

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

Doug Harper

AUTHORIZED SIGNATURE

Doug Harper, Executive Director

PRINT NAME AND TITLE

1/15/22

DATE

**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.

(Typed Name of Individual or Organization)

Doug Harper

(Signature)

(Date)

(Typed Name)

(Title)



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 MAUNALUA

DBA/Trade Name: MALAMA MAUNALUA

Issue Date: 01/13/2025

Status: **Compliant**

Hawaii Tax#: 47765451-01

New Hawaii Tax#:

FEIN/SSN#: XX-XXX1116

UI#: No record

DCCA FILE#: 229062

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



*For the bay
For the future
For life*

January 15, 2025

I.3. Public Purpose

Mālama Maunalua will utilize the funding for a public purpose, pursuant to Section 42F-102, of the Hawaii Revised Statutes.

Board of Directors

*Brooke Berrington
Mitch D'Olier
Malia Kamisugi
Tim Johns
Amy Monk
Sandy Pfund
Steve Schatz
Jennifer Taylor
Jean Tsukamoto*

Directors Emeritus

Carol Wilcox



*For the bay
For the future
For life*

January 15, 2025

I.2. Declaration Statement

Mālama Maunalua meets all of the standards to be eligible for the granting of an award. It:

1. Is licensed in accordance with all applicable statutes, rules, and laws;
2. Complies with federal and state laws prohibiting discrimination of any kind;
3. Will not use state funds for entertainment or lobbying;
4. Will give full access to the state agency overseeing the appropriated funds.

Board of Directors

*Brooke Berrington
Mitch D'Olier
Tim Johns
Malia Kamisugi
Amy Monk
Sandy Pfund
Steve Schatz
Jennifer Taylor
Jean Tsukamoto*

Mālama Maunalua is incorporated under the laws of the state of Hawai'i, and has received 501c3 status from the IRS.

Directors Emeritus

Carol Wilcox



*For the bay
For the future
For life*

January 15, 2025

Compliance with HRS Section 42F-103

Mālama Maunalua will follow all obligations as detailed in 42F-103, and no State GIA funding will go to any board member, either directly or indirectly. Further, absolutely no funding from the State GIA will be utilized for entertainment or lobbying activities.

Board of Directors

*Brooke Berrington
Mitch D'Olier
Malia Kamisugi
Tim Johns
Amy Monk
Sandy Pfund
Steve Schatz
Leighton Taylor
Jennifer Taylor
Jean Tsukamoto*

Directors Emeritus

Carol Wilcox

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

See attached

2. Declaration Statement

See attached

3. Public Purpose

See attached

II. Background and Summary

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

Mālama Maunalua is a community-based 501(c)(3) nonprofit working to restore the health of Maunalua Bay through community kuleana (“responsibility” in Hawaiian). Created in 2005 by a hui of long-time residents, the organization has a track record of mobilizing volunteers for community service and leading restoration, scientific research, and educational activities. MM is mission driven to improve collaboration, information sharing, and community engagement to create a healthier Maunalua Bay. Serving as a facilitating nexus between academia, government, and the public, MM aims to share our successes and lessons learned across the state for a healthier Hawai‘i.

Since its founding, MM has removed over 4 million pounds of invasive algae, led over 44,000 volunteers in restoration activities, educated approximately 30,000 students, planted 1,508 fragments of climate resilient coral, led the largest water quality study in state history, and secured an \$8 million dollar grant where over 80% of the grant went to partners to help restore East Honolulu through a unique ridge-to-reef initiative.

2. The goals and objectives related to the request

MM is co-leading the largest climate-resilient coral reef restoration projects in state history, along with the Hawai‘i Institute of Marine Biology’s Coral Resilience Lab (HIMB), the National Oceanic and Atmospheric Administration (NOAA), Department of Land & Natural Resources

Division of Aquatic Resources (DLNR), and Kuleana Coral Restoration (KCR). The initiative is known as Restore With Resilience (RWR).

Through RWR, MM leads partners from various sectors in the fragmentation and planting of corals in Maunalua Bay that have shown the ability to better tolerate and survive warming waters in the face of climate change. Launched in 2021, the project identifies in situ corals that have broken off or are damaged; called Corals of Opportunity (COO). These colonies, if left in place, are likely to tumble through current and wave action and die. MM collects the COO and places them on an ocean-based nursery deployed in Maunalua Bay. Periodically, the COO are brought to shore where volunteers cut small biopsy samples that are then taken to HIMB to test for their ability to survive an increase in water temperature that mimics the effects of climate change. Those biopsied fragments that show greater resilience are then traced back to the COO they came from. That COO is brought back to shore, and with community support is further fragmented into small, thumb sized pieces that stimulate coral growth. The small pieces are then replanted in the bay.

Since coral colonies grow faster when they are smaller, identifying climate-resilient colonies, fragmenting them, and planting them as small fragments will lead to colonies that can more quickly grow into reefs resistant to bleaching-induced die-offs. The work proposed in this application will ensure, as climate-induced bleaching occurs, that communities will have the tools and blueprint to adapt and save their reefs and marine ecosystems from complete collapse. This novel approach centers on a community-based and place-based model and can be replicated by neighboring regions to preserve reefs in their watershed as well. In tandem with in-water restoration, the project team's partnership seeks to target, educate, and mentor community members on these methods through education and outreach events. KCR, MM, and HIMB have existing partnerships throughout O'ahu that engage the public and visitors in reef restoration.

The work proposed in this application will produce unifying and clear guidance for community-based coral reef restoration across the state. The objectives laid out in this State Grant in Aid will help MM reach the goal of establishing a model for coral reef restoration across Hawai'i:

- 1. Streamlining and improving the efficiency and effectiveness of RWR for community implementation.**

RWR has been spearheaded in Maunalua Bay, and shows that the concept of creating resilient reefs through selectively planting climate-resilient coral works. Over 80% of RWR planted corals around O'ahu have survived, and the process of incorporating the community in Maunalua Bay has proven an effective means for increasing capacity in coral restoration. What is needed now is to undertake the next step of honing the process.

MM is taking over as the primary lead for RWR in Maunalua Bay, and as such will demonstrate to other community organizations how a small non-profit can lead

restoration activities. To date, the primary lead for coral restoration in Hawai'i, and around the world, with limited exceptions, are internationally recognized scientific organizations – groups like DLNR and HIMB. By taking primary responsibility for the project, MM can demonstrate how it can be done at the community level, with community support.

In addition, MM will be honing new methods to increase the efficient use of resources. Operating RWR can be logistically challenging and expensive, in large measure due to the need for boat operation and supplies. MM will be utilizing new methods to minimize costs, both financially and logistically, so funds are efficiently and effectively utilized. This includes determining where to target COO, how to run fragmentation events, how to reduce reliance on boat activities, and where to plant fragments that increases the likelihood of success. Proving the success to these and other questions will reduce costs for the state, and other community-based organizations, a critical need as coral funding is already stretched thin and is anticipated to only get worse.

Consequently, GIA funds will be used to enhance the operation of RWR, thus leading to more resilient reefs, while demonstrating more efficient means for executing the process for coral fragmenting, testing, and planting.

- 2. Build capacity to undertake RWR by partnering with the Waikiki Aquarium.** The Waikiki Aquarium is located only a couple of miles from Maunalua Bay, and is an ideal location to conduct some of the in-lab work necessary to identify resilient coral, and to conduct outreach to youth, tourists, and the community.

Currently, when biopsies are taken, they are transported to the HIMB labs on Moku o Loe'e (Coconut Island). This is a transit of over 22 miles (approximately 45 minutes without traffic) and a boat ride. The transportation of the biopsies is time consuming for staff, stresses the coral further, and is not possible for most organizations in the state. Further, HIMB uses the biopsy testing tanks for a number of studies, meaning the lack of available space bottlenecks restoration and research at various times throughout the year.

