



HE PŪKO‘A KANI ‘ĀINA

**A CORAL REEF GROWS
INTO AN ISLAND**

2019-2020 ANNUAL REPORT





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A MESSAGE FROM
OUR CEO

ALOHA



He pūko‘a kani ‘āina – a coral reef grows into an island. Here is another way to interpret and understand this Hawaiian saying: a person beginning in a small way gains steadily until he becomes firmly established.

Like many individuals and organizations, Kupu was greatly impacted by the global challenges that COVID-19 caused in 2020. On a local level, our youth education and sustainability-centered programs and events that typically brought together groups of people to care for the ‘āina had to quickly adapt to the restrictions that the pandemic inadvertently set in motion.

Amidst this challenge, we kept to our mission of empowering our youth to serve their communities in ways that encourage pono (integrity) with ke Akua (God), self and others. Our staff worked tirelessly to reshape our existing programs in ways that prioritized the health and wellness of our participants, volunteers, and each other, and adhered to local regulations to help curb the spread of COVID-19.

We continued to build and nurture partnerships with local and national organizations, and provided internship, scholarship, and career opportunities for our program participants. Through our collective efforts made through small and large steps within our own staff, partner organizations, local and federal government, we fulfilled our standing goals of clearing invasive species, restoring native plants, distributing education awards and alternative high school diplomas, and managing precious natural and cultural resources.

Thinking outside of the box and incorporating what we have always been passionate about – enriching the lives of our youth and caring for the environment – we developed Kupu ‘Āina Corps, a temporary workforce development program in collaboration with the State of Hawai‘i. Although it fell outside the parameters of the 2020 fiscal year as it was executed during the last quarter of 2020, Kupu ‘Āina Corps became a significant program that defined the resilience of both our organization and our communities.

What started as an idea to address the drastic effects of COVID-19 on Hawai‘i’s economy, resulted in hiring over 350 individuals at over 150 host sites across the islands who logged in over 89,000 service hours and produced over \$6.5 million in economic benefit for the state. Program participants directly cared for over 21,000 acres of land in Hawai‘i. One in three were able to stay working after the program ended, and nearly half of all participants are either currently working or pursuing higher education. In a similar pivot, our culinary program transformed itself into a community food hub, providing over 100,000 meals (over 86,000 during this reporting period) to individuals and families in need, including public school students and unsheltered communities whose needs expanded greatly during the early stages of the pandemic. Our green jobs programs and culinary program are both stronger than ever thanks to rising to these challenges, and I could not be prouder of the youth and staff who led the way through these transformations.

As we look towards the future, we are mindful of the challenges we still face in light of the ongoing effects of COVID-19.

For Kupu, the pandemic has reinforced our humility and gratitude for individuals and organizations coming together, and further ignited our fire to generate diverse economy, sustainability, and innovative ways to uplift our youth while protecting our precious natural ‘āina. We are optimistic because the ideas we develop and execute continue to grow thanks to our communities’ trust in us.

Mahalo, for keeping us grounded and supported so that we can continue to give back to you, and to our ‘āina.

JOHN LEONG
Chief Executive Officer



IMPACT IN NUMBERS

	FISCAL YEAR: OCT 1, 2019 - SEPT 30, 2020	TOTAL TO DATE: 2007 - 2020
PROGRAM PARTICIPANTS:	261	4,685
HOURS SERVED BY PARTICIPANTS:	172,883	3 MILLION+
VOLUNTEERS:	10,346	134,432
HOURS SERVED BY VOLUNTEERS:	36,096	799,297
TOTAL HOURS SERVED:	208,979	3,253,188
NUMBER OF NATIVE SPECIES PLANTED:	68,267	1 MILLION+
NUMBER OF ACRES CARED FOR:	20,172	100,000+
ALTERNATIVE HIGH SCHOOL DIPLOMAS (HISET) AWARDED:	7	81

FINANCIAL SUMMARY

FISCAL YEAR: OCT 1, 2019 - SEPT 30, 2020

COST TO BENEFIT RATIO: 1:2

(Numbers are lower due to COVID. Usually our programs have a 1:3 cost to benefit ratio.)

ECONOMIC BENEFITS
GENERATED FOR THE STATE
OF HAWAI'I (2020):
\$14,345,296

CUMULATIVE ECONOMIC
BENEFIT SINCE 2007:
\$147,358,519

REVENUES & SUPPORT:
\$8,897,100

*(government grants and contracts, private grants
and contracts, program service fees, donations and
contributions, other revenue)*

CURRENT ASSETS:
\$12,391,419

*(cash and cash equivalents, accounts receivable, pledges,
prepaid expenses and other assets, property and equipment,
restricted certificate of deposit)*

TOTAL YOUTH SERVED
SINCE 2007:
4,685

EXPENSES:
\$8,191,795

*(program services, management and general,
fundraising and development)*

COVID-19 RESPONSE

KUPU 'ĀINA CORPS

In late 2020, Kupu developed Kupu 'Āina Corps to address COVID-19's adverse effects on Hawai'i's workforce. From September through December, Kupu partnered with local organizations and the State of Hawai'i, and used federal coronavirus relief funding to provide short-term "green collar" work and training opportunities for displaced workers and recent graduates impacted by COVID-19.

UNEMPLOYMENT RESPONSE:

- ▶ Over 350 program participants selected from over 1,000 applicants
- ▶ 89,000 service hours at 150 host sites across the islands were logged, with close to half of all positions on the neighbor islands
- ▶ Over 90% of all participants were retained for the entire length of the program
- ▶ One in three program participants were able to stay working after CARES Act funds were no longer available
- ▶ Nearly half of all participants are either currently working or pursuing higher education
- ▶ Participants collectively treated (directly cared for) over 21,000 acres in Hawai'i, removing invasive species, planting native plants, clearing debris and otherwise managing precious natural and cultural resources

While the program concluded in December 2020 due to limited federal CARES Act funding, Kupu noted strong program performance and promising outcomes in terms of long-term participant employment as well as environmental and economic impact. Using an economic impact assessment developed by Columbia University, Kupu estimated that the work done by its participants during this time period produced over \$6.5 million in economic benefit for Hawai'i — more than twice the estimated cost of the program.



KUPU 'ĀINA CORPS TESTIMONIAL

When the pandemic hit, 26-year-old Devlyn Perugini was working as a bartender in Honolulu. "I was furloughed from my job due to COVID restrictions," Devlyn recalled. "I was unemployed for some time before I applied to Kupu."

Through Kupu 'Āina Corps, Devlyn was placed at host site Re-use Hawaii, a warehouse of recycled materials ranging from lumber, appliances, furniture and more, with the primary purpose to reduce landfill waste and offer materials to the community instead.

"A major lesson that I learned throughout this experience is that the greatest work one can accomplish is work that is done with a supportive team, one that shares common goals and interest in the mission. It is truly rewarding to work with a team that I can learn from every single day."

Devlyn added: "This experience has not only helped me step out of the food and beverage industry, but provided me with an amazing opportunity to work for a nonprofit, which I absolutely love. I am so grateful to have been given this opportunity to serve our community. I am looking forward to working with Re-use and am excited for what the future holds."

KUPU FOOD HUB - MEAL DISTRIBUTION PROGRAM

MEALS PROVIDED TO THOSE IN NEED:

86,012

POUNDS OF PANTRY ITEMS PROVIDED TO THOSE IN NEED:

2,100

COMMUNITIES SERVED:

KAHALU'U,
WAIMĀNALO,
WAI'ANAE

THE HARRY & JEANETTE WEINBERG HO'OKUPU CENTER



“HO'OKUPU” HAS MANY MEANINGS, INCLUDING TO GROW OR TO BRING ABOUT GROWTH. THIS TERM INSPIRES THE WORK OF OUR HO'OKUPU CENTER, TO BE A PLACE OF GROWTH FOR YOUTH AND COMMUNITY.

Located in Kewalo Basin Park, where many of Honolulu's freshwater streams meet and create a vibrant fishery, the Harry & Jeanette Weinberg Ho'okupu Center is meant to nourish our community. In 2010, Kupu began to occupy the structure previously known as the Kewalo Basin Harbor Net Shed, which was used by aku fishermen to hang their nets.

The area, which had a reputation for drug dealing, homelessness and delinquency, was revived by Kupu's Community program through the years, as program participants stewarded the shoreline and park around the facility by maintaining the structure, gardens, shower areas and surrounding spaces. As a result of Kupu's stewardship, crime rates in Kewalo Basin have dropped dramatically.

