




HUAKA'I

2017 KUPU ANNUAL REPORT

10 years of building a resilient future





In Hawaiian, the word *kupu* means “to sprout, to grow,” providing the backbone of the non-profit’s efforts to revive the people, land, and the sea across Hawai‘i. Kupu’s work has been likened to the role of the Kupukupu fern, which is one of the first plants to cultivate the land after a lava flow. The fern not only serves as a foundational species for rebuilding a healthy, native ecosystem, but it also symbolizes a place where knowledge can grow. After learning from their experience, this next generation of green leaders enters the workforce with valuable skill sets that positively impact the communities in which they work.



CONTENTS

2017 Kupu Annual Report

2 | CEO MESSAGE

3 | SUMMARY

*A snapshot of 2017 in numbers—
invasive plants removed to education
awards distributed and economic
benefit generated*

4 | TIMELINE

*Highlights from Kupu's
humble beginnings through
a decade of milestones
and accomplishments*

6 | PROGRAMS

*An in-depth look at
Kupu's core programs
through 2017 participant
experiences*

8 | SUMMER

10 | COMMUNITY

12 | CONSERVATION

14 | EDUCATION

16 | SUSTAINABILITY

18 | PARTNERS

*Our 'ohana of partners
statewide and across the
Pacific*

20 | GIVING

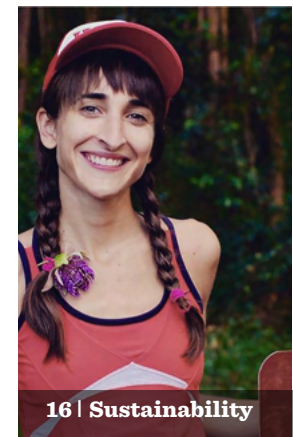
*Stories of support,
fundraising updates, and
Kupu's donors, and funders*

24 | FINANCES

Revenue, expenses and assets

26 | DEMOGRAPHICS

27 | BOARD & STAFF





MAHALO

▲ 10 YEARS ▲ 3,500 YOUTH ▲ \$95 MILLION IN ECONOMIC IMPACT



Kupu founders Julianna Rapu-Leong, Matthew Bauer and John Leong

IT HAS BEEN AN AMAZING 2017 and 10th anniversary year. I cannot believe only 10 years ago, Kupu was a small non-profit with a handful of employees working out of a small office in Kaimuki. Today, with nearly 40 employees based out of our Kaka’ako office, Kupu has become the largest youth conservation-focused non-profit in the state.

Since serving a handful of youth our first year, we have welcomed more than 3,500 youth and young adults to our Kupu ‘ohana. Together, with our more than 150 partners throughout Hawai‘i and the Pacific, we have generated nearly \$100 million in economic benefits for the state through conservation work, scholarships, education, and career opportunities. What a milestone to mark our first decade.

Last year, Kupu removed 10,600 acres of invasive species, restored 117,800 native plants, distributed \$662,600 in educational money, and awarded 18 alternative high school diplomas. We also created opportunities to inspire change for more than 400 youth.

More important than any numbers measured, however, are the impressions we are making on our

“They say it takes a village to raise a child. Together, we are raising the next generation of environmental stewards and leaders for tomorrow.”

youth. As one of our participants, Kawailehu Santiago, shared, “This experience has been truly life changing ... it has awakened a fire within me to create a change.”

So many of our program participants share similar sentiments and feedback. This is really the best measure of success — seeing youth mature into young adults through service. Our programs are helping the next generation find their passion and purpose while creating lasting relationships, developing a heart for service and community, and growing their confidence to succeed. We are changing lives.

This annual report is a celebration of their incredible stories and journeys. It is also a testament to our staff, partners, donors, and supporters who are making these stories possible. They say it takes a village to raise a child. Together, we are raising the next generation of environmental stewards and leaders for tomorrow. They will build stronger and more resilient communities.

While so much has been done over the last 10 years, there is much left to do, and we are excited about what lays ahead for our world as we help more young adults succeed. Mahalo for your support and joining Kupu in helping to mālama ‘āina and our youth. ■

John Leong
Kupu Chief Executive Officer



John Leong at Kupu's Ho'āhu 10th Anniversary event



SUMMARY

Year in Numbers

\$22,052,367*

Economic benefits generated for the State of Hawai'i

\$662,569

In education awards

405

Program participants

10,609

Acres of invasive species cleared

117,817

Number of plants planted

18

Alternative high school diplomas awarded

16,312

Volunteers

377,041

Hours served by participants and volunteers

1,678

Educational presentations

\$1: \$3
Cost to benefit ratio

Oct. 1, 2016-Sept. 30, 2017

**Based on average economic benefit value of \$118,666.10 per full-time equivalent (value determined by nation-wide cost-benefit study in 2013 and multiplied by a cumulative rate of inflation of 5.9%). Leveraged volunteer hours also added at a value of \$23.80 per hour, determined by Independent Sector. (Belfield, Clive. The Economic Value of National Service. 2013. Center for Benefit-Cost Studies in Education Teachers College, Columbia University).*



TIMELINE

A Decade of Empowering Hawai'i's Youth

When Kupu co-founders John Leong, Julianna Rapu-Leong, and Matthew Bauer were first contracted to run what was known as the Youth Conservation Corps (YCC), the three entrepreneurs in their mid-20s set up shop and got to work in John's parents' garage. With one shared computer and the dream of one day forming a nonprofit, they ran the youth program for several years under their company, Pono Pacific, until they founded Kupu in 2007. Ten years later, Kupu has grown to nearly 40 employees, earned numerous national and local awards, and has changed thousands of lives. Kupu continues to expand and improve its programs, services, and reach across Hawai'i and the Pacific.



Early members of Kupu team including Gerry Kaho'okano, Kawehi Leong and founders John Leong, Julianna Rapu-Leong and Matthew Bauer

2001

- ▶ Awarded contract to run Youth Conservation Corps summer program by Department of Land and Natural Resources

2007

- ▶ Kupu founded as a non-profit



Original team helping to build a trail in Puna

2010

- ▶ Granted Kewalo Basin Net Shed facility lease



Kupu's Sustainability Initiatives program participants at Kahuku Wind Farm



2011

- ▶ Kupu launches Sustainability Initiatives and HYCC Community programs

2013

- ▶ Kupu receives U.S. Forest Service Regional Forester's Honor Award
- ▶ 21st Century Conservation Service Corps (21CSC) Accreditation attained

2014

- ▶ CEO John Leong receives Nā Kama Kai Ho'okele Award: Beginning a Life Long Commitment to Mālama 'Āina
- ▶ Environmental Education Leadership Development Program launched



Kupu's Community program graduation at Kewalo Basin Net Shed

2015

- ▶ First class of Kupu students earn CBASE degrees
- ▶ Kupu receives Hawai'i Green Business Award
- ▶ U.S. Environmental Protection Agency recognizes Kupu for commitment to endorsing sustainable food management practices



IUCN World Conservation Congress youth engagement event with U.S. Secretary of Interior Sally Jewell

2016

- ▶ Kupu spearheads IUCN World Conservation Congress Youth Engagement Working Group, gathering about 1,500 diverse youth from more than 20 countries
- ▶ Kupu and Kōkua Hawai'i Foundation launch the Hawai'i Youth Sustainability Challenge Mini-Grant Program



Kupu culinary initiative pilot program visit to Honolulu Fish Market

2017

- ▶ Kupu celebrates 10th anniversary
- ▶ Kupu launches a culinary initiative
- ▶ Kupu receives national The Corps Network Project of the Year Award

