

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


AUTHORIZED SIGNATURE

Keone Kealoha, Executive Director
PRINT NAME AND TITLE

1/15/2024
DATE



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: Kanu Hawaii

DBA/Trade Name: Kanu Hawaii

Issue Date: 01/07/2024

Status: **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#: [REDACTED]

FEIN/SSN#: XX-XXX2831

UI#: No record

DCCA FILE#:

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, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
 - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
 - c) Agrees not to use state funds for entertainment or lobbying activities; and
 - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.

- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and

- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

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

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

Kanu Hawaii
(Typed Name of Individual or Organization)


(Signature)

1/15/2024
(Date)

Keone Kealoha
(Typed Name)

Executive Director
(Title)

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.

Certificate of Vendor Compliance attached.

2. Declaration Statement

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

Declaration Statement 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.

Kanu Hawaii confirms that the requested 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;

MISSION STATEMENT

Kanu Hawaii provides tools and opportunities for people to connect with one another – to take action that builds more compassionate and resilient communities across Hawaii.

OVERVIEW

Kanu Hawaii began in 2006 with a focus on catalyzing collective, community action through personal commitments. Kanu Hawaii started as a movement of everyday people, working to protect and promote the things that make Hawaii special – a connection to the ‘aina, a culture of aloha, and local self-reliance.

Kanu Hawaii is a values-based organization that seeks to cultivate connection between people, community, and 'aina. Our values of kuleana, aloha, pono, and malama 'aina are deeply rooted in our mission to provide tools and opportunities for people to connect with one another - to take action that builds more compassionate and resilient communities across Hawaii. Through empowering both individual and collective action, Kanu addresses critical environmental, sustainability, equity, and community challenges.

Based in Honolulu, Kanu Hawaii provides services across the state. Through Volunteer Month Hawaii (VMH) and Pledge To Our Keiki (Pledge), Kanu has provided services and assisted in planning volunteer events on seven Hawaiian Islands - Hawaii Island, Maui, Molokai, Lanai, Kahoolawe, Oahu, and Kauai.

CURRENT PROGRAMS

Kanu Hawaii has a long history of implementing statewide campaigns and building community networks. Since 2007, Kanu has amassed a membership base of more than 19,000 individuals throughout the state of Hawaii.

Kanu has been an effective leader and convener in the Volunteer Response Management space over the past six years through our two signature programs:

- Volunteer Month Hawaii: From 2018 to 2023, Kanu has grown Volunteer Month Hawaii significantly to now include more than 400 partner organizations, 450 volunteer events, and 13,000 volunteers contributing over 50,000 hours of service annually throughout Hawaii. In addition, we expanded the scope of the campaign to include not only nonprofits and community organizations, but also local businesses, elected leadership, the visitor industry, schools, and government agencies.
- Pledge To Our Keiki: In 2019, Kanu launched Pledge To Our Keiki to focus its efforts on reaching and amplifying the next generation. As Hawaii's first statewide campaign to invite everyone—both residents of and visitors to Hawaii—to commit to caring for the places we love and call home, the Pledge speaks to the future of Hawaii and how our children want us to help them take care of and safeguard their future. In 2021, through an unprecedented 5-year Hawaii Department of Education (HIDOE) agreement, Kanu was tasked to bring the Pledge To Our Keiki civic engagement curriculum into the classrooms starting in SY2023.

STAFFING

Kanu's lone salaried staff consists of the Executive Director, and the professional contracted staff includes one Operations Director and the four Pledge team members (Pledge To Our Keiki Project Manager, Pledge Curriculum Developer, Community Engagement Coordinator, and Pledge Administrator). Additionally, we seasonally scale up to support the annual Volunteer Month Hawaii event during January through June, with a peak coming closest to April (March-May) with 2-4 additional people.

Our Executive Director, Keone Kealoha, has over a decade of community organizing and volunteer management experience. Keone oversees and shapes all of our program areas and works to ensure that our daily operations and campaigns stay true to our mission. The Volunteer Project Manager works full-time on Volunteer Month Hawaii, conducts the majority of our outreach, and maintains an ongoing dialogue with all partners to ensure the mutual benefit of all stakeholders. Our part-time Volunteer Month Coordinator has extensive community engagement experience.

BOARD OF DIRECTORS

Our board represents professionals that work in tech, marketing, energy, sustainability, and education. Given their diverse backgrounds, all board members are well-suited to contribute their expertise to our program areas such as offering marketing support and resources, shaping digital materials, broadening partnerships within and beyond the nonprofit sector, and encouraging their employers to engage in campaigns. Our board is committed to the long-term prosperity of Kanu and helps to shape the future direction of the organization and contribute resources to do so.

2. The goals and objectives related to the request;

PROGRAM: Pledge To Our Keiki – Empowering Youth Leadership and Voice To Keep Hawaii Pono

CALL TO ACTION

The Pledge To Our Keiki Initiative (Pledge) is Hawaii’s first statewide campaign to invite everyone—both residents of and visitors to Hawaii—to commit to caring for the places we love and call home.

Spearheaded by Kanu and supported by Harold K.L. Castle Foundation, the Pledge is modeled after the Palau Pledge, the first island nation to ask visitors (and residents) to act in socially and environmentally responsible ways while in Palau. What started as a request from their youth has turned into a movement that has inspired millions of people all over the world, all without spending a single dime.

In 2019, students at Mālama Honua Public charter school in Waimanālo and Aka’ula School on Moloka’i gathered in 2019 and drafted a pledge that was called the Pledge To Our Keiki.

This Pledge speaks to the future of Hawaii and how our children want us to help them take care of and safeguard their future. By engaging students, residents and visitors in signing on to and living the tenants of this Pledge, we hope to change the current course we are on to one of more abundance and opportunity for Hawaii’s next generation.

OUTCOMES

- GOAL 1: To create highly engaged and educated youth in cultural preservation and environmental conservation
 - OBJECTIVE 1: 10,000 Hawaii school students will sign-on to the Pledge To Our Keiki by June 2025, as measured by the number of online Pledge sign-ons recorded.
 - ACCOMPLISHMENT: Through adoption of the Pledge To Our Keiki Initiative, through ambassadorships and its innovative lesson plans, Kanu Hawaii’s coordination with principals, teachers and schools will provide Hawaii students with place-based learning unit lessons to adapt the Pledge as part of an individual or class project. These lesson plans will be a tool for students to think critically about what conservation means for the places that are important to them and express creatively how they want others to take care of those places.

- **GOAL 2:** To create cultivated connections taking action in our communities
 - **OBJECTIVE 2:** During and prior to Volunteer Month Hawaii, schools and students will participate in at least 100 service projects, with 4,000 student volunteer participants and a total of 10,000 hours of community service impact through June 2025.
 - **ACCOMPLISHMENT:** By turning conservation and community awareness into collective action with a youth-led and community focus, Volunteer Month Hawaii youth and adult volunteers will bring awareness and conservation action to unique sites throughout Hawaii that hold significant cultural, intrinsic, and/or natural resource value.

- **GOAL 3:** To provide a statewide, student volunteer impact tracking platform
 - **OBJECTIVE 3:** Develop a student focused service project tracking system that captures student hours, impacts and provides transcripts for students for college and occupations
 - **ACCOMPLISHMENT:** By extending student specific hours, impacts and functionality we'll be able to provide the first statewide volunteer impact reporting for schools and the HDOE proper. The platform will track impacts made by students and include hours, geographical areas, specific impacts, levels of community engagement, verification of hours and downloadable transcripts that can be used by students for college or job applications.

3. The public purpose and need to be served;

NEED & OPPORTUNITY

The impacts of climate change, ever-increasing tourism and our own carelessness have contributed to a critical environmental and economic tipping point for Hawaii. This current trajectory is unsustainable, and while our young people are aware of and worry about the future predicament they will be faced with, they also are unsure and often feel helpless to get involved and take action. Collectively, we can build their confidence and competence as future citizens and leaders by finding ways to connect their classroom learning to these very real and complex issues they live with in their communities—and by creating meaningful opportunities for them to take action where they feel most comfortable.

