



# HE PO'I NA KAI ULI, KAI KO'O, 'A'OHE HINA PŪKO'A

Though the sea be deep and rough, the coral rock remains standing.  
Said of one who remains calm in the face of difficulty.

'OLELO NO'EAU # 905



**KUPU**  
LEARN • SERVE • RESTORE

# TABLE OF CONTENTS



## 2020 - 2021 Annual Report

- CEO'S MESSAGE ..... 2
- IMPACT IN NUMBERS ..... 4
- FINANCIAL SUMMARY ..... 5
- PROGRAMS ..... 6
- PARTNERS ..... 19
- GIVING PAGE ..... 20
- PROGRAM DEMOGRAPHICS ..... 23
- KUPU TEAM ..... 24
- CONTACT US ..... 27

## CEO'S MESSAGE

**He po'i na kai uli,  
kai ko'o, 'a'ohe hina  
pūko'a. Though  
the sea be deep  
and rough, the  
coral rock remains  
standing.**

(Said of those who remain calm and resilient in the face of difficulty.)

As a Hawai'i-based, Hawai'i-founded nonprofit, Kupu draws inspiration and guidance from the mo'olelo (stories) and 'ike (wisdom) originating in these islands. In the Kumulipo, perhaps Hawai'i's most revered creation chant, we are told that the pūko'a, a coral rock, rose from the ocean in the formation of these islands we call home. There are seemingly limitless lessons to take from this and other aspects of this chant, but one of them is this: small beginnings can lead to abundance and life. And what grows from small beginnings can one day serve others in great ways, as these islands support and nurture all of us who live here.

The COVID pandemic has been a time of challenge for many of us. We chose this year's report theme -- He po'i na kai uli, kai ko'o, 'a'ohe hina pūko'a -- because it reflects what we strive to make Kupu. Amid the difficulties that our communities faced - economic crisis, a global pandemic, climate change, massive learning disruption at our schools - we sought to be a place where youth weathered well through these "deep and rough seas" and could be a place of stability for many. We also hoped that our young leaders would serve their community and take some of the lessons from these challenging times and use them to create lasting change that outlives the crisis of the moment.

Reading through this report, I hope you will agree with me when I say that our staff, partners, and participants exceeded all reasonable expectations of this unique period in history. Over the last fiscal year, we enrolled over 600+ individuals who served across the Hawaiian Islands and other parts of the Pacific region.

We started this season in the full swing of the newly formed Kupu 'Āina Corps - a program we created to administer the State of Hawai'i's displaced worker program, hiring over 350 people harmed by the COVID economic downturn and employing them through the remainder of 2020. Inspired by the success of this program, in the summer of 2021, Governor Ige signed Act 181, creating a new state program, the Green Job Youth Corps, modeled after our 2020 efforts. I am pleased to share that Kupu is administering the Green Job Youth Corps, once again under the brand of Kupu 'Āina Corps.

In many other areas, our staff followed the same pattern of looking for areas where we could help with crisis response and seek ways to build lasting models to serve youth and restore 'āina (land). Our Community program continues to support opportunity youth to graduate through our alternative diploma program, while our Environmental Education programs are supporting our schools and teachers through these trying times where hands-on education is needed now more than ever. Our Hawai'i Youth Conservation Corps Summer program and Kōkua Camp got youth out into nature again, while our Conservation Leadership Development Program provided year-long opportunities for young adults to start their careers in conservation while earning money and receiving scholarship funds to pay for college. All of this is possible because our participants, our partners, our funders, and our staff came together to make a difference during a very difficult time.

At the close of this fiscal year, we started to realize that in some ways we are not the same organization that we were at the beginning of the COVID pandemic. After the dust settled, Kupu emerged as a stronger and more robust organization. Yet, with this growth that Ke Akua has allowed, comes an acute sense of responsibility to do our best to serve and restore the communities in which we work. We are also certain that we can only make a difference with the support and partnership of others. It is with this heart of unity that we gratefully and humbly ask for your continued support, prayers, and aloha as we endeavor forward together so we can continue to give back to you, and to our 'āina.