Kupu Capital Campaign Cabinet at Ho'āhu 10th Anniversary event





PROGRAMS

KAUA'I



Blaire Langston



Maia Mayeshiro



Hayden Atkins

O'AHU



Samantha Luhn



John-Carl Watson



Tyler Tsubota

Kupu Program Alumni Statistics: Long-Term Program Impact



88%

Employed or working toward a green career*



93%

Encouraged to pursue environmental issues*



88%

Continue to serve their community*



86%

Increased cultural understanding*

2017

405

3,647

179

Participants

Alumni

Partners

MOLOKA'I



Aulani Herrod



AMERICAN SAMOA



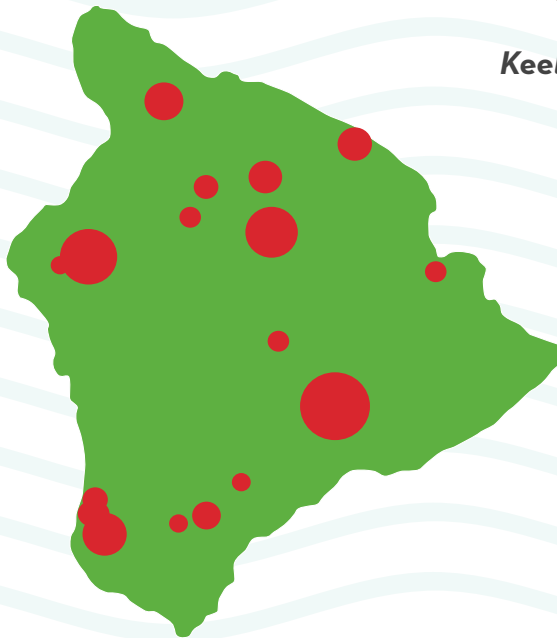
MIDWAY



MAUI



HAWAI'I ISLAND



Keely Anuheha Hassett



Keali'i Ka'aikala



SUMMER

The **HYCC Summer program** is Kupu’s longest-running program. Available statewide, it offers an opportunity for 17-20 year olds to learn about culture and conservation by working in teams to remove invasive species, restore native plants, maintain parks and trails, and preserve cultural and environmental sites. Team members and leaders receive volunteer and education awards for higher education, while team leaders also receive living allowances.



HYCC Summer program Team Leader Aulani Herrod and Moloka'i team at Kalaupapa National Historical Park

Coming Home

“ALOHA ‘ĀINA ISN’T A JOB. IT’S LIFE.” Life has come full circle for Moloka’i native Aulani Herrod. Joining Kupu’s Hawai’i Youth Conservation Corps (HYCC) Summer program as a team member in 2012, Aulani went on to participate in multiple Kupu programs that took her as far as Kaho’olawe and the Northwestern Hawaiian Islands.

She returned as an HYCC Summer program team leader in 2017, saying, “it was my time to take all that I have learned throughout my experiences and teach others.”

Over the summer, Aulani led her team on conservation projects, preserving and learning about some of Moloka’i’s most historic environmental sites.

Her favorite, she recalls, was Kalaupapa National Historical Park:

“I was raised on Moloka’i, but had never gone to Kalaupapa. It was a very special moment for me. *Ua pā nō ka nā’au* (my soul was touched). I was extremely touched to stand in the same places my *‘ohana* (family) once did. Although the trip lasted only a week, the seclusion allowed time to reflect on my life and establish a connection with that *‘āina* (land) and all else that surrounded me. I felt the *mana* (power). This trip definitely had a huge impact on my life.”

Aulani’s experience was not without challenges, however.

“As a leader, I was setting an example for my team members, and this summer really tested my patience,” Aulani said. “Despite the trials and tribulations, I knew I had to persevere. I wanted to be a good role model and positive influence



HYCC Summer Hilo team at The Nature Conservancy’s Kona Hema Preserve



HYCC Summer Moloka'i team removing invasive Orange Mangrove (*kukunaokalā*) at Kaloko'eli Fishpond

so my team members would succeed.

“The most important *hāawina* (lesson) I learned was to always be humble and *pono* (correct, righteous).”

After completing the HYCC Summer program, Aulani was hired by a program partner, Moloka'i Land Trust. She currently works as a field technician, managing their

plant nursery, volunteers, school groups, and interns.

“Joining Kupu in 2012 was the best decision of my life, and the reason why I am at this particular stage in my life today,” she added. “*Ke aloha nui e ka 'ohana Kupu, nā hoa aloha 'āina a me kō Hawai'i* (Much love to the Kupu family, friends of the lands of Hawai'i).” ■



All 2017 HYCC Summer program participants at Kupu Environmental Fair

Alumni HIGHLIGHT



“HYCC is a fantastic program that gave me an introduction into what conservation work in Hawai'i is like. It provided me with a base set of skills and experience that set me on the path to get to where I currently am professionally.”

Former HYCC Summer Team Leader John-Carl Watson (2008) currently serves as a program manager at Ko'olau Mountains Watershed Partnership.

▲ At a Glance

HYCC SUMMER PROGRAM

99

Youth participated in HYCC Summer Program

33,356

Hours served by participants in the Kupu HYCC Summer Program

6

HYCC seasonal job opportunities at Kalaupapa National Historical Park created



COMMUNITY

Discovering Her Place in This World

Based out of Central and West O‘ahu, Kupu’s **HYCC Community program** is a full-time, eight- or 25-week program that caters to under-resourced 16- to 24-year olds interested in gaining a cultural and environmental education, engaging in conservation work, and receiving academic and workforce training opportunities, with an option to earn an alternative high school diploma.



HYCC Community program participants working at Mālama Loko Ea Fishpond



HYCC Community program Outstanding Intern Maia Mayeshiro working in the lo‘i at Kāhehūnāmoku Voyaging Academy

“LESS THAN A YEAR AGO, I was merely another 16-year-old with no drive and unsure of my place in this world.”

Maia Mayeshiro came to Kupu’s HYCC Community program looking for “an accelerated completion [of academics] through conservation work.” Uninspired and unmotivated by traditional classroom settings, she was hungry for knowledge and inspiration.

“Going into the Kupu HYCC Community internship, I fully anticipated all the cultural restoration projects and activities — outplanting native species whilst dispatching invasive ones, maintaining fishponds, or falling on our faces in patches of mud,” said Maia.

“What I didn’t anticipate, however, was the realization that Kupu is so much more.

“A wise team leader once told us that the best time to plant a tree was 20 years ago; and the next best time is now. We truly grasped the essence of that *mana‘o* (thought, idea) through the bittersweet satisfaction of *makaluhi* (tired eyes).

“This poetic phrase simply translates to “tired eyes,” specifically those of the people who have been working hard on a community project. Experi-



Maia Mayeshiro at Kupu Ho'āhu 10th Anniversary event

encing *makaluhi* and admiring our progress after a hard day's work has not only grown our relationship stronger to the land, but also with our community members and ultimately, with ourselves.

"The amount of unconditional support I received from my peers and teachers at Kupu provided me with a newfound confidence and positive outlook for what the future holds."

What a bright future it became. Through Kupu's intensive six-month HYCC Community program at Kewalo Basin, Maia

earned her high school diploma and was named Kupu's Most Outstanding Intern. Soon after, she was crowned 2017 Miss Hawai'i's Outstanding Teen, winning the talent award and thousands of dollars in scholarships to support college tuition.

At just 16-years old, Maia started courses at Honolulu Community College, where she is a staff writer for the school newspaper and is working toward a double major in botany and electrical engineering. ■



HYCC Community program Ka'ala cohort and ALU LIKE's Nānākuli kupuna celebrate Kupu Kupuna Day at Kewalo Basin Net Shed

Alumni HIGHLIGHT



"A visit to Keiki O Ka 'Āina [while with Kupu] blessed and impacted me. From the hard work and effort that day, I was given a job opportunity with the organization."

Former HYCC Community member La'akea Mano'i-Hyde (2016) was hired by Keiki O Ka 'Āina as a Kalei Team Member (caretaker & cultural lead).

▲ Kupu at a Glance

HYCC COMMUNITY PROGRAM

74

Participants

18

Young adults earned alternative high school diplomas

60

O'o stick ceremonial gifts handmade from local invasive species

119

Kupuna engaged in cultural activities during Kupu Kupuna Days



CONSERVATION

Kupu's **Conservation Leadership Development program** offers full-time summer or year-round job opportunities working with non-profit or government agency partners throughout Hawai'i and the Pacific. Participants receive living allowances and an education award upon completion of the program, while gaining entry-level office training and/or hands-on outdoor field experience in conservation and natural resource management.

More than just fieldwork



Keely Hassett and Alex Wang working with Ka'upu (Black-footed Albatross) on Midway Atoll



Keely Hassett working at Midway Atoll National Wildlife Refuge

THROUGH KUPU'S CONSERVATION LEADERSHIP DEVELOPMENT PROGRAM, Keely Shae Anuhea Hassett served a year-long internship with the U.S. Fish & Wildlife Service. Spending time on Midway Atoll National Wildlife Refuge (NWR), Johnston Atoll NWR, Rose Atoll NWR, and refuges throughout the Pacific, she helped with predator control, native plant propagation, habitat restoration, endangered species monitoring, biological reports, data entry, and meeting and volunteer event coordination.