In 2018, Kupu, along with community partners held a ceremonial groundbreaking to mark the center's beginning of construction. It was completed in 2019.

The Ho'okupu Center now supports Kupu programs, offering youth real-world and transferable job skills training in the conservation and culinary fields. As a sustainable facility, the Ho'okupu Center includes a Net-Zero energy rated photovoltaic system, an EV charging station, farm-to-table preferred cuisine and natural lighting systems.

Housing the Kupu Culinary program, which trains youth participants in career paths like kitchen management and food preparation, this is also a place where local farmers and chefs can achieve sustainable, farm-to-table collaborations.

With a commercial kitchen, training rooms, classrooms and meeting spaces, the Ho'okupu Center also offers opportunities for the broader community, such as new and innovative events, exhibitions and educational workshops, and engagement in conservation, sustainability, Hawaiian culture and community service.



THE HO'OKUPU CENTER IS AVAILABLE TO THE PUBLIC AS A VENUE.

Hālau & Kauno'o - Great Hall & Multi-Purpose Learning Area

This space holds larger events for the broader community and Kupu programs such as receptions and graduations. This also serves as a multi-purpose space for Community Program members before and after program activities. It is a perfect location for holding public events. It is equipped with a laser projector and 15' screen. Garage doors can be rolled up to bring the outdoors in.

Lumi A'o - Training Room

This is a larger workshop space used by all Kupu programs for events such as the Summer Team Leader Orientation. This room is great for training and meetings, and features a large writable wall and air conditioning.

Lumi Papa Mauka - Classroom

The classroom offers alternative education classes and personal/professional development workshops for our Community Program Members. It features writable, magnetic walls, and video screens.

Wahi 'Ākoakoa - Outdoor Multi-Purpose Area

This is a great waterfront area for community events with a commercial imu (underground oven) and native plant garden, including akia, loulu, and hala.



2019-2020 PROGRAMS

- ▶ CONSERVATION LEADERSHIP DEVELOPMENT PROGRAM
- ▶ AMERICORPS VOLUNTEERS IN SERVICE TO AMERICA (VISTA)
- ▶ HAWAI'I YOUTH CONSERVATION CORPS
- ▶ ENVIRONMENTAL EDUCATION PROGRAMS
- ▶ KUPU CULINARY PROGRAM
- ▶ KUPU COMMUNITY PROGRAM

PROGRAM MEMBER SPOTLIGHT

Meet Hulali Alford

As college graduation neared and Hulali Alford considered her next steps, she was guided by three truths: 1) She loves working with youth; 2) She is passionate about the environment; and 3) She wanted to return home to Hawai'i. The Environmental Education Leadership Development Program was a perfect fit. Hulali served at two large public high schools – Campbell and Kapolei – where she designed and implemented numerous tools to educate teachers and students about careers in natural resources. Among her many accomplishments, Hulali launched a guest speaker series on Rapid 'Ōhi'a Death (a fungal disease affecting native plants); compiled a clearinghouse of remote natural resources professional development opportunities for teachers; created a summer program to connect teachers to internship opportunities; and connected conservation professionals to classrooms at Campbell and Kapolei, creating over 100 work-based learning opportunities for 2,500 students.

With her kind nature, Hulali has earned the respect and admiration of teachers and students. She credits her AmeriCorps service with solidifying her goal to become a high school teacher. Hulali is using her AmeriCorps Education Award to pursue a master's degree in teaching while working in a staff role at Kupu in the Education Program. There is no doubt Hulali will be an excellent educator. She says about her service, "I strive to be an educator who could uplift, equip, and empower [students] to be curious about their world."



"Teachers and administrators have all grown to love and respect Hulali. She brought her kind nature, her passion, and her expertise in biology, Hawaiian culture, and teaching to the position, creating lasting memories and impact."

– Pa'ahaha Kincaid, Kupu Program Manager

CONSERVATION LEADERSHIP DEVELOPMENT PROGRAM

(2019-2020 Programs)

Participants 17 years or older are placed within an organization for a summer or up to a year, during which they gain hands-on experience as conservation leaders. Intensive entry-level opportunities for emerging professionals interested in conservation careers are available on Kaua'i, O'ahu, Maui, Moloka'i, Hawai'i Island, American Samoa and Pihemanu Kauihelani (Midway Atoll).

Meet Lilly Thomey

Lilleana (Lilly) Thomey is currently serving in her second Kupu Conservation Leadership Development Program (CLDP) term with the Snail Extinction Prevention Program (SEPP) of Hawai'i, which is mainly based on O'ahu.

"Through this program, I have developed unique skills in threatened and endangered species management, on both the plant and animal side," she explains. "I am able to helicopter into remote, native forests that most people see as a distant peak from the coast. These are mainly sites over 2,000 feet in elevation in the Ko'olau and Wai'anae mountain ranges of O'ahu. The rainforest habitat that exists there is ideal snail habitat and provides a glimpse into what more of O'ahu looked like pre-Western colonization and the impact of invasive species."

Lilly is confident that her CLDP experiences at SEPP will provide her with the connections as well as skills to secure a job with another conservation organization in the Hawaiian Islands. "The biggest takeaway from this program was to take opportunities and chances when they are presented to you," she says. "I learned to not let experiences, jobs, teaching moments, etc. pass me by because I never know when that individual or knowledge could help me in the future. Push yourself to be uncomfortable as a way of learning, communicate early and often with yourself and your teammates, and know that Kupu CLDP is there to support you through your development as a budding conservationist."

- 151 participants
- 139,392 hours served by participants
- \$452,449 in education awards distributed
- 9,503 volunteers led by participants



AMERICORPS VOLUNTEERS IN SERVICE TO AMERICA (VISTA)

(2019-2020 Programs)

Provides full-time volunteers to nonprofit organizations, educational institutions, and governmental agencies, working to expand the capacity of communities to become self-sufficient and resilient in the face of the local challenges induced by global climate change.

Meet Jessica Murray & Haley Molnar

Heading into her third year of service, Jessica Murray continues to show her commitment, passion and drive in serving the community. She developed and implemented systems to help sustain Kupu's VISTA Program. A major part of her role is to support and provide resources to our members.

Serving alongside Kawaikini Charter School, Haley Molnar was introduced to community members and organizations that share the same passion as she. Committing her year to immerse into culture, community and land she's made many connections. Since her term with Kupu, Haley is now a full-time staff employee with Kawaikini Charter School, supporting their food programs and operations.

- 3,983 hours served
- \$12,190 in education awards distributed
- Trainings/Certifications received: Climate Change Planning and Strategies, Facilitating and Navigating Mediation, Grant Writing, Introduction to Resumes, Finance Wellness, Food Sovereignty and Sustainability, Microsoft Excel and Google Sheets Training.



HAWAI'I YOUTH CONSERVATION CORPS

(2019-2020 Programs)

Delivering exposure to a diverse spectrum of conservation careers through hands-on outdoor field experiences, program participants spend the summer supporting local environmental organizations throughout the islands.

Meet Caroline Kealoha

During 23-year-old Caroline Kealoha's Hawai'i Youth Conservation Corps term, she served with the Kōke'e Resources Conservation Program doing invasive ginger eradication; DLNR Nā Ala Hele trails program at the Alaka'i Swamp in Kōke'e helping repair the boardwalk trail; DLNR DOFAW Mana Wetland to help construct habitat for native birds and improve visitor stations; Mālama Kaua'i's food forest and sustainable agriculture program; USFWS Kaua'i (Kīlauea Point, Hanalei Refuge, Hule'ia Refuge) eradicating invasive plants and learning about native species; Nā Pali Coast 'Ohana (with Hawai'i State Parks) to Miloli'i to remove invasive plants from culturally significant areas; and Limahuli National Tropical Botanical Garden, removing invasive plants, exploring and learning about the ahupua'a system, and outplanting various native plants.

"Conservation work is not easy but it is incredibly rewarding," the Hanalei native said. "There are jobs in Hawai'i where you can earn a living, be outdoors, and aloha 'āina. The people you meet from the experience will become friends and perhaps even colleagues to network with professionally. After my HYCC summer I was so inspired by the work and people that I continued on and haven't stopped working in the conservation sector in Hawai'i. It is challenging at times but I love what I do and my view from my current 'office' reminds me how fortunate I am to be able to do what I do."

- 39 participants
- 7,584 hours served by participants
- \$47,693 in education awards distributed
- 423 Hours of Coastal Restoration



ENVIRONMENTAL EDUCATION PROGRAMS

(2019-2020 Programs)

Building Natural Resource (NR) career pathways and academies for Hawai'i's youth by offering students hands-on support that can be in-school, work-based, or project based. Educators are also offered professional development training with an emphasis on work-based learning and preparing students to lead as professionals and citizens via a range of offerings, from stand-alone programs to system transformation.

Environmental Education Leaders (EELS)

A year-long program that provides direct support to teachers and students grades 6-12, engaging in hands-on, work-based learning activities; mentorship from expert professionals; and curriculum that broadens student knowledge while fostering long-term school and industry connections.

Hawai'i Youth Sustainability Challenge (HYSC)

A semester of student-led initiatives that address environmental challenges with funding, mentorship and training from Kōkua Hawaii Foundation and Kupu for students in grades 9-12 statewide.

Kōkua Camp

A week-long Spring Break or Summer day camp for ages 12-17 where participants learn about Hawai'i's cultural and natural resources by traveling to significant sites across O'ahu where they Mālama 'Āina and participate in experiential, project-based learning.

Natural Resources Professional Development Training Program for Educators

A semester-long program for educators to gain exposure to careers in and increase knowledge of topics in natural resources, grow connections between teachers and community, and build a repository of curricula that increases student knowledge of natural resources subjects and careers.

- 249 environmental awareness events
- 2,446 community members educated
- 4,812 hours served by participants
- \$7,419 awarded to HYSC student projects



KUPU CULINARY PROGRAM

(2019-2020 Programs)

With introductory culinary training, including hands-on cooking and food preparation skills, young adults ages 16–24 build job experience via service-learning opportunities in the commercial kitchen at the Harry & Jeanette Weinberg Ho'okupu Center. Members can achieve a professional food handlers certification upon program completion.

At the onset of the pandemic, Kupu's Culinary Program, housed at the Harry and Jeanette Weinberg Ho'okupu Center in Kewalo Basin, sprung into action to start a meal distribution program in partnership with the Hawai'i State Department of Education and numerous local organizations, distributing their first meals on March 23, 2020.

"There are about 113,000 students enrolled in O'ahu schools during the 2020 school year, and only some of the Dept. of Education campuses were serving around 300-500 meals a day just for the students. For many food insecure families, school can be a place where kids get at least two free meals a day," said Senior Program Manager, Kaulana McCabe. "Kupu's goal was to supplement the food that DOE distributes to students with nutritious meals for the adults, guardians, and siblings — so the whole family can eat."

Kupu began serving meals, bento box style, at the Waimānalo Elementary and Intermediate School. Then expanded to Kahalu'u, Kāne'ohe and Wai'anae. The youth were encouraged to take the DOE meals intended for them, while adults from the same household were encouraged to take the meals that Kupu prepared, so that the whole family had food to eat.

Kupu partnered with local groups and organizations to ensure the success of the meal distribution program: **Aloha Harvest** provided transportation to distribution sites; **KEY Project, Ke Kula Nui o Waimānalo, Boys and Girls Club of Hawaii Wai'anae Clubhouse, and Pu'uohonua o Wai'anae** managed on-site distribution of meals to those in need; **Matson**, coordinated by Vince Ching, and delivered by **Akana Trucking**, donated the use of a 20-foot refrigerated container to increase Kupu's storage space; **D. Suehiro Electric, Inc.** donated labor to outfit the Ho'okupu Center to power the container; **Amanda Corby Noguchi and Chef Mark Noguchi** with the Pili Group coordinated and rescued food from local businesses that were on lockdown and delivered it to

- 13 participants
- 846 hours served by participants
- 13 State of Hawai'i Food Handlers Safety and Sanitation Certificates received
- 86,012 total meals (2,100 lbs of pantry items) made for COVID-19 Kupu Food Hub Program



The Culinary Program prepared and distributed thousands of meals while public schools were shut down during the pandemic.

organizations like Kupu that could repurpose it for people in need; **Prince Waikiki Hotel** opened their cold food storage doors to Kupu providing thousands of pounds of ingredients; **Ham Produce and Seafood** gave large food donations; and **Hawaii Farm Bureau** coordinated the purchase and delivery of approximately \$40,000 of local produce that was used in the meals.

KUPU COMMUNITY PROGRAM

(2019-2020 Programs)

Opportunity youth ages 16-24 who are disconnected from school or employment are provided with green jobs training, skill-building and mentoring from Kupu staff members and Community Youth Team Leaders. The program includes engagement in culturally significant activities, including out-planting native species, farming in the lo'i kalo (taro fields) and restoring loko i'a (traditional fishponds). Participants receive a Certificate of High School Equivalency upon completing the program.

Before getting involved with the Kupu Community Program, Jesse Santos was a teenager whose path did not involve community service or finishing high school. The trajectory of his life changed when one of his brothers joined Kupu and prompted him to be part of the programs as well. According to Jesse, he realized that "sitting around the house was not benefiting my family," especially since his parents were trying to get him to go back to school. Both his parents had jobs within the City and County of Honolulu, and his father had gotten injured, prompting Jesse into action to help out his family.

In August 2019, Jesse joined the Kupu Community Program. "Through the program, I learned how to give positive energy back, and how the 'āina provides for us, like with food," he says. His dedication to the program got him to graduate before the rest of the class, in March 2020.

When the pandemic hit, Jesse kept returning to the Ho'okupu Center to help out five days a week, cleaning up the facilities and assisting with the programs. At that time, Kupu had been discussing hiring a part-time individual to help with the center, and Jesse helped Kupu's leaders craft the job description. Through his tireless dedication, his efforts paid off – Kupu hired him as a staff member.

Along with helping out with the center, he also works part-time with the Citizen Forestry program. His tasks involve identifying, measuring, and logging trees in a nationwide database. The data he collects helps with decisions on how to take care of and manage the trees. His involvement with the program has now become an employment pathway for him, with future positions possible in the areas of planning irrigation solutions, tree pruning, and planting cucumbers and taro for farms and nurseries.

- 31 participants
- 15,653 hours served
- 7 youth received alternative high school diplomas
- 81 Community Program youth have received alternative high school diplomas to date



"There were moments when I wanted to give up, but the people around me – students, fellow classmates, and my peers – became my reasons why I pushed myself to try." Jesse understands that there are other young individuals who started off in the same situation as him. "The best (we as staff) can do is support them in every way we can, whether it's through providing them something to eat for breakfast or lunch (something Kupu's Culinary Program does), or giving them a ride home... It's about the little things."

2019-2020 PARTNERS

Partners are host sites or organizations that have formal working relationships with Kupu.

'Ahahui Mālama I Ka Lōkahi
Akaka Foundation for Tropical Forests
Aloha Harvest
Anthology
Bishop Museum
Boys and Girls Club of Hawai'i
Wai'anae Clubhouse
Camp Pālehua
Campbell High School
County of Hawai'i
Department of Land and Natural Resources, Division of Aquatic Resources
Department of Land and Natural Resources, Division of Forestry and Wildlife
Department of Land and Natural Resources, Division of State Parks
Department of Land and Natural Resources, Nā Ala Hele Trails and Access System
Department of Land and Natural Resources, Natural Area Reserve System
Dynamic Community Solutions
East Maui Watershed Partnership
Farmlovers Markets, LLC
Farrington High School
Harold K.L. Castle Foundation
Harold L. Lyon Arboretum
Hau'oli Mau Loa Foundation
Hawai'i Department of Education
Hawai'i Forest Industry Association
Hawai'i Institute of Marine Biology
Hawai'i Farmers Union Foundation - KAEC
Hawai'i P-20
Hawai'i Technology Academy
Hawaiian Island Land Trust
Hi'ipaka LLC
Hika'alani
Ho'okua'āina
Hoa`āina o Makaha

Honolulu Community College
Hui Mālama i ke Ala 'Ūlili
Hui o Ko'olaupoko
Huliauapa'a
Island Pacific Academy
Junior Achievement Hawai'i
Ka Honua Momona International
Ka Papa Lo'i o Kānewai
Ka'ala Farm
Kahua Pa'a Mua - Hoes KNF Learning Lab
Kāko'o 'Ōiwi
Kalaheo High School
Kalani High School
Kamehameha Schools
Kamoauli LLC
Kapolei High School
Kaua'i Forest Bird Recovery Project
Kauluakalana
Keiki O Ka 'Āina
Kekulanui O Waimānalo
Key Project
Ko'olau Mountain Watershed Partnership
Kōke'e Resource Conservation Program
Kōkua Hawai'i Foundation
Kōkua Kalihi Valley
Kuhiawaho
Laukahi: The Hawai'i Plant Conservation Network
Le Jardin Academy
Leeward Community College
Leilehua High School
Ma Ka Hana Ka 'Ike
MA'O Farms
Mālama Huleia
Mālama Learning Center
Mālama Loko Ea Foundation
Mālama Maunaloa
Mālama Pu`uloa
Mālama Pupukea Waimea

Mānoa Heritage Center
Maui Bird Conservation Center
Maui Forest Bird Recovery Project
Maui Nui Botanical Garden
Maui Nui Seabird Recovery Project
Mauna Kahalawai Watershed Partnership
Mauna Kea Forest Restoration Project
Mauna Kea Watershed Alliance
McKinley Community School for Adults
Moloka'i Land Trust
Nā Hua Ho'ohuli I Ka Pono
Nā Mamo O Kāwā
National Ecological Observatory Network
National Oceanic and Atmospheric Administration, National Marine Fisheries Service
National Oceanic and Atmospheric Administration
National Park Service, Haleakalā National Park
National Park Service, Hawai'i Volcanoes National Park
National Park Service, Kalaupapa National Historical Park
National Park Service, Kaloko-Honokōhau National Historical Park
National Park Service, Pu'uuhonua O Hōnaunau National Historical Park
National Tropical Botanical Garden, Kahanu Garden
National Tropical Botanical Gardens, Lawai Garden
National Tropical Botanical Gardens, Limahuli Garden
North Shore Community Land Trust
O'ahu Invasive Species Committee
Paepae o He'eia
Papahana Kuaola
Papahānaumokuākea Marine National Monument
Partners in Development (Kupa 'Āina)

Pearl City High School
Polynesian Voyaging Society
Pop-Up Labs for Sustainability (PULS)
Protect Kaho'olawe Fund
Punahou School, Luke Center for Public Service
Punahou School's Case Accelerator for Student Entrepreneurship (CASE)
Purple Mai'a
Research Corporation of the University of Hawai'i
San Diego Zoo Global, Keauhou Bird Conservatory
St. Andrew's Schools - The Priory
STEMWorks
The Corps Network
The Nature Conservancy of Hawai'i
Trees for Honolulu's Future
U.S. Fish & Wildlife Service
U.S. Forest Service
Ulu Mau Puanui
University of Hawai'i at Mānoa, Department of Natural Resources and Environmental Management
Wahi Kupuna
Wai'anae Intermediate & High School
Wai'anae Mountains Watershed Partnership
Waimea Valley Hi'ipaka, LLC
Waipā Foundation
Waipahu High School
West Maui Mountains Watershed Partnership
Windward Academy for Career and Technical Education, Natural Resource Pathway
Windward Community College
Yogarden Hawai'i



GIVING PAGE

Kupu recognizes the generous contributions of our supporters who have made gifts, pledges, pledge payments, and in-kind gifts between October 1, 2019 and September 30, 2020. In addition to the following list, many supporters prefer to remain anonymous. Event donors whose contributions were received after September 30, 2020 will be recognized in next year's Kupu Annual Report. Mahalo to all of our supporters for making our work possible!

Alaska Airlines
 Alexander & Baldwin, Inc.
 ALTRES, Inc.
 American Savings Bank
 Bargreen Ellingson
 Cooke Foundation
 D. Suehiro Electric, Inc.
 Eye Productions Inc.
 Farm Lovers Markets LLC
 Finance Factors
 G70
 Hawaiian Body Products
 Hawaiian Electric Company, Inc.
 Island Insurance Companies
 J. Kadowaki, Inc.
 Matson Inc.
 Pacific Current
 Pahiki Eco-Caskets
 Target Corporation
 The Howard Hughes Corporation
 The MacNaughton Group
 The Queen's Health Systems
 Your Family Matters LLC
 Battelle Memorial Foundation
 Change Happens Foundation
 Clarence T.C. Ching Foundation
 Consuelo Zobel Alger Foundation
 David Liu, Jr. Family Foundation