The Waikiki Aquarium, meanwhile, is not only extremely close to where the biopsies are created, but they are also an ideal location for conducting the tests. Moving the work to the Aquarium has several big benefits: 1) MM will be moving to a location equipped to handle live coral, 2) even though the Aquarium is well equipped to house the coral, MM will be building out the testing tanks and systems to conduct the tests, meaning it can demonstrate what materials, supplies, and protocols are needed for other organizations to do similar, and 3) it will eliminate the strain on HIMB resources, allowing them to continue doing the critical work of understanding and protecting Hawai'i's marine ecosystems.

A further benefit to partnering with the Aquarium is the opportunity to conduct outreach and education. MM educates over 3,000 students a year, both in the classroom and in the field. The Aquarium, meanwhile, welcomes over 300,000 visitors a year, of which over 30,000 are students. By partnering with the Aquarium, MM can better reach a wider audience. This will include not only Hawai'i residents, but also tourists.

The lessons will follow three paths. Path one is educating youth. This will be through the modification of MM's existing materials to make use of the resources available at the Aquarium, such as numerous aquaria. The lessons include everything from improving understanding of marine ecosystems and species, to how land-based activities impact our marine environment.

Path two will be building out displays that teach tourists about the extensive work taking place in Hawai'i to restore and protect our marine ecosystems. If visitors better understand the great lengths the state and its residents are undertaking to combat climate change and anthropogenic impacts, they will be more concerned with being better stewards themselves.

Path three is using the Aquarium as a venue for outreach to the community. Already, MM has partnered with the Aquarium to use it as a venue for hosting scientific talks around subjects that are both timely, and of interest to the public. In 2024, for instance, MM hosted a talk on a new technology that surveys the ocean floor, and can be used to document fish populations. Tickets, which were free, quickly sold out, and attendees expressed a desire of having more scientific and management talks. Funding from the GIA, therefore, will help MM build out the program, and organize more speakers.

3. The public purpose and need to be served.

Climate change is a major threat to Hawai'i, especially to its vulnerable coral reefs. Reefs are estimated to reduce wave energy by 97% (Ferrario, 2014), meaning less erosion and runup on the shoreline. The US Geologic Survey estimates Hawai'i's reefs benefit the state by approximately \$863M annually, and NOAA estimated the total economic value people hold for Hawai'i's reefs at \$33.57B. Because of their vital importance, the Hawaii Coastal Zone Management Program Findings Report calls for the need to "prioritize coral reef preservation" (Office of Planning, 2011) for improved development protection, and ecosystem health. With no intervention, studies predict upwards of 90% of all reefs will be dead in the next 25 years (Zinke, 2022). For Hawai'i's reefs to survive and provide all the benefits and services we value now, we need to promote the growth of reefs that will survive projected warming trends. Consequently, the significance of this project cannot be understated.

Maunalua Bay's coral reef system is degraded. Based on recent NOAA estimates, the percent cover of live coral reef is 0-10% compared to up to 50% decades ago. The loss of healthy coral reef, in conjunction with inappropriate fishing and land-based runoff, has impacted the Bay's

fisheries. DLNR and The Nature Conservancy studies show Maunalua Bay to have some of the lowest fish biomass in the state. That does not stop fishers, divers, surfers, and others from across the island to come to Maunalua Bay for food, livelihoods, and recreation.

As temperatures warm, reefs will bleach and die. As reefs die, they erode and eventually disappear. Without reefs reducing that wave energy, waves will be breaking on shore, eroding the beaches, increasing the reach of the sea inland, and severing East Honolulu from the rest of the island during storms and king tide events by inundating and overtopping Kalanianaʻole Highway, the only arterial roadway connecting the region to downtown.

A further effect of the death of reefs is the loss of the thousands of species that depend on it, including economically and recreationally important food species, like uhu and tako. The majority of fishers in Maunalua Bay do so for subsistence purposes, with catches being consumed by friends and families. The loss of reefs eliminates a critical protein source for the population, at a time the state is focused on food security. It also eliminates the recreational value for divers and snorkelers in the region, which are associated with millions of dollars in tourist revenue to local businesses.

Demonstrating how RWR can be led and run by a non-profit will provide a blueprint for others in the state. The lessons learned and the methods developed will be exported across the state to improve coral restoration statewide. The better Mālama Maunalua and its partners are funded, the better the project, which will lead to easier and more effective implementation statewide.

4. Describe the target population to be served; and

The project targets populations at different scales:

1. By restoring the coral reef ecosystem of Maunalua Bay, the project directly serves the Maunalua Bay region's communities (10 watersheds of 50,000 residents), mainly by safeguarding residential and municipal infrastructure from natural hazards and reviving a treasured resource that provides food, livelihoods, and recreational value.
2. The ways in which the project builds community kuleana (community helping with RWR, and the outreach and education) serve all of O'ahu.
3. The issues of coral reef degradation and warming ocean temperatures are widespread across the state. RWR will demonstrate how impacted communities across the state can implement projects, thereby helping other island communities and increasing the ability of the state to safeguard its reefs.
4. Better, more targeted outreach to visitors will help teach visitors how to be pono tourists, thus protecting Hawai'i's resources and population.

In addition, the State of Hawai'i will be served. Significant resources from NOAA, DLNR, and HIMB have been put into launching RWR and demonstrating the validity of selectively choosing resilient corals to create a resilient reef. Now that the concept has largely proven successful,

the next step is to hone the process to improve efficiency so other communities in Hawai'i can better mimic the process. Success in Maunalua Bay, is a success for the state.

5. Describe the geographic coverage.

The project specifically covers Maunalua Bay, which is situated along the southeastern coast of O'ahu. It is one of the largest and most heavily used bodies of water in the main Hawaiian Islands. Encompassing a coral reef system with an extensive back reef flat habitat, it is a biological and cultural treasure of Hawai'i. The change in the Maunalua region from rural to highly suburban has significantly altered the Bay's ecology. Research finds a severely damaged marine ecosystem, including: lowest levels of total fish biomass compared to elsewhere monitoring; areas of the Bay listed as impaired waters by the State Dept. of Health pursuant to the Clean Water Act; evidence of fishing pressure on target species: Catch size small, average time to catch one fish high, a high percentage of fish caught under the legal size, and catch for preferred species decreased 32-76% ; invasive alien algae inundating the nearshore reef flat, smothering coral reef habitat, out-competing native algae and seagrass, and altering circulation; and low coral cover estimated at 0-10% versus 40% decades ago.

Still, residents from across O'ahu depend upon the Bay for food, livelihood, cultural preservation, and recreation, which makes its restoration critical.

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;

Mālama Maunalua will further cutting-edge coral reef restoration by coordinating and leading scientific research and the community to produce a rigorous, lasting project and a comprehensive guidebook. The tasks and responsibilities are as follows:

Objective 1: Streamlining and improving the efficiency and effectiveness of RWR for community implementation.

Task 1: Conduct a series of coral fragmentation events with the public. MM will work with businesses, schools, and the general public to welcome volunteers to help with the RWR process – from fragmentation to monitoring. The work will result in:

- Collections of COO;
- Biopsies for testing;
- Testing of the biopsies at HIMB or the Aquarium;
- Fragments created of COO shown to be resilient, then the planting of those biopsies.

- Monitoring of the success of the planting by using new technologies, and visual surveys.
- a. *Task 2: Catalog, synthesize, and share data collected and lessons learned.* With support from interns, MM will input data into databases, construct ArcGIS maps, and share findings with the community via social media, blogs, and/or newsletter. MM will also share the lesson learned from the monitoring with other communities who are interested in conducting similar research.
- b. *Task 3: Identify efficiency options in the identification and planting of thermally resilient corals.* Review each step of the RWR process and determine ways to improve it. This will include everything from identifying the environmental factors that will lead to more resilient COO, to methodologies for reducing dependence on boat transport of coral. The team will implement alternatives, assess, and correct as necessary to utilize the steps of greatest efficiency.

This Objective will be led by the MM Director of Habitat Restoration, and its Project Manager. The entire staff of MM will also participate in the effort.