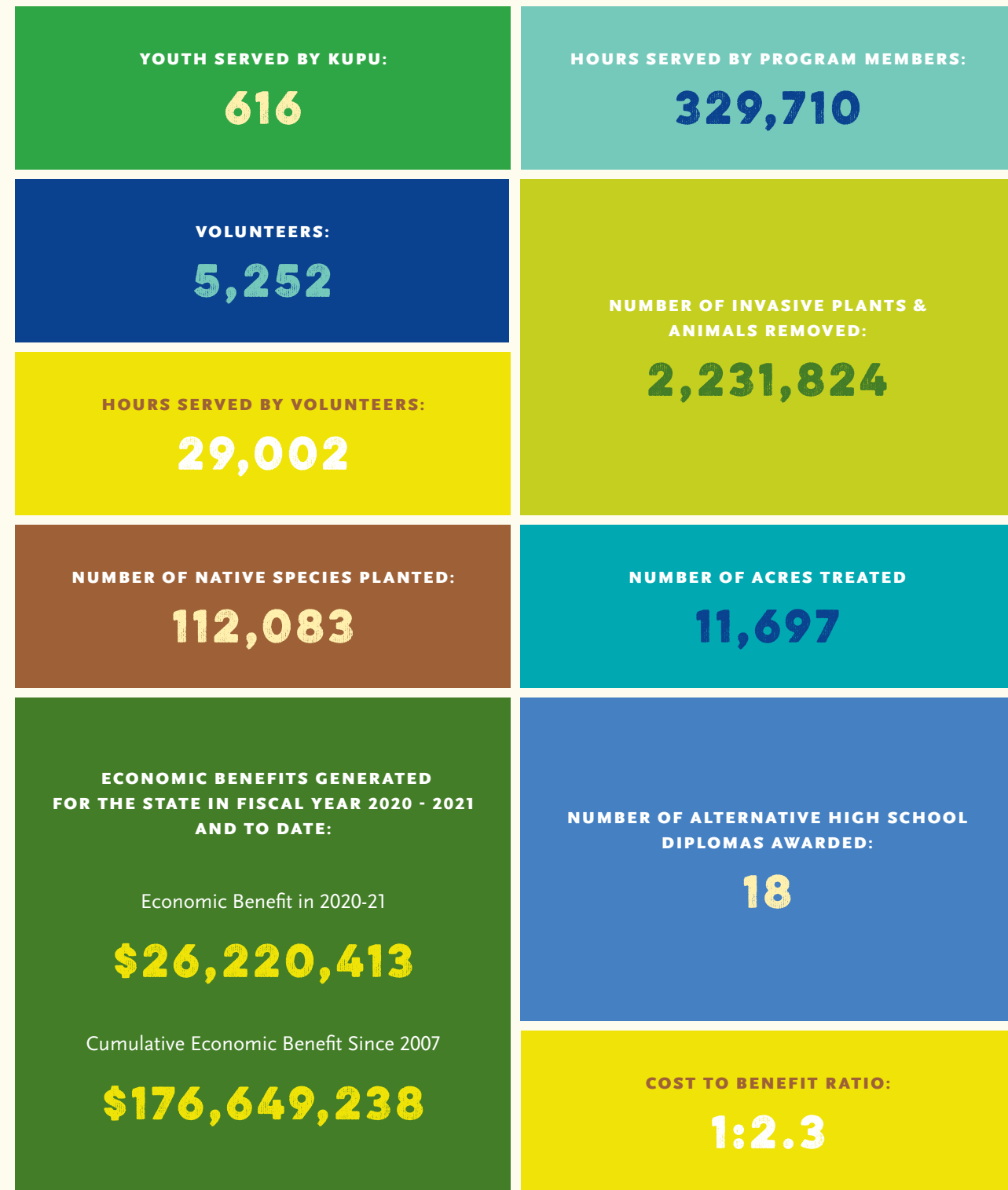
Mālama Pono,

**John Leong**  
Chief Executive Officer, Co-Founder



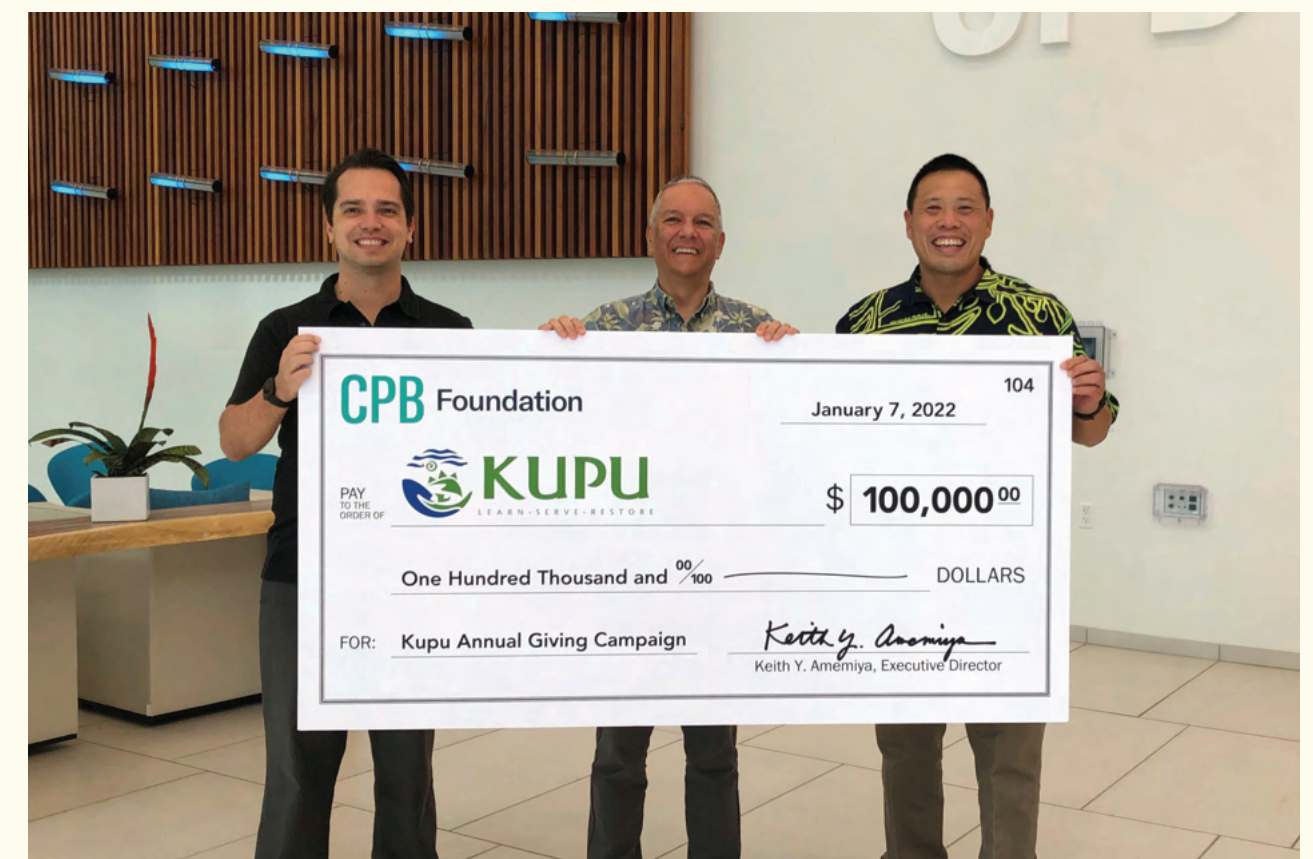
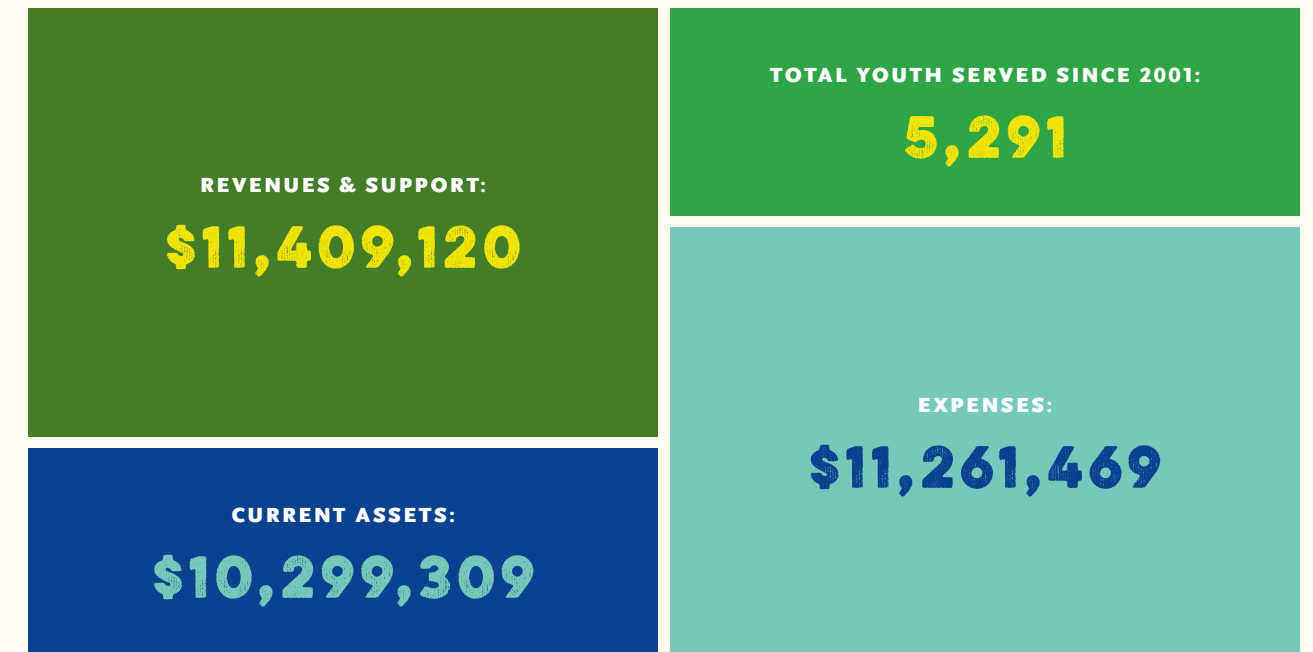
# IMPACT IN NUMBERS

FISCAL YEAR 2020 – 2021



# FINANCIAL SUMMARY

FISCAL YEAR 2020 – 2021



# PROGRAMS

2020 - 2021

## Conservation Leadership Development Program (CLDP)

The Conservation Leadership Development Program, funded primarily through AmeriCorps, creates rigorous, entry-level opportunities for early professionals (17 years or older) that want to commit to a career in conservation. In addition to gaining valuable insights within the fields of ornithology, botany, natural resource management, aquatic resource management, marine biology, Hawaiian cultural studies, and agricultural science, CLDP members receive a range of benefits, including a living allowance and AmeriCorps education award in return for their service.

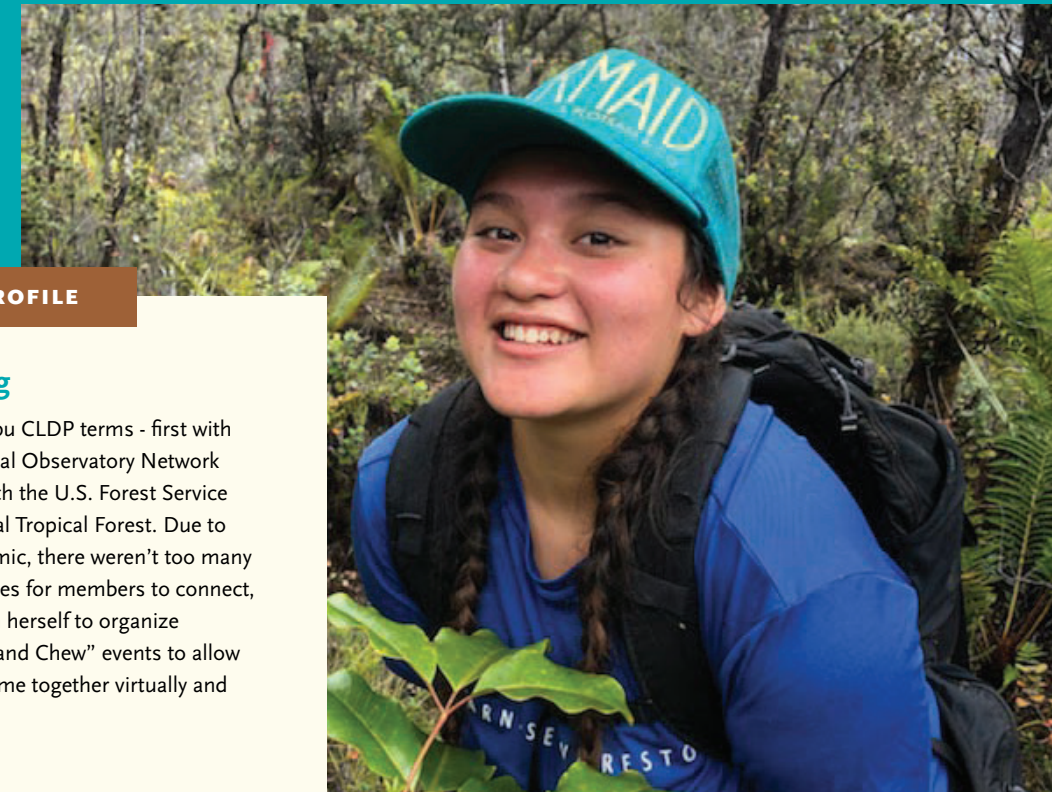


Number of Participants:	174
Hours Served By Participants:	214,332
Total \$ Amount of Education Awards Provided:	\$618,434.71
Number of Volunteers Led By Participants:	3,998
Hours Served By Volunteers:	22,689
Community Volunteer Opportunities Led:	622
Number of Environmental Awareness Events/Presentations:	697
Community Members Educated Through Events/Presentations:	26,242
Number of Native Plants Planted:	61,267
Number of Acres Treated (CLDP + HYCC-S Combined):	10,802
Hours of Coastal Restoration:	7,374
Miles of Trail Maintained:	557.97
Feet of Stream Maintained:	35,521

### MEMBER PROFILE

#### Olivia Sagarang

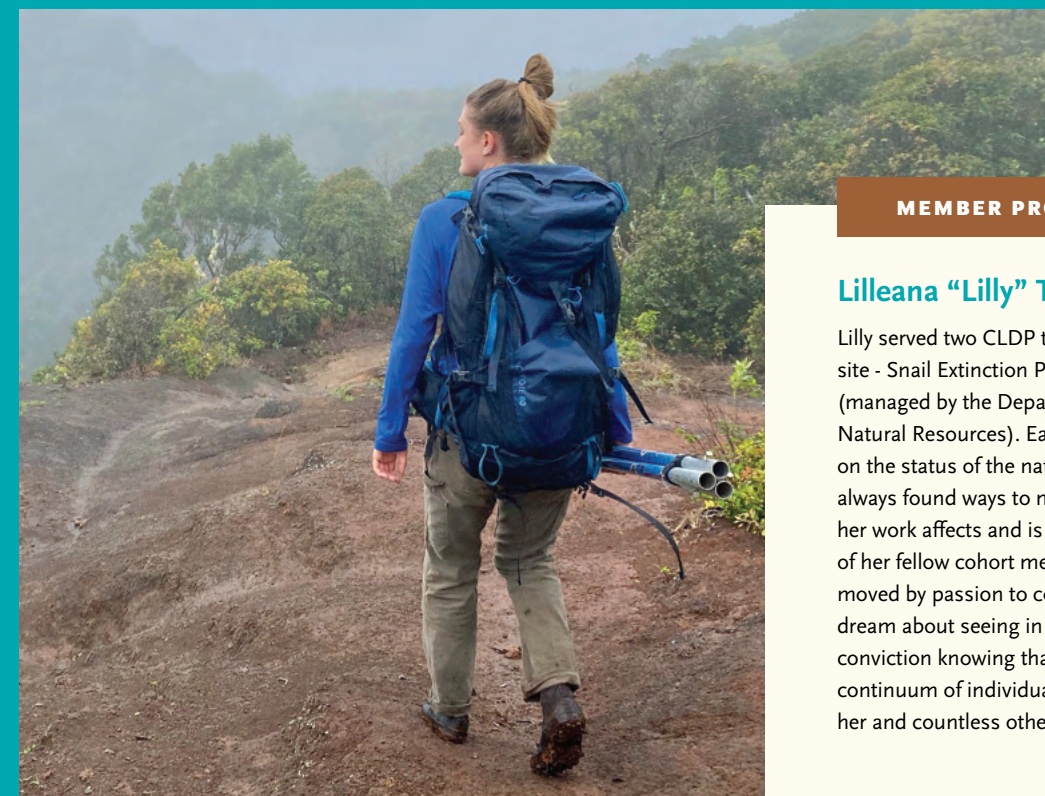
Olivia served two Kupu CLDP terms - first with the National Ecological Observatory Network (NEON) and then with the U.S. Forest Service - Hawai'i Experimental Tropical Forest. Due to the COVID-19 pandemic, there weren't too many in-person opportunities for members to connect, so Olivia took it upon herself to organize monthly "Chill, Chat and Chew" events to allow Kupu members to come together virtually and connect as a cohort.