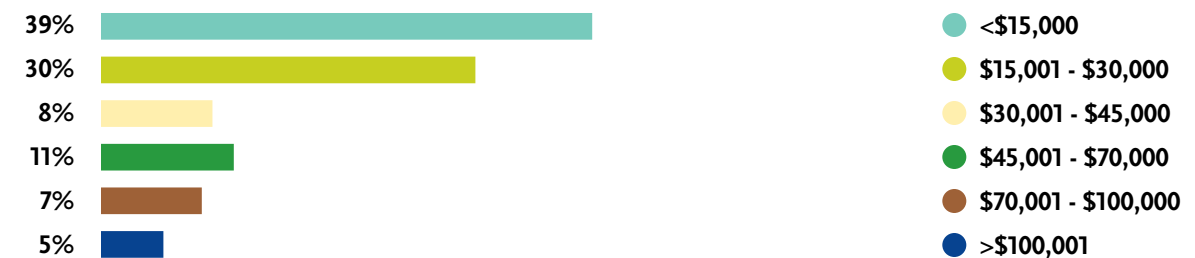
Freeman Foundation
 Friends of Kewalos
 Harold K.L. Castle Foundation
 Hau'oli Mau Loa Foundation
 Hawai'i Community Foundation
 Hawai'i Farm Bureau
 Hawai'iUSA Federal Credit Union Foundation
 Ho'oku'u Ministries
 Hui Pakolea
 Imua One Blade Canoe Club
 Kaiser Foundation Health Plan, Inc.
 Kamehameha Schools
 National Fish & Wildlife Foundation
 National Marine Sanctuary Foundation
 Network for Good
 Public Schools of Hawai'i Foundation
 Saltchuk Foundation
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PARTICIPANT DEMOGRAPHICS

HOUSEHOLD INCOME



EDUCATION BACKGROUND



PARTICIPATION BY INDIGENOUS PEOPLE & MINORITIES

74 percent of Kupu's participants identify as Indigenous people or one or more minority groups. Most participants identify with multiple ethnicities.



KUPU TEAM

LEADERSHIP



JOHN LEONG
Chief Executive Officer



JONATHAN MARSTALLER
Chief Strategy Officer



MATTHEW BAUER
Chief Operating Officer



KATRINA OGATA
Director of Impact



JANICE PAK
Chief Financial Officer



KAWIKA RILEY
Senior Director of External Affairs

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TIFFANY "TIFFA" GARZA
Member at Large (Worship Pastor, C4)

TIMOTHY JOHNS
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JOHN NEFF
Member at Large (President, Hawaii Region, Penhall Co.)

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Member at Large (Owner, Pono Pacific & Co-Founder, Kupu)

KATHLEEN THURSTON
Member at Large (Owner & President, Thurston Pacific, Inc.)

LANCE K. WILHELM
Member at Large (President, The Wilhelm Group)

MICHAEL D. WILSON
Member at Large (Supreme Court Justice, State of Hawai'i)

RODNEY CHONG
Member at Large (Director, Telecommunications, Hawaiian Electric)

KUPU TEAM *(continued)*

STAFF



**ALOFA
TAEI**



**DATA
SANANAP**



**IOLANI
ADAMS**



**MAEGHAN
CASTILLO**



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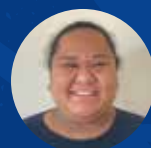
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KUPU'S MISSION IS TO EMPOWER YOUTH TO SERVE THEIR COMMUNITIES THROUGH CHARACTER-BUILDING, SERVICE-LEARNING AND ENVIRONMENTAL STEWARDSHIP OPPORTUNITIES THAT ENCOURAGE PONO (INTEGRITY) WITH KE AKUA (GOD), SELF, AND OTHERS.



CONTACT US

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KUPU
LEARN • SERVE • RESTORE

Established in 2007 as a Honolulu-based 501(c)3 non-profit, Kupu empowers future generations to create a more sustainable Hawai'i. The organization provides hands-on training and national service programs that educate and mentor youth to become stewards of culture and environment. Kupu has trained over 4,600 youth in conservation, sustainability, and environmental education. These young adults have supported Kupu partners to provide more than 3 million hours of service, which has culminated in planting over 1 million native plants and removing over 100,000 acres of invasive species. For their service, Kupu has presented \$5.5 million in education awards to support the continued growth of its members. To date, Kupu has generated more than \$147 million in economic benefits to the state of Hawai'i.