Objective 2: Build capacity to undertake RWR by partnering with the Waikiki Aquarium

- a. *Task 1: Work with the Aquarium to construct tanks that can serve as stress testing tanks.* MM has already begun working with HIMB and the Aquarium to determine what capacities exist currently at the Aquarium, and what supplies are needed to effectively test biopsies. With funding, MM will purchase and install the supplies (e.g. aquarium heaters, coolers, etc.) at the Aquarium.
- b. *Task 2: Conduct stress testing at the Aquarium.* Following installation of the necessary supplies, MM will undertake biopsy testing at the Aquarium. This will demonstrate that the system works and allow for modifications as necessary to improve the process.
- c. *Task 3: Develop an on-going educational and outreach experience at the Aquarium.*
 - Develop materials with the Aquarium to be shared to the public.
 - Welcome students and school groups to the Aquarium for lessons using materials previously developed by MM and the Aquarium.
- d. *Task 4: Community talk stories to share about scientific and management work in general and in Maunalua Bay, in particular*
 - Identify speakers who are undertaking new and/or interesting projects in the Maunalua Bay region.
 - Host events at the Aquarium for the general public to learn more.

This objective will be led by MM's Director of Habitat Restoration, its Project Manager, and its Education and Outreach Coordinator.

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

Objective 1

Task 1

- Month 1-4: Collect COO
- Month 4: Take biopsies from COO
- Month 5: Stress test biopsies

- Months 6: Fragment, with public, the resilient COO
- Months 6-9: Collect new COO
- Month 8: Plant resilient fragments
- Month 9: Take biopsies from COO cohort 2
- Month 10: Stress test biopsies
- Month 11: Fragment, with public, the resilient COO
- Month 12: Plant resilient fragments
- Months 1-12: Monitor health of fragments and reef where planting and COO are located.

Task 2

- Month 8: Compile in a report the results of the various methods utilized.
- Month 12: Compile and share on MM's website a review of RWR and how communities can implement the modifications.

Task 3

- Months 1: Detail potential methodologies for how to improve the efficiency of RWR.
- Months 1-12: Test the new methodologies at the appropriate stage, and constantly reassess to determine if efficiency was increased, and if not, how the methodology can be tweaked for improvement.

Objective 2

Task 1 and 2

- Months 1-3: Host a series of meetings with HIMB and the Aquarium to determine the exact supplies necessary to conduct the stress testing, and what the protocol will be.
- Month 3-4: Purchase and install the new supplies.
- Month 5: Test the biopsies at the Aquarium.
- Month 5: Assess how the stress testing went, and if changes need to be made.
- Months 10: Implement the modifications, and conduct a new stress test.

Task 3:

- Month 1-3: Compile and update all materials used in education and outreach to students and the public.
- Months 1-3: Work with the Aquarium to identify capabilities and options for outreach to the public.
- Month 4: Install any display changes to better educate the public/tourists.
- Months 4-12: Invite and work with students to provide enhanced educational experiences at the Aquarium.

Task 4:

- Months 1-12: Identify and secure the support of interesting topics and speakers for the public to hear. Schedule with the Aquarium evenings to host the talks.
- Months 6, 12: Hold the outreach events with Hawai'i residents.

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

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.

Mālama Maunalua works closely with leading researchers to ensure that all work is scientifically valid, and rigorous. Every task identified in this proposal will be reviewed by a team of planners, MM staff, and researchers to ensure that it has a high likelihood of success. MM staff will closely monitor the success of the projects by asking partners, doing internal weekly reviews with the Executive Director, and conducting scientific assessments to ascertain the health of species involved. Any sign a project is falling short of expectations will prompt a meeting to determine if it is temporary, or a change needs to be made.

The specific success measures are:

- 4 of coral fragmentation days held
- 50 of COO fragmented
- Completion of outreach and educational materials
- # of community talk story sessions completed
- 500 of coral fragments planted
- Installation of stress testing supplies
- # of actions modified to improve efficiency

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 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$33,382	\$33,383	\$33,382	\$33,383	\$133,529

- The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.

Funder	Amount	Secured/ Requested
National Oceanic and Atmospheric Administration	\$262,839	Secured
National Fish and Wildlife Foundation	\$3,895,035	Requested
Kosasa Foundation	\$150,000	Partially Secured
Long Foundation	50,000	Requested
Fish and Wildlife Federation	\$150,000	Requested
Marisla Foundation	\$25,000	Secured
Omidyar Foundation	\$10,000	Requested
City and County of Honolulu Grant in Aid	\$150,000	Requested

- 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.

MM has not received any federal or state tax credits.

- 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 2026 for program funding.

See attached.

- The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.

See attached

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.

Mālama Maunalua is an extremely well regarded and respected organization operating in Hawai'i since 2005. Its staff have undertaken work similar to that being requested. MM's success has led it to increase its budget from approximately \$600,000 to over \$3M in a 4 year span as its projects have attracted more and more funders, including establishing new partnerships with state and county departments.

Further, the staff on hand have been in their positions for several years (10 years for the DSP, and 6 for the ED) and are very familiar with project implementation, and RWR in particular. The DSP has a PhD in Marine Science. The ED has a J.D. and Masters in Urban Planning. The EOC has a masters in Marine Science, the DHR has multiple degrees in the sciences, and our PM has a Marine Biology Degree. Together, they have over 60 years of relevant work experience in the environmental fields, and project management.

The organization's work led to the Fish and Wildlife Service listing Maunalua Bay as a Water to Watch. The designation was one of only 10 nationally in 2022, and is given to areas where a community organization or the community is showing exemplary work in restoring a waterbody. Further demonstrating its capabilities:

- MM has created an on-line database for scientific and management documents related to Maunalua Bay. It is a first of its kind for the Bay.
- MM has helped created and lead the RWR effort for the state, and to date has welcomed several hundred volunteers, and planted over 1,500 climate resilient coral.
- MM creates hands-on restoration opportunities for over 3,000 volunteers annually through various projects.
- MM has made significant progress at maintaining IAA at one of the three most highly infested areas in the Bay, 28 acres of nearshore habitat at Paiko Beach, through monthly large-scale community restoration events. Research shows that the removal of the IAA allows for the sediment to flow to the open ocean, thereby promoting the return of native algae and seagrass.
- In 2009-2011, MM and The Nature Conservancy were awarded a \$3.4-million NOAA grant to implement large-scale removal of invasive alien algae in Maunalua Bay. As a result of this project's success, NOAA awarded MM the Environmental Heroes Award.
- MM has been recognized for our work, including C&C Good Neighbor Award and the Betty Crocker Award.^[1]^[SEP]
- MM has over 7 years of experience in leading community invasive algae removal, such as proposed in this Grant Activity. In addition, MM has developed and implemented maintenance and monitoring protocols to produce meaningful science regarding the effectiveness of the program.

- MM is viewed as a leader in the community on decisions involving the Bay. Our staff is involved with numerous regional committees including Scenic Highways, PaclOOs advisory group, Hawaii Conservation Alliance Watershed Snapshot, Maunalua Recreational Advisory Council, plus attends neighborhood board meetings and others gatherings as needed.
- MM is strong partners with groups and academia in the region, including Hui Nalu, Polynesian Voyaging Society, Livable Hawaii Kai Hui, Hawaii Kai Chamber of Commerce, Fishpond Heritage Center, Division of Aquatic Resources, Hawaii Pacific University, Kapioloni Community College, University of Hawaii, National Oceanic and Atmospheric Institute, Conservation International, and the Nature Conservancy.

With regards to the application, MM has been a lead on the RWR for the past 5 years. It has operated every aspect of the project and worked with other communities, including West Oahu and West Maui, on implementing similar work in their areas. Maunalua Bay has a nursery table for corals, and the organization is in the process of being trained how to do stress testing. It is seen as a key leader in the state regarding community-based coral restoration.

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.

Mālama Maunalua will not require any facilities for the implementation of this project, other than those at the Aquarium for which the Aquarium has already agreed to our use of. Where space is needed for meetings or workshops, MM will work with partners to secure available space.

MM also has a storage unit at a residence in Niu Valley should it be needed.

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.

Oversight of the project will be undertaken by the Board of Directors. The Board, through monthly meetings with the Executive Director, will provide quality assurances to ensure that the project is on-time, on budget, and meeting its objectives.

