reshaping the built environment of O'ahu, and beyond. This emerging landmark project is a crucial example to support toward achieving sustainability and economic resilience for Honolulu, and Hawai'i. Within the past 5 years, Mālama Loko Ea Foundation has already embarked upon the necessary research, capacity building, and marketing to commence the first round phases of fishpond restoration. The initiative to restore and functionally recover Loko ea Fishpond is just the beginning of a larger intergenerational program to revitalize the 'Uko'a-Loko ea Fishpond Complex.

IN SUMMARY:

Mālama Loko Ea Foundation is a non-profit dedicated to the restoration of Loko Ea, a 500-year-old fishpond located in the rural historic land district of Waialua on Oahu with a population of approximately 28,874. The organization has successfully partnered to host and supervise interns since 2014 and has strategically developed to host its Holomua 'Āina Alaka'i program this year.

With the Grant in Aid investment of \$598,900.00 which will be matched with \$247,879.00 in public funding and \$60,000 in private funding, 25 Holomua 'Āina Alaka'i

service members (300 to 1700 service terms) will participate in environmental service-learning and education on the north shore of Oahu, Hawaii. Holomua 'Āina Alaka'i members will lead volunteer groups in hands-on environmental stewardship, primarily consisting of invasive species and debris removal, restoration of habitat, and sustainable food systems. Through these activities, members Holomua 'Āina Alaka'i will: 1) treat 12 acres of land with a noted improvement of 10 acres and; 2) provide learning opportunities for 6000 individuals in environmental education and awareness, increasing their understanding and knowledge by 80%.

Mālama Loko Ea Foundation will continue to successfully navigate the important responsibility to remain connected to the land and hold learning space for the next generation while at the same time ensuring a safe supportive environment for all that visit.

**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, 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; and

- 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.

- 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, 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.

Mālama Loko ea Foundation

(Typed Name of Individual or Organization)

Rae DeCoito

(Signature)

January 19, 2023

(Date)

Rae DeCoito, Executive Director,

(Typed Name)

(Title)

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2023 to June 30, 2024

App

Mālama Loko Ea Foundation

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	394,600	200,000		30,000
2. Payroll Taxes & Assessments	75,000			
3. Fringe Benefits	45,000	32,879		30,000
TOTAL PERSONNEL COST	514,600	232,879		60,000
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	7,000			
2. Insurance	3,500			
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training	5,000			
6. Supplies	13,000			
7. Telecommunication				
8. Utilities	800			
9. Hoike	5,000			
10. Contractors-trainers	5,000			
11. Educational award	30,000			
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	69,300			
C. EQUIPMENT PURCHASES	15,000			
D. MOTOR VEHICLE PURCHASES		15,000		
E. CAPITAL				
TOTAL (A+B+C+D+E)	598,900	247,879		60,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	598,900	Rae DeCoito 808-227-6461		
(b) Total Federal Funds Requested	247,879	Name (Please type or print) Phone		
(c) Total County Funds Requested		<i>Rae DeCoito</i>		
(d) Total Private/Other Funds Requested	60,000	Signature of Authorized Official Date		
TOTAL BUDGET	906,779	Rae DeCoito, Executive Director		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES Period: July 1, 2023 to June 30, 2024

Mālama Loko Ea Foundation

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Program Investigator		\$95,000.00	25.00%	\$ 23,750.00
Co-Program Manager		\$75,000.00	45.00%	\$ 33,750.00
Co-Program Manager		\$45,000.00	60.00%	\$ 27,000.00
Fiscal Officer		\$70,000.00	33.00%	\$ 23,100.00
Trainer		\$45,000.00	60.00%	\$ 27,000.00
10 full time member 10 months at \$2000 per month @\$20,000 each		\$200,000.00	100.00%	\$ 200,000.00
15 part time membe 10 x \$1000 per month for 4 months		\$60,000.00	100.00%	\$ 60,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				394,600.00
JUSTIFICATION/COMMENTS:				

Applicant: Malama Loko Ea Foundation

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Kubota Quad with trailer	1.00	\$15,000.00	\$ 15,000.00	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 15,000.00	

JUSTIFICATION/COMMENTS:

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

JUSTIFICATION/COMMENTS: