



KUPU

LEARN • SERVE • RESTORE

2013 ANNUAL REPORT





Aloha Kakou,

Mahalo for your interest in Kupu! As we work to positively impact Hawai'i and the various communities we serve throughout the state, Kupu is making meaningful differences in many ways. Although our work is based in the environment and the "green" sector, Kupu's impact can be felt throughout the community. In 2013, Kupu's programs provided hundreds of thousands of service hours in resource management, completed cutting edge sustainability projects, distributed approximately \$500,000 in educational funding, and allowed at-risk youth to obtain their high school diplomas as well as receive life changing work experiences and job skills. These programs not only provide creative solutions to problems that Hawai'i faces today, but also help to advance our state and develop leaders in industries that are becoming increasingly more important both locally and globally. Kupu is moving the needle by addressing critical needs and developing meaningful programs to build capacity here in Hawai'i through fostering leadership, especially in the growing sectors of resource management, sustainability, and other related fields.

A HUGE 'mahalo' to our Board of Directors, donors, staff, members, partner organizations, volunteers and other supporters for your contributions throughout the year. As you'll see while reading this year's Annual Report, we've accomplished some great things together.



Aloha, John Leong, CEO of KUPU

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Awards & Recognitions

2013 U.S. Forest Service Regional Forester's Honor Award

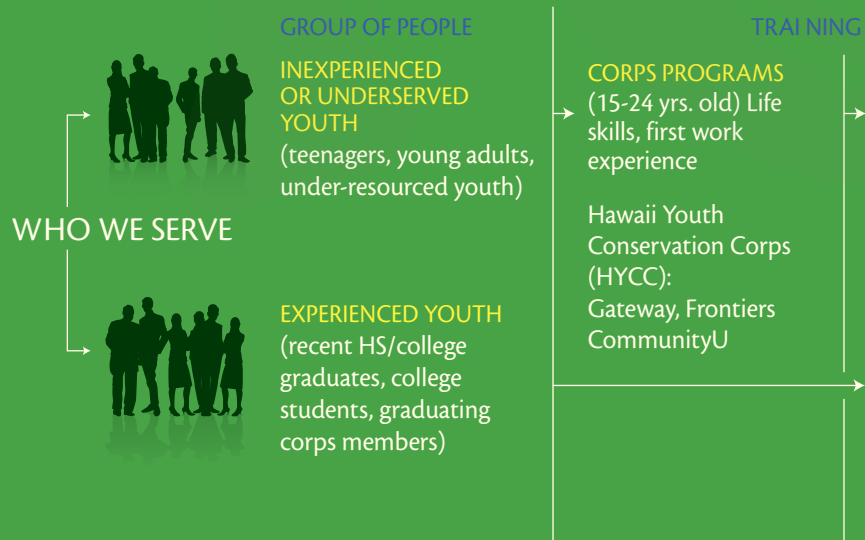
21st Century Conservation Service Corps (21CSC) Accreditation

Hawaii Institute of Public Affairs (HIPA) Award: John Leong, ED

Telly Award: Capital Campaign video by Studio Red



PROGRAM FLOW CHART



OUR MISSION

Kupu was founded in 2007 because of a heart to serve. Kupu in Hawaiian means “to sprout, grow, germinate, or increase” and like the *kupukupu* fern (which is one of the first plants to bring life back to the land after a devastating lava flow), Kupu’s heart is to bring life back to the people, land, and ocean while restoring the larger community for a better tomorrow. Kupu provides service-learning programs in the “green jobs” sector. These programs are a catalyst to support the over 80 partner sites throughout Hawaii and the Pacific Basin we serve in industries like conservation, renewable energy, agriculture, and sustainability. Kupu’s programs develop the next generation of leaders in these industries by producing young adults who have the experience, knowledge, passion, and character necessary to build a more sustainable future.

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

KUPU ALUMNI RESPONSES



100%

ENCOURAGED TO PURSUE ENVIRONMENTAL ISSUES



100%

INCREASED IN CULTURAL UNDERSTANDING



95%

MADE A POSITIVE DIFFERENCE THROUGH PARTICIPATION



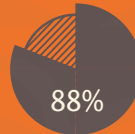
95%

HELPED TO SUCCEED IN LIFE



95%

ENCOURAGED TO CONTINUE TO SERVE THEIR COMMUNITY



88%

CURRENTLY IN OR WORKING TOWARDS A "GREEN" CAREER



94%

HELPED CURRENT JOB



71%

CONTINUING TO VOLUNTEER OR ARE SEEKING VOLUNTEER OPPORTUNITIES

RESULTS:



31 DIFFERENT TRAININGS/CERTIFICATIONS PROVIDED IN 2013



MEDIAN AGE 20 YEARS OLD



GENDER 55% 45%

VOCATIONAL TRAINING
(18+ yrs. old) Specialized skills, In-depth work exp.
•Rewarding Internships in Sustainable Employment (RISE) Program

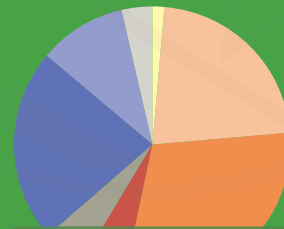
•HYCC Extended Internship, E²U, HYCC Education Awards Service

AFTER THE PROGRAMS

- Careers in related field
- Higher education in related field
- Civically engaged young people

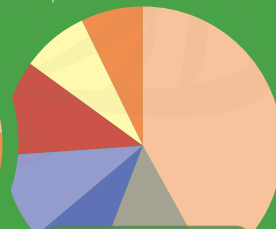
“...This program has opened my eyes and taught me a great amount of conservation, restoration, and preservation. I loved it.

-Anela, HYCC Member



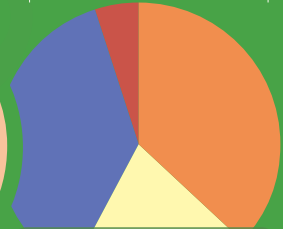
ETHNIC BACKGROUND

- ▶ AFRICAN AMERICAN | 7
- ▶ ASIAN | 103
- ▶ CAUCASIAN | 137
- ▶ HISPANIC | 24
- ▶ NATIVE AMERICAN | 24
- ▶ NATIVE HAWAIIAN | 104
- ▶ PACIFIC ISLANDER | 47
- ▶ PREFER NOT TO DISCLOSE | 16



HOUSEHOLD INCOME OF PARTICIPANTS

- ▶ <\$15K 42%
- ▶ \$15-30K 14%
- ▶ \$30-45K 8%
- ▶ \$45-60K 10%
- ▶ \$60-80K 11%
- ▶ \$80-110K 8%
- ▶ >\$110 7%



CURRENT ACADEMIC STANDING UPON ENTERING A KUPU PROGRAM

- ▶ NOT CURRENTLY ENROLLED | 37%
- ▶ HIGH SCHOOL STUDENT | 21%
- ▶ UNDERGRADUATE COLLEGE STUDENT | 37%
- ▶ GRADUATE STUDENT | 5%



HYCC

Program Overview

HYCC provides a set of summer (Gateway) through year-round (Extended Internship) programs to Hawaii's youth to encourage cultural awareness, personal growth, teamwork, leadership skills and a lifelong environmental mindset. Young adults learn the principles of natural resources stewardship while earning college credit, monetary stipends and education awards that assist them in continuing their life pursuits.

Testimonials

"I learned so much and am constantly using the knowledge that I gained during the program. My work ethic has been strengthened as well as my team work skills. I was dead tired by the end of the day but I always went to sleep knowing that I did a great service for not only Hawaii but for the earth."

- Riley, HYCC Member



Post-Program Success Story



"The program gave me a sense of home, and a sense of purpose...it teaches you how to work with others and work as a team to reach a

common goal – skills that you need in any field and job."

Cassin woke up at 4:30am every morning during his summer break to catch the bus and meet his team before heading out to complete daily conservation work. Cassin lives with cerebral palsy, but he does not let that get in the way of accomplishing his life goals. Cassin is currently a student at the University of Hawaii and has plans to continue his service in the future by joining the Peace Corps.

- Cassin, HYCC Alumni

RISE

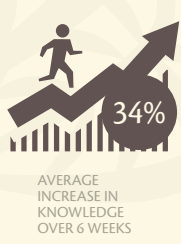
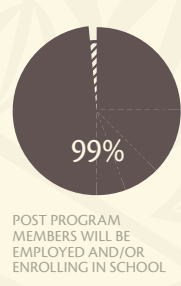
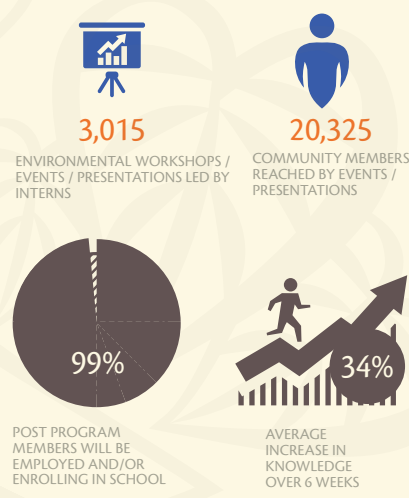
Program Overview

Leveraging diverse partnerships, RISE's mission is to create a sustainable future and green workforce for Hawaii through paid work opportunities. This program places college students and recent college graduates into paid educational internships with different private and public agencies. RISE interns work on projects crucial to making the islands more sustainable, including projects focused on food waste reduction, renewable energy, diesel emissions reduction, green business, greenhouse gas reduction, and sustainable schools.

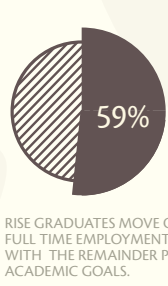
Testimonials

The RISE internship brought the best out of me, and made me want to sustain that essence in my future endeavors. It helped me shape my perspective for myself as well as the environment and economy, and understand better how all those things are connected. I gained confidence as a professional and as an individual who has a responsibility to the world."

- Cayman, RISE Intern



* REPRESENTS ACRES IMPROVED BY MEMBERS THROUGH CONSERVATION WORK AND ACRES PROTECTED FROM THREATS DUE TO THE WORK MEMBERS ACCOMPLISHED





NUMBER OF PARTICIPANTS



interns



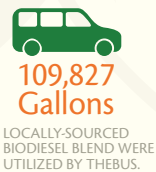
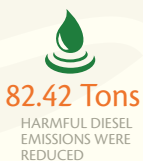
Post-Program Success Story



"The RISE internship program provided me with the necessary skills, connections, and confidence to smoothly transition from an academic career to a career in the renewable energy industry. It was definitely the best internship I did while in college. It was a subject I was interested in, well organized, I learned a load, and I got an awesome job out of it. Thank you RISE!"

Lauren was able to help launch the Energy Excelerator, which is helping to put Hawaii on the map as an awesome place for energy startups. This will not only help to diversify the state's energy sources, but it will help to create knowledge-based jobs in an impactful industry.

- Lauren, RISE Alumni



Community U Program Overview

CommunityU focuses on under-resourced young adults, equipping them with the skills, experiences, training and support needed to become productive members of society with a heart to serve and positively impact the community around them. Upon completion, participants go through green job training, life skills training, and are able to get their high school diploma through our partnership with local GED/high school diploma equivalency programs.

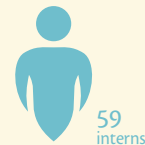
Testimonials

"There was a young man in CommunityU last year that despite completing high school was not living up to his potential. Instead of moving forward with his life, he was uninvolved in the community and getting into trouble with the law and his family. Upon entering and completing CommunityU, he was able to earn a paid position and return to the program as a peer mentor. Following his success as a peer mentor, he earned another paid position in the summer HYCC program. With two successful peer mentor positions completed, this young man is now studying at Kapiolani Community College and plans to earn his bachelor's degree. All of these wonderful things have come about because of his hard work and the opportunity provided to him by Kupu."

-- Chris Walker, former CU TL



NUMBER OF PARTICIPANTS



interns



Post-Program Success Story



"Kupu has made me discover a purpose in my life. Kupu opened my eyes to what life is really about. Before Kupu I was just going

around in circles, gaining knowledge but not growing as a person. Kupu made me realize that serving others and taking care of this land is more than just community service, it's the true meaning of being pono, and it is the true spirit of aloha. It's about bettering yourself, so that you can help better others and this place (Hawaii) and that's when the true change will begin."





Paul was able to graduate from the CommunityU program and continue on to enroll in a local community college.

- Paul, CU Alumni

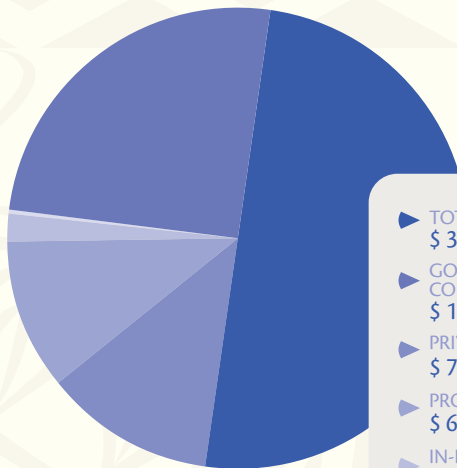




PROGRAM ECONOMIC BENEFIT

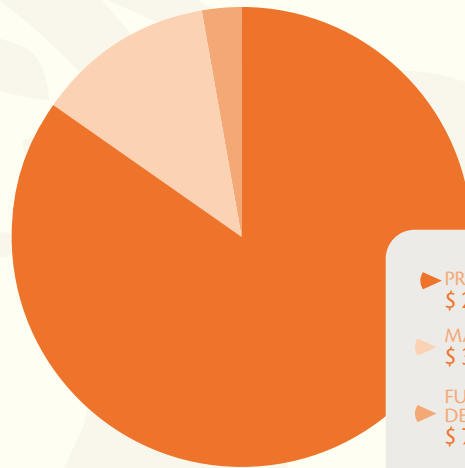
	VALUE OF SERVICE 	EDUCATION AWARDS DISTRIBUTED 	LIVING ALLOWANCES / WAGES 	CUMULATIVE ECONOMIC BENEFIT SINCE 2007 \$35.5 million
HYCC	\$3,765,537	\$480,200	\$1,152,671	TOTAL ECONOMIC BENEFIT IN 2013 \$5,850,613
RISE	included in wages	n/a	\$50,760	AVERAGE COST: BENEFIT SINCE 2007 1:3
Community U	\$337,331	\$24,125	\$39,989	
Total	\$4,102,868	\$504,325	\$1,243,420	

REVENUE SOURCES AND USES



REVENUE

- ▶ TOTAL REVENUE & SUPPORT \$ 3,044,106
- ▶ GOVERNMENT GRANTS & CONTRACTS \$ 1,542,974
- ▶ PRIVATE GRANTS \$ 727,980
- ▶ PROGRAM SERVICE FEES \$ 652,829
- ▶ IN-KIND CONTRIBUTIONS \$ 103,272
- ▶ OTHER REVENUE & SUPPORT \$ 32,234



EXPENSES

- ▶ PROGRAM SERVICES \$ 2,557,765
- ▶ MANAGEMENT & GENERAL \$ 378,662
- ▶ FUNDRAISING & DEVELOPMENT \$ 79,637





STATEMENT OF FINANCIAL POSITION *

	As of Sept 30, 2013	As of Sept 30, 2012
Assets		
Cash & Cash Equivalents	\$ 1,159,020	\$ 279,369
Accounts Receivable - Net	175,640	386,532
Other Current Assets	17,726	22,735
Property & Equipment - Net	27,397	45,212
Lease Deposits	3,621	3,621
Total Assets	\$ 1,383,404	\$ 737,469
Liabilities & Net Assets		
Accounts Payable	\$ 7,918	\$ 4,347
Accrued Liabilities	113,316	86,250
Deferred Revenue	565,629	85,749
Total Current Liabilities	\$ 686,863	\$ 176,346
Total Net Assets	\$ 696,541	\$ 561,123
Total Liabilities & Net Assets	\$ 1,383,404	\$ 737,469

STATEMENT OF ACTIVITIES *

Kupu undergoes annual single audits by an independent public accounting firm. All such audits have resulted in no findings nor questioned costs thereby earning Kupu the distinction as a low-risk auditee.

Kupu is exceeding industry standards in areas such as the ratio of program services expenses to total expenses and quick assets to current liabilities.

* The financial information presented is condensed from audited financial statements which can be viewed at www.kupuhawaii.org.

	Fiscal Year 2013	Fiscal Year 2012
Revenue & Support		
Government Grants & Contracts	\$ 1,542,974	\$ 1,919,496
Private Grants	727,980	556,539
Program Service Fees	652,829	775,380
In-Kind Contributions	103,272	141,350
Net Assets Released from Restrictions for Programs	16,444	-
Other Revenue & Support	15,790	44,469
Total Revenue & Support	\$ 3,044,106	\$ 3,437,234
Expenses		
Program Services	\$ 2,557,765	\$ 2,793,362
Management & General	378,662	331,850
Fundraising & Development	79,637	69,790
Total Expenses	\$ 3,016,064	\$ 3,195,002
Net Assets Released from Restrictions for Capital Campaign	46,001	950
Increase in Unrestricted Net Assets	\$ 89,226	\$ 243,182
Increase in Temporarily Restricted Net Assets	\$ 46,192	\$ 250
Increase in Net Assets	\$ 135,418	\$ 243,432



PARTNERS LIST

	Hawai'i Energy	Na Pali Coast 'Ohana
	Hawai'i Fish Trust	National Oceanic and Atmospheric Administration
	Hawai'i Pacific University	National Park Service, Haleakala
	Hawai'i Rapid Transit Authority	National Park Service, Haleakala National Park
	Hawai'i Renewable Energy Development Venture	National Park Service, Hawai'i Volcanoes
'Ao'ao O Na Loko I'a O Maui	Hi'ipaka, LLC.	National Park Service, Kalaupapa
Advanced Compliance Solutions, Inc.	Ho'oulu 'Aina	National Tropical Botanical Gardens, Lawai Garden
Ahahui Malama i ka Lokahi	Honolulu Bike Share	National Tropical Botanical Gardens, Limahuli Garden
Aloha Harvest	Honolulu Clean Cities	O'ahu Army Natural Resources Program
Big Island Invasive Species Committee	Howard Hughes	Paepae o He'eia
Blue Planet	Hui Aloha Kiholo	Papahana Kuaola
City & County of Honolulu	Hui o Ko'olaupoko	Pōhāhā I Ka Lani
Corporation for National and Community Service, AmeriCorps	Ka Ehu - Wailuku Coastal land	Protect Kahoolawe Fund
Debolt Gardens Foundation	Ka Honua Momona International	Puko'a Kani 'Aina CDC
Department of Land and Natural Resources, Division of Forestry and Wildlife	Ka Papa Lo'i o Kanewai	Pulama Lana'i
Department of Land and Natural Resources, Na Ala Hele Trails and Access System	Ka'ala Farm	Queen Liliuokalani Trust
Department of Land and Natural Resources, Natural Area Reserve System	Kaho'olawe Island Reserve Commission	Sea Life Park, Education Department
Department of Land and Natural Resources, State Parks	Kako'o 'Oiwi	The Economic Research Organization at UH
EachOneTeachOne	Kamehameha Schools	The Greenhouse
East Maui Watershed Partnership	Kapiolani Community College	The Nature Conservancy
Environmental Protection Agency	Kaua'i Forest Bird Recovery Project	TheBus
Harold K.L. Castle Foundation	Keiki O Ka Aina	UH Manoa NREM Department
Hau'oli Mau Loa Foundation	Koke'e Resource Conservation Program	UH Manoa Sustainability Council
Hawai'i Agriculture Research Center	Lanai Culture & Heritage Center	US Department of Agriculture, Forest Service
Hawai'i Forest Industry Association	Lyon Arboretum	US Fish & Wildlife Service
Hawai'i Institute of Marine Biology	Malama Learning Center	US Geological Survey, Volcano
Hawai'i Community Development Authority	Malama Loko Ea	Waikalua Loko Fishpond
Hawai'i Department of Health Clean Air Branch	Maui Forest Bird Recovery Project	Waikiki Worm
Hawai'i Department of Transportation Services	Maui Nui Botanical Garden	Waikoloa Dry Forest Initiative
	Mauna Kea Forest Restoration Project	Waipa Foundation
	Mayor's Advisory Committee on Biking	West Maui Mountains Watershed Partnership
	McKinley Community School for Adults	
	Molokai Land Trust	

OUR FUNDERS





DONORS

	Fred Noa	Kiha Heidi Pimental	Pacific Links Hawaii Foundation
	Friends of Kewalos	Kim Matsukawa	Patrick Klein
	Gavin Shiraishi	Kimberly Chow	Peter Hansen
	George & Jean Stewart	Kimberly Funasaki	Pua Heimuli
	Glenn & Marilyn Bauer	Larry Newman	RJ 360, LLC.
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Alexander & Baldwin, Inc.	Hawaiian Cement	Liane Usher	Robin Kumabe
Alfred Rodi	Hawaiian Electric Industries	Lisa Halvorson	Ronald Ho
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Bill Mills Development Company, Inc.	James McMurtry	Maile N. Sakamoto	Samantha Hudson
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Cynthia Rapu	Johnson Controls Blue Sky, Inc.	Michael & Wendy Walker	Totherow Ohana
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David Matsuura	Joy Barua	Michael D. Wilson	Ulupono Initiative, LLC.
David Liu	Julie Arias	Michael Richards	Val Ogata
David Walfish	Kahuaokapola`i Kauahikaua	Monica Togucchi	Vince Calabrese
Dawn L.	Kari Leong	Natalie Kurashima	Wailana Coffee House, LLC.
Dee Davis	Katherine Tom	Nee Ling Sniffen	William Pieper
Donald Williams	Kathleen Thurston	Neil Hannahs	Wyatt Bartlett
Donna Borge	Katrina Ogata	Nick Sutton	Young Brothers
Erich Patten	Kaulana & Dianne Park	Nicole Ru	
Etuale Fagalele	Kay Fukunaga	Noah Coombs	
First Insurance Charitable Foundation	Kelly Perry	Oahu Contractors Association	
	Kevin & Sherri Sakamoto	Olin Lagon	
	Kevin Kawahara	Pa'ahana Kincaid	

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 Pa'ahana Kincaid, *HYCC Program Coordinator*
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 Nicole Chatterson, *RISE Program Mentor*
 Roy Carroll, *CU Coordinator & Facilities Manager*
 Chris Walker, *CU Coordinator*
 Malin Subramaniam, *Staff Accountant*



PROJECT BACKGROUND

A Piko for a Bold New Economy: Conservation, Cultivation, Cooperation, Character

PROJECT LOCATION

Waterfront of Kewalo Basin, at the Heart of Honolulu

PROJECT PLANNED USES

Phase I: Developing The Future of Hawaii's Green Economy

PROJECT FUTURE

Phase II, Aina wai wai: A Future in Harmony with Land and Sea

Campaign Theme Ho`āhu: Building Together a Thriving Community

To assure a sustainable future for Hawaii, we must conserve our precious resources and cultivate a new paradigm of community and economy. The Green Job Training Center will create a "piko" or center of O`ahu with a facility for creating leadership in the growing green jobs sector, one of the economy's fastest growing sectors. The facility will equip youth with the skills and heart to lead our state towards a more sustainable future and build partnerships that can serve as a global model of responsible stewardship and a thriving community.

Located at Kewalo Basin, Kupu's "Net Shed" facility is the center of programs that build up youth and the surrounding community. Once an area of crime, drugs and homelessness, the facility is now a place that breathes life back into the community by providing training and leadership opportunities to Hawaii's youth, including those who were once without hope and are now building a brighter future. Kupu not only envisions renovations to improve and expand the impact of programs statewide, but also to create synergistic opportunities for the community to utilize the facility.

The Center sets forth a vision that promotes positive economic development, preserves our diverse cultural heritage, incorporates best practices in energy and environmental sustainability, and fosters community. Phase I encompasses the transformation of the Net Shed into a training center that will educate the broader community about conservation and sustainability and equip youth with the skills needed to facilitate the growth of the green economy. The Center will attain LEED-certification and incorporate photovoltaic energy panels, aquaponics for food production, waterfront preservation and micro-enterprise entrepreneurship. This will be a place to explore sustainability and will become a scalable model: Economic and energy self-sufficiency, a community of interaction, learning, growth, cooperation, and aloha.

Kupu's vision is to transform not only the existing Net Shed facility, but also the surrounding waterfront area, into an open and inclusive space to be used for the public benefit and serve as the heartbeat of sustainability, environmental restoration, and community and cultural collaboration. The project will provide a center for appreciation and respect for the past, coupled with the renewal and vitality for our state's future. Kupu's long-term vision of the Kewalo Basin space is to create a modern day sustainable kauhale or separate buildings that house different functions and together create an integrated community to expand program impact, equip members, and provide collaborative space for partnerships.



FOR INFORMATION ON FUNDRAISING:

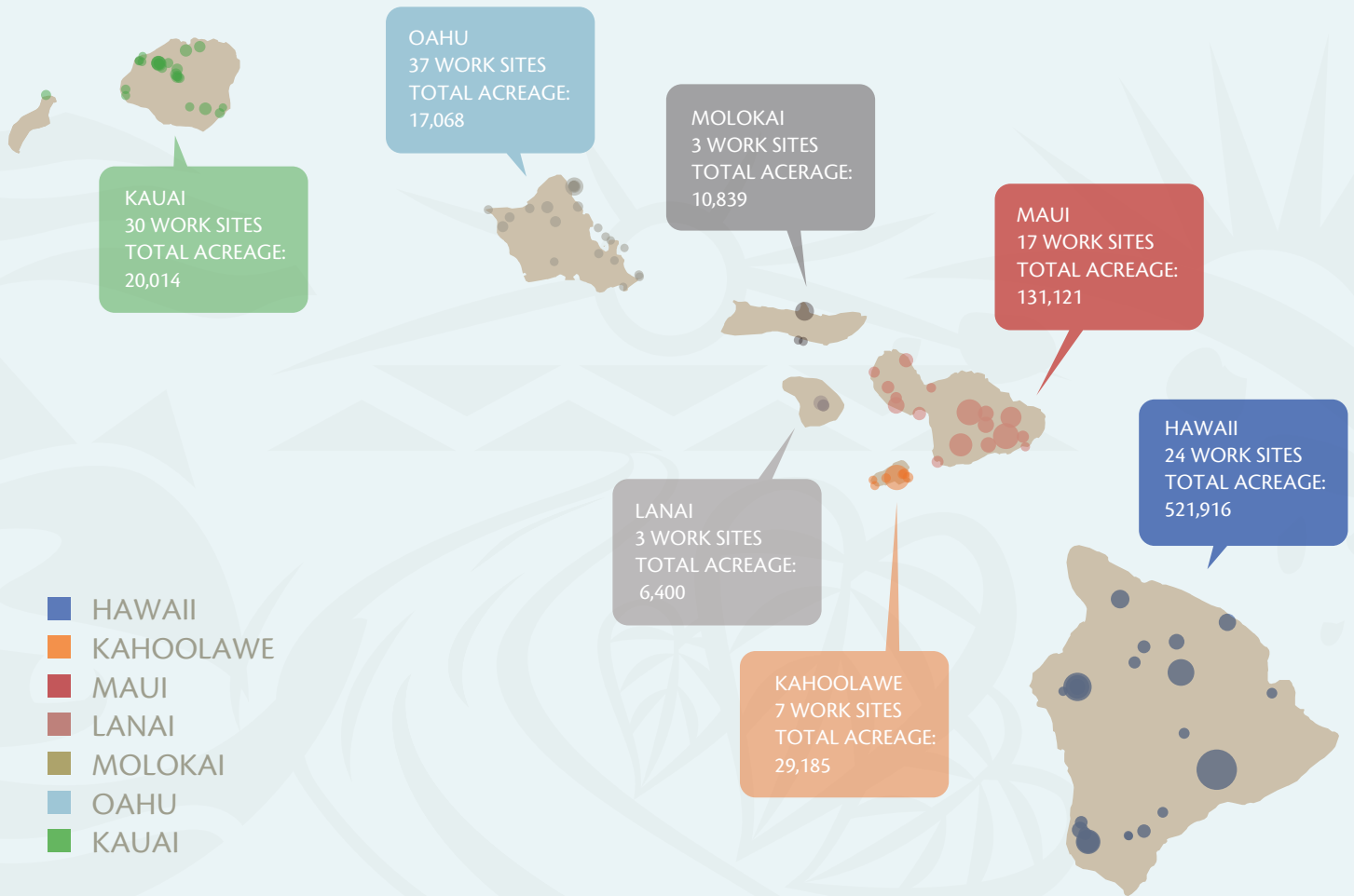
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Kupu is a Hawaii-based 501(c)(3) nonprofit and donations are tax deductible.





KUPU WORK SITES IN HAWAII BY ACREAGE

The following map illustrates the worksites Kupu members impact throughout Hawaii. Program activities helping to protect and preserve these areas include invasive species removal, native and endemic species planting or restoration, fence building, trail maintenance, and other critical work activities.





Building a Bright Future for Hawaii's Youth

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

Help us Make a Difference!



Please visit us at www.kupuhawaii.org to learn how to get engaged.

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