Keely also had an opportunity to conduct outreach presentations, including one in Portland, Oregon, from which she recalls:

"I gave my presentation in front of 150 federal employees in a large theater



Keely Hassett conducting a lesson with Haha'ione Elementary School students

in the federal building. The presentation was emotional and personal, but also uplifting. I wasn't just going through a timeline of Hawaiian history and the refuge system; I was defining my own cultural awakening and organizing my feelings and understanding of the importance of the well-being of Hawai'i.

"My presentation ... solidified my relationship to nature, especially to the Hawaiian Islands, and provided a deeper appreciation and overwhelming force to willingly give my all to conservation.

"This experience became more than just fieldwork or

networking; it became the epitome of my life. I have been given the opportunity to share my passion and inspire others.

"When I began my internship, I expected to gain biological office and field experience, but what I didn't foresee was the development of a service-gearred mindset.

"We have been given the opportunity to feel what it is like to serve others, and that in itself has been very powerful in my own character-building and development of a more giving mindset. Service to others and the development of a stronger and more sustainable community has become a new basis of how I want to continue with my future career plan and goals."

Keely is currently serving her second year as a Kupu Conservation Leader with the U.S. Fish & Wildlife Service as the Midway Atoll NWR biological field crew lead. ■

Kupu Conservation Leaders in Kanaloa (Kaho'olawe) for one of four annual Kupu service trips



Alumni HIGHLIGHT



"Through sharing memories with my comrades through completing of our missions, protecting each other out in the forest, overcoming difficulties of environment conditions, while making the best of each moment improving and protecting the forest's native community, being able to recognize these places as home, and sharing the stories with friends strong and new is something I will hold in my heart for the rest of my life."

Former Conservation Leader Keali'i Ka'aikala (2015-2016) was hired by Leeward Haleakalā Watershed following his internship to continue his work as a restorationist.

▲ Kupu at a Glance
CONSERVATION LEADERSHIP
DEVELOPMENT PROGRAM

188
Participants

5
Alumni participated in inaugural Blue Waters Exchange program in California

\$662,569
In education awards distributed

49
Partner sites across Hawai'i, Midway, and a new partner site in American Samoa as of 2017



EDUCATION

Kupu's **Environmental Education Leadership program** is a year-long, full-time, paid internship opportunity available to college graduates (21+) with backgrounds and interest in education and environmental studies. Participants work at partner schools on O'ahu to develop and implement curricula, projects, field trips, and volunteer opportunities that engage students and teachers in culture and the environment.



Kupu Kōkua Camp participants at Makua Rim lookout

Sparkling Curiosity in Others



Samantha Luhn and Kupu Kōkua Camp participants at Moku'auia Wildlife Sanctuary

"THERE IS NOTHING MORE GRATIFYING than seeing students in wonder of the world around them and knowing that, in some small way, you had something to do with that."

Kupu's Environmental Education Leader Samantha Luhn has found her niche. Blending her degrees in fisheries and wildlife science and theatre, she has been able to develop creative ways to educate and inspire local youth about the environment.

During her year-long internship, Samantha developed place-based environmental curriculum for elementary, middle, and high school classes throughout O'ahu, arranging guest speakers, field trips, and interactive classroom lessons – like her Ka'ewai Stream Team project or helping to expand the Windward Zero Waste Hui.

As a driving force in launching the pilot Kupu Kōkua Camp, she also helped to develop two successful three-week summer programs, in which she reflected:



Samantha Luhn and Kupu Kōkua Camp participants at Ulupō Heiau State Historic Site

“It was an incredible culminating project, which tied in all aspects of everything I learned, practiced, and experienced throughout the year. What was most valuable to my growth as an educator was how it gave me an opportunity to create, frame, and facilitate an integrated, multi-faceted learning experience, combining my lesson plans and activities — like natural plant fabric dye-making, connecting science and indigenous stories, and deepening qualitative and quantitative observations.

“I strongly believe that student-driven education has the highest potential to impact the student’s view of themselves and the world around them. I am empowered by the realization that I have the ability to spark curiosity in others by sharing and exploring the ideas that most interest and inspire me.”

Samantha has signed on for a second term as an Environmental Education Leader to continue making strides in furthering environmental education in Hawai‘i. ■



Kupu Kōkua Camp participants in He‘e‘ia

Alumni HIGHLIGHT



“This program allowed me the opportunity to find my passion for teaching and set me on my path in the education system. I became very passionate about environmental and cultural education in our schools, and that fire still continues to burn inside of me.”

*Former HYCC Summer Team Leader and Environmental Education Leader **Hayden Atkins** (2013-2015) continues to educate youth as a seventh grade math teacher at Hālau Ku Māna Charter School in Makiki.*

▲ **Kupu at a Glance**

ENVIRONMENTAL EDUCATION
LEADERSHIP PROGRAM

4

Participants

24

School Partners

2,718

O‘ahu students educated

55

Participants engaged in inaugural Kupu Kōkua Camp intercession programs created by Kupu Environmental Education Leaders

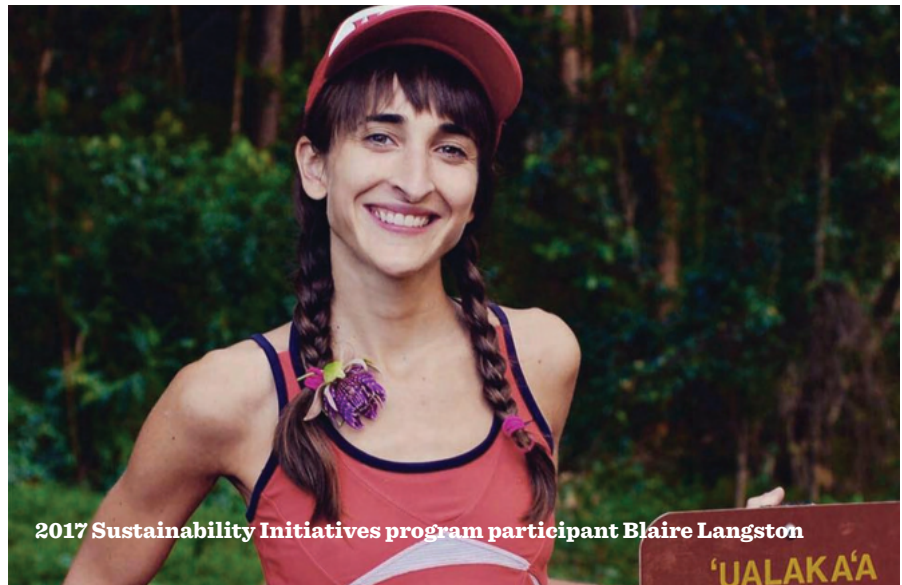


SUSTAINABILITY

Kupu's **Sustainability Initiatives** program is a year-round, part-time job opportunity that offers competitive pay to those attending or have graduated from college. Fellows receive professional development training through mentoring, workshops, networking opportunities, and by working on innovative sustainability projects with a private, public, or non-profit partner site on O'ahu.



Small Changes that Make a Big Difference



"AT THE END OF THE DAY, IT IS EACH individual's responsibility to take care of the environment. And when people get together and decide to take on that responsibility, wonderful things happen."

Blaire Langston balanced her first year of graduate school with a Kupu Sustainability Initiatives fellowship, and found the experience actually improved her studies.

"I learned how to be organized, plan ahead, and write professional emails," she said.

"My favorite parts of the experience were learning about project management, volunteer coordination, and professional development. Kupu is unique in that they provide very meaningful mentorship. They put a great deal of effort into providing professional development opportunities for their fellows, including one-on-one mentorship, short classes, and workshops that I use in graduate studies and the professional world," she added.

Serving as a Litter Analysis Fellow with non-profit Keep the Hawaiian Islands Beautiful, Blaire conducted surveys throughout O'ahu to create an



Sustainability Initiatives program team at Kūkulu Kaiāulu: Kamehameha Schools Ed Tech Conference

index of litter on the island. The results were compiled and presented to the City and County of Honolulu with hopes of improving waste management infrastructure — for example, replacing park trash bins to prevent rummaging or debris from being blown away.

“Thinking about litter, my thoughts are connected to marine debris, which is a complex, global problem,” she reflected. “Waste from land travels to the ocean via streams, rivers, and stormwater.

“While we need to look at waste

management, policy, and education, the root of the problem really comes from individuals and companies, creating too much waste. A little behavior change from consumers, and maybe some big changes from companies, could really influence the amount of debris that arrives on our shorelines.”

