





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:** BOY SCOUTS OF AMERICA, ALOHA COUNCIL

**DBA/Trade Name:** BOY SCOUTS OF AMERICA, ALOHA COUNCIL

**Issue Date:** 01/18/2024

**Status:** **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#:

FEIN/SSN#: XX-XXX3482

UI#: XXXXXX0188

DCCA FILE#: 2239

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

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

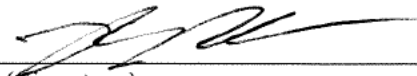
The undersigned authorized representative of the applicant certifies the following:

- 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.

Boy Scouts of America, Aloha Council  
(Typed Name of Individual or Organization)

  
(Signature) 1/19/24  
(Date)

Blake Parsons, CEO/Scout Executive  
(Typed Name) (Title)

January 18, 2024

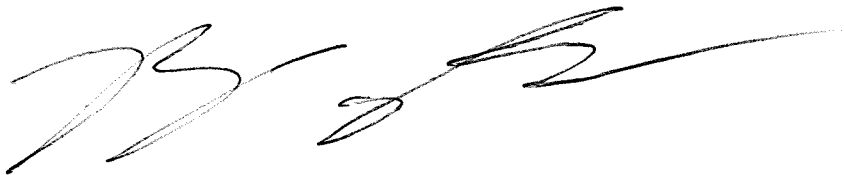
Senate Committee on Ways and Means  
House Committee on Finance  
415 South Beretania St.  
Honolulu, HI 96813

RE: 2024 GIA Public Purpose

Dear Honorable Legislators:

I, Blake Parsons, certify on behalf of the Boy Scouts of America Aloha Council, this GIA we are applying for will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. These funds will serve the public through the: growing youth and adult involvement in a 115-year-old Hawaii non-profit youth development organization; and Scout and community use of Aloha Council's properties on various islands.

Sincerely,

A handwritten signature in black ink, appearing to read 'Blake Parsons', written in a cursive style.

Blake Parsons

CEO / Scout Executive

## 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. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2023.

#### **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;**

Established in 1910, the Boy Scouts of America - Aloha Council is a distinguished organization serving over 4,000 Scouts annually. Our mission is to cultivate ethical and moral decision-making skills throughout the lifetimes of young individuals. This is achieved by instilling the values of the Scout Oath, Scout Law, and incorporating local values that align with the Aims of Scouting—character development, leadership development, citizenship training, and personal fitness.

Leadership development, one of Scouting's eight methods, contributes significantly to the cultivation of good character and citizenship. The Aloha Council, as the premier youth leadership organization in Hawaii and the Pacific region, integrates traditional Hawaiian values of kuleana (responsibility), kokua (teamwork), and malama ka aina (respect for the land) with aloha.

Our mission extends to providing at-risk youth the opportunity to join Scouting and benefit from its values at no cost. Serving Hawaii, along with the Territories of Guam and American Samoa, the Aloha Council has deep roots in the islands. The first Hawaii troop was established by island artist D. Howard Hitchcock in October 1910.

Governed by a 50+ member Board of Directors, the Boy Scouts of America, Aloha Council, operates with a dedicated team comprising 20 full-time paid professionals and support staff. Additionally, more than 40 seasonal employees are engaged in delivering camping programs and outdoor adventures at six Council properties across four islands. Our headquarters is located at 42 Puiwa Road, Honolulu.

As we continue our commitment to youth leadership and character development, the Aloha Council seeks support to enhance our impact and extend our reach to diverse communities in Hawaii and the Pacific region.

## **2. The goals and objectives related to the request:**

### **Securing the Future: Bridging Budget Gaps for Sustainable Impact**

The Aloha Council's FY2024 operating budget, standing at approximately \$3.2 million, reflects our commitment to delivering impactful youth development programs across Hawaii. Recognizing the need for sustained financial support, we are implementing aggressive fundraising activities to ensure the organization's sustainability and continued positive influence on our communities.

In our pursuit of financial resilience, we aim to fill key positions critical to program enhancement and community outreach. These positions include the Maui District Director/Executive, a Program Specialist on Oahu, an Oahu District Executive/Associate, a Camp Pupukea Ranger/Maintenance role, and essential support staff in East Hawaii.