While the Hawaii Department of Education holds a huge influence on the children of Hawai'i, it does not currently have the capacity, understanding or infrastructure to engage students in hands-on, action oriented and community engaging environmental action or resiliency initiatives and are in need of a partnership to help build and institute such an effort with them.

4. Describe the target population to be served;

UNDUPLICATED NUMBERS TO BE SERVED

- In SY 2024/2025, an unduplicated 85,000 students, ages 5-17 years old, expect to be served through the Pledge To Our Keiki program.
- During Volunteer Month Hawaii (April 2025), an unduplicated 13,000 volunteers will participate in 400 non-profit and community events, as a measure of the true commitment to the keiki of Hawaii.

INCREASE OVER PREVIOUS VOLUMES

Through an unprecedented 5-year Hawaii Department of Education Memorandum of Understanding agreement to bring Kanu Hawaii’s Pledge To Our Keiki civic engagement lesson plans into the classrooms, Kanu’s intent is to engage at least 50% of K-12 public school youth annually in Pledge To Our Keiki. HIDOE approximates the current number of public school students in Hawaii to be 170,000 which would bring the unduplicated proposed number served (reached) to be 85,000 in school year 2024-2025. This is an astronomical increase in unduplicated youth over the previous years, which in 2022 was an estimated 2,000 students – but this is all due to the brand new MOU and entrance into the public school learning materials.

5. Describe the geographic coverage.

ISLANDS TO BE SERVED

Based in Honolulu, Kanu Hawaii provides services in all communities on seven Hawaiian Islands – Hawaii Island, Maui, Molokai, Lanai, Kahoolawe, Oahu, and Kauai.

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;

The Pledge To Our Keiki Initiative is Hawaii’s first statewide campaign to invite everyone, both residents and visitors, to commit to caring for the places we call home. By partnering with organizations statewide, Pledge To Our Keiki raises environmental awareness and catalyzes young people to lead their schools and communities to action.

SCOPE OF WORK

In September 2022, Kanu Hawaii secured a 5-year MOU with the Hawaii Department of Education (HIDOE) to work directly with all K-12 students on an environmental education and stewardship program in the public school system (85% of school-aged youth in Hawaii attend HIDOE schools).

Kanu’s team will work closely with teachers and schools to implement the Pledge lesson plans. This team is composed of professional educators with extensive knowledge of lesson plan development, teacher supervision, and student competition planning. With decades of experience working in Hawaii’s school systems and closely cultivating DOE and Charter School connections, our team is well equipped to execute the Pledge.

TASKS AND RESPONSIBILITIES

Phase 1: Through the school partners within the HIDOE, Kanu will work with teachers to implement lesson plans to integrate the Pledge into student lesson plans. We have identified an existing state-approved framework of cultural and place-based learning with which the Pledge aligns, called Na Hopena A’o. Kanu will provide a place-based learning unit lesson for educators to adapt the Pledge lessons as part of a class project.

In February 2021, Kanu Hawaii launched www.pledgetoourkeiki.org to publicly provide information about the campaign and to allow individuals to sign-on in their own personal commitments to the Pledge to Our Keiki. The hosted online platform is a central staging site where community members, including youth, will have the opportunity to add their names to an online pledge.

Phase 2: Through art and discussions created in the student lesson plans, students will share a place in their community that is sacred to them and express why we need to do our part to protect it. Using students' creative submissions as inspiration and leadership, Kanu will then help bring action to ideas expressed by students by developing Conservation Service Projects focused on places important to Hawaii's youth.

Working with organization, government, and youth-led partners, Kanu Hawaii will launch the service projects in April 2025 as a component of Volunteer Month Hawaii, providing momentum to drive student, community, and visitor involvement in Pledge Conservation Service Projects.

Kanu's extensive marketing of the artwork and service projects led by the youth will include television, print, social media, web presence, direct mail and in-flight/in-hotel room marketing messages - all pointing towards the online platforms. QR codes will be utilized at installations at hotels and public locations with art displays, to link visitors to the community program.