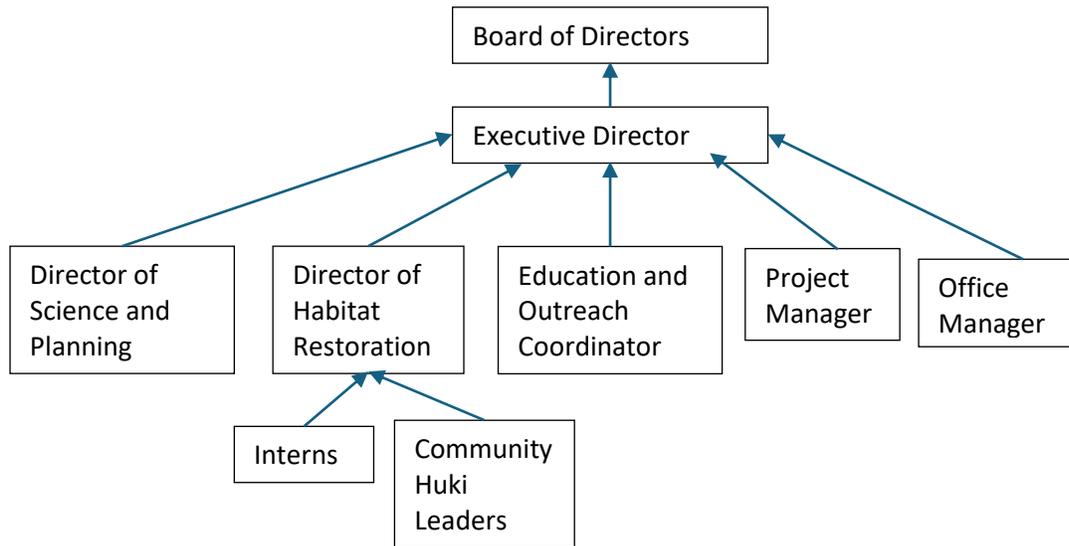
Further, the Executive Director will be the direct project manager overseeing the actions of the staff. The ED will meet weekly, at a minimum, with the staff to assess progress and challenges,

make modifications as necessary to successfully implement the project, and keep the Board informed.

The project team has a track record of successes. Their Curricul Vitae are attached.

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.

The highest paid employees of MM are:

- Executive Director: \$120,235
- Director of Science and Planning: \$94,279
- Director of Habitat Restoration: \$80,000

VII. Other

1. Litigation

There is no active or pending litigation against Malama Maunalua, its staff, or its Board of Directors.

2. Licensure or Accreditation

N/A

3. Private Educational Institutions

The grant will not be used to benefit a sectarian or non-sectarian private educational institution.

4. Future Sustainability Plan

The RWR project is a priority for much of the state, and is a main priority for MM. We intend to continue working on the project, and to date have had no difficulty finding funding to continue the effort. In fact, we have seen our budget expand by 5x, in large part because of the interest in funders to support coral work that we are undertaking.

The Aquarium also just hired a new coral biologist and is renovating their aquaria, indicating their commitment to coral work.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Malama Maunaloa

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	74,318	160,379	57,334	21,560
2. Payroll Taxes & Assessments	12,826	25,231	10,163	8,101
3. Fringe Benefits	13,385	30,452	10,882	10,303
TOTAL PERSONNEL COST	100,529	216,062	78,379	39,964
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	10,000			
5. Staff Training				
6. Supplies	13,000	24,904		
7. Telecommunication				
8. Utilities				
9. Contractual Services (Ocean Alliance Project)	10,000	15,000		
10. Contractual Services (Hawaii Institute of Marine Biology)		139,420		
11. Contractual Services (Kuleana Coral Restoration)		306,431		
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES	33,000	485,755		
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	133,529	701,817	78,379	39,964
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	133,529	Doug Harper 808.285.7509		
(b) Total Federal Funds Requested	701,817	Name (Please type or print) Phone		
(c) Total County Funds Requested	78,379	<i>Doug Harper</i> 1/14/2025		
(d) Total Private/Other Funds Requested	39,964	Signature of Authorized Official Date		
TOTAL BUDGET	953,689	Doug Harper, Executive Director Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Malama Maunalua

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	1	\$120,700.00	10.00%	\$ 12,070.00
Project Manager	1	\$83,600.00	20.00%	\$ 16,720.00
Director of Science and Planning	1	\$94,279.00	10.00%	\$ 9,427.90
Director of Habitat Restoration	1	\$80,000.00	20.00%	\$ 16,000.00
Outreach and Education Coordinator	1	\$69,300.00	20.00%	\$ 13,860.00
Office Manager	1	\$62,400.00	10.00%	\$ 6,240.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				74,317.90
JUSTIFICATION/COMMENTS: Each of the positions covers a different part of the project. The ED will work with partners to ensure a smooth operation of the project, including part				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Malama Maunalua

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

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

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Malama Maunalua

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:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: <u>Malama Maunalua</u>				Contracts Total:
	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)
1	Grant In Aid	10/1/2022 - 09/30/2023	City and County	Honolulu
2	Fish Passageway	08/1/2022- 09/29/2023	Fish and Wildlife Service	US
3	Coastal Resilience	12/1/2022 - 11/30/2024	National Fish and Wildlife Foudnation	US
4	Coastal Resilience	12/1/2022 - 11/30/2024	National Fish and Wildlife Foundation	US
5	Habitat Restoration	06/1/2023 - 05/31/2026	NOAA	US
6	Grant in Aid	03/1/2023 - 09/30/2024	City and County	Honolulu
7	Grant in Aid	07/01/2023 - 06/30/2024	State of Hawaii	State
8	Coastal Resilience	12/1/2022 - 11/30/2025	National Fish and Wildlife Foundation	US
9	Grant in Aid	04/01/2023 - 03/31/2024	City and County	Honolulu
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				

Malama Maunalua
Balance Sheet
As of December 31, 2024
Dec 31, 24

ASSETS

Current Assets

Checking/Savings

1100 · FHB Checking #0276	561,800.96
1103 · FHB #2538 Kahala	1,700.00
1104 · Charles Schwab #9611	530,761.98
1108 · FHB #4178 CD	25,000.00
1109 · FHB #9178 CD	25,000.00

Total Checking/Savings 1,144,262.94

Accounts Receivable

1150 · Accounts Receivable	
1152 · Grants Receivable	597,754.83

Total 1150 · Accounts Receivable 597,754.83

Total Accounts Receivable 597,754.83

Total Current Assets 1,742,017.77

Other Assets

1870 · Security Deposits	7,435.02
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Total Other Assets 7,435.02

TOTAL ASSETS 1,749,452.79

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

2000 · Accounts Payable	322,260.12
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Total Accounts Payable 322,260.12

Total Current Liabilities 322,260.12

Total Liabilities 322,260.12

Equity

3050 · Unrealized Gains	1,081.11
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3000 · Opening Balance Equity	93,547.16
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3200 · Temporarily Restricted	121,034.68
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3300 · Unrestricted Net Assets	821,656.03
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Net Income	389,873.69
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Total Equity 1,427,192.67

TOTAL LIABILITIES & EQUITY 1,749,452.79

DOUGLAS R. HARPER

3445 Edna Street • Honolulu, HI 96815 • (808) 285-7509 • DHarper@malamamaunalua.org

Selected Qualification Highlights

- Over 20 years experience in community planning and resource management, 14 of which focused in the Pacific
- Principles of planning for island biodiversity conservation
- Ridge-to-Reef resource management in a culturally and locally sensitive manner
- Skilled in resource management problem solving

Selected Accomplishments

- Planning/Management
 - Provides strategic leadership and guidance for Malama Maunalua. Has drafted multiple management plans covering topics as diverse as runoff pollution to coral restoration.
 - Drafting a management plan for a soon-to-be designated Fisheries Management Area in Maunalua Bay.
 - Co-coordinator of NOAA's Habitat Focus Area ridge-to-reef initiative to protect and restore native habitat. Initiative has secured over \$3 million in funding and is working on linked terrestrial and near-shore restoration in West Hawaii.
 - Coordinated NOAA's Sentinel Site Program managing a network of watersheds to restore traditional practices, restore habitat integrity and adapt to climate change. Focus is Hawaii with two locations identified by President Obama as exemplary examples of community-led partnership initiatives addressing climate change.
 - Technical advisor to numerous Pacific communities as they draft, implement, and evaluate strategies for environmental and community resilience activities.
 - Served as a liaison to communities seeking advice on Coastal Marine Spatial Planning and was NOAA's Office for Coastal Management's point of contact on the subject.
 - Manage President Obama's Resilient Land and Waters Initiative. Partner with the Department of Interior and Environmental Protection Agency to identify key climate adaptation activities in Hawai'i on an ecosystem-wide scale.
 - Created a redevelopment plan and helped lead redevelopment efforts in American Samoa post-2009 tsunami.
 - Led training exercises in Hawai'i and Suncheon Bay, South Korea on Coastal Marine and Spatial Planning;
- Project and Program Management
 - Created multiple project and new programs for Malama Maunalua, including coral restoration, a large scale, multi-partner runoff education campaign, and creating a multi-organizational scientific and marine restoration working group.

- Created strategic planning documents for the American Samoan Coastal Management Program, NOAA's Coastal Storms Program, Sentinel Site Program, Habitat Focus Area, and American Samoa's Planning Division.
 - Coordinate NOAA's Sentinel Site Program's Hawai'i Cooperative. Organize and lead a team of federal, state, and community scientific and management organizations to address climate change and resilience in Hawai'i.
 - Coordinate NOAA's Habitat Focus Area. Identify management solutions and scientific needs to address habitat degradation and climate change impacts in West Hawai'i. Lead a multi-sectoral team addressing the issues, working to translate needs between the groups.
 - Coordination – *Two Samoas Initiative*, helping manage natural resources for the entire Samoan Archipelago.
- Legal and Policy
 - Reviewed the legal holes and challenges with Hawaii's adaptive management laws.
 - Reviewed the legal strength of conservation management areas in American Samoa.
 - Assisted with the legal filings of a court case protecting critical habitat in American Samoa.
 - Assisted with the revision of Hawaii's Ocean Resource Management Plan, Hawaii's Climate Change Policy, American Samoa's Rose Atoll Monument request and a process review of its permitting system.
 - Developed American Samoan regulatory recommendations for improved redevelopment post-2009 tsunami.
 - Reviewed and recommended changes to the American Samoa Coastal Management Program's code.
 - Drafted a policy white paper for NOAA's National Marine Sanctuaries Office on Bioprospecting.
- Community Engagement
 - Created and led a successful large multi-organizational and community-based climate change resilience planning effort.
 - Facilitated risk assessments for several Hawaiian and American Samoan communities.
 - Organized and led numerous community meetings related to ecosystem management. The community agreed to undertake .
 - Co-led the Pacific Resilience Forum, a web-based Pacific-focused series bringing together managers, researchers, and experts to share management lessons and science on planning related topics.
 - Developed community-driven strategies for environmental and community resilience activities in the face of climate change impacts, hazard identification and assessment, and resource management.
- Scientific
 - Organized and led a multi-agency team that acquired LIDAR for Hawai'i Island.
 - Led and participated in GPS-based and line-leveled elevation assessments.
 - Co-authored reef resilience study.
 - Conducted scientific needs assessments on a host of issues, including flooding, coral resilience, erosion, and sea level rise.
 - Led a team to assess the ecological health of an American Samoan Lagoon.

- Translates scientific principles and findings for management and community understanding.

Work History

- 2017-Current Malama Maunalua
Executive Director, Honolulu, HI
- 2010-2017 Senior Coastal Planning Specialist
The Baldwin Group/NOAA, Honolulu, HI
- 2008-10 Territorial Planner
American Samoa Government, Pago Pago, AS
- 2007-08 Environmental Planner
American Samoa Government, Pago Pago, AS
- 2004-07 Coastal Management Specialist
Perot Systems/NOAA, Washington, D.C.

Education and Training

- B.S. Environmental Studies University of Kansas, 1999
- M.A. Urban and Environmental Planning University of Kansas, 2002
- J.D. International and Environmental Law Emphasis University of Kansas School of Law, 2002
- Certified FEMA Trainer: Coastal Community Resilience, and Tsunami Awareness
 - Trainer in Coastal and Marine Spatial Planning
 - NOAA trained facilitator
 - Certified Open Water Diver
 - Member, American Planning Association
 - Member, Kansas Bar Association
 - Member, IUCN World Commission on Environmental Law

PAMELA A. WEIANT

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EDUCATION

UNIVERSITY OF CALIFORNIA – SANTA BARBARA, Santa Barbara, California

Ph.D., Interdepartmental Graduate Program in Marine Science, 2005

Thesis: A political ecology of marine protected areas: case of Cabo Pulmo National Park, Gulf of California, Mexico

YALE UNIVERSITY, New Haven, Connecticut

M.E.S., School of Forestry and Environmental Studies, 1996

Thesis: Defining meta-population dynamics of the West Indian Manatee (*Trichechus manatus*) in Florida

VASSAR COLLEGE, Poughkeepsie, New York

B.A., Geography, 1992 (Honors)

Thesis: The conflict within today's environmental movement: A study of PCB contamination of the Hudson River.

CONSERVATION PROFESSIONAL/RESEARCH EXPERIENCE

Mālama Maunalua / Marine Program Manager

2014 – Present

Honolulu, HI

Oversee the organization's marine strategies to align with the organization's priorities launched in 2014.

- Develop community-based planning strategy to engage the community of Maunalua Bay region to develop management recommendations for the conservation of Maunalua Bay.
- Provide scientific guidance to create appropriate management recommendation.
- Create the first repository of knowledge on science for Maunalua Bay in Excel and ArcGIS.
- Build partnerships by serving as point of contact on regional efforts including PACIOOS, Hawaii Conservation Alliance, Maunalua Bay Management Advisory Council.
- Build internal capacity by orchestrating volunteer and paid internships, and strengthening volunteer partnerships with schools and businesses.
- Participate in fundraising strategies including grant writing and reporting, and building relations with business with capacities to donate money.
- Routinely present at conferences, workshops and trainings, and special events.
- Attend professional development training and workshops on a regular basis.

Mālama Maunalua / Land-Based Program Manager

2012 – 2014

Honolulu, HI

Oversee the organization's community-based programs, with emphasis on the Pulama Wai Program that is focused on reducing the amount of land-based pollution to the ocean. Main duties include:

- Develop strategies to mobilize the community in East Oahu, including public and private elementary and high schools, local colleges and universities, clubs and associations, businesses, commercial centers, and neighborhoods.
- Oversee community restoration activities, including partner cultivation, pre-event planning, event support, and post-event wrap up.
- Develop and utilize scientific monitoring protocol to measure the effectiveness of our work.
- Oversee the development of MM's outreach and education initiatives, including the construction of curriculum to further MM's objectives at our partner schools and the organization's monthly newsletter.
- Network with partner agencies, organizations, and academic institutions to develop cutting-edge opportunities to further our mission.
- Assist with the grant writing, grant reporting, and strategic planning.
- Oversee a program of three FTE, 2-7 volunteers, and 25 core volunteer leaders.

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- Routinely present at conferences, workshops and trainings, and special events.
- Attend professional development training and workshops on a regular basis.

The Nature Conservancy - Hawai'i / Special Marine Projects 4/09-8/12 Honolulu, HI

- Led TNC's effort to become a sponsor of an In-lieu Fee Sponsor for Hawaii – the first in the state and the first for coral reef ecosystem in the country. Responsible for timely delivery of application; coordinated internal and external meetings; built relationship with government agencies that comprise the Interagency Review Team (IRT) members, and assisted Micronesia Conservation Trust in completing the application for the Guam ILF program.
- Continued to lead the marine ecoregional assessment for the main Hawaiian Islands by furthering partner planning efforts at the state and regional levels. Responsible for data sharing, outreach and education, the coordination of new partnerships, and the implementation of new on-the-ground conservation efforts.
- Helped to develop the program's Coastal Marine Spatial Planning effort. Coordinated with local government and non-governmental agencies; facilitated expert-driven place-based spatial efforts.
- Worked with Philanthropy Department on foundation proposals.