State grants play a pivotal role in realizing these staffing goals, enabling us to attract dedicated professionals who will contribute to the delivery of transformative youth development programs, community resilience initiatives, and inclusive property management strategies. By strategically deploying state funding, the Aloha Council is poised to bridge budget gaps, strengthen its operational foundation, and ensure a sustainable and impactful future for Scouting in Hawaii.

In response to significant challenges, including a loss of membership in 2019 due to a major chartering organization withdrawal, paying \$1.5M into a trust on behalf of victims of sexual abuse, and subsequent impacts from COVID, the Aloha Council is seeking state grants in aid to address budget shortfalls and rebuild our program. The state's funding will play a crucial role in empowering our youth development initiatives and ensuring a sustainable future.

**1. Empowering Youth Development:**

- Goal: Utilize state grants to attract and retain dedicated staff, facilitating the delivery of transformative youth development programs across Hawaii.
- Impact: The state's support will directly contribute to the positive changes in character attributes identified in the Tufts University study. By rebuilding our program, we aim to continue shaping Hawaii's leaders for the next generation.

**2. Community Resilience in Times of Disaster:**

- Objective: Ensure that the Council and its properties are well-equipped to serve the community effectively during disasters.
- Strategic Response: State funding will be instrumental in developing robust systems that enhance property safety, accessibility, and utilization during emergencies. This proactive approach aligns with our recognition of the pivotal role we can play in community service, as demonstrated during the Maui wildfires.

**3. Community-Centric Property Management:**

- Objective: Develop processes for marketing and maintaining properties across four islands for community use.
- Strategic Vision: State grants will support the creation of streamlined processes, including online registration systems and reservation management, ensuring safe and accessible community use of our properties. Our diverse camp properties, highlighted by features such as those in Camp Pupukea, Camp Maluhia, Camp Honokaia, and Camp Alan Faye, will become dynamic assets for broader community impact.
  1. *Camp Pupukea Highlights:*
    1. Features: The Harry & Jeanette Weinberg Lodge, Swimming pool, Firebowl, Platform tent camping sites, Unimproved camp sites.
  2. *Camp Maluhia Highlights:*
    1. Features: Ball Field (suitable for large group tent camping), Cooks Cabin, Fire Bowl, Lions Campsite, Cabins, Lions Pavilion, Kitchen, Long House, Pop Hutton Campsite, Rotary Campsite.
  3. *Camp Honokaia Highlights:*
    1. Features: Firebowl, The Adventure Trail, Platforms, Kitchen & Dining Hall, Craft Shelter, Assembly Yard.
  4. *Camp Alan Faye Highlights:*
    1. Features: Camp Fire Bowl, Craft Shelter, State hiking trails.
  5. *Service Centers:*

1. Locations: Oahu Service Center (Honolulu), Hilo Service Center / Kilauea Scout Reservation (Hilo), Maui Service Center (Wailuku).

Our commitment to community service, resilience, and inclusive property management aligns with the Boy Scouts of America's core values. By leveraging state grants, we envision creating lasting positive impacts on the youth, families, and communities we serve in Hawaii and beyond. State funding will be a catalyst for rebuilding our program, fostering community engagement, and ensuring a sustainable future for the Aloha Council.

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

#### **Recruit and Retain Staff for Youth Development Programs:**

- *Public Purpose:* By supporting the recruitment and retention of staff for youth development programs, the organization aims to positively impact the character attributes of young people in Hawaii.
- *Needs Served:* The Tufts University study cited in the request demonstrates the effectiveness of Scouting in fostering hopefulness, helpfulness, obedience, cheerfulness, kindness, and trustworthiness among youth. Investing in staff for life-changing programs contributes to the development of responsible and well-rounded individuals who can make positive contributions to our local community.

#### **Ensure Council and Properties Can Serve the Community in Times of Disaster:**

- *Public Purpose:* The Boy Scouts of America, Aloha Council, seeks to enhance its ability to serve the community during times of disaster, ensuring that its resources and properties can be utilized effectively in emergencies.
- *Needs Served:* In the aftermath of events like the Maui wildfires, the organization has demonstrated its potential to play a significant role in disaster response. This goal addresses the need for coordinated and efficient disaster relief efforts, utilizing the Council's properties and resources to support the community in times of crisis.