Blaire is currently a graduate student at the University of Hawai‘i at Mānoa studying natural resources and environmental management, focusing her thesis on marine debris and environmental psychology. ■



Sustainability Initiatives fellows

Alumni HIGHLIGHT



“Working for Kupu was a critical turning point in my career, providing me the freedom and guidance to make the jump from student to professional.”

Former Environmental Protection Agency Clean Transportation Fellow Tyler Tsubota (2015–2016) currently serves as a U.S. Navy HART program manager and will soon become a community planner for Naval Facilities Engineering Command (NAVFAC) Hawai‘i.

▲ **Kupu at a Glance** SUSTAINABILITY INITIATIVES PROGRAM

40

Participants

7

Company/organization partners

16

Schools completed inaugural Hawai‘i Youth Sustainability Challenge (HYSC) program projects statewide, receiving \$18,841 mini-grants in total



PARTNERS

Sharing Aloha for ‘Āina and Community



Waipā Foundation staff, including Kupu program alumni

Stretching 1,600 acres *mauka to makai* on Kaua‘i’s north shore lay one of only a few remaining working *ahupua‘a* (land division), Waipā — home to one of Hawai‘i’s most pioneering cultural and conservation organizations.

For more than 30 years, Waipā Foundation has managed and restored the Waipā *ahupua‘a*. From cultivating the land through its stream restoration project or growing *kalo* and other produce, to processing and distributing poi through its commercial kitchen or hosting farm-to-table food tours, voluntourism groups and

youth programs, Waipā has helped to deepen cultural connections between people, community, and the ‘āina.

In sharing the values of Hawaiian culture and hard work through *mālama ‘āina*, Waipā has also educated dozens of Kupu’s program participants as a partner site since 2001.

“I am forever grateful to the Kupu program and Waipā for seeing a need in the Hawai‘i community and providing for so many local youth the opportunity to engage with their communities and be humbled in service and contribution,” said Kirstie Daly, Kupu alumna and current Waipā operations crew member.

“This has afforded me the opportunity to be in line with my life goals and feel like I am making a positive investment in my community, self, and world. Conservation work and stewardship are now forever a part of my values.”

Waipā continues to provide work for Kupu’s HYCC Summer Kaua‘i teams, as well as internship opportunities for Kupu’s year-round Conservation Leaders, who help steward the *ahupua‘a*, lead service-learning groups, assist with stream and forest restoration projects, and maintain and develop learning spaces.

“Kupu’s multiple programs have enriched Waipā and our community in many ways over the years, and all of us here at Waipā are very grateful for the partnership and innovative ways that Kupu is introducing youth to good work throughout the islands,” said Waipā operations director Johanna Ventura.

“We have offered jobs to almost all of the Kupu interns we have had. Kupu has been a real blessing for Waipā Foundation,” added youth programs director Lea Weldon.

Today, a quarter of Waipā’s full-time staff are Kupu alumni, who continue to restore this thriving *ahupua‘a* and grow its impact on the community.

For more information about Waipā Foundation, visit waipafoundation.org. ■



PARTNERS

Kupu programs are made possible through partnerships with like-minded companies and organizations. Mahalo to those who have hired Kupu program participants (39% of partners in 2017)

'A'o'ao O Nā Loko I'a O Maui
 Advanced Compliance
 Solutions, Inc.
 Ahahui Malama i ka Lokahi
 Ahaino School of Native Art
 Aloha Harvest
 Ambrī
 American Chemistry Council
 August Ahrens Elementary
 School
 Barbers Point Elementary
 School
 Big Island Invasive Species
 Committee*
 BikeShare Hawaii
 Blanche Pope Elementary
 School
 Blue Planet Foundation
 Boys & Girls Club of Hawaii
 Canadian Wildlife Federation
 Castle High School
 Child & Family Service*
 City & County of Honolulu*
 Conservation International
 Hawai'i*
 Corporation for National and
 Community Service, Ameri
 Corps*
 DeBolt Gardens Foundation
 Department of Land and
 Natural Resources
 Division of Aquatic
 Resources*
 Division of Forestry and
 Wildlife*
 Na Ala Hele - Hawai'i Trails and
 Access System*
 Natural Area Reserves System*
 Hawai'i State Parks System*
 E Kupu Ka Aina*
 Each One Teach One Farms
 East Maui Watershed
 Partnership*
 Effortless Energy
 Elemental Excelsior*
 Gordon Biersch
 Hālau Kū Mana*
 Hale Kipa
 Daniel K. Inouye Elementary
 School
 Harold K.L. Castle Foundation
 Hau'oli Mau Loa Foundation
 Hawaii Agriculture Research
 Center
 Hawaii Baptist Academy*
 Hawai'i Center for Food Safety*
 Hawaii Community Assets
 (Kahua Waiwai)
 Hawai'i Community
 Development Authority*
 Hawaii State Department of
 Education*

State of Hawaii Department of
 Transportation Services*
 Hawai'i Energy*
 Hawai'i Forest Industry
 Association*
 Hawai'i Green Growth
 Hawai'i Institute of Marine
 Biology*
 Hawai'i Pacific University*
 Honolulu Authority for Rapid
 Transportation
 Hawai'i State Judiciary
 Hawaii State Energy Office
 Ho'okua'aina*
 Honolulu Clean Cities Coalition
 Hui Aloha Kiholo
 Hui o Ko'olaupoko
 Ibis Networks
 International Union
 Conservation of Nature (IUCN)
 World Conservation Congress
 International Host Committee
 'Iolani School
 Island Pacific Academy
 JS Architecture Design, PC
 The Trust for Public Lands
 Ka'ehu Bay
 Ka Honua Momona
 Ka Papa Lo'i o Kānewai*
 Ka'ala Elementary School
 Ka'ala Farm
 Kahalu'u Elementary School
 Kaho'olawe Island Reserve
 Commission*
 Kailua Elementary School
 Kaimuki Middle School
 Kāko'o 'Ōiwi
 Kalaeo High School*
 Kalani High School
 Kamehameha Schools*
 Kapi'olani Community College
 Kapolei High School*
 Kaua'i Forest Bird Recovery
 Project*
 Ka Waihona o Ka Na'auao Public
 Charter School
 Keep the Hawaiian Islands
 Beautiful
 Keiki O Ka 'Āina*
 Kaleiopu'u Elementary School
 Kipapa Elementary School
 Kō'olau Mountain Watershed
 Partnership*
 Kōke'e Resource Conservation
 Program*
 Kōkua Hawai'i Foundation*
 Kōkua Kalihi Valley*
 Lāna'i Culture & Heritage
 Center*
 Lanakila Pacific
 Le Jardin Academy
 Leeward Community College

Leilehua High School*
 Life 360
 Luluku Farmers' Association (Alo-
 ha 'Āina Health Center, Inc.)
 Lyon Arboretum*
 Malaekahana Beach
 Campground
 Mālama Learning Center*
 Mālama Loko Ea Foundation*
 Malama Mokauea*
 Mālama Pūpūkea-Waimea
 Maui Forest Bird Recovery
 Project*
 Maui Nui Botanical Gardens*
 Mauna Kea Forest Restoration
 Project*
 Mayor's Advisory Committee on
 Bicycling
 McKinley Community School for
 Adults
 Mililani High School*
 Mililani Mauka Elementary
 Mililani Middle School
 Mililani Uka Elementary School
 Mililani Waena Elementary
 School
 Molokai Land Trust*
 Nānākuli High & Intermediate
 School
 National Oceanic and Atmo-
 spheric Administration*
 National Park Service
 Haleakalā National Park
 Hawai'i Volcanoes National
 Park*
 Kalaupapa National Historical
 Park
 National Tropical Botanical
 Gardens
 McBryde Garden
 Limahuli Garden & Preserve*
 O'ahu Army Natural Resource
 Program*
 O'ahu Invasive Species
 Committee*
 Olowalu Cultural Reserve
 Oroeco
 Pacific American Foundation
 Pacific Internship Programs for
 Exploring Sciences
 Paepae o He'eia
 Papahana Kuaola*
 Papahānaumokuākea Marine
 National Monument*
 People Power
 Pōhāhā I Ka Lani
 Pono Homes*
 Protect Kaho'olawe 'Ohana
 Pu'u Kukui Watershed Preserve*
 Puko'a Kani 'Āina CDC
 Queen Lili'uokalani Trust*
 San Diego Zoo Global - Keauhou