Updates to our existing volunteer platform (the largest and most up to date volunteer platform in Hawaii - www.kanuhawaii.org/needs) will be completed during this grant period, focused directly on K-12 student engagement and impact tracking statewide. Some of the functionality will include:

- Creation of student appropriate landing pages focused on student lead or participation in service (volunteer) projects
- Design of an 'approval' step that allows teacher/advisors or a nonprofit to 'approve' submitted service hours by student to verify the hours submitted were accurate
- Establishment of a 'generate transcript' function that allows students to produce a verified volunteer transcript to submit when applying for jobs or colleges
- Creation of a 'support a student' crowdfunding space where the general public, visitors, and businesses could pledge financial or in-kind support to support student-led service projects helping to offset the costs of tools, supplies, marketing materials and other cost they might incur
- Programming the ability to map and measure the impacts that all student projects have across Hawaii, which could be done by geography, district, school, grade, impact/focus area (conservation, sustainability, seniors, food, etc.), Aloha+ Challenge Goals, or SDGs (UN's Sustainable Development Goals)

The purpose of this phase is to drive awareness into collective action and do so with a youth-led and community focused perspective. It is through this community first lens that we'll bring more equity to local sites and special places across Hawaii.

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

Below are milestone steps and outcomes to implement the Pledge To Our Keiki program in SY 2024/2025:

July 2024

- Increase partnerships with nonprofits, businesses, civic clubs and government agencies (currently 500+)
- Prepare for new school year through platform enhancements to support student, teacher and school engagement across all islands
- Build out nonprofit-to-student volunteer opportunities framework

August - October 2024

- Support the launch of school year with awareness campaigns and access to volunteer opportunities for students
- Increase access points for student voices through our visitor facing business partnerships including more Pledge videos on airlines and student installation in hotels and airports

November - December 2024

- Solidify new and returning partner participation for Volunteer Month
- Develop and execute a media and PR campaign building up to Volunteer Month
- Launch student portal on our existing volunteer management system

January 2025

- Promote approved lesson plans and Pledge To Our Keiki Initiative to teachers and principals at HODOE schools via a live online webinar training (and will be recorded and presented at later opportunities)
- Promote a micro grants application portal for principals, teachers and students to support school, class or student level service projects

January - April 2025

- Using a framework of cultural and place-based learning, educators will teach the Kanu Hawaii lesson plans developed, and will facilitate the volunteer service project design and planning for Volunteer Month implementation
- Expand upon network of partnerships to ensure Hawaii wide participation across the sectors of education, business, nonprofits, government, and reaching both residents and visitors

April 2025

- The largest volunteer-focused campaign in Hawaii, Volunteer Month Hawaii, will bring the youth of Hawaii to participate in their own community volunteer projects -- engage 15,000+ volunteers at over 500+ events Hawaii-wide, with HODOE students expected to take part (and in many instances lead) in the volunteer projects

April 22nd (Earth Day)

- Host statewide E Ala E with hundreds welcoming the sun through cultural protocol on seven islands and lead by island level cultural leaders

May 2025

- Ending school year with an awards and celebration recognizing the impacts of Volunteer Month on our school campuses and across our communities

June 2025

- Wrap up end of (fiscal) year metrics and reporting compiling all outcomes from the 2024-2025 school year and the entire month of service projects of Volunteer Month

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

We conduct annual surveys of all partners which include not only impact metrics but feedback loops on how we can improve our campaigns, volunteer platform and other media and community touch points. We also work iteratively with our partners to fine tune their individual benefits and share points of value so we are consistently evolving our approach as we move forward. Our success is shown through our annual double of partners and impact.

We work directly with principals, teachers and school level staff like student activity coordinators to ensure we are supporting the needs and priorities of each school and community as they differ from place to place. We utilize this as an iterative process to keep us focused on shared outcomes.

For technology development, we will be able to provide outcome and impact reporting that will establish benchmarks for us to grow from. The metrics captured are derived from working with principals, teachers, other school staff and students and can be tuned to the specific needs and interests of each school or community. By working with many stakeholders we are able to discern system wide enhancements that we can deliver to continue to enhance the value of the platform and to help prioritize future enhancements and additions to the program.

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.