#### **Develop Processes for Marketing and Maintaining Properties for Community Use:**

- *Public Purpose:* The organization aims to expand the community use of its camp properties, turning them into valuable assets for the broader population.
- *Needs Served:* The Maui wildfires experience highlighted the untapped potential of these properties in serving the community. Developing processes for marketing, safety, accessibility, and online registration systems addresses the need for organized and accessible spaces for community events, gatherings, and relief efforts. The diverse facilities, ranging from lodging and cooking pavilions to fire bowls and swimming pools, address the need for



versatile spaces that can accommodate various community activities. These properties offer a range of settings for educational programs, large group camping, and community gatherings. The service centers address the need for accessible locations where Scouts and community members can access resources, attend meetings, and obtain scouting materials. They contribute to the organizational infrastructure that supports the broader scouting community in Hawaii.

**General Public Benefit of Scouting Program:**

1. **Youth Development:** Scouting provides a structured and positive environment for young people to develop character, leadership skills, and a sense of responsibility. It fosters personal growth, self-confidence, and the ability to work collaboratively with others.
2. **Citizenship and Civic Engagement:** Boy Scouts of America instills values of citizenship and encourages scouts to actively participate in their communities. Through service projects and community involvement, scouts learn the importance of contributing to society and becoming responsible citizens.
3. **Outdoor Education and Recreation:** Scouting promotes outdoor activities and education, fostering an appreciation for nature and environmental stewardship. Scouts learn essential outdoor skills, leadership in wilderness settings, and the importance of conservation.
4. **Life Skills:** The program equips scouts with practical life skills such as first aid, cooking, communication, and problem-solving. These skills are essential for their personal development and future success.
5. **Diversity and Inclusion:** Boy Scouts of America promotes inclusivity by welcoming youth from diverse backgrounds, fostering understanding, and building a sense of unity among scouts. It encourages respect for differences and promotes a culture of acceptance.
6. **Character Building:** Scouting emphasizes ethical decision-making and the development of strong moral character. Scouts are encouraged to live by the Scout Oath and Law, promoting integrity, honesty, and responsibility.
7. **Leadership Development:** The organization focuses on grooming the next generation of leaders. Scouts have opportunities to take on leadership roles within their units, fostering skills that are valuable in all aspects of life.

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

The target population to be served by the Boy Scouts of America, Aloha Council, includes a diverse range of individuals within the state of Hawaii. The programs and services provided by the organization are designed to benefit:

1. **Youth of All Backgrounds:**
  - *Age Range:* Children and adolescents, typically ranging from elementary school to high school age.

- *Demographic Diversity:* The organization aims to be inclusive and welcomes youth from various cultural, ethnic, and socioeconomic backgrounds.

**2. Families and Communities:**

- *Family Involvement:* Families of the participating youth are also indirectly served, as Scouting often involves family engagement and support.
- *Community Engagement:* The community at large benefits from the organization's community-focused initiatives, disaster response capabilities, and the opening of camp properties for public use.

**3. Leadership and Volunteer Base:**

- *Adult Leaders:* Scoutmasters, assistant leaders, and other adult volunteers who play a crucial role in guiding and mentoring the youth.
- *Community Volunteers:* Individuals from the community who may volunteer for various scouting events, projects, or disaster response efforts.

**4. Educational and Community Organizations:**

- *Schools:* Collaboration with schools to provide educational programs and leadership development opportunities.
- *Community Groups:* Partnerships with local community organizations for joint initiatives, events, and service projects.

**5. Emergency Response and Relief Teams:**

- *First Responders:* Collaboration with first responders and emergency relief teams for disaster response training and utilization of camp properties during emergencies.

**6. Scouting Community Members:**

- *Existing Scout Members:* Current Boy Scouts and their families who are actively involved in scouting activities and programs.
- *Prospective Members:* Youth who may join scouting in the future, benefiting from the organization's positive youth development programs.