The Nature Conservancy – Hawai'i / Statewide Marine Planner 1/06-3/09 Honolulu, HI

- Oversaw planning component of program, including ecoregional assessment, conservation action plans, operational plans, strategic plans, and Geographical Information System.
- Worked with USFWS to create marine management plan for Offshore Islets.
- Served on committees (Land-based Pollution Local Action Strategy, Climate Change and Coral Disease Local Action Strategy, Offshore Islet Restoration Committee).
- Conducted special projects and assisted on marine monitoring at community-based project sites.
- Organized monthly marine bag lunches.

University of California at Santa Barbara / Dissertation and Pre-Dissertation Research and Field Work

- A political Ecology of Marine Protected Areas (MPAs) Case of Cabo Pulmo National Park, Sea of Cortez, Mexico (1/03-6/05). A baseline study to determine the effects of the MPA and tourism on the well-being of the participating community and the marine environment, with attention toward the history and politics of the area. Research funded by University of California Pacific Rim Grant and PADI Foundation. Research included: Interviewed stakeholders; documented local marine ecological knowledge; recorded commercial fish catch; monitored the health of the coral reef ecosystem; trained community members on social and biological monitoring methodology.
- Rapid Evaluation of the Duduli/Reregana MPA in Roviana Lagoon, Solomon Islands (4/02-3/03). Conducted a rapid evaluation on the Duduli/Reregana MPA by measuring changes in household livelihood strategies and inner lagoon marine resource use. Research funded by PADI Foundation. Interviewed stakeholders (local households and female marine resource users); Documented the local female marine ecological knowledge; Biological monitored the health of the inner lagoon reef (substrate, fish, invertebrates); and Trained community members on social and biological monitoring methodology.
- Roviana and Vonavona Lagoons Resource management Project, Western Province, Solomon Islands (4/01-6/02). Field researcher. Led project to assess early effects of community based marine closures on two mangrove-associated mollusk populations by comparing trends in abundance and size over time between control and experiment sites. Research funded by Packard Foundation. Trained community on research and monitoring methodology; Monitored eight sites over two

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seasons; Created GIS database; Oversaw four University Research Expedition Program volunteers; and Co-authored reports, papers, and grants. www.anth.ucsb.edu/faculty/aswani/packard/.

University of California at Santa Barbara / Assistantships 9/00-6/02 Santa Barbara, CA

- **Teaching Assistant:** Introduction to Environmental Studies (Environmental Studies 1); The Environment and Developing Countries (Environmental Studies/Anthropology 130).
- **Research Assistant:** Ecotourism and marine based conservation strategies; Relationship between marine protected areas and local food security; Effects of aquaculture on food security in low income food deficit (LIFD) countries.

The Nature Conservancy – California / Conservation Planner 1/97-9/00 San Francisco, CA

Co-led five ecoregion-based planning efforts (e.g. Central Valley and Sierra Nevada) and two landscape-based planning efforts (e.g. eastern San Diego Mountains); Synthesized and integrated ecological and land use data; Conducted expert interviews and workshops; Interpreted mapped information and documents; Prepared GIS maps and documents for internal/external use; Oversaw consultants, volunteers, and team progress; Presented TNC's ecoregional planning methodology at universities and conferences; and Created national rapid ecoregion-based planning guidelines.

National Biological Service- The Sirenia Project / Field Researchers 6/95-9/95 Gainesville, FL

The West Indian Manatee soft-release enclosure program, Banana River, Kennedy Space Center, FL. Research funded by NBS and the Edna Bailey Sussman Fund. Monitored behavior and feeding habits of 9 semi-captive and 25 free-ranging manatees; Conditioned and rehabilitated captive manatees for release; co developed sound release guidelines; co-wrote reports for science recovery team; assisted in monthly medical examinations; and Supervised 10 volunteers; radio-tracked. Photo identified, and monitored free ranging manatees.

PRIVATE PROFESSIONAL EXPERIENCE

Strategic Environmental Planning LLC (StEP) / Founder 2012-present Honolulu, HI

Provide consulting services to improve organizational and institutional strategic and natural resource planning, mainly with the focus to improve the health of the marine system. Some recent contracts include: developing Micronesia Conservation Trust's application to be selected Sponsor of an In Lieu Fee Program for the marine resources of Guam, and assisting public and private institutions in Oahu County to develop project-based STEM programs.

Jocapa Products LLC / Co-Founder and CEO 2003-2007 Boulder, CO

Company manufactured and sold award-winning keepsake board games - Gamesakes. Managed all areas of the company, including marketing, communications, public relations, sales, product design, and customer relations, and gained extensive experience in building a small company.

JOURNAL PUBLICATIONS/PRESENTATIONS

Weiant P. 2012. Generations Connected to the Sea, Washed Away by Sandy
<http://theblogaquatic.org/2012/11/19/generation-connected-to-the-sea-washed-away-by-sandy/>

Weiant P. 2012. The Political Ecology of Cabo Pulmo National Park, Gulf of California, Mexico. Anthropologies Issue 15, The Baja California Issue.
<http://www.anthropologiesproject.org/2012/11/issue-15.html>

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- Minton D., E. Conklin, P. Weiant, and C. Wiggans. 2012. 40 Years of Decline on Puakō's Coral Reefs A review of Historical and Current Data (1970-2010). Published for TNC and NOAA.
- Weiant P. and S. Aswani. 2006. Early effects of a community –based marine protected area on the food security of participating households. SPC Traditional Marine Resource Management and Knowledge Information Bulletin #19.
- Aswani S. and P. Weiant. 2004. Scientific evaluation in women's participatory management: monitoring marine invertebrate refugia in the Solomon Islands. Human Organization.
- Aswani S. and P. Weiant. 2004. Effects of MPAs on household livelihood strategies. Society for Applied Anthropology.
- Aswani S. and P. Weiant. 2003. Community-based management and conservation: shellfish monitoring and women's participatory management in Roviana, Solomon Islands. SPC Women in Fisheries Information Bulletin. #12: 3-11.
- Weiant P. 2003. Solomon Time: Village life in the Solomon Island. Part I (January editions) and Part II (February edition). Travel Outward 2(1) and 2(2). www.traveloutward.com
- Aswani S., R. Hamilton, M. Lauer, and P. Weiant. 2002. The Roviana and VonaVona Lagoons Marine Resource Management Project. Annual Report 2002, MacArthur Foundation.
- Aswani S., R. Hamilton, M. Lauer, and P. Weiant. 2001. The Roviana and VonaVona Lagoons Marine Resource Management Project. Annual Report 2002, MacArthur Foundation.
- Shelly J.P., P. Weiant, F. Beall, D. Mockus Lubin, and C. Rice. 1998. Assessment of urban/wildland biomass utilization and disposal options. FPL Internal Report No. 36.01.136. CA: Forests Products Laboratory.
- Weiant P. and S. Chasis. 1994. Testing the Waters IV: The Unsolved Problem of Beach Pollution in the United States. NY: Natural Resources Defense Council.