The following metrics will be tracked and reported through the 12-month project period of performance (July 1, 2024 - June 30, 2025) as the Measures of Effectiveness for this grant funding:

- 1) 10,000 Hawaii school students will sign-on to the Pledge To Our Keiki by June 2025, as measured by the number of online Pledge sign-ons recorded
- 2) 13,000 Volunteers engaged in service
- 3) 400 Nonprofit, community organization, local business, and school partners engaged in program
- 4) 450 Volunteer events planned
- 5) Schools and students will participate in at least 100 service projects
- 6) 4,000 student volunteer participants
- 7) 10,000 hours of community service

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](#))

Budget documents attached.

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
\$50,000	\$ 75,000	\$ 50,000	\$ 25,000	\$200,000

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

In addition to this funding request, Kanu Hawaii has also sought funding from the City and County of Honolulu Grant in Aid Fund for fiscal year 2024/25. We also plan to apply to foundation grants (HEI, Atherton, HTA, etc.), gain support through sponsorships, and increase earned income through corporate giving programs.

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.**

None.

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.**

Government Contracts, Grants and Grants In Aid spreadsheet attached.

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

As of December 31, 2023, Kanu Hawaii’s unrestricted current assets are \$42,650.

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.

EXPERIENCE AND ABILITY

For over 15 years Kanu Hawaii has successfully hosted statewide community engagement campaigns that have included tens of thousands of residents and visitors. From the Eat Local Challenge (2007-2012) to Volunteer Week Hawaii (2018-2022) our network has over 19,000 members that represent every zip code in Hawaii and include hundreds of nonprofits and businesses on every island. Further, we have invested in building and managing the most comprehensive volunteer management system in Hawaii to support the largest volunteer focused event in the state, Volunteer Month Hawaii. This is the largest state level celebration of National Volunteer Week and Month in the United States and has been endorsed annually by the legislature through resolutions and by the mayors and governor through proclamations.

SKILLS AND KNOWLEDGE

Our team consists of career community organizers that have built trusted relationships across the islands over decades of hosting volunteer events and managing some of the largest engagements. We have been working and growing our impact year after year with demonstrated impact results both through the sheer metrics and from our growing partnerships with institutionally recognized organizations and networks, locally, nationally and internationally.

CAPACITY AND RESOURCES

We are seeking support specifically to support the needed increase in capacity in order to meet the opportunity and the demand. Increasing our impact annual requires growth in our team in order to deliver on that growth. We have the network and relationships as well as the digital platform to facilitate the growing need but the need for staffing is our most pressing current need as demonstrated through this ask.

Financially, we have seen our corporate support doubling each year as well and we have now integrated a model that allows for businesses to utilize our volunteer system for tracking employee and customer impacts as it relates to volunteer service. Through an annual partnership model, we are able to track and provide reporting on participation and outcome metrics that are both mission aligned and provide a financial value to our partners.

BEYOND THE GRANT PERIOD

The Volunteer Week Campaign has been doubling in its participation and impact year after year (with exception of 2020/COVID). With the inclusion of HIDOE beginning in 2023 and continuing for at least the next five years, it's crucial that we establish a solid foundation to continue the growth model we have established. Having state support through the GIA process will allow us to not only establish this foothold but demonstrate the value we are facilitating with students, families and local nonprofits and businesses across the state.

RELATED PROJECTS OVER PAST 3 YEARS

Kanu Hawaii has created and continues to grow the largest volunteer focused campaign in Hawaii through Volunteer Month Hawaii. In April of 2023, we facilitated the engagement of over 13,000 volunteers to participate in over 450 volunteer opportunities on six islands.

- In 2023, we launched our Pledge To Our Keiki partnerships with HODOE (170,000 students), Hawaii Lodging & Tourism Association (hundreds of businesses), Rotary Clubs statewide (both the 50 island chapters and the 30+ interact clubs already operating in schools) to expand our existing network of 500 nonprofits and local businesses.
- In 2023, Volunteer Month Hawaii was recognized by EarthDay.org at the top of the top 10 global Earth Day event sites out of 190 countries. We engaged with top business partners to host an attempted largest underwater clean up in global history; we had the support and participation of the Governor, Mayors, and members of the State House and Senate.
- In Sept 2023, Kanu and HVCB signed an agreement to private label Kanu's volunteer platform on the GoHawaii.com website and mobile app. We now can direct visitor volunteer traffic for voluntourism opportunities during their stay in Hawaii.
- As an example of community resilience work, in response to COVID-19 Kanu expanded its approach to how volunteers could be engaged by launching the Respond with Aloha (in person) volunteer management platform and in 2021 launched Kokua Exchange (virtual) volunteer management platform to respond to socially distanced volunteerism needs, engaging a total of 5,195 volunteers.
- In 2023, Kanu quickly connected its volunteer platform to assist the Maui Wildfires emergency response, for volunteers to find relevant opportunities and assist in the recovery efforts in Lahaina. A key takeaway from all of these events was the importance of strong community relationships and cohesion in response and recovery.