**5. Describe the geographic coverage.**

The Boy Scouts of America, Aloha Council, is dedicated to providing comprehensive geographic coverage across the state of Hawaii, extending its services to multiple islands. The organization's reach encompasses diverse landscapes and communities, contributing to its mission of youth development, community service, and disaster response.

The Boy Scouts of America, Aloha Council, recognizes the importance of serving communities across different islands, each with its own cultural richness and environmental characteristics. Through camp properties, service centers, and community-focused initiatives, the organization's geographic coverage is designed to be inclusive and accessible to individuals throughout the entire Hawaiian archipelago and the Pacific region.

### **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.

#### ***Recruit and Retain Staff for Youth Development Programs:***

- **Scope:** Develop and implement recruitment strategies to attract qualified staff. Establish retention programs to ensure staff commitment. Develop job descriptions not limited to the following positions:
  - District Executives/Associates (Field Team) who develop and implement recruitment strategies, support existing Scout units, etc.
  - Camp Property Managers who oversee the maintenance, safety, and accessibility of camp properties, and ensure facilities are prepared for community use.
  - Marketing and Public Relations Specialist who promote scouting programs and camp properties, develop marketing materials and facilitate community engagement.
  - Administrative & Support Staff who provide administrative support for various programs and handle day-to-day operations.
- **Tasks:** Conduct outreach, interviews, and training programs. Develop incentives for staff retention.
- **Responsibilities:** Human resources team oversees recruitment.

#### ***Ensure Council and Properties Can Serve the Community in Times of Disaster:***

- **Scope:** Enhance disaster response capabilities, coordinate with local agencies, and develop emergency plans for each camp property.
- **Tasks:** Conduct drills, provide training, and establish communication protocols with emergency services.
- **Responsibilities:** Emergency response team leads planning. Property managers ensure properties are disaster ready.

**Develop Processes for Marketing and Maintaining Properties for Community Use:**

- **Scope:** Establish marketing strategies, safety protocols, and online reservation systems to facilitate community use of camp properties.
- **Tasks:** Create marketing materials, implement safety measures, and develop online registration systems.
- **Responsibilities:** Marketing team handles promotion. Property managers oversee safety measures and reservations.

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

**Projected Annual Timeline:**

- *Year 1:*
  - Recruit and retain staff (Months 1-6).
  - Enhance disaster response capabilities and conduct drills (Months 7-12).
  - Develop marketing and reservation processes for camp properties (Months 1-12).
- *Year 2:*
  - Implement staff retention programs and assess effectiveness (Months 13-18).
  - Continue disaster response training and drills (Months 13-24).
  - Evaluate and refine marketing and reservation processes (Months 13-24).

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

Regular internal audits and feedback mechanisms will be in place to assess the effectiveness of:

- Staff recruitment and retention programs.
- Disaster response capabilities and emergency plans.
- Marketing and reservation processes for camp properties.

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.

- *Recruit and Retain Staff:*
  - **Measure:** Annual staff turnover rate.

- **Reporting:** Semi-annual reports to the expending agency.
- *Disaster Response Capabilities:*
  - **Measure:** Successful coordination with relevant agencies, execution of planned drills and timely response to simulated emergencies.
  - **Reporting:** Semi-annual reports to the expending agency.
- *Community Use of Camp Properties:*
  - **Measure:** Number of community events hosted on camp properties.
  - **Reporting:** Semi-annual reports to the expending agency.
- *Overall Program Impact:*
  - **Measure:** Membership growth among participating youth,
  - **Reporting:** Annual membership growth numbers to the expending agency.

## **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](#))
  - 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](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2025.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$187,500	\$187,500	\$187,500	\$187,500	\$750,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2025.
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.
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 2025 for program funding.

2020-2021	County of Hawaii	closed	\$ 17,500	\$ 17,500	Scoutreach
2021-2022	County of Hawaii	closed	\$ 25,000	\$ 25,000	Scoutreach
2022	State of HI - GIA - CIP	no contract yet	\$ 250,000		Kauai Pavilion
2022	City and County of Honolulu	CT-DCS-2400008	\$ 200,000		Scoutreach/Scout Grant
2022-2023	County of Maui	G5782	\$ 20,000	\$ 20,000	Scoutreach/Scout Grant

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2023.