### MEMBER PROFILE

#### Lilleana "Lilly" Thomey

Lilly served two CLDP terms at the same host site - Snail Extinction Prevention Program (managed by the Department of Land and Natural Resources). Each week, she reported on the status of the native snail species and always found ways to make connections to how her work affects and is affected by the work of her fellow cohort members. She's a leader moved by passion to conserve species that many dream about seeing in the wild. Lilly leads with conviction knowing that her work is part of a continuum of individuals, many who came before her and countless others who will come after.



# PROGRAMS

2020 - 2021

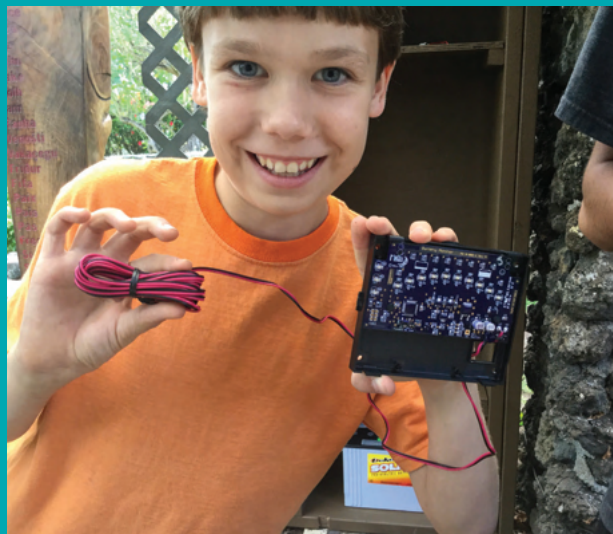
## Hawai'i Youth Sustainability Challenge (HYSC)

An initiative to empower Hawai'i's youth to create solutions to conservation and sustainability challenges in their schools and communities.

The 2020-2021 Hawai'i Youth Sustainability Challenge (HYSC), program of Kupu and Kōkua Hawai'i Foundation, included 18 student teams comprised of 38 student leads from grades 10-12 on O'ahu, Maui, and Hawai'i.

Despite the pandemic, student groups were able to work with teachers and mentors virtually throughout the 2020-21 school year to dive into their projects, which included investigating water quality issues, innovating new technologies, designing sustainable products, reducing waste, addressing food insecurity, conserving native plants and forests, and much more. For the first time, student teams also addressed four community partner challenges in which organizations from across the state identified the top problems they confront that would benefit from creative solutions developed by students.

"Beautiful things come out of a crisis," recalls Kumu Pieper of Nānākuli, whose students created a bokashi composting program, which included on-campus waste collection, school workshops and subscriptions, and training programs for the surrounding community. "If I did not have that extra quarantined time, I would not have stumbled across this program. I am grateful the stars aligned because it is my kuleana to create safe spaces and opportunities for my students, staff, and community to grow. Given the opportunity to be a leader, my students leveled up. It is through spaces like these that students will find a deeper sense of who



they are and what they are capable of doing." Nine mentors from community organizations including Kupu, Kōkua Hawai'i Foundation, Le Jardin Academy, and Kapolei High School worked with the student groups to connect them to resources and support the students in completing their project.

"It was a true honor to serve as a mentor for the Nānākuli Community Composting Project," Kōkua Hawai'i Foundation Waste Reduction Coordinator Jennifer Milholen said. "I was inspired by the enthusiasm, research, and field testing the team was able to accomplish and bring to their project; all in service to building accessible waste diversion for their community. They are role models for other youth and are showing that real impact is possible through dedication and perseverance."

HYSC is a legacy initiative of the 2016 International Union for Conservation of Nature World Conservation Congress, where it was first announced by First Lady Mrs. Dawn Amano-Ige, with the goal of inspiring youth to engage with the environment through action, advocacy, and education. Throughout five cohorts, HYSC has awarded over \$60,000 to fund 100 student projects on five Hawaiian Islands. The program is funded by Kamehameha Schools, Public Schools of Hawai'i Foundation, Hawaiian Electric, American Savings Bank, Pacific Current, Finance Factors, and Elemental Exclerator.

### HYSC 2020-2021 STATS

18 Completed Projects

33 Student Leads

115 Active Student Participants

928 Students Impacted

1,743 Project Hours

548 Teacher Advisor Hours

130 Mentor Hours

\$9,611 Funds Spent

7 Training Sessions

4 Community Partners

3 Islands

# PROGRAMS

2020 - 2021

## Hawai'i Youth Conservation Corps (HYCC) Summer Program

The Hawai'i Youth Conservation Corps (HYCC) is a seven-week, team-based summer opportunity that provides young adults with meaningful field service experience in the world of conservation while giving back to the community. Participants are paid for their service as Team Members or Team Leaders, and also receive an AmeriCorps Education Award, CPR/First Aid Certification, and priceless on-the-job training. Participants serve alongside environmental and culturally- focused organizations within a range of ecosystems, including wetlands, dryland forests, lo'i kalo (taro patches), and loko i'a (traditional Hawaiian fishponds).



### MEMBER PROFILE

#### Dominic Arzadon

Dominic, 19, from Kalihi, wanted to do the HYCC Summer Program despite the circumstances brought by COVID-19. He was placed at Diamond Head State Monument and was also able to help support a farm that was being established in Keawa'ula and Nā Pōhaku. "Through this experience, I learned that conservation work is not only limited to preserving and protecting the environment," he says. "Conservation work is diverse and one gets to do and learn new things every day. Conservation work helps individuals adapt and expand their knowledge, which is important for life, especially because we live in an ever-changing environment. I always wanted to pursue a career in the environmental field and this program definitely solidified that. I'm empowered because Kupu gave me the experience and the tools to become an environmental steward."

## Kōkua Camp

A project-based learning opportunity for Hawai'i's youth.

In 2017, Kōkua Camp was established in an effort to extend access to programming with similar 'āina and service components to Hawai'i's youth. Kōkua Camp is for youth ages 11-17 who want to learn about Hawai'i's culture and natural resources through hands-on, experiential, project-based learning. In the 2020-2021 sessions, 31 kids in total participated in the week-long day camps. These camps were held during one spring session and three summer sessions while visiting over 15 sites island-wide, including Camp Pālehua where participants learned about the site from archeologists and cultural practitioners, engaged in kilo (observation), and shared their perspectives about the area. Participants also engaged in mālama 'āina by helping to mulch at Camp Pālehua's native plant garden and learned about native plants through an identification lesson on ma'o and 'āweoweo. Heading makai, participants visited Kapo'o (Shark's Cove) hosted by Jenny Yagodich, Mālama Pūpūkea-Waimea's Director of Educational Programs. Their time included a short tour to see a group of large pōhaku (stones) where Auntie Jenny shared the mo'olelo that led to these stones being named "Pele's Followers". Participants also took time to kilo (observe) and listen for the sound of the reef "breathing" before exploring the reef flat and its marine life. They even got to swim and snorkel near all kinds of tropical fish and honu (sea turtles)!

"To hear my child say, 'Mom, I really like the Kupu camp. Maybe I can go there over the summer or do more with them' was the greatest gift Kupu could have given our family," says a parent of a Spring 2021 participant.



### HYCC SUMMER 2021 STATS

75 Participants

23,140 Hours Served

\$72,111 Education Awards Provided

6,431 Native Plants Planted

7,297 Feet of Stream Maintained

47.14 Miles of Trail Maintained

# PROGRAMS

2020 - 2021

## Environmental Education Leaders (EEL)

A work-based learning opportunity for Hawai'i's young professionals.

Kupu's Environmental Education Leaders (EEL) Program is for young professionals, ages 21 and over, who have a background that prepares them to engage young students in hands-on, work-based learning activities relating to Hawai'i's natural resources (e.g. education, Hawaiian culture, natural sciences, conservation).

"During the pandemic, connection has been extremely difficult, but this program allowed me to grow roots into this place and connect to this land and these people," says Anna Daniels, Environmental Education Leader.

The 2020-2021 term was during the peak of the pandemic so the number of Environmental Education Leaders was pulled back from 3 to 1. This was a hard hit to the program as EEL works directly with schools and students, which turned virtual during that time. The silver lining: there was time to design tools and resources to benefit the EEL. The program offered critical feedback to the DOE's Career and Technical Education (CTE) Office on their Agriculture, Food System, and Natural Resources Career Pathway Programs of Study (POS). EELs created a Natural Resource Career Tree and a Natural Resource Clearing House for the DOE as well. The EELs also ran a Natural Resource Professional Development workshop for local educators.



### KŌKUA CAMP & EEL 2020-2021 STATS

31 Participants

220 Hours Served



## Natural Resources Professional Development Training Program for Educators

A work-based learning opportunity for Hawai'i's educators.

Kupu's Natural Resources Professional Development (NRPD) program uses a work-based learning approach to enhance teachers' knowledge of different natural resource careers and topics, with each educator's journey individually curated to expand on their interests and help fill their knowledge gaps. Kupu ran two successful sessions of the Natural Resources Professional Development Program, one in Fall 2020 comprised of seven educators and another in Spring 2021 comprised of ten educators. Participants conducted one-on-one informational interviews with natural resource professionals from a diverse array of careers, participated in mini-externships with community partners and agencies, and joined post-secondary and professional panels with leading experts in a wide range of natural resource fields, empowering them to build connections and opportunities they could bring back to their students.

"Increasing my own knowledge makes me a better resource for my students," says Sarah Smorol, Fall 2020 participant from Kapolei High School. "Learning how many diverse careers there are was a big takeaway of the program. I feel like a better teacher after completing the program."

## Kupu grows Environmental Education Program by deploying leaders in schools

In August 2021, Kupu was awarded \$306,000 from the Governor's Emergency Education Relief (GEER) funds for education innovation projects in grades 8-12. With these funds, Kupu deployed environmental education leaders to work directly with schools so that educators could acquire new tools to develop a curriculum that resonates with students in Natural Resource programming.

In partnership with a network of educators, Kupu used 'āina-based, culturally-informed frameworks to address COVID-19 learning gaps, increase proficiency in STEM/CTE, and prepare Hawai'i's youth for careers in rewarding, well-paid jobs in the natural resources sector. Partners include Pearl City High School, Waipahu High School, Kapolei High School, Nānākuli High School, Kalaheo High School, Hawai'i Technology Academy, the Office of Hawaiian Education, the Chamber of Commerce Hawai'i, Hau'oli Mau Loa Foundation and the Castle Foundation.

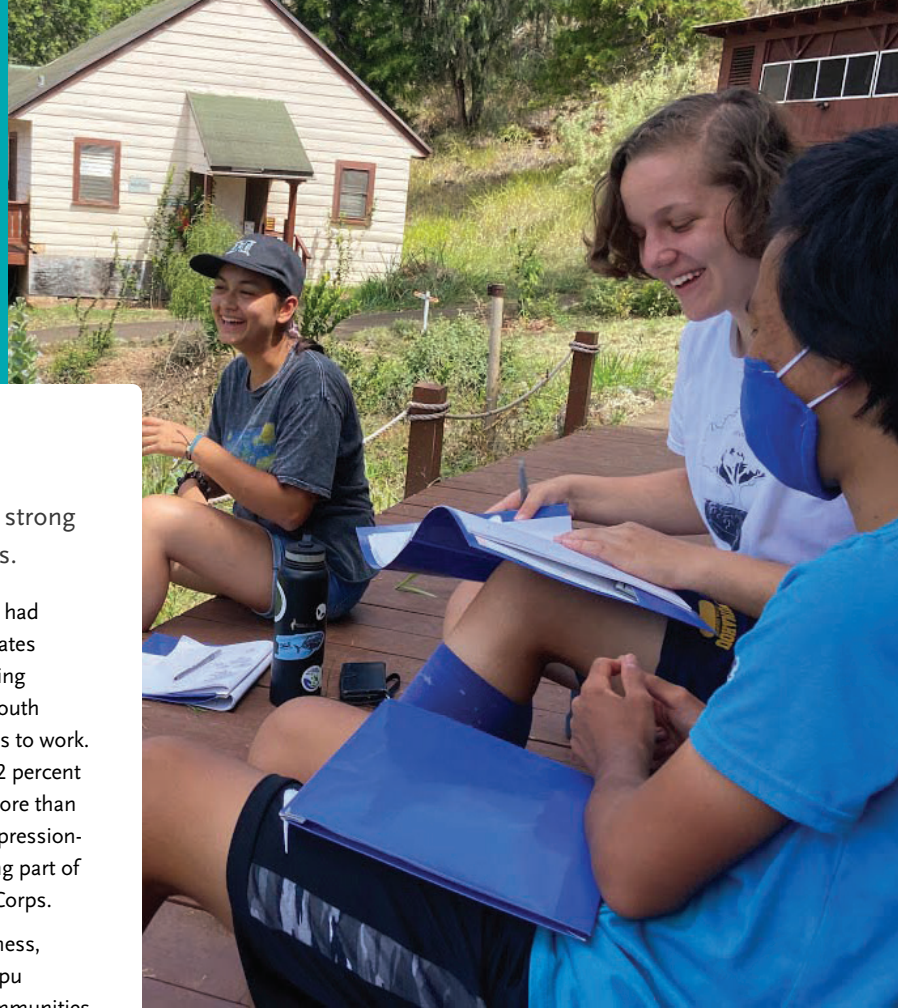
'Āina-based learning has a proven track record. Research shows it is effective at increasing academic performance, critical thinking, and personal development. With this framework, Kupu can address "learning loss" and inspire and prepare students for high-demand, green-collar jobs.

With four core strategic partners, the Office of Hawaiian Education, Hau'oli Mau Loa Foundation, Harold K.L. Castle Foundation, and Chamber of Commerce Hawai'i, providing guidance and direction, Kupu will help build an incubator for future resilience through environmental learning and sustainability, leading this generation to become cultural and environmental stewards to grow the natural resources industry.



# PROGRAMS

2020 - 2021



## Kupu 'Āina Corps (KAC)

In a pivot to the pandemic, Kupu creates a strong response to unemployment with green jobs.

In the first year of the COVID-19 pandemic, Hawai'i had the unfortunate distinction of leading the United States in unemployment month after month, as hardworking kama'āina struggled to support their families and youth exited high school and college without opportunities to work. The unemployment rate ballooned from a low of 2.2 percent to over 22 percent in one month – an increase of more than 1,000 percent. As our state struggled with Great Depression-level unemployment, Kupu had the privilege of being part of the solution through the newly formed Kupu 'Āina Corps.

In partnership with the State's Department of Business, Economic Development and Tourism (DBEDT), Kupu employed over 350 residents in urban and rural communities alike. All participants were "COVID-impacted," meaning that they had lost work or income due to the pandemic, or had graduated during the COVID-19 downturn and been unable to find work. After orientation and training, participants were deployed to 150 different conservation and sustainability organizations within Kupu's network, where they earned pay and benefits throughout the program. Placement at these organizations provided an added economic benefit for conservation and sustainability organizations, many of which were also economically impacted by the pandemic.

Year one of Kupu 'Āina Corps ended in December 2020, but the program inspired long-term change beyond its positive impact on its participants and host sites. In the 2021 state legislative session, Hawai'i's lawmakers decided to establish a new, long-term green jobs program modeled after the Kupu 'Āina Corps. Upon Governor Ige's signature, the Hawai'i State Green Job Youth Corps was established and provided with funding from the American Rescue Plan Act. What started as a temporary emergency response was shaping up to become a lasting part of Hawai'i's strategy to help youth and young adults shape a more resilient economy and more sustainable future.



### KAC 2020-2021 STATS

350+ Participants

150 Host Sites

Supplied jobs in a month where the unemployment rate ballooned from a low of 2.2% to over 22%

71,169 Hours Served



## Pololū Valley Trail Stewardship Program

Sheldon Emeliano, known as Keone, accepted a position with the Nā Ala Hele Trails & Access Stewardship pilot program in Pololū Valley. A resident of Kohala, before joining as a trail steward, Keone had worked full-time as a ditch and land manager for 20 years. The company, Surety Kohala Corp., along with the state Department of Land and Natural Resources, sought to turn 150 acres into exclusive, million-dollar beachfront lots. Keone joined with the community to oppose the development and was soon dismissed from his position.

Pololū Valley is a sacred place for the Native Hawaiian inhabitants who have, for generations, tended the irrigation ditches, cleared the trails, managed the fishponds, kept the water flowing, and conserved the land as hunter-gatherers. Unfortunately, it has become an increasingly popular destination in recent years, home to illegal campers, rave parties, and full moon celebrations.

"This is the land where Kamehameha was raised to be chief of the islands, so the prophecy of unification could be fulfilled" Keone explains. "People are not educated about the area's historical value."

As a trail steward, Keone could continue the tradition of taking care of the area, while also educating visitors about the sacred value and cultural importance of this beautiful valley. "I love being here in the forest and mountains, taking care of it," he says.

# PROGRAMS

2020 - 2021



## Ho'okupu Center Programs

Offering youth real-world and transferable job skills training in the conservation and culinary fields.

On March 19, 2020, the Hawai'i Department of Education (HIDOE) announced statewide school closure. By March 23, 2020, Kupu's Culinary Program, housed at the Harry and Jeanette Weinberg Ho'okupu Center, was preparing and serving 2,000 meals at Waimanalo Elementary and Intermediate Schools. By Monday, March 30, 2020, the distribution expanded to Kahalu'u, where an additional 350 to 400 meals were served at KEY Project five days a week. The goal was simple: make sure public school students who depend on free meals during the school week still get fed.

While Kupu's meal distribution program started out as a collaboration with HIDOE and many other local organizations in response to the COVID-19 crisis, it grew into an ongoing effort to feed the community and retain jobs. By May 2020, the program had given out over 25,000 meals to the community. By the end of 2020, the ever-evolving Kupu Food Hub had served up a total of 100,000 meals to community members in need.

In the first weeks of 2021, Kupu Food Hub made its last meals. As Kupu Senior Program Manager, Kaulana McCabe, navigated the constantly changing gathering restrictions, catering and event requests slowly picked up at Ho'okupu Center. However, at that point, it was evident that the program youth were struggling with remote work and

there was concern that they weren't getting the connection necessary to make progress—both personally and academically. A Case Manager was hired to help support the challenges participants faced outside of the program.

By mid-2021, catering and events requests picked up much more, which created many additional work opportunities for program participants. As events increased, applicants for the Ho'okupu Center programs also significantly increased, largely due to the length of time DOE students remained in distance learning. Ho'okupu Center programs were operating in-person with paid work opportunities alongside GED achievement and environmental service opportunities.

"The Kupu Community Program did everything in its power to pivot in a time of restrictions and isolation — the antithesis of the work Kupu does," relates Kaulana McCabe. "The result was a combination of old and new program services that were more responsive to the needs of the participants. We took leaps of faith. We didn't always have the time to think through long-term strategies and had to make decisions that affected the program more immediately. Our thinking was that it is easier to steer a moving ship than a stationary one. In many ways, it paid off. There was no blueprint to follow but we weathered a tough time to better meet the needs of our young adults."

The Ho'okupu Center has become an all-encompassing sanctuary for young adults, providing basic necessities like meals and transportation to work, as well as a multitude of services that set them up for a successful career path and resources to overcome traumas and challenges.



### HO'OKUPU CENTER PROGRAMS

Number of Participants:	24
# of Alt. High School Diplomas:	18

### COMMUNITY PROGRAM

Number of Participants:	24
Hours Served By Participants:	2,727
# of Alt. High School Diplomas:	18

### CULINARY PROGRAM

Hours Served By Participants:	428
Number of Food Safety Certs:	6

### FOOD HUB MAR 2020 TO JAN 2021

Number of Meals Served:	100,000
Number of Jobs Created :	5
Number of Farms Supported:	17
Lbs of Pantry Items Distributed:	2,100
Recipients of Food:	9,3187
\$ of Local Produce Saved:	\$43,390.00

In 2020, the Kupu Farm was introduced as a place where participants could learn entry-level skills in the agriculture industry and offers 'āina (land)-based education. The farm is located on an old orchard made up of two acres with a newly installed irrigation system. Kupu provided maintenance on existing fruit trees, cleared old ironwood trees, which were threatening the health of the soil, and also planted sweet potatoes, dragon fruit, and taro.

### Services offered through the Ho'okupu Center:

- Paid Work in Culinary
- Paid Work in Agriculture
- Case Management
- Daily Meal Program
- To-Go Meals for Members and Families in Need
- Conservation Service Learning
- Adult Mentorship
- Coaching and Counseling
- Positive Peer-to-Peer Relationship Building
- Basic Necessities (showers, laundry room, clothing)
- Tutoring
- GED Pathway
- Transition to Higher Education
- Professional Development Opportunities
  - First Aid, CPR, AED
  - Interviewing Skills
  - Job Search & Recruitment
  - Basic Computer Skills
  - Safety & Sanitation Training
  - Soft Skills Development
- Personal Development Opportunities
  - Sexual Health Workshops
  - Mental Health Workshops
  - Daily Physical Health
  - Cultural Identity
  - Personal Financial Literacy
  - Problem Solving Workshops
  - Growth Mindset
- Transportation to Work and Volunteer Opportunities

# PROGRAMS

2020 - 2021

## Lau Kupu Day

For the first time ever, in a hybrid event with the goals of raising funds and engaging the community in service, Kupu hosted “Lau Kupu Day” in March 2021. Focused on native plant restoration, two options to participate in the service day over the weekend were: 1) picking up a native plant from a drive-thru-style distribution location at the Ho’okupu Center in Kewalo Basin, or 2) participating in outplanting at Kapapapuhi Point Park in Honouliuli, in partnership with nonprofit Hui O Ho’ohonua and their Mālama Pu’uloa project.

With 108 volunteers ready to serve, 100 native plants were planted at Kapapapuhi Point Park. In addition, 150 plants were available at the drive-thru, and those not given away were taken to the North Shore’s Kulima Farm to be planted. A total of 250 native plants were sourced from the state’s Department of Land and Natural Resources – Division of Forestry and Wildlife (DLNR-DOFAW) and Mālama Learning Center. Plants were hearty coastal species: ma’o hau hele, pa’ūohi’iaka, naupaka, ahu awa, akulikuli, ‘āweoweo, ‘ilima kū, ko’oloa’ula (endangered), mau’uakiaki, milo, and pohinahina. Kukui trees were also donated by a community member.

The outplanting was along the banks of Honouliuli Stream after Hui o Ho’ohonua’s mangrove removal campaign that started in June 2020. They hosted a team of four Kupu ‘Āina Corps (KAC) members in 2020, and three of the four KAC members stayed on as staff and worked the Lau Kupu event.

In total, Kupu was able to raise \$26,936 in much-needed support for its youth programs, thanks to lead sponsor HECO, as well as Locations Hawai’i, American Savings Bank, Pacific Current, Finance Factors, Prince Waikiki and G70’s Steven Doo.



The 250 plants integrated into the ecosystem have an annual CO2 equivalent of approximately 4,967 pounds, which is equivalent to capturing the CO2 emissions from consuming 255 gallons of gas, burning 2,500 pounds of coal, using 93 propane cylinders, and charging 289,238 smartphones. These plants will also intercept 16,760 gallons of rainfall over their lifetime.



# PARTNERS

2020 - 2021

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

- ‘Ahaui Mālama I Ka Lōkahi
- Aina Momona
- Akaka Foundation for Tropical Forests
- Aloha Kuamo’o ‘Āina Anthology
- Beach Environmental Awareness Campaign Hawaii (B.E.A.C.H.)
- Big Island Invasive Species Committee
- Bishop Museum
- Camp Pālehua
- Campbell High School
- Ceeds of Peace
- Chamber of Commerce Hawaii
- City & County of Honolulu
- AmeriCorps
- County of Kaua’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
- E Kupaka Ka ‘Āina
- East Maui Watershed Partnership
- Education Incubator
- Elemental Excelsior
- Friends of Hawaii’s Urban Forest
- Grove Farm Company, Inc.
- Hale Kipa
- Harold L. Lyon Arboretum
- Hau’oli Mau Loa Foundation
- Hawai’i Department of Education
- Hawai’i Institute of Marine Biology
- Hawai’i Sustainable Farms LLC
- Hawai’i Farmers Union
- Foundation - KAEC
- Hawai’i P-20
- Hawai’i Technology Academy
- Hawaii Fish Company Inc.
- Hawaii Institute of Pacific Agriculture
- Hawaiian Island Land Trust
- Hi’ipaka LLC
- Hika’alani
- Ho’ola Honey LLC
- Ho’okua’āina
- Ho’oulu ‘Āina
- Honua, Inc.
- Hui Aloha Kīholo
- Hui Mālama i ke Ala ‘Ūlili
- Hui o Ho’ohonua
- Hui o Ko’olaupoko
- Huliauapa’a
- I Nui Ke Aho
- Junior Achievement Hawai’i
- Ka Honua Momona International
- Ka’ala Farm
- Ka’ehu - Wailuku Coastal Land
- Kaehu
- Kaho’olawe Island Reserve Commission
- Kahua Pa’a Mua - Hoes KNF Learning Lab
- Kāko’o ‘Ōiwi
- Kalaeloa Heritage and Legacy Foundation
- Kapolei High School
- Kaua’i Forest Bird Recovery Project
- Kauluakalana
- Keiki and Plow
- Kipahulu Ohana, Inc.
- Ko’olau Mountain Watershed Partnership
- Kohala Institute at ‘Iole
- Kōke’e Resource Conservation Program
- Kōkua Hawai’i Foundation
- Kōkua Kalihi Valley
- Kona Mamaki Farm
- Kū-A-Kanaka LLC
- Kua O Ka La NCPCS
- Kua’āina Ulu ‘Auamo
- Kuhiawaho
- Kulahaven Farms LLC

- Lanipo Farm LLC
- Laukahi: The Hawai’i Plant Conservation Network
- Le Jardin Academy
- Life 360
- Lili’uokalani Trust
- Mala Kaluulu Cooperative
- Mālama Huleia
- Mālama Kaua’i
- Mālama Learning Center
- Mālama Loko Ea Foundation
- Mālama Maunaloa
- Mālama Pu’uloa
- Mālama Pupu’akea Waimea
- Mānoa Heritage Center
- Manulele Farms, LLC dba Ko Hana Farms
- Maui Bird Conservation Center
- Maui Forest Bird Recovery Project
- Maui Mixer, dba Na Mahiai O Keanae
- Maui Nui Botanical Garden
- Maui Nui Seabird Recovery Project
- Mauna Kahalawai Watershed Partnership
- Mauna Kea Forest Restoration Project
- Mauna Kea Watershed Alliance
- Mohala Farms
- Moloka’i Land Trust
- Na Kahu O Hoai, Inc.
- 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’uhonua 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 Army Natural Resources Program
- O’ahu Invasive Species Committee
- Oceanamatica - Loveblue
- Ohu Ohu Koolau Inc dba Koolau Watershed Foundation
- Pacific American Foundation
- Paepae o He’eia
- Papahana Kuaola
- Partners in Development (Kupa ‘Āina)
- Pearl City High School
- Pōhāhā I Ka Lani
- Pop-Up Labs for Sustainability (PULS)
- Pulama Lanai, LLC
- Punachicks Farm LLC
- Purple Mai’a
- Re-use Hawaii
- Regenerative Organic Agriculture and Pro-biotic Practices Hawaii
- Research Corporation of the University of Hawai’i
- San Diego Zoo Wildlife Alliance - ‘Alalā Release and Tracking Team (Hilo)
- San Diego Zoo Wildlife Alliance - Maui Bird Conservation Center
- San Diego Zoo Wildlife Alliance - Keauhou Bird Conservatory
- Skyline Conservation Initiative
- STEMWorks Hawaii
- Sustainable Oceania Solutions
- The Corps Network
- The Kohala Center, Inc.
- The Nature Conservancy of Hawai’i
- U.S. Fish & Wildlife Service
- U.S. Forest Service
- U.S. National Park Service
- Ulu Mau Puanui
- University of Hawai’i at Mānoa
- University of Hawai’i at Mānoa, Department of Natural Resources and Environmental Management
- University of Hawaii Maui College
- WAI.ORG INC
- Waianae Community Re-Development Corporation
- Waikoloa Dry Forest Initiative
- Waimea Valley Hi’ipaka, LLC
- Waipā Foundation
- Waipahu High School
- West Maui Mountains Watershed Partnership

# GIVING PAGE

## 2020 - 2021

Mahalo to our generous donors for your support! Your donations were directed into Kupu's work to develop youth, improve Hawai'i's green workforce, and restore the environment in the communities that we serve. We would not be able to do what we do without all of our supporters!

Aaron Acpal  
Abbie Adachi  
Adriana Tesh  
Adrienne Sylva  
Agnes Nakaima  
Agnes Tang  
Aimee Yamamoto  
Air Central Inc.  
Aitogi Totemese  
AJ Halagao  
Al Al  
Alan M. Oshima  
Alan Magno  
Alana Cardenas  
Alana Pakkala  
Alanna Kalamau-Ranis  
Alayna Hangai  
Aldona Dye  
Aldrinana Leung  
Alec Freeman  
Aleka Kahakai  
Alex Gauthier  
Alex Harris  
Alex Truong  
Alexandros Vourlidis  
Alexina Chai  
Ali Kaina  
Alicia Bonnet  
Alicia Enos  
Alicia Loebel  
Allen Wang  
Alohalani Slover  
Alyssa Daoang  
Amanda Ellis  
Amanda Han  
Amanda Marsh  
AmazonSmile Foundation  
Amber Kelekolio  
AmeriCorps  
Aminy Koko Abrams  
Amuerfina Tadana  
Amy Asselbaye  
Andrea Roller  
Andrew Fried

Angela Jackson  
Angela Kia  
Anj Oto  
Ann Botticelli  
Ann Teranishi  
Anna Alcon  
Anne Matsuzaki  
Anne Mugler  
Anthony Chai  
Anthony Sato  
April Joy Barreras  
Ari Haiola  
Arianna Feinberg  
Arlene Merritt  
Ashlen Bueno  
Ashley Debolt  
Ashley McIlroy  
Ather Ahmed  
Atlas Insurance Agency  
Audrey Ledford  
Austin Noah Angoco  
Ava Nau  
Ava Tavares  
Bailey Wilson-Pena  
Bank of Hawaii  
Bank of Hawaii Charitable Foundation  
Barbara Hynds  
Barbara Isobe  
Barbara Okamoto  
Barbara Ryder  
Barron Guss  
Bartell Household Becton, Dickinson and  
Ben Ancheta  
Benjamin Hoham  
Benson Leung  
Bert Weeks  
Betty Yada  
Bill Coy  
Bj Williams  
BJP Consulting  
Bobbi Edwards  
Bobo Ta

Bonnie Jacques  
Bonnie West  
Boys & Girls Club of Hawaii  
Brad Nicolai  
Brad Punu  
Bradley Totherow  
Brandi Linogon  
Brandon Bodiford  
Brandon Hayashi  
Brandon Lau  
Brant Chillingworth  
Braylynn Moni  
Brendan Damon  
Brent Hutchinson  
Bruce Saito  
Bryanna Oyadamari  
Bryce Kanehira  
Byron Ferreira  
C4 Christ Centered Community Church  
Cadinha & Co., LLC  
Cameron Nekota  
Carl Endo  
Carmelita Austria  
Carol Ai May  
Carol Tom  
Caroline Austin  
Carolyn Johiro  
Carrie Inamasu  
Aken  
Carrie Masuoka  
Carter Katase  
Casey Fraga-Saldivar  
Casey Nakano  
Cassin Muramoto  
Catherine Criste  
Catherine Dee  
Catherine Kukea  
Cecilia Fong  
Cecily Wong  
Central Pacific Bank

Chad Quinones  
Chansen Sacramento  
Chantilly-Ann Espindola-Williams  
Chao Chen  
Chapter Charlee-Ann Stanton  
Charlene McCrea  
Charlie Bartolome  
Charlyn Dote  
Chauvahnn Cahill  
Chayenne Aiwohi-Kim  
Chelsea Enea  
Chelsea Soares  
Cheray Roman-Kaao  
Cheryl Oda  
Cheryl Oncia  
Ching Yee Young  
Chong Household  
Chong Pak  
Chris Archambault  
Chris Benjamin  
Christian Whitney  
Christina Kanemori  
Christine Custodio  
Christopher Whang  
Christy Tuitele  
Ciara Byrne  
Cindy Vasquez  
Claire Tarumoto  
Classy Campaign  
Colbert Matsumoto  
Colena Asing  
Colin Kamemoto  
Colleen Rozillis  
Company  
Concrete Coring Company of Hawaii, A Penhall  
Company  
Connie Lau

Corine Hayashi  
Corliss Whitmore  
Coryn Sakamoto  
County of Hawaii  
Courtney Haugen  
Courtney Huddleston  
Courtney Takara  
Craig Norris  
Creighton Arita  
Crystal De Jesus  
Cynthia Hermosura  
Cynthia Yarawamai  
D. Suehiro Electric, Inc.  
Daena Tuquero-Marquez  
Daisy Chung  
Dan and Michelle Mueth  
Dan Eliot  
Dan V Giovanni  
Dana Gusman  
Dana Tokioka  
Dane Teruya  
Danell Kanae  
Danford Oshima  
Dani Aiu  
Daniel Chun  
Daniel Emmett  
Daniel Fukao  
Daniel Lee  
Daniel Oviedo  
Daniel Wong  
Daniel Woods  
Danyel Panui  
Daphne Torres  
Darcie Fraga  
Darcie Yukimura  
Darcy Davis  
Darcy Endo-Omoto  
Dareza Bras  
Darin Hajime  
Darrell Sniffen  
Daryl Suehiro  
David Hudson

David Lassner  
David Morimoto  
David Smith  
Dawn Bae  
Dawn Mahi  
Dawn Wong  
Day Holdings LLC  
Dean Shigemura  
Deane Wong  
Debbie Yasaki  
Deborah Mackins  
Deborah Weil-Manuma  
Debra White  
Deion Agustin  
Denis Isono  
Denise Nakashima  
Department of Land and Natural Resources  
Devin Diamond  
Dodi Preese  
Donna Mau  
Doug Bennett  
Doug Brown  
Douglas Freeman  
Duane Chee  
Eamon Lai  
Ed Burke  
Edward Lastimosa  
Elisabeth Larson  
Elise von Dohlen  
Elizabeth Kohagura  
Ellen Cho  
Ellen Hoopai  
Elmer Pancho  
Elynor Adolfo  
Ember Labra  
Emi Au  
Emily Destefano  
Emily Porter  
Emily Ranan  
Emma Yuen  
Emmah Pahulu  
Eri Kawaguchi  
Eric Co  
Eric Trobeck

Eric Wright  
Eric Yeaman  
Erich Patten  
Erin Carr-Jordan  
Erin Shima  
Erin Tanaka  
Erlene Lau  
Ernestine White  
Evan Patek  
Evelyn Agcaoili  
Faith Mading  
Felice Valmas  
Fiatamalii Tualo  
Foodland Super Market, Limited Foundation  
Fredalyn Alcaide  
Gail Fujimoto  
Gary Horita  
Gary Pang  
George Hom  
Gerald Melanson  
Gerlie Anton  
Gertrude Vierra  
Gina Kang  
GIVING PAGE  
Glenn Bauer  
Glenn Dela Cruz  
Glenn Tanag  
Gloceria Sinesky  
Grace Kearns  
Graeme Freeman  
Greg Hazelton  
Greg Sitar  
Greg Wood  
Gregory Auberry  
Gregory Melvin  
Gretchen Swanson  
Gwendolyn Souza  
Haley Kodama  
Halia Hester  
Hana Smith  
Harald Stiller  
Harmony Roy  
Hawaii CPCU Society  
Hawaii Amateur Surfing Association  
Hawaii Community Foundation  
Hawaii Career Connected Learning Program  
Hawaii Community Foundation  
CHANGE Grants Program  
Hawaii

Community Foundation Hawaii  
Island Strong Fund  
Hawaii CPCU Society Chapter  
Hawaii Hotel Industry Foundation  
Hawaiian Electric Company, Inc.  
Hawaiian Electric Industries Charitable Foundation  
Heather Namahoe  
Hee Young Trujillo  
Hiilani Pila  
Hildegard Nolan  
Hsueh-Jean Chao  
Impact Fund  
Iolani School  
Ipo Lugo  
Isaac Okita  
Isaiah Kaaupwai  
Iwao Sato  
J. Kadowaki, Inc.  
Jackaline Suen  
James Belford  
James Bennett  
James Dativy  
Jamie Cheng  
Jamie DiRienzo  
Jarnie Dunlap  
Jamie Hepa  
Jamie Kane  
Jamie Li  
Jan Harada  
Jan Yoshimura  
Jana Spencer  
Janeen Oyama  
Janice Pak  
Janina Abiles  
Janis Turner  
Jared Fukushima  
Jarrod Sniffen  
Jasmine Dempsey  
Jasmine Reddy  
Jason Broomall  
Jason Louie  
Jason Sturgis  
Jason Whitehead  
Jay Kadowaki  
Jayci Yamada  
Jeanne Schultz-Afuvai  
Jeb Bassett  
Jeff Arce  
Jeffrey Arce  
Jen Huddleston  
Jennifer Irvine

Jennifer Nago  
Jenny Walker  
Jeremy Cummings  
Jerry Acio  
Jessica Broom  
Jessica Chung  
Jessica Enos  
Jessica Kaneakua  
Jessica Scheeter  
Jihye Chae  
Jill Larita  
Joane Diggs  
Jocelle Mercado  
Jocelyn Lee  
John & Juliana Leong  
John Cobbin  
John Field  
John Koga  
John Leong  
John Morgan  
John Neff  
John Pang  
Johnny He  
Jonah Kaneshiro  
Jonathan Marstaller  
Jonathan Mather  
Jonathan Real  
Jonathan Steiner  
Jordan Lim  
Joseph Yiu  
Josh Reppun  
Josh Stanbro  
Joshua Ching  
Joshua To  
Jotis Russell-Christian  
Joy Kaniho  
Judith Pyle  
Judith Renon  
Juli Gallegos  
Julia Fernandez  
Julia Kozitsyna  
Julian Cowley  
Juliet Khrislite Deyro  
June Yi  
Jung Ung Cho  
JustGive - Great Nonprofits  
Justin Davidson  
Kacie Chang  
Kahalalihiula Freeman  
Kai Brown  
Kai Cordeiro  
Kailike Cobb  
Kainalu Sano

Kaitlyn Ikehara  
Kala Wilber  
Kalani Asuncion  
Kalei Dagulo  
Kalena Yoshida  
Kanani Miyahira  
Kanoee Igarashi  
KaraLynn Uchimura  
Karen Birkett  
Karen Nielsen  
Karen Whitehead  
Kathee LeBuse  
Kathleen Chapman  
Kathleen Sullivan-Wo  
Kathleen Thurston  
Kathryn Kladar  
Kathy Morimoto  
Kathy Poentis  
Katrina MacAdangdang  
Katrina Ogata  
Katrina Utleig  
Kau'ialani Arce  
Kaulana Blankenfeld  
Kaulana McCabe  
Kaulana Park  
Kawaiola Kalipi  
Kawika Riley  
Kay Fukunaga  
Kayla Marks  
Kaylene Watanabe  
KC Guittu  
Ke Kumu Ulu  
Keahi Makaimoku  
Keala Peters  
Kehau Meyer  
Keith Ah Sam  
Keith Blazek  
Keith Desaki  
Keith Lee  
Kekoa Dettloff  
Kellee Tenn  
Kenix Lau  
Kenneth Hiraki  
Kenneth Mwailir  
Keoni Medeiros  
Kessy Bachiller  
Kevin Benz  
Kevin Chock  
Kevin Rapp  
Kevin Ueunten  
Kiana Washington  
Kiha Pimental  
Kiki Kise  
Kim Matsukawa  
Kimberly Gennaule