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.

Kanu Hawaii's working space consists of one mail service/shared office hub space + conference room rental as needed. Kanu's staff and its contractors function as a fully remote workforce.

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.

STAFFING

Kanu Hawaii currently employs one full-time paid staff, one full-time paid contractor, and four part-time paid contractors, along with an array of other industry contractors (bookkeeping, fundraising, HR, web development, etc.) as needed.

Kanu Hawaii's staff responsible for the Pledge To Our Keiki Initiative consists of these six experienced community leaders:

- Executive Director, Keone Kealoha, is responsible for the oversight of the Pledge project and of the relationship with the Hawaii Department of Education. Keone has over 15 years of experience in addressing community, environmental, and cultural needs across Hawaii. He has successfully executed Kanu's mission and programs since 2017.
- Pledge To Our Keiki Project Manager, Matt Lane, coordinates the nation's largest state-based celebration of Volunteer Month. Matt leads Kanu's team to engage the skills and resources needed to develop and promote the conservation service projects for the youth as part of their Pledge. He also developed and led the Pledge Ambassadorship Program in 2023-2024 which included over 28 high school students, 15 schools on 5 islands.
- Pledge To Our Keiki Coordinator, Wes Fox, is responsible for outreach and student support engagement, producing materials and supplies, managing communications including regular student and school meeting organization. Wes also works in new relationship development and provides outreach to grow and expand Pledge support and participation.
- Pledge Curriculum Developer, Todd Wilson, is responsible for the development of the Pledge lesson plans (civic engagement lessons) and planning for the Challenges. He is a professional educator, with extensive knowledge of curriculum development.
- Technology Development Lead, John LeBlanc, with over 30+ years of experience in development high level web applications and WordPress websites for numerous top 1000 companies. He is the architect of our current volunteer platform and Pledge campaign functionality.
- Technology Development Support, Trevor Danielson, provides front-end web and digital support, graphic design and regular maintenance and upkeep of the primary website and sister sites we operate. He has been working on that capacity for nearly 4 years

VOLUNTEERS

Kanu Hawaii is privileged to be served by over 13,000 volunteers annually. Our signature Volunteer Month Hawaii has been the largest volunteer focused campaign in Hawaii and the largest state level celebration of National Volunteer Week in the United States.

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.

Organization Chart attached.

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.

Executive Director	\$95,000 to \$115,000
Operations Manager	\$60,000 to \$80,000
Pledge Project Manager	\$60,000 to \$80,000

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.

Not applicable.

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.

Not applicable.

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.

Because of strong corporate support annually from local partners, our start-up and continuing support from Harold K.L. Castle Foundation, and a diversification of income streams for the organization, Kanu Hawaii has been able to deliver on its promises of providing tools and opportunities for people to connect with one another to take action. Volunteer Month Hawaii is now the largest volunteer-focused campaign in Hawaii and the largest state level celebration of National Volunteer Week in the United States – all run on a small budget with a relatively small staffing level.

In a relational industry of connectors, networkers, and facilitators between sectors, Kanu Hawaii's largest expense is allocated to staffing. One way of ensuring our business model is cost effective is to rely on contractors with flexible schedules, who are leading experts in their field, to work part time, rather than hiring staff on payroll. We have also relied on federal programs such as AmeriCorps VISTA and federal/state COVID recovery grants for full-time programmatic and administrative capacity for our programs.