\$2,493,012

## 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.

#### **Youth Development Programs:**

- *Skills and Abilities:* The organization has a long-standing history of providing structured and impactful youth development programs. This includes a comprehensive curriculum designed to instill character, leadership skills, and a sense of responsibility in young individuals.
- *Knowledge:* The Boy Scouts of America has accumulated over a century of knowledge in youth development, constantly adapting its programs to meet the evolving needs of youth in different communities.
- *Experience:* With over 115 years of experience, the Aloha Council has been a consistent force in shaping the lives of young people in Hawaii. The organization has successfully mentored numerous individuals who have gone on to become prominent leaders in the state.

#### **Disaster Response Planning:**

- *Skills and Abilities:* The Council has a diverse array of volunteers from all types of military, first responder and other emergency management organizations. This team will be tapped into to help coordinate for emergencies and natural disasters.
- *Knowledge:* The Boy Scouts of America emphasizes preparedness, and this extends to disaster response planning. The organization is knowledgeable about local risks, emergency protocols, and coordination with relevant authorities.
- *Experience:* The Boy Scouts have a history of contributing to disaster response efforts. For instance, the organization played a crucial role

during the Maui wildfires, hosting Red Cross workers and displaced families on its properties.

**Community Engagement Initiatives:**

- *Skills and Abilities:* The organization possesses skills in community outreach, relationship building, and engagement. This includes fostering partnerships with local organizations, schools, and community groups.
- *Knowledge:* The Boy Scouts of America understands the importance of community involvement in youth development. It is knowledgeable about local communities' needs, values, and the potential for collaboration.
- *Experience:* The Aloha Council has a track record of engaging with communities through Scouting programs and events. The organization aims to expand its impact by opening camp properties for community use, as demonstrated by its response to the Maui wildfires.

In summary, the Boy Scouts of America, Aloha Council, is well-equipped with the necessary skills, abilities, knowledge, and experience to deliver effective youth development programs, conduct disaster response planning, and engage with communities in Hawaii. The organization's longstanding commitment to these principles and its track record of success demonstrate its qualifications for the grant request.

**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 described in above under Community Centric Property Management.

**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.

**Leadership and Management Expertise:**

- **Blake Parsons, CEO/Scout Executive:**
  - *Qualifications:*
    - Over 10 years of non-profit management experience.
  - *Role:*

- Provides visionary leadership, strategic direction, and organizational oversight.
- Facilitates a culture of innovation and excellence.
  
- **Billy Rayl, Director of Field Services:**
  - *Qualifications:*
    - Recently completed his 20th year with the Aloha Council.
  - *Role:*
    - Brings extensive experience in recruiting and managing field staff across the islands.
    - Plays a pivotal role in program development and implementation.
  
- **Michele Kumau, Controller:**
  - *Qualifications:*
    - Over 30 years of finance experience with the Aloha Council.
  - *Role:*
    - Manages financial operations with precision and foresight.
    - Ensures the responsible allocation of funds to support the organization's objectives.

**Supervision, Training, and Administrative Direction:**

- **Experienced Team Collaboration:**
  - The leadership team collaborates to provide comprehensive supervision, ensuring staff members receive the necessary guidance and support.
  - Regular training programs are designed to enhance skills and knowledge, fostering continuous professional development.
  
- **Recruitment and Mentorship:**
  - The Aloha Council is committed to recruiting talented individuals who align with our mission.
  - Mentorship programs are in place to ensure that new staff members receive guidance from seasoned professionals.
  
- **Administrative Excellence:**
  - A dedicated focus on administrative efficiency, with clear processes for documentation, reporting, and communication.
  - Michele Kumau's financial expertise contributes to responsible fiscal management.

**Commitment to Organizational Growth:** The Aloha Council's staff, under the leadership of Blake Parsons, is poised to utilize state grants to not only meet current service needs but also to strategically expand service capacity. With a robust team, proven leadership, and a commitment to excellence, the Aloha Council is well-prepared to leverage



state funding for the continued success of its youth development programs.