COMMUNITY SERVICES

Friend of Hanauama Bay Board Member (2015-present); Holy Nativity School Student Science and Conservation Club, Founder and Leader (2013-2014); Holy Nativity School PTO President (2012-2013); Holy Nativity School Cultural and Performing Arts Outreach Committee, Lead and Founder (2011-present); Holy Nativity School Conservation Chair (2011-present); Kamehameha Swim Club Team Parent (2012-present); Mālama Maunaloa volunteer/member

RESEARCH GRANTS

UC Graduate Dissertation Fellowship (2004); IGPMS Merit-based Fee Fellowship (2003); University of California Pacific Rim Region Research Grant (2002-2003); PADI Foundation Research Grant (2002-03); IGPMS Graduate Fee Scholarship (2001-2002); Yale University Scholar Exchange Program (1996); The Edna Bailey Sussman Fund (1995)

COMPUTER SKILLS

ArcGIS, Word/Excel, Illustrator, and social media

LAURA KIMBERLY BAILES

Email: laura.bailesk@gmail.com | Phone: (808) 989-1091

WORK EXPERIENCE:

Americorps VISTA - Kanu Hawaii

Feb 2020 – Present

Director of Volunteer Engagement, Honolulu, HI

- Led and developed statewide campaigns related to volunteerism, environmental & tourism sustainability, and voter participation
- Generated content for and maintained social media accounts
- Created outreach products (newsletters, flyers, webinars, & annual Volunteerism Report) for stakeholders and volunteers

Sustainable Coastlines Hawaii

Aug 2015 - Present

Event Coordinator/ Educator, Honolulu, HI

- Planned annual large-scale events for volunteers and partner organizations
- Developed outreach and education materials on plastic pollution (blogs, presentations, activities, social media posts) and trained core volunteers
- Participated in removal efforts of ~420,000 lbs. of marine debris
- Educated 30,000 students across the Hawaiian Islands on plastic pollution and solutions

Research Corp University of Hawaii - Gene-ius Day Program

Sep 2018 – March 2020

Gene-ius Day Field Trip Instructor, Honolulu, HI

- Instructed educational science related lab activities for 3rd- 8th grade students about plant genetics, biology, and agriculture

Ocean Institute

Aug 2017 – Aug 2018

Science Instructor, Orange County, CA

- Delivered complex scientific to 20,000 students grades pre-school through college on marine science and conservation
- Utilized research monitoring equipment (CTD, benthic trawl, plankton tow, gravity corer, and benthic mud grab) in on-shore labs and aboard a Research Vessel
- Led formal training and onboarding workshops for new staff

Kama'aina Kayak and Snorkel Adventure

Sept 2018 – Jan 2020

Kayak and Snorkel Eco-tour guide, Kaneohe Bay, HI

- Led educational kayaking and snorkeling eco-tours for all ages on Kaneohe Bay
- Created content for and managed all social media accounts and website listings

World Merit**Sept 2017***Selected Participant in Merit360 Program*

- *Cofounded "The Strawgle" - Straw Campaign for UN Sustainable Development Goal 14*

Science Camps of America**July 2014, 2015, 2018, 2019***Marine Science Instructor and Camp Counselor, Pahala, HI*

- Educated campers ages 12-18 on marine science
- Created presentations and activities on plastic pollution and coral bleaching

EDUCATION:**Miami University of Ohio****March 2018 - Dec 2020***Master of Arts in Conservation Biology - GPA 4.0/4.0**Master Plan on Increasing Local and Global Awareness of Threats to Marine Biodiversity***University of Hawaii at Mānoa Honolulu, HI****Jan 2012 - May 2017***Bachelor of Arts in Marine Ecology and Conservation - GPA 3.4/4.0***PUBLISHED ARTICLES:**

- [Shark Perceptions and Conservation: A Predator Paradox](#)
- [Conservation Conversation: Extinction Invasion: Reversing the trend of plant and animal extinctions in Hawai'i](#)

ACCOLADES/AWARDS:

- **2020** Emerging Professional Scholarship - *Hawaii Conservation Conference*
- **2020** Daniel Moriarty Memorial Scholarship - *Kilauea Point Natural History Association*
- **2017** President's Green Initiative Award - *University of Hawaii Sustainability in Higher Education Summit*
- **2016** Best Poster Presentation - *University of Hawaii Marine Option Program Symposium*

REFERENCES:**Rafael Bergstrom-** *Executive Director of Sustainable Coastlines Hawaii*Email: rafael@sustainablecoastlineshawaii.org (808)445-2085**Keone Kealoha-** *Executive Director of Kanu Hawaii*Email: keone@kanuhawaii.org (808)634-8174**Denisse Aranda-** *Principal Contamination Control Engineer for Blue Origin*Email: denisse.v.aranda@gmail.com (305)409-2325

Professional Summary	
<p>Daniel Arencibia currently works as an environmental scientist and project manager with 6+ years of scientific experience in Hawai‘i including:</p> <ul style="list-style-type: none"> • 2+ years of providing project management, technical support, and stakeholder engagement for 7 environmental remediation, monitoring, outreach and/or compliance projects, • 3 years collecting ecological data to assess historical changes in algal/invertebrate populations and facilitating citizen science/outreach activities, • 4+ years of overseeing the aquaculture of various invertebrate organisms, performing molecular and genetic techniques to investigate symbiotic relationships, and • 1 year serving as the Communications Coordinator for the Hawai‘i Society for Conservation Biology. <p>Daniel is knowledgeable in the local flora and fauna of Hawai‘i. He has worked on projects with various groups of stakeholders, including the Department of Land and Natural Resources, United States Army Corps of Engineers, and United States Army Environmental Command. He is well versed in coordinating and communicating with people of different backgrounds and has authored or assisted in the development of publications in <i>mBIO</i>, <i>Limnology and Oceanography</i>, and <i>Molecular Microbiology</i>.</p>	
Relevant Experience	
Education	Certifications
<p>B.S., Marine Biology University of Hawai‘i at Mānoa, 2018 GPA: 3.2</p>	<ul style="list-style-type: none"> • Project Management Professional, <i>anticipated July 2023</i> • Construction Quality Management, 2021 • 40-Hr HAZWOPER Training, 2020 • 8-Hr HAZWOPER Supervisor Training, 2023 • First Aid/CPR, 2021
Professional Experience	
<p>Nakupuna Companies, Honolulu, HI Environmental Scientist/Project Manager</p>	<p>11/2020 - Present</p>
<ul style="list-style-type: none"> • Manage two environmental projects to ensure that objectives are achieved on time and within budget. • Provide technical consultation in natural resource management by assessing the environmental impacts of remedial actions and optimizing management strategies. • Track and analyze financial progress on a monthly basis and report findings to the executive team. • Plan and conduct groundwater sampling for volatile organic analysis at over 100 wells across O‘ahu and the United States Mainland over the course of 15+ quarterly monitoring events. • Lead project teams to validate, compile, and evaluate analytical data and develop long-term management reports for 10+ environmental sites for over 12 reporting periods. • Assist in the procurement and management of subcontractors and vendors for various field activities. • Conduct site inspections and provide technical support at more than 15 environmental sites across the Hawaiian Islands to monitor compliance with land use controls and other decisions. • Assist in the development of field methodology for sampling and monitoring groundwater, soil, and soil vapor contamination. • Facilitate outreach events and public meetings with various stakeholders to communicate project updates and coordinate with the government to ensure project objectives are met. • Utilize GPS technology and ArcGIS Pro to aid in the visualization of data. 	

Professional Experience <i>(continued)</i>	
Kewalo Marine Laboratory, Honolulu, HI Research Assistant	08/2016 – 03/2021
<ul style="list-style-type: none"> Assisted in the colonization of the symbiotic bacterium, <i>Vibrio fischeri</i>, into their squid host, <i>Euprymna scolopes</i>, and facilitated the animal care and bacterial culturing of these species. Aided in the dissection and preparation of squid light organ samples for histology, immunocytochemistry, and fluorescent imaging using confocal microscopy. Optimized and conducted assays to assess population sizes of bacteria within squid light organs. Performed numerous molecular biological techniques including protein, DNA, and RNA extractions, SDS-PAGE, gel electrophoresis, polymerase chain reaction, and western blot. Analyzed data to prepare reports and communicate results to collaborators. Conducted scientific literature reviews to assist in the development of research projects. Collaborated with senior scientists to develop experimental designs and optimize protocols. 	
Hawai‘i Society for Conservation Biology, Honolulu, HI Communications Coordinator	12/2020 – 12/2021
<ul style="list-style-type: none"> Facilitated communication between the HISCB board and its members to provide updates on volunteer work days, outreach events, environmental policy statements, and relevant publications. Assisted the public in the removal of various invasive marine algal species during outreach events. Managed, wrote, and distributed a monthly newsletter to maintain member engagement within the organization. Organized and led 3 volunteer events through Mālama Loko Ea Fishpond and Kāko‘o ‘Ōiwi. 	
Our Project in Hawai‘i’s Intertidal (OPIHI), Honolulu, HI Research Intern	07/2016 – 08/2018
<ul style="list-style-type: none"> Conducted benthic algal surveys in Maunalua Bay and the Waikiki Natatorium War Memorial in order to characterize relative abundance and biomass and calculate biodiversity indices. Deployed sensors at field sites to measure salinity and temperature through space and time. Utilized GPS and biogeochemical models to analyze the spatiotemporal patterns associated with algal communities and exogenous inorganic nutrient inputs. Collaborated with project team members to design and implement experiments in order to assess historical changes to ecological populations over time. Presented results at the 2017 and 2018 University of Hawai‘i’s Tester Symposium and the 2018 Hawai‘i Conservation Conference. Coordinated and helped lead a collaborative citizen science project that described the abundance and biodiversity of algae throughout the Hawaiian Islands. Led and participated in over 20 outreach events, assisting K-12 teachers and their students in the OPIHI citizen science monitoring program. 	
University of Hawai‘i at Mānoa, Honolulu, HI, Teaching Intern	07/2017 – 08/2017
<ul style="list-style-type: none"> Facilitated an undergraduate introductory biology laboratory course during a summer semester. Assisted students with microscopy, dissections, and other basic laboratory techniques. 	