Hagi Kipuka Fund of the Hawaii Community Foundation  
Kira Kaneshiro  
Kirsi Scotte  
Kirstin Punu  
Kitrie Tanimoto  
Kristen Awa  
Kristen Pacpaco  
Kristen Teves  
Kristin Ostergaard  
Kristin Snyder  
Kristina Lockwood  
Krystal Yamane  
Kukio Community Fund of the Hawaii Community Foundation  
Kulia Vasconcellos  
Kumiko Matter  
Kurt Matsumoto  
Kurt Tsue  
Kyle Davis  
Kyle Miyasato  
Kyle Shelly  
Kylie Endo  
Kylie Takashima  
Kyrie Puaoi  
la Brown  
Lana Dubinina  
Lana Murakami  
Lance Masuda  
Lance Wilhelm  
Lara Won  
Laszlo Bock  
Laurel Yaros  
Lauren Nahme  
Lauren Scantlebury  
Lauren Seibel  
Laurie Cateriano  
Lawrence Johnson  
Lawrence Rodriguez  
Lawrence Tseu  
Lea Hong  
Leah Klasovsky  
Leah Laramee  
Lee Mar  
LeeAnn Silva  
Lehua Ah Sam  
Leif Kjonagaard  
Leighson Tanaka  
Leihua Book  
Leisha Arruda  
Leo Archibeque  
Leona Agni

Leong Household  
Leslie Smith  
Leslie Uptain  
Leticia Kekahuna  
Lexus Sagisi  
Li Fan  
Liane Voss  
Lin Ann Chang  
Linda Lui  
Lindsay Horikoshi  
Lindsey Kalauiwaa  
Lionel Shaw  
Lisa Forkish  
Lisa Fujii  
Lisa Halvorson  
Lisa Hill  
Lisa Shrewsbury  
Lisa Thai  
Lisa Yasuhara  
Lita Amodo-Matias  
Liz Chun  
Liz Kaneshiro  
Logan Green  
Logan Taylor  
Motas  
Lori Apuna  
Lori Harrison  
Lori MacDonald  
Lori Uyeda  
Lorna Pacheco  
Lotomua Malaki  
Luana Hiongson  
Lucinda Tsutahara  
Lynn Kian  
Madeline Hartigan  
Madeline Lee  
Maile Alau  
Maile Wichimai  
Makana Nunes  
Malia Morris  
Mango Hill Farms LLC  
Manny August  
Marc Ioane  
Marc Kadota  
Marcelena Dela Cruz  
Marcelo Dulaey  
Marcus Lewis  
Maria Hunt  
Maria Rhodelia Lamug  
Mariane Uehara  
Marisa Hayase  
Marisla Fund of the Hawaii Community Foundation  
Mark Canney

Mark Dayao	Yoshinaga Family Fund of the Hawaii Community Foundation	Race Randle	Sarah Pantaleon	Suzanne Case	U.S. Fish and Wildlife Service
Mark Yoda	Nadine Nakagawa	Rachael Wong	Sarah Schradig	Suzette Arita	U.S. Forest Service
Marlaine Binas	Nai Villegas	Rachel Coloma	Schwab Charitable	Tai Cheng	U.S. National Park Service
Marnie Meuser	Nakita Bubar	Rachel Szczytko	Scott Hew	Talia Budroe-Diaz	Vaiata Stokes
Martha Bernadett	Nālei Akina	Rachele Gutierrez	Scott Seu	Tamia McKeague	Valerie Fajotina
Martin Dunn	Nancy L Hartner	Raine Medeiros	Scott Valentino	Tammi	Vance Martin
Martin Guerriero	Napua Eng	Ralph Acidera	Sean Lin	Oyadomari-Chun	Vanessa Moreno
Mary Jewell	Natalie Parke	Randall Arasaki	Sean Panquites	Tammy Freedman	Varanya Luxton
Mary-Cris Alviar	Nathan Berry	Randall Kennedy	Seana Mena	Tammy Isobe	Verna Bornios
Matthew Bauer	Nathan Fong	Randy Ching	Setsuko Sakamoto	Tammy Lam	Vianne Tabata
Matthew Ideoka	Nathan Kam	Randy Moore	Shaena Magbulos	Tara Cheek	Victor Kwok
Matthew Levi	National Marine Sanctuary Foundation	Rashmi Baragi	Shalom Barenaba	Taren Ipson	Victoria Perrone
Maureen Garzon	Nee Sniffen	Reinette Lau	Shanell Costorio Meyer	Target Corporate Responsibility	Victoria Sanchez
Maybelinda Hayashi	Nenette Delacruz	Rena Hwang	Shanice Mara-Gonsalves	Target Corporation	Virginia Rivera
Mayo Chinn	Network for Good	Renjee Villaluz	Shara Enay	Tasha Candilasa	Virginia Rivera
Megan Hein	nicholas lui-kwan	Rich Wacker	Shariel Santiago	Taylor Nakamura	Vivian Fisher
Megan Kashimoto	Nicoelle Marciel	Richard Kebo	Sharla Billianor	Tayna Tapuosi	VM Creative
Mei Farman	Nicole Akimseu	Richard Wong	Sharla Kumai-Farrell	Tenille Ah Choy	Vriginia Marie
Meia Lebarre	Nicole Bongo	Rick Blangiardi	Shawn Nichols	Terrence Chang	Tattersall McGuire
Meiling Paio	Nicole Makekau	RICKY TAKEMOTO	Shawna Peiler	Terry Cablinga	Wanda Leopold
Melanie Arcedo	Nicole Noteman	RIDER LEVETT	Shaylisse Gregory	Terry George	Wen Ruan
Melissa Benjamin	Nicole Yoshimoto	Rider Levett Bucknall	Sheena Luaehu-Lyons	Tess Chichio	Wendell Fox
Melissa Ibrao	Nike, Inc.	Riley Stormont	Shelly Nitta-Gima	Tetine Sentell	Wendy Crabb
Melissa Sefo	Nikki Russel Siarot	Riley Talbot	Sheree Ann Borja	The Benevity Community	Werner Grebe
Melissa Yoshioka	Olivia Fleming	Rita Kaku	Shereen Goto	The Benevity Community Impact Fund	Wesley Shinkawa
Melvin Higa	Paige Kamemoto	Rob Nelson	Sherry Hazelhurst	The Blackbaud Giving Fund	Wesley Tufaga
Memorie Ah Quin	Paleka Hookano	Rob Nobriga	Sheryl seaman	The GIFT Foundation Inc.	Wilhelm Family Fund (Morgan Stanley Global Impact Funding Trust (GIFT))
Meredith Ching	Pam Omidyar	Robbie Ann Kane	Shilla Lee	The Swinerton Foundation	William Johnson
Meriam Eter	Pamela Maeda	Robert Harrison	Shirin Odar	theodore chia	William Kaneko
Mia Mijuskovic	Pamela Nemoto	Robert Mercer	Sho Googag	Thi Wong	William Nash
Mia Tokumura	Patrick J Kaawa	Robert Wong	Shyla-Ann Kekona	Thurston-Pacific, Inc.	William Pate
Michael Masuda	Patsy Saiki	Robin Williams	Siana Austin Hunt	Tia Castro	William Swartman
Michael Minogue	Patti Kino	Robyn Lorian	Sidney Stern Memorial Trust	Tiffany Garza	William Weaver
Michael Rose	Paul Borges	Robyn Schwenke	Silicon Valley Community Foundation	Tiffany Huynh	Willie Quayle
Michael Wilson	Paul Iha	Rodney Chong	Skye Kim	Tiffany Isobe	Wylene Dias
Michael Wong	Paul Kosasa	Roen Hufford	Sloan Becraft	Tiffany Nakamura	Xan Avendano
Michele "Chrissy" Kuahine	Paul Taala	Rogerene Kali Arce	Sophia Wong	Timothy Johns	Yoshimi Yoshida
Michele Sarae	Pauleen Wright	Rosemarie Tanap	Stacey Baba	Timothy Rosser	yoshinari ichimura
Michelle Bartell	Penny Larin	Ross Fujii	Stacy Caswell	Tobi Hanna-Davies	Yunealda Randall
Michelle Craighead	Percy Unciano	Rover Bernhard	Stacy Viyavong	Toby Frigillana	Yvette Maskrey
Michelle Espanto	Peter Plotzeneder	Russell Lau	Stan Kimura	Tom Rulon	Yvonne Ako
Michelle Viel	Phil Pomella	Ruth Igawa	Starbucks Foundation	Tony Mizuno	Yvonne Yoro
Midori Hayashi	Philip Bacchus	Ryan Baruso	Stefanie Jim	Tori Kawahara	Zach Cantor
Mignonette	Philip Kalipi	Ryan Longman	Stephen Chang	Tracey A. Fermahin	Zephyr Insurance Company
Mercado-Puli	Phoebe Yeung	Ryan Sherwood	Stephen Gerona	Tracie Iha	
Miguel Geronimo	Pili Esperas	Ryo Kubota	Steven Doo	Tracy Colburn	
Mikalaney Kriener	Pledgeling Foundation	Sachiko Uchida	Steven Lee	Tracy Lee	
Mike Vieira	Pokmeng See	Sam Nichols	Stupski Foundation	Trevor Takizawa	
Mitch D'Olier	Porter Household	Samantha Pa	Sudim Lazo	Trudy Shinsato	
Mitchell Fastenau	Priscilla Growney	Sandra Lau	Susan Quintal	Ty Yamamoto	
Mitsue Varley	Public Schools of Hawaii Foundation	Sandra Maikai	Susan Uno	Tyre Spencer	
Momi Akimseu,	Puni Kekauoha	Sandra Qu			
Monica Haboush		Sandy Ikei-Maeshiro			
Morris Takushi		Sara N. Garske			
Mueth Household		Sarah Kern			
Mufi Hannemann					
Nadao & Mieke					

# PROGRAM DEMOGRAPHICS

2020 - 2021

## HOUSEHOLD INCOME



## EDUCATION BACKGROUND

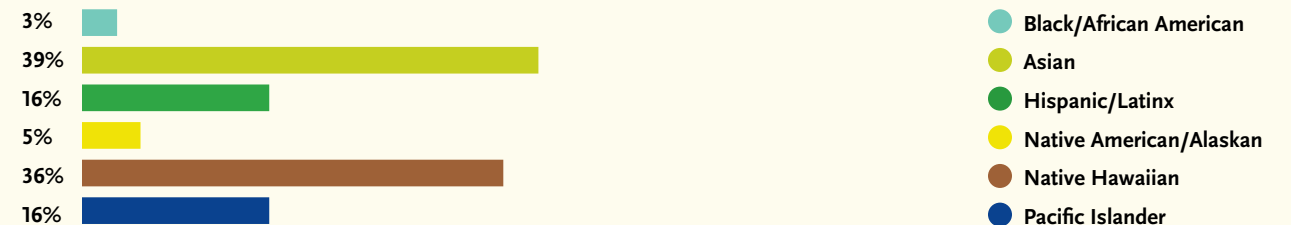


## PARTICIPATION BY INDIGENOUS PEOPLE & MINORITIES

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

All Entries (Those who selected one or more options).