Bird Conservatory
 Sea Life Park Hawaii Education
 Department
 Shifted Energy
 Solomon Elementary School
 Stem, Inc.*
 SunEdison*
 Sunset Beach Elementary
 Surfrider Foundation O'ahu
 Chapter
 Sustainable Coastlines Hawaii*
 Sust'ainable Moloka'i
 Sweet Home Waimanalo
 Teach for America
 TerViva
 The Corps Network
 The Economic Research
 Organization at the University
 of Hawai'i
 The Green House*
 The Howard Hughes
 Corporation
 The Nature Conservancy*
 The Nook* Neighborhood Bistro*
 The Ritz-Carlton, Kapalua
 Three Mountain Alliance
 University of Hawai'i at Mānoa
 Dept. of Natural Resources
 and Environmental
 Management
 UHM Sustainability Council
 Ulu Mau Puanui*
 Uluha'o o Hualalai
 United States Department of
 Agriculture
 Ho'olehua Plant Materials
 Center
 U.S. Forest Service*
 U.S. Fish & Wildlife Service*
 Wa'ianae Mountain Watershed
 Project*
 Waikalua Loko I'a
 Waikiki School
 Waikiki Worm Company
 Waikoloa Dry Forest Initiative
 Maui Nui Marine Resource
 Council Wailuku Ahupua'a
 Waimea Valley Hi'ipaka LLC*
 Waipā Foundation*
 Waipahu Elementary School
 Waipahu High School
 Waipahu Intermediate School
 Waterfront Plaza
 West Maui Mountains
 Watershed Partnership
 Whole Foods Market Kahala
 Mall*
 Wilson Elementary School
 Windward Academy for CTE
 (Natural Resources Pathway)*
 YMCA

* Partner hires from Oct. 1, 2016-Sept. 30, 2017



GIVING

Kupu recognizes the generous contributions of our supporters who have made gifts, pledges, pledge payments, and in-kind gifts between October 1, 2016 and September 30, 2017. In addition to the following list, many supporters prefer to remain anonymous. Event donors whose contributions were received after September 30, 2017 will be recognized in next year's Kupu Annual Report.

GOVERNMENT

City and County of Honolulu
Hawai'i Commission for National
and Community Service
National Oceanic and
Atmospheric Administration
State of Hawai'i Judiciary
State of Hawai'i, Department
of Land and Natural Resources
U.S. Department of Agriculture,
U.S. Forest Service
U.S. Department of the Interior,
National Park Service
U.S. Department of the Interior,
U.S. Fish & Wildlife Service

CORPORATIONS

Alaska Airlines
Alexander & Baldwin, Inc.
Aloha Tofu
ALTRES, Inc.
American Savings Bank
Cades Schutte LLP
Clarence Lee Design &
Associates, LLC
Concrete Coring Company of
Hawai'i, A Penhall Company
Cultural Surveys Hawai'i, Inc.
Douglas Engineering Pacific,
Inc.
DTL, LLC
Englekirk Structural
Engineers
Federal Home Loan Bank of
Des Moines
First Hawaiian Bank
Hawai'i Business Magazine
Hawai'i Pacific University
Hawaiian Electric Company,
Inc.
Hawaiian Electric Industries,
Inc.
Hawaiian Telcom, Inc.
Honolulu Star-Advertiser
Hurley International LLC
Ibis Networks, Inc.
Island Insurance Companies
J. Kadowaki, Inc.
Jones Lang LaSalle Hawai'i
Kaka'ako Kitchen
Kaneohe Ranch Management
Limited
Ku'iwalu Consulting
Kuahiwai Ranch
Leidos/Hawai'i Energy
Pacific Point Inc.
PBR HAWAII & Associates, Inc.
Pono Pacific Land Management
ProService Hawai'i
Pulama Lana'i
Schlissel & Associates LLC
Servco Pacific Insurance
Servpac Inc.

The Howard Hughes
Corporation
The MacNaughton Group
Verity CPAs
Ward Research Incorporated
Watanabe Ing LLP
WSP Hawai'i Inc.

FOUNDATIONS & COMMUNITY ORGANIZATIONS

Ahahui Malama I ka Lokahi
AmazonSmile Foundation
American Chemistry Council
C4
Consuelo Zobel Alger
Foundation
East-West Center
Fred Baldwin Memorial
Foundation
Freeman Foundation
Friends of Hawai'i
Charities, Inc.
Victoria S. & Bradley L. Geist
Foundation
Gift Foundation
Harold K.L. Castle Foundation
Hau'oli Mau Loa Foundation
Hawai'i Community
Foundation
Hawaiian Electric Industries
Charitable Foundation
Hoag Foundation
James & Abigail Campbell
Family Foundation
Johnson Ohana Charitable
Foundation
Kaiser Foundation Health Plan,
Inc.
Kamehameha Schools
Kaua'i Children's Environmental
Education Fund
Kokua Hawai'i Foundation
Locations Foundation
National Fish & Wildlife
Foundation
National Marine Sanctuary
Foundation
Pacific International Center for
Technology Research
Pacific Links Foundation
Public Schools of Hawai'i
Foundation
Saltchuk Foundation
Verizon Foundation
Walmart Foundation
Ward Village Foundation

INDIVIDUALS

Ralph Acidera
Elynor Adolfo
Courtney Ann Agcopra
Deion Agustin

Kyle Ah Choy
Jim Ajello
Yvonne Ako
Anna Mae Alcon
Trudy Alefaio
Nicole Amina
Lolita Amodo-Cagaoan
Don & Susan Anderson
Diego Arias
Suzette Arita
Elizabeth Au
Caroline Austin
Kristen Awa
Stephanie Baclig
Gretchen Balbas
Nicole Baniaga
Michelle Bartell
Wyatt Bartlett
Charlie Bartolome
Jeb Bassett
Glenn & Marilyn Bauer
Matthew & Jennifer
Bauer
Gina Baurile
Jody Beckcom
James Belford
Lorin Bettencourt
Mike Betz
Sharla Billianor
Sandra Bolosan
Anne Bonilla
Daljean Book
Verna Bornios
Dareza Bras
Brian Brennan
Janis Brennan
Jon Brito
Lee Ann Burgess-Lynn
Joyce Cabagbag
Winfred Cameron
Alana Cardenas
Cherie Carranco
Stacy Caswell
Laurie Cateriano
Eric Chan
Carlton Chang
Kacie Chang
Lin Ann Chang
Stephen Chang
Cliff Chen
Jamie Cheng
Edward Chin
Joshua Ching
Daniel Cho
Sandra Cibrian
Louella Cirilo-Villanueva
Ace Clemente
Shyla Cockett
Tracy Colburn
Christalen Colobong
Sarah Cosma
Luella Costales
Michelle Craighead

Ronale Dagulo
Raynette Daité
Jovita Davis
Quynne Davis
Teresita Decosta
Jodeci Del Rosario
Chaney Deluna-
Greenleaf
Erik Deryke
Lyon Des Pres
Devin Diamond
Mark Dinong
Sudeera Dissanayake
Daniel Eliot
Sharlen Eliu
Jo Ann Ellis
Shara Enay Birbira
Darcy L. Endo-Omoto
Michelle Espanto
Chantilly-Ann
Espindola-Williams
Arianna Feinberg
Sai Ferrer
Olivia Fleming
Karrie Fox
Noel R. Fujii
Tara Fujita
Ashlynn Galzote
Jennifer Garcia
Sheila Garcia
Mary Jane Gascon
Kim Gennaula
Michael Geronimo
John Gillespie
Ashlee Gishitomi
Morgan Gojanovich
Sierra Lyn Gray
Priscilla Growney
Lauri Ann Guardian
Amanda Guzman
Arielle Haiola
Lisa Halvorson
Alayna Hangai
David Hara
Jayson Harper
Seann Hartnell
Debbie Hayashi
Maybelinda Hayashi
Midori Hayashi
Todd Hedrick
Lee Henry-Chang
Scott Hew
Ellen Hoopai
Jaymes Hori
Gary Horita
Helen Huang
Barbra Hubshman
David W. Hudson
Carmen Iao
Ruth Igawa
Ashley Joy Ignacio
Darin & Tracie Iha
Kaitlyn Ikehara
Konrad Ikei