Paul Alexander Awo

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Pearl City, HI 96782
+1(808)-398-8926 (Cell)
awopaul@hawaii.edu

Education

The University of Hawai'i at Mānoa

Dates Attended: August 2016-Present

Degrees Pursuing: BS Natural Resources and Environmental Management in Wildlife Ecology

University of Hawai'i at Kapi'olani Community College

Dates Attended: August 2012-December 2016

Degrees Achieved: AA Hawaiian Studies, AA Liberal Arts, AS Natural Life Sciences, Certificate in Sustainability

President Theodore Roosevelt High School

Dates Attended: August 2008-May 2012

Completion of High School Diploma: May 2012, Graduate with honors

Work Experience

Mālama Maunalua

Dates Employed: October 2018-Present

Position Title: Habitat Restoration and Huki Program Coordinator

Duties: Responsible for coordinating community and educational outreach events with volunteers and managing staff and scientific research projects.

University of Hawai'i at Mānoa - KUPU Hawai'i

Dates Employed: April 2018-Present

Position Title: 'Ahupua'a Management Fellow

Duties: Works in partnership with the University of Hawai'i at Mānoa, KUPU, Natural

Resource Conservation Services, and Papahana Kuaola to develop a conservation and research development project in the He'eia watershed.

Mālama Maunalua -Pono Pacific

Dates Employed: September 2017-October 2018

Position Title: Community Huki Leader

Duties: Facilitated community and educational volunteer outreach events. Responsible for maintaining equipment, data recording and communicating

with volunteers about invasive species removal and safety instruction.

Kapi'olani Community College -Botany Department

Dates Employed: August 2016-August 2017
Position Title: Horticulturalist, Botany Lab Assistant
Duties: Maintained and managed endemic, indigenous, endangered and native Hawaiian plants for laboratory classes in soil and hydroponic systems. Practiced basic horticultural techniques such as seed propagation, air-layering, and transplanting.

Kapi'olani Community College -STEM Summer Bridge Program

Dates Employed: June 2017-August 2017
Position Title: Peer Mentor
Duties: Tutored students in mathematics and botany over the course of the summer

Pacific Internship Program for Exploring Science (PIPES) -Papahana Kuaola

Dates Employed: June 2016-August 2016
Position Title: University of Hawai'i Hawaiian Internship Program Intern
Duties: Designed and implemented an 'āina(land)-based curriculum for K-12 students in the Kamehameha Schools Exploration Programs. Worked patiently with students and staff in order to ensure a safe and fun learning environment.

KUPU -Hawai'i Youth Conservation Corps

Dates Employed: June 2015-August 2015
Position Title: Hawai'i Youth Conservation Corps (HYCC) Team Leader
Duties: Led a team of HYCC members over the course of a summer. Responsible for maximizing the learning experience, safety, and transportation for members. Worked in rugged environments, performed physically demanding work and completed program-related paperwork and planning logistics for the upcoming work weeks.

Kapi'olani Community College -Teagle Program

Dates Employed: August 2014-May 2017
Position Title: Anthropology Sustainability LSAMP Scholar
Duties: Worked with faculty and students to coordinate sustainable community service-learning based projects. Tutored, mentored and assisted students in project implication, research, and sustainability.

Roberts Hawaii Inc.

Dates Employed: August 2012-December 2015
Position Title: Human Resources Clerk
Duties: Assisted in day to day activities including answering phones, assisting potential applicants and company employees, clerical work such as filing, photocopying, scanning, file retention, and destruction, inputting data, and processing active and terminated employees.

Research

- **University of Hawai'i at Mānoa -Hawai'i Wildlife Lab**
(June 2018-Present)
 - Undergraduate research studying the management of feral ungulates in the He'eia watershed.
- **University of Hawai'i at Mānoa -Undergraduate Research Opportunities Program**
(January 2018-December 2018)
 - Recipient of the undergraduate research opportunities award to study the foraging behavior of the Black-crowned Night Heron (*Nycticorax nycticorax hoactli*).
- **Kapi'olani Community College -Project Olonā** (August 2015-Present)
 - Works with a team of undergraduate research students in partnership with Kamehameha Schools to research the chemical, cultural and natural aspects of medicinal Hawaiian plants. Works as the project's horticulturalist to facilitate plant propagation, data input, and hydroponics maintenance. Presented research at the World Indigenous Peoples Conference on Education 2017 (WIPCE).
- **Kai Yama Japanese Environmental Exchange Program** (January 2016 -August 2017)
 - Participated in a student and faculty international exchange program that focuses on cross-cultural community and environmental science relationships in Hawai'i and Japan.
- **Kapi'olani Community College STEM Undergraduate Research in Ecology**
(Summer 2014-Summer 2017)
 - Worked as part of a research team studying the breeding phenology and behavior of the Manu-o-Kū or White Fairy Tern (*Gygis alba*) in Hawai'i. Presented research at Hawai'i Conservation Conference (honorable mention) and a national Tribal Colleges and Universities Program (TCUP) symposium.

Experience and Training

Hawaiian Waterbird Banding Training Workshop (February 2018)

Hawai'i Vertebrate Introductions and Novel Ecosystems (VINE) Project (Bird banding 2017)

Hazmat Lab Safety Certified (As of November 2017)

First Aid, CPR and AED Certified (As of June 2015)

Open Water SCUBA Certified (As of 2012)

Achievements & Awards

NHSEMP & OHA STEM Scholarship Recipient

Kua'ana Scholarship Recipient

STEM Start-UP Scholarship Recipient

Volunteer Work

Division of Forestry -O'ahu Natural Area Reserve Systems (Summer 2014-Present)

Coordinates monthly volunteer outreach service trips to the O'ahu natural area reserves to remove invasive vegetation and restore native ecosystems.

The Wildlife Society Hawai'i Chapter (Summer 2018-Present)

The Hawai'i Audubon Society (Summer 2017-Present)

The Hawai'i Society for Conservation in Biology (Spring 2017-Present)

Kapi'olani Community College STEM Summer Bridge Program (Summer 2014)

Participated in the STEM Summer Bridge Hakilo 2 Program working with traditional Hawaiian medicine (la'au lapa'au) and student undergraduate research at the Hawaii Conservation Conference.

Nā Kia'i Honua Kapi'olani Community College Ecology Club (Spring 2014-Spring 2017)

As club president, coordinated bi-annual conservation efforts at the Hakalau Forest National Wildlife Refuge, beach clean-ups and forest restoration work with agencies such as DLNR, DOFAW, and USFWS. Environmental ecology, conservation and sustainability-related.

Mālama I Nā Ahupua'a (Fall 2012-Present)

Student volunteer leader who participates in community-based service-learning projects about native Hawaiian ahupua'a systems and their functions. Cultural ecology and sustainability-related.

American Cancer Society's Relay For Life (2010-2012)

Project chair responsible for coordination and campaigning of ACS's Relay For Life under the UH Manoa system at President Theodore Roosevelt High School. Assisted in raising awareness and over \$15,000 in funds for cancer treatment and research.

References available upon request.