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



# KUPU TEAM

## BOARD OF DIRECTORS



**Kaulana H.R. Park**  
President  
*(Senior Project Manager, Rider Levett Bucknall)*




**Tyler Tokioka**  
Vice President  
*(Vice President, External Affairs, Island Insurance)*



**Bradley F. Totherow**  
Treasurer  
*(Vice President, Cadinha & Co., LLC)*



**Rodney Chong**  
Secretary  
*(Director, Telecommunications, Hawaiian Electric)*




**Darcie Yukimura**  
Member at Large  
*(VP of Philanthropy, Hawai'i Community Foundation)*



**John Leong**  
Member at Large  
*(CEO, Kupu & Pono Pacific)*




**John Neff**  
Member at Large  
*(President, Hawai'i Region, Penhall Co.)*




**Julianna Rapu Leong**  
Member at Large  
*(Owner, Pono Pacific & Co-Founder, Kupu)*




**Kathleen Thurston**  
Member at Large  
*(Owner & President, Thurston Pacific, Inc.)*




**Kathy Morimoto**  
Member at Large  
*(Assistant VP, Clinical Integration, HMSA)*




**Lance K. Wilhelm**  
Member at Large  
*(President, The Wilhelm Group)*



**Michael D. Wilson**  
Member at Large  
*(Supreme Court Justice, State of Hawai'i)*



**Rob Nelson**  
Member at Large  
*(President, Finance Factors)*



**Tiffany "Tiffa" Garza**  
Member at Large  
*(Worship Pastor, C4)*



**Timothy Johns**  
Member at Large  
*(President and CEO, Zephyr Insurance Company)*

# KUPU TEAM

## STAFF



**Alofa Taei**  
Program Manager



**Alyson Marsh**  
Executive Assistant



**Amadea Szamosi**  
Senior Staff Accountant




**Amy Rhee**  
Program Assistant




**Ana Hiyane**  
Operations Manager




**Bransen "Pu'u" Zablan**  
Ho'okupu Center Asst. Mngr.




**Cassandra Clark**  
Systems Analyst &  
Database Manager




**Cassie Fosket**  
Program Coordinator



**Chelsie Wung**  
Administrative Coordinator



**Christina "Puakea" Busby**  
Education Coordinator




**Data Sananap**  
Kupu Cook



**Dina Fernandez**  
Administrative Assistant




**Edward Mafnas**  
Chef Instructor




**Elia Herman**  
Senior Program Manager



**Ema Bell**  
Case Manager



**Emma Broderick**  
Asst. Government Relations  
& Strategic Partnerships  
Officer



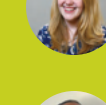
**Frank Gonzales**  
Sous Chef




**Graeme Lander**  
Recruiting Coordinator




**Hannah Passamonte**  
Program Coordinator



**Hulali Alford**  
Program Coordinator



**Iolani Adams**  
Program Coordinator




**Janice Pak**  
Chief Financial Officer



**Jasmine "Tita" Kuhaulua**  
Program Coordinator



**Jessica Kaneakua**  
External Affairs Officer




**Joshua Ching**  
Assistant HR Manager



**Kaimana Lee**  
Sous Chef



**Kalei Holt**  
Program Coordinator




**Kara "Kala" Wilber**  
Program Manager




**Katrina Ogata**  
Senior Director of  
Compliance



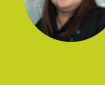
**Kaulana McCabe**  
Senior Program Manager



**Kawena Elkington**  
Community Engagement  
Manager



**Kawika Riley**  
Senior Director of  
External Affairs



**Kim Matsukawa**  
Administrative Manager

# KUPU TEAM

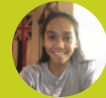
## STAFF (CONTINUED)



**Maeghan Castillo**  
Assistant Program Manager



**Raydon Amba**  
Kupu Cook



**Yvonne Yoro**  
Program Coordinator



**Malin Subramaniam**  
Senior Staff Accountant



**Rebecca Harper**  
Assistant Administrative Manager



**Zainisha Ogwaro**  
Assistant Program Manager



**Maria Wisco**  
Database Coordinator



**Reina Mitsuda**  
Assistant Program Manager



**Mark Canney**  
Grants & Contracts Manager



**Ridge Souza**  
Program Coordinator



**Marvin Phillip**  
Program Coordinator



**Sarah "Makamae"  
Ing**  
Administrative Assistant



**Matthew Bauer**  
Chief Operating Officer



**See Wai Wan**  
Controller



**Matthew Ching**  
Staff Accountant



**Steve Strawser**  
IT Manager



**May-lynn Phillip**  
Program Enrollment Specialist



**Tabetha Block**  
Program Coordinator



**Mayling Chung**  
Administrative Coordinator



**Taylor Soete**  
Staff Accountant



**Niki Ozaki**  
Compliance Manager



**Walter "Kepa"  
Barrett**  
External Affairs Officer



**Pa'ahana Kincaid**  
Program Manager



**William Carroll**  
Program Manager

# CONTACT US

## OUR MISSION

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.

### OFFICE:

677 Ala Moana Blvd., Suite 1200  
Honolulu, HI 96813-5412

Phone: (808) 735-1221

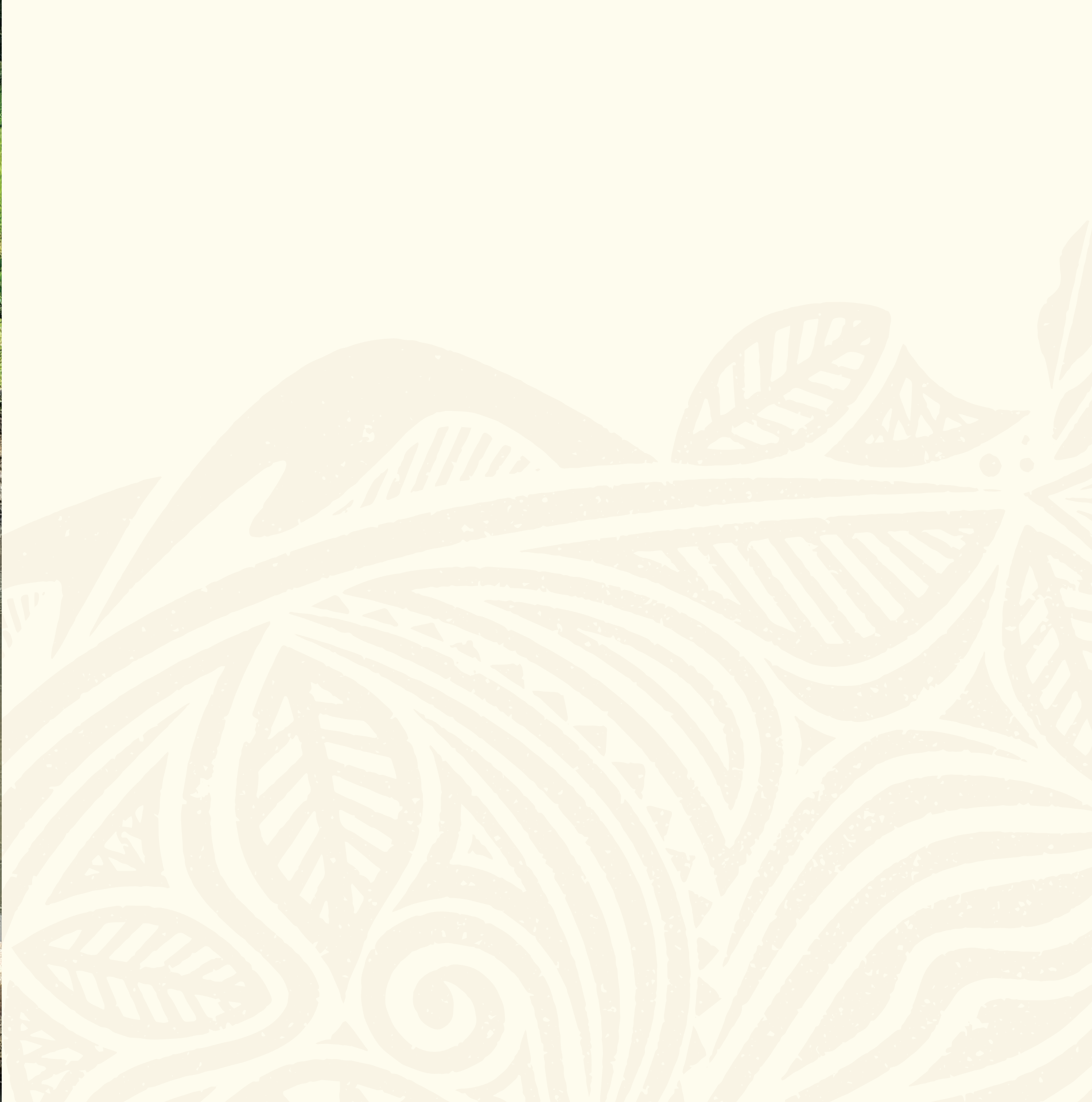
Email: [info@kupuhawaii.org](mailto:info@kupuhawaii.org)

### DONATIONS/PAYMENTS:

MSC 61382  
P.O. Box 1300  
Honolulu, HI 96807-1300

[kupuhawaii](#) [kupuhawaii](#) [KupuHI](#)

[kupuhawaii.org](http://kupuhawaii.org)





HE PO'I NA KAI ULI,  
KAI KO'O, 'A'OHE HINA  
PŪKO'A



**KUPU**  
LEARN • SERVE • RESTORE

677 Ala Moana Blvd., Suite 1200 Honolulu, HI 96813-5412  
(808) 735-1221 [kupuhawaii.org](http://kupuhawaii.org)