Carrie Inamasu
Aken
Rochelle Ingano
Marc Ioane
Nicholas Ireland
Deeann Iseri
Thomas Ishida
Vanessa Izen
Stefanie Jim
Megan Jorah
Justin Juan
Shanel Kaaialii
Cheray Kahalewai
Kevin Kaji
Lindsey Kalaiwaa
Philip Kalipi
Colin Kamemoto
Kahala Kane
Nicole Kanemitsu-Toa
Jonah Kaneshiro
Megan Kashimoto
Eri Kawaguchi
Camille Kawamoto
Cathy Kawano-Ching
Samantha Kawelo
Hailey Keliipuleole
Wahliya P.
Kessel-Fay
Angela Kia
Janice Kim
Paul Kiriakos
Michael Kitamura
Chantelle Klein
Kuuipoaloha Klug
Jana Koba
Elizabeth Kohagura
Kristine Kotecki
Yvonne Kuwaye
Tifani Lacara
Eamon Lai
Darrin Lau
Erlene Lau
Reinette Lau
Kim Laurin
Candace Lealao
Eric & Kathee
LeBuse
Brennan Lee
Gail Lee
Kamalei Lee
Jennifer Lemalu-
Meredith
John & Julianna
Leong
Michael & Joanna
Leong
Sean Lin
Brandi Linogon
Brett B. Lomont
Terri Lum
Jerrica Maghamil
Jonathan Marstaller
Susan Masuda
Fujio & Amy Matsuda
Kim Matsukawa
Scott Matsushima
Ann McCabe
Emily McCarren
Caroline McCormick

Gregory Melvin
Seana Mena
Mignonette
Mercado-Puli
Robert & Colette Miller
Gigi Miranda
Kanani Miyahira
Kristin Miyahira
Dumaran
Bettina Mok
Vanessa Moreno
Elton Murakami
Lana Murakami
Cassin Muramoto
Destinee Murray
Daniel Muzzarini
Wesley Nagamine
Nadine Nakagawa
Lacey Nakaguma
Tiffany Nakamura
John Neff
Greg Niki
Rob Nobriga
Craig Norris
Nathan Obando
Katrina Ogata
Jessica Olszewski
Jolene Orosco
Bryanna Oyadomari
Lacey Padilla
Chong Pak
Katherine Pall-Lyman
Christian Palmer
Kelly Pamaylaon
Kyle Pang
Brandon Panoke
Puamana Park
Isaiah Peroff
Hiilani Pila
Ada-Marie Pollard
Brian Scott Polzien
Kanoa Poopaa
Jamie Purdy
Kiani Puu Blackstad
Marie Frances
Quinlan
Christian Racachot
Angela Ravera
Ashley Rebluud
Nanea Reinhardt
Michelle Respicio
Hinode Rice
Andrea Roller
Christy Ann Sablan
Edwin Sakamoto
Victoria Sanchez
Valentine Santarone, III
Arnold Santayana
Michele Sarae
Eliza Sarmiento
Brett Sasaki
Alan Schlissel
Cary Scoville
Melissa Sefo
Roselyn Sejalbo
Dee Jane Severino
Brenda Shaffer
Kyle Shelly
Ryan Sherwood

Brandy Shibuya
Stephen Shim
Erin Shima
Doug Shimokawa
Gloceria Sinesky
Martha Smith
Shannon Soares
Taida Spicer
Keala Stavitzke
Michelle Stone
Leimomi Strunk
Jackaline Suen
Max J. Sword
Colin Szarmes
Vianne Tabata
Fiatamalii Taualo
Kellee Tenn
Jaron Teramoto
Tracy Teruya
Kristen Teves
Trina Texeira
Kathleen Thurston
Tyler M. Tokioka
Marilyn Tomas
Brad Totherow
Christy Tuitele
Percy Unciano
Lori Uyeda
Chevaughn
Vaccianna
Josiah Valencia
Charmaine Valle
Jacquie Vannatta
Berny Vasega
Mike Vieira
Michelle Viel
Stacy Viyavong
Richard Wacker
Valerie Wada
Shera Walton
Kaylene Watanabe
Marcus Watts
Karen Whitehead
Tracie Williams
Cecily Wong
Matthew Wong
Michael Wong
Betty Yada
Rogelio Yadao
Frances Yago
Karin Yamaguchi
Kylie Yanagihara
Martin Yanagihara
Byron Yap
Weston Yap
Lisa Yasuhara
Yuxuan Ye
Eric K. & Melanie
Yeaman
Phoebe Yeung
Thomas Yi
Kelli Yokonuma
Travis Yoshikawa
Kelly Zane
Raven Zilka Garry
Katherine Zott
Kevin Zuber



No Donation is Too Big or Too Small

Kamalei Lee started giving to Kupu upon completing her Sustainability Initiatives summer fellowship in 2016. “I am a proud Kupu alumna, and this organization will always be dear to my heart,” Kamalei said. “I choose to donate to Kupu because I have seen how big an impact this organization makes on Hawai‘i’s youth. I don’t give much now, but I give what I can because it’s important to me and I will definitely give more once I am able to.”

Working at Kamehameha Schools during her fellowship, Kamalei helped with graphic design projects and lesson planning, in which she taught Hawai‘i Island intermediate students about sustainability.

“My biggest takeaways from the program were my overall professional growth and the connections I made through my various experiences. I also learned simple things not taught in a classroom — email etiquette, scheduling meetings, managing projects with team members on various islands. Moreover, I was able to meet multiple players in Hawai‘i’s sustainability industry,” she added.

Upon completing her fellowship, one of those “players” offered Kamalei a freelance graphic design job. She now works remotely for them while attending Claremont Graduate University part-time to pursue a masters in marketing, and also serving as assistant director of annual giving for another Southern California college.

After finishing her degree in the next few years, Kamalei plans move back to Hawai‘i “to serve the people and causes that mean the most to [her].”

“Most local young adults are encouraged to move away to the mainland because Hawai‘i is ‘too expensive’ or ‘lacks opportunity.’ I don’t believe this is true. We need more organizations like Kupu that are committed to inspiring Hawai‘i’s youth to want more for themselves and do work that will improve our local communities, because there are many opportunities to do so,” Kamalei added. ■

Kupu greatly appreciates each gift. We have made every effort to ensure the accuracy of this listing. Please contact Kupu Development Manager Minette Lew-McCabe with any questions, comments or inaccuracies at 808.735.1221 ext. 1055 or minette.lewmccabe@kupuhawaii.org. Kupu apologizes for any errors or omissions.



CAPITAL CAMPAIGN



John Leong and Capital Campaign Cabinet members at Kupu Ho'āhu 10th Anniversary event

Kupu's Green Jobs Training & Community Center will create a “piko,” or center, with a first-of-its-kind facility that connects communities, while strengthening Hawai'i's growing green jobs sector. Through Kupu's **Ho'āhu Capital Campaign**, contributors are helping to *ho'āhu* — “gather, accumulate, build an altar” — to renovate the Kewalo Basin Net Shed into a collaborative space that will engage youth and the community in programs, displays, initiatives, and other activities that will create a more resilient and sustainable Hawai'i. The \$6 million facility is expected to be complete at the end 2018. ■

CAMPAIGN CHAIRMAN
Rich Wacker
American Savings Bank

VICE CHAIRS
Meredith Ching
Alexander & Baldwin, Inc.

Tim Johns
Parker Ranch Foundation Trust

Alan Oshima
Hawaiian Electric Company, Inc.

MEMBERS
Don Anderson
YMCA of Honolulu (retired)

Micah Kāne
Hawai'i Community Foundation

Race Randle
The Howard Hughes Corporation

Crystal Rose
Bays Lung Rose & Holma

Kathleen Thurston
Thurston Pacific, Inc. (retired)

Tyler Tokioka
Island Insurance Companies

Eric Yeaman
First Hawaiian Bank

COMMUNITY & CORPORATE

The A.C. Kobayashi Family Foundation, Inc.
AECOM
Aircentral Inc.
Alaska Airlines
Alexander & Baldwin, Inc.
ALTRES, Inc.
American Savings Bank
Atherton Family Foundation
Bank of Hawaii Charitable Foundation
Bill Mills Development Company, Inc.
Castle Medical Center

Central Pacific Bank
Century 21 Realty Specialists
Commercial Plumbing Inc.
Cooke Foundation, Limited
Deloitte & Touche LLP
DR Fortress, LLC
Finance Factors
Finance Factors Foundation
First Hawaiian Bank
Foundation
Friends of Kewalos
Hawaiian Electric Company, Inc.
Hawaiian Electric Industries, Inc.
Hawaiian Telcom, Inc.