Kanu Hawaii also excelled at income diversification, by seeking public funding opportunities, corporate sponsorship earned income models, and by engaging the visitor industry in the volunteer programs. As we scale, we have developed a strong network of visitor-facing businesses and local organizations eager to engage their employees and customers to support our youth to take action and to make a difference. These partners include Hawaii Tourism Authority, United Airlines, Alaska Airlines, Southwest Airlines, University of Hawaii, Hilton Hotels Hawaii and Outrigger Hotels.

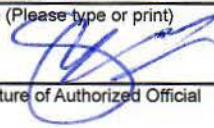
These first movers in a Hawaii-wide initiative not only give people a way to connect and give back that is architected by our youth, but they want to share the stories and the positive impacts that students are making through the Pledge To Our Keiki Initiative. The merging of an existing expertise in volunteer engagement (Kanu) with the corporate desire to provide volunteer opportunities for their customers as added value (hotel/airline) – is a win-win for both parties.

For future sustainability of this annual program, Kanu Hawaii expects to continue a robust corporate sponsorship model to build 50% sustainable funding by 2026 for the Pledge To Our Keiki Initiative.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

Applicant: Kanu Hawaii

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	52,225		45,000	7,225
2. Payroll Taxes & Assessments	3,655		3,443	505
3. Fringe Benefits				
TOTAL PERSONNEL COST	55,880	0	48,443	7,730
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance	2,120			2,380
3. Lease/Rental of Equipment				
4. Lease/Rental of Space			2,520	
5. Staff Training			1,000	3,500
6. Supplies	5,000		28,187	13,390
7. Telecommunication	4,500		7,500	2,500
8. Utilities				
9. Professional and Contractual Services	125,000		112,350	
10. Mileage and Parking				5,500
11. Marketing (social, print, radio, video)	7,500			40,000
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES	144,120		151,557	67,270
C. EQUIPMENT PURCHASES		0	0	0
D. MOTOR VEHICLE PURCHASES		0	0	0
E. CAPITAL		0	0	0
TOTAL (A+B+C+D+E)	200,000	0	200,000	75,000
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	200,000	Keone Kealoha 808-206-8446		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	200,000			
(d) Total Private/Other Funds Requested	75,000	Signature of Authorized Official 1/16/2024		
Date				
TOTAL BUDGET	475,000	Keone Kealoha, Executive Director		
		Name and Title (Please type or print)		

Applicant: Kanu Hawaii

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director (Under Salaries)	FTE 1.0	\$104,450.00	50.00%	\$ 52,225.00
Pledge To Our Keiki Project Manager (Under Contractors)	FTE .5	\$60,000.00	50.00%	\$ 30,000.00
Pledge To Our Keiki Coordinator (Under Contractors)	FTE .5	\$50,000.00	50.00%	\$ 25,000.00
Pledge Curriculum Developer (Under Contractors)	FTE .25	\$25,000.00	50.00%	\$ 12,500.00
Tech 1 (Under Contractors)	FTE .5	\$75,000.00	50.00%	\$ 37,500.00
Tech 2 (Under Contractors)	FTE .5	\$40,000.00	50.00%	\$ 20,000.00
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				177,225.00
JUSTIFICATION/COMMENTS:				
The Executive Director position is the lone salaried position at Kanu Hawaii. The remainder of the positions are listed in the Budget By Source under Professional and Contractual Services				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2024 to June 30, 2025

Applicant: **Kanu Hawaii**

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Not applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Not applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2024 to June 30, 2025

Applicant: **Kanu Hawaii**

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2022-2023	FY: 2023-2024	FY:2024-2025	FY:2024-2025	FY:2025-2026	FY:2026-2027
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: <div style="text-align: center; font-size: 1.2em;">Not applicable.</div>						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: **Kanu Hawaii**

Contracts Total: 374,691

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	OP Grant in Aid: Volunteer Week 2022	10/1/2021 - 9/30/2022	Department of Community Service	City & County of Honolulu	200,000
2	OP Grant in Aid: Volunteer Week 2021	10/1/2020 - 9/30/2021	Department of Community Service	City & County of Honolulu	124,691
3	OP Grant in Aid: Pledge To Our Keiki 2023	7/1/2023 - 8/31/2024	tbd	State of Hawaii	50,000
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