## **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.

CEO / Scout Executive - \$170,000-\$190,000  
Director of Development - \$90,000-\$110,000  
Director of Field Services - \$90,000-\$110,000

## **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.

Carvahlo vs. BSA

### **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.

### **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.

### **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2024-25 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2024-25, but

(b) Not received by the applicant thereafter.

**1. Traditional Fundraising Campaigns:**

- *Description:* The Boy Scouts often conduct traditional fundraising campaigns, such as popcorn sales, wreath sales, and other product-based fundraisers. Scouts actively participate in selling these items to their communities.
- *Alignment with Grant:* The funds raised through traditional campaigns can complement the grant by providing additional financial resources for specific programs, events, or initiatives that may not be covered entirely by the grant.

**2. Annual Friends of Scouting (FOS) Campaigns:**

- *Description:* FOS campaigns involve direct appeals to individuals and businesses in the community to contribute financially to the Boy Scouts. Donors are typically asked to make annual contributions to support local Scouting.
- *Alignment with Grant:* FOS campaigns can be aligned with the grant by focusing on specific areas or programs covered by the grant. Donors may be informed about the specific impact their contributions will have on youth development, disaster response planning, or community engagement initiatives.

**3. Corporate and Community Partnerships:**

- *Description:* Building partnerships with local businesses and community organizations is a common fundraising strategy. This may involve sponsorships, donations, or collaborative events.
- *Alignment with Grant:* Corporate and community partnerships can enhance the grant by providing additional resources and support. For example, a business may sponsor a disaster preparedness event or contribute to community engagement programs.

**4. Special Events and Fundraising Activities:**

- *Description:* The Boy Scouts organize special events, such as banquets, galas, or outdoor activities, as fundraising opportunities. Participants pay to attend or participate in these events.
- *Alignment with Grant:* Special events can be aligned with the grant by earmarking funds raised for specific grant-related initiatives. For instance, proceeds from an event may directly support disaster response planning or community use of camp properties.

**5. Grant-Specific Fundraising Initiatives:**

- *Description:* The Boy Scouts may design specific fundraising initiatives that align with the goals and objectives outlined in the grant. This could involve targeted fundraising campaigns or events related to youth development, disaster response, or community engagement.
- *Alignment with Grant:* Funds raised through these grant-specific initiatives can complement the grant funds, allowing for a more comprehensive and sustained impact on the specified programs.

It's important for the Boy Scouts of America, Aloha Council, to communicate effectively with donors, sponsors, and the community about how their contributions align with the organization's mission and the objectives outlined in the grant. By leveraging a combination of fundraising strategies, the organization can ensure financial sustainability and amplify the impact of the grant across various initiatives.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

App Boy Scouts of America, Aloha Council

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	450,000		35,155	745,345
2. Payroll Taxes & Assessments	47,250		2,689	78,861
3. Fringe Benefits	123,300			218,700
<b>TOTAL PERSONNEL COST</b>	<b>620,550</b>		<b>37,844</b>	<b>1,042,906</b>
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	5,000			10,000
2. Transportation and Lodging	9,500			85,000
3. Rental & Maint of Equipment				86,000
4. Insurance	30,000			66,600
5. Staff Training - Conference & Meetings				17,000
6. Supplies	25,000		20,000	237,500
7. Telecommunication				58,400
8. Occupancy	59,950			176,050
9. Professional Fees			10,000	176,800
10. Postage & Shipping				9,500
11. Printing & Publications				6,250
12. Scoutreach/Scout Grant Expenses			132,156	33,000
13. Recognition Awards				6,800
14. Miscellaneous Expenses				79,700
15. Charter & National Service Fees				85,427
16.				
17.				
18.				
19.				
20.				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>129,450</b>		<b>162,156</b>	<b>1,134,027</b>
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>750,000</b>		<b>200,000</b>	<b>2,176,933</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	750,000	Name (Please type or print) _____ Phone _____		
(b) Total Federal Funds Requested		Signature of Authorized Official _____ Date _____		
(c) Total County Funds Requested	200,000			
(d) Total Private/Other Funds Requested	2,176,933			
<b>TOTAL BUDGET</b>	<b>3,126,933</b>	Name and Title (Please type or print) _____		

### Council Staff Organization Chart January 2024