HEI Charitable Foundation
HMSA
Honolulu Professionals Foundation
IC International
Irongate, LLC
Island Insurance Foundation
Kamehameha Schools
KPMG LLP
Law Offices of Reuben S.F. Wong
Leidos/Hawai'i Energy
Leshar Chee Stadlbauer, Inc.
Masayuki and Harue Tokioka Foundation
Matson Foundation

McInerney Foundation
Old Republic Title Holding Company
The Queen's Medical Center
Rehkemper & Co., Inc.
Ricky Takemoto, CPA, LLC
Schneider Tanaka Radovic Andrew & Tanaka
Servco Foundation
Sofos Realty Corporation
State of Hawai'i
Sunetric
Takasaki Real Estate Services, Inc.
Tom Petrus & Miller, LLLC

Tsugawa Biehl Lau & Muzzi LLC
 Ulupono Initiative
 Wailana Coffee House,
 Ward Village Foundation
 Watanabe Ing LLP
 WCIT Architecture
 Wilson Okamoto Corporation
 Young Brothers

INDIVIDUALS

Don & Susan Anderson
 Anna Arakaki
 Joanne Bacani
 Peter Backus
 Kelly & William Balles
 Kepa Barrett
 Joy Barua
 Glenn & Marilyn Bauer
 Matthew & Jennifer Bauer
 Fernando & Agnes Benavente
 Janis Brennan
 Glenn Ching
 Meredith Ching
 Patrick Chun
 Stuart Chun
 Russell Chung
 Josephine Conner
 David & Rachel Cunningham
 Keith Desaki
 Marilee Eckert
 Steven Wayne Edwards
 Blenn Fujimoto
 Shyla Fukushima
 Halvorson Ohana
 Amy Hennessey
 Randy Hew
 Traci Ho
 Alvin Ige
 Iris Ikeda
 Dennis Isono
 Tim Johns
 Robert Kamemoto
 Micah & Joelle Kāne
 Fred Kenison
 Charles Keyes
 Kei Kido
 Robin Kumabe
 Kurt Kunihiro
 Maggie Lao
 Jeffrey Lau
 Russell & Connie Lau
 Susan Tilden Lau
 George Leong
 John & Julianna Leong

Sharon Luke
 Jaimee Manago
 Arnold Martines
 Chris Mashiba
 Michael Masuda
 Jane E. Sherwood & Robert K. Masuda
 Wayne Matoi
 Fujio & Amy Matsuda
 Patrick & Dayna Matsumoto
 Rory Matsumoto
 Sheri Matsumoto
 David Matsuura
 Samuel Moku
 David Morimoto
 Jody Mukaigawa
 John & Gillen Neff
 Quan H. Nguyen
 Gary & Lori Okamoto
 Leilani Olinger
 Alan Oshima
 Kaulana & Dianne Park
 Crystal K. Rose
 Erin Sakai
 Maile Sakamoto
 Aaron Sato
 Georgiane Senda
 Ryan Shiroma
 J.M. Shoji
 Nee Ling Sniffen
 Davelyn Souza
 George & Jean Stewart
 Jon Terauzumi
 Steve Teruya
 Tammy Teixeira
 Kathleen Thurston
 Tyler M. Tokioka
 Totherow 'Ohana
 Liane Usher
 Susan Utsugi
 Nick & Whitney Vanderboom
 Paul Vella
 Jeffrey Verano
 Rich & Eileen Wacker
 Karen & Vince Watabu
 Lance Watanabe
 Douglas Weld
 Lance Wilhelm
 Mike Wilson
 R. William & Cynthia Wilson
 Donald Wong
 Jack Wong
 Loretta Luke Yajima
 Keith Yamada
 Eric Yeaman
 August Yee
 Ethel Yoshimura
 Philip Young



The Mountain Apple Doesn't Fall Far from the Tree

Growing up in rural Honaunau on Hawai'i Island, First Hawaiian Bank President and COO Eric Yeaman went to the beach on the weekends and worked the land, gaining an appreciation for the outdoors and preserving the environment from an early age.

Eric has since grown his appreciation and passion for the environment, becoming a major contributor to conservation efforts in Hawai'i.

As a leader in the community and a member of Kupu's Capital Campaign Cabinet, Eric has helped Kupu secure hundreds of thousands of dollars in corporate and personal donations for Kupu's Green Jobs Training & Community Center. He also introduced the organization to major supporters who continue to donate to, and collaborate with Kupu, like Alaska Airlines.

His involvement with Kupu, however, started a few years before, thanks to his daughter Lauren. Passionate about caring for the environment like her father, Lauren participated in Kupu's Hawai'i Youth Conservation

Corp (HYCC) Summer program on Maui, where she worked and camped outdoors, and even traveled to Kaho'olawe.

Eric recalls, "It was a really good experience for her in many ways — roughing it a little bit, living outdoors, establishing relationships with others with similar interests from different socio-economic backgrounds. The experience built upon and validated her passion for the environment and sustainability initiatives."

He credits Lauren for his connection and commitment to Kupu, saying, "I wanted to support my daughter and her passion and interest. The impact that Kupu made on her is something I appreciate and view as very positive. As her dad, that's the biggest impact on me."

Lauren Yeaman is currently studying environmental sciences and sustainability at Cornell University, with plans to get her masters in planetary health, a field that helps to improve the health and well-being of people. ■



FINANCES

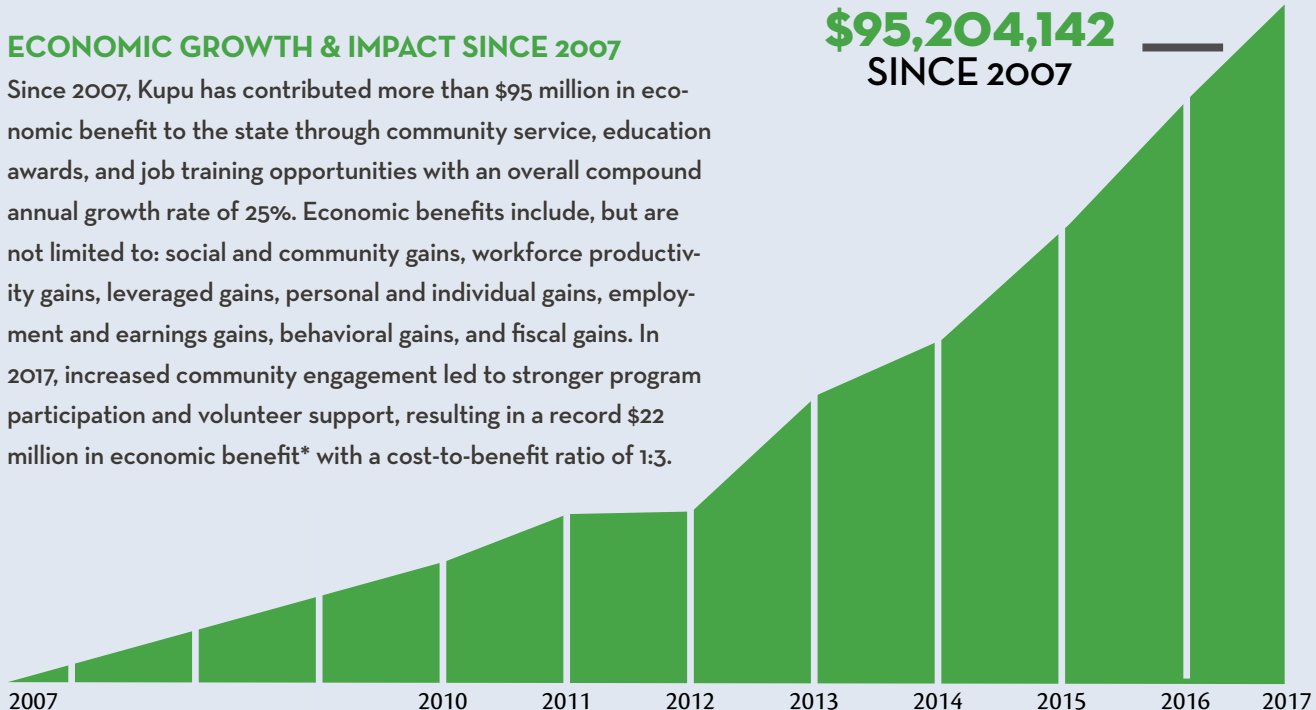


HYCC Summer program participants at 2017 Kupu Environmental Fair

ECONOMIC GROWTH & IMPACT SINCE 2007

Since 2007, Kupu has contributed more than \$95 million in economic benefit to the state through community service, education awards, and job training opportunities with an overall compound annual growth rate of 25%. Economic benefits include, but are not limited to: social and community gains, workforce productivity gains, leveraged gains, personal and individual gains, employment and earnings gains, behavioral gains, and fiscal gains. In 2017, increased community engagement led to stronger program participation and volunteer support, resulting in a record \$22 million in economic benefit* with a cost-to-benefit ratio of 1:3.

\$95,204,142
SINCE 2007



*Based on average economic benefit value of \$118,666.10 per full-time equivalent (value determined by nation-wide cost-benefit study in 2013 and multiplied by a cumulative rate of inflation of 5.9%). Leveraged volunteer hours also added at a value of \$23.80 per hour, determined by Independent Sector. (Belfield, Clive. The Economic Value of National Service. 2013. Center for Benefit-Cost Studies in Education Teachers College, Columbia University).

Financial Summary

ASSETS

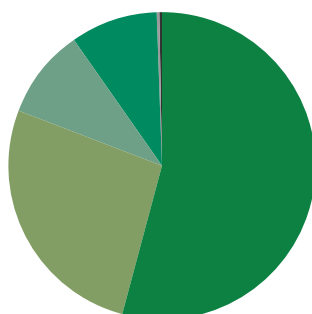
	As of Sept. 30, 2017	As of Sept. 30, 2016
Restricted Certificate of Deposit	\$120,402	\$160,334
Cash & Cash Equivalents	\$2,722,204	\$2,318,777
Accounts Receivable, Net	\$785,597	\$772,995
Prepaid Expenses & Other Assets	\$85,696	\$20,444
Property & Equipment, Net	\$650,907	\$453,092
Pledges Receivable	\$265,078	\$213,881
Total Assets	\$4,629,884	\$3,939,523

LIABILITIES & NET ASSETS

Accounts Payable	\$56,886	\$41,249
Accrued Expenses	\$378,086	\$226,603
Deferred Revenue	\$1,417,014	\$1,159,142
Deferred Rent	\$132,690	\$68,146
Total Liabilities	\$1,984,676	\$1,495,140
Total Net Assets	\$2,645,208	\$2,444,383
Total Liabilities & Net Assets	\$4,629,884	\$3,939,523

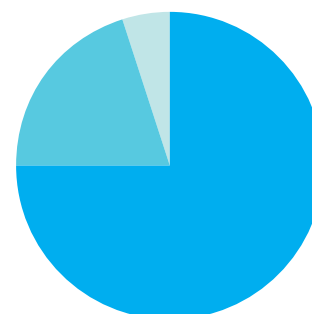
TOTAL REVENUE \$6,638,542

Government Grants & Contracts—\$3,603,145
Private Grants & Contracts—\$1,763,712
Program Service Fees—\$637,055
Donations & Contributions—\$599,888
Special Event Revenue—\$31,505
Other Revenue & Support—\$3,336



TOTAL EXPENSES \$6,437,717

Program Services—\$4,832,073
Management & General—\$1,298,702
Fundraising—\$306,942



REVENUE, EXPENSES & NET ASSETS

	As of Sept. 30, 2017	As of Sept. 30, 2016
Total Revenue & Support	\$6,638,542	\$5,060,378
Total Expenses	\$6,437,717	\$4,908,596
Change in Net Assets	\$200,825	\$151,782
Net Assets - Beginning of the Year	\$2,444,383	\$2,292,601
Net Assets - End of the Year	\$2,645,208	\$2,444,383

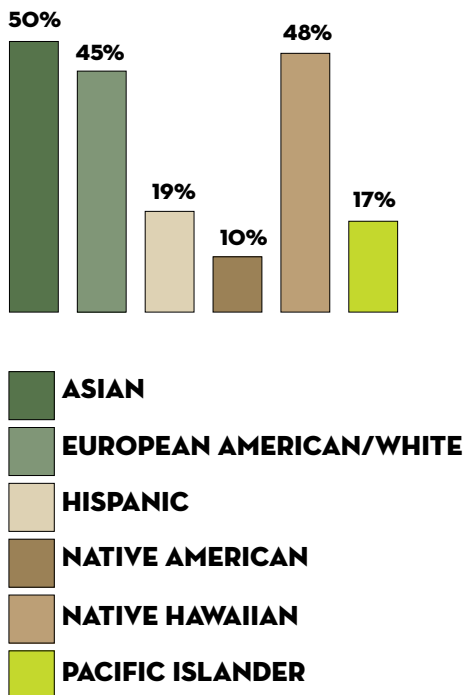


DEMOGRAPHICS

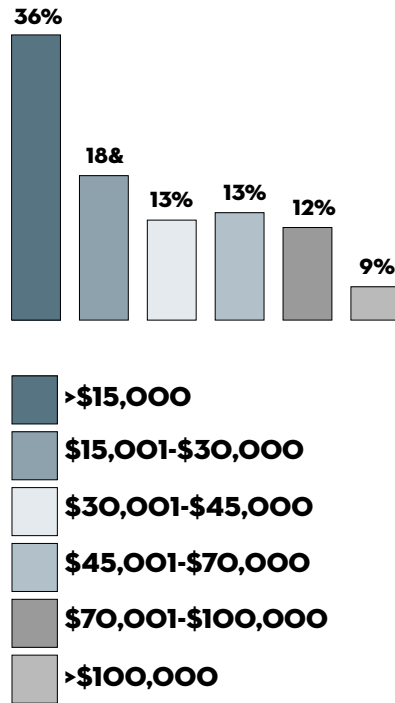
Kupu programs serve those ages 16 and older, who come from diverse ethnic, household, and educational backgrounds (from entry-level to post-graduate professionals). In 2017, the majority of Kupu participants self-identified as multi-ethnic – more than 50% part-Native Hawaiian or Pacific Islander.



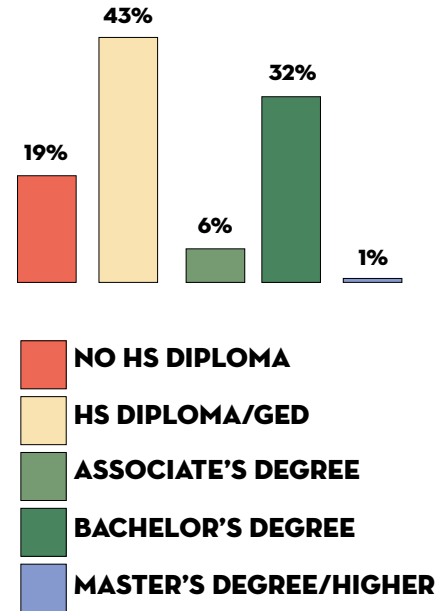
ETHNIC BACKGROUND



HOUSEHOLD INCOME



EDUCATION BACKGROUND



*Total is more than 100% as the majority of participants identify with more than one ethnicity.



TEAM



Kupu staff at 2017 annual holiday party

BOARD OF DIRECTORS

John Neff
President

Kaulana Park
Vice President

Bradley Totherow
Treasurer

Julianna Rapu-Leong
Secretary

Kim Gennaula
David Matsuura
Kathleen Thurston
Tyler Tokioka
Michael Wilson

2017 LEADERSHIP

John Leong
Chief Executive Officer

Matthew Bauer
Chief Operating Officer

Janice Kim
Chief Financial Officer

Gina Carroll
*Director of Environmental
Leadership Development Initiatives*

Luella Costales
Director of Development

Nate Gyotoku
Director of Sustainability Initiatives

Jayson Harper
*Director of Marketing
& Communications*

Bettina Mok
Director of Team-Based Initiatives

Katrina Ogata
Director of Impact

TEAM

‘Iolani Adams
Kamuela Bannister
Kepa Barrett
Emma Broderick
Stephanie Burns
Mark Canney
Roy Carroll
Maeghan Castillo
Joshua Ching
Matthew Ching
Mayling Chung
Cassie Clark
Raeanne Cobb-Adams
Ettajane Danner
Elizabeth Fujii
Aimee Fung
Malia Heimuli
Jonathan Han
Lee Henry-Chang
Kyle Kagimoto
Minette Lew-McCabe
Kim Matsukawa
Kaulana McCabe
Aryuna Radnaeva
Joyce Santiago
Malin Subramaniam
Alofa Taei
Sydney Tureaud

As of Sept. 30, 2017





“Through service we plant seeds of aloha, which bear fruit for a better tomorrow. Thank you for helping us inspire and empower our youth to serve our communities and preserve our environment.”

— John Leong

MISSION

To empower youth to serve their communities through character-building, service-learning, and environmental stewardship opportunities that encourage *pono* (integrity) with *Ke Akua* (God), self, and others.



677 Ala Moana Boulevard, Suite 1200 Honolulu, Hawai'i 96813, 808.735.1221

www.kupuhawaii.org