



KUPU

LEARN • SERVE • RESTORE

A photograph showing a group of people, many wearing blue shirts, wading through a shallow, grassy wetland or marsh. The background features rolling green hills under a clear sky. Large, wet green leaves are in the foreground, framing the scene.

2015 ANNUAL REPORT

Aloha Kākou,



Since 2007, Kupu has dedicated its work to growing the minds and hearts of our youth by connecting them with the land and culture in which we live. Today, our mission remains the same: to educate and mentor youth, positively impact our local communities, and create a more sustainable, pono Hawai'i. Growth transcends throughout Kupu, and over the past fiscal year, we're proud to share that we continued to expand our programs in order to create a broader and deeper impact across the state. In fact, during this past fiscal year alone, Kupu partnered with over 150 organizations and environmental sites to help protect our precious natural and cultural resources while providing meaningful hands-on opportunities to youth and young adults. In 2015, Kupu supported 323 youth, helped 13 individuals receive their high school diploma equivalency, and leveraged close to 6,000 volunteers. Altogether, Kupu's programs had an economic benefit of over \$14 million. On behalf of Kupu, we are deeply grateful to our partners, donors, supporters, board of directors, staff, volunteers, alumni and community who truly believe in our organization and make our work possible. Mahalo for your continued support!

John Leong, CEO of Kupu

Our Mission

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



100 volunteers gather at Ulupo Heiau State Park for MLK Day of Service

**JAN
2015**

Youth launch "Ellen Eoreni", a traditional hand-carved wa'a (canoe)



Kupu interns plant 20,000 native trees

**MAR
2015**

National accreditation from the Corps Center of Excellence



13 graduates recognized at the first CBASE Diploma graduation

**MAY
2015**

Corporation for National & Community Service CEO, Wendy Spencer visits



**JUN
2015**

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Kupu was founded in 2007 because of a heart to serve. Kupu in Hawaiian means “to sprout, grow, germinate, or increase” and like the fern (which is one of the first plants to bring life back to the land after a devastating lava flow), Kupu’s heart is to bring life back to the people, land, and ocean while restoring the larger community for a better tomorrow. Kupu provides service-learning programs in the “green jobs” sector. These programs are a catalyst to support our over 150 partner sites throughout Hawai’i and the Pacific Basin, in industries like conservation, renewable energy, agriculture, and sustainability. Kupu’s programs develop the next generation of leaders in these industries by producing young adults who have the experience, knowledge, passion, and character necessary to build a more sustainable future.



Kupu receives Hawai’i Green Business Award



Kupu youth travel to Paris for the 2015 Climate Change Conference

**JUL
2015**

Kupu represents Hawai’i at Inter-Tribal Youth Climate Leadership Congress



**OCT
2015**

65 volunteers make a difference at Castle High School



**NOV
2015**

US Environmental Protection Agency recognizes Kupu's commitment to endorsing sustainable food management practices



**DEC
2015**

Educating and mentoring youth to serve as stewards of our culture and environment

BRIAN JOHNSON After enduring a family tragedy, Brian became disengaged in school, ultimately failing the 9th grade twice and discovering he would not be able to earn enough credits to graduate in time. Brian was referred to Kupu by a counselor. Amazingly, he thrived, accomplishing much personal growth as well as helping his team clear 3,440 sq. ft. of invasive species and out-plant 107 native plants. After receiving valuable mentorship at Kupu and engaging in hands-on service, Brian gained motivation, personal growth, and a sense of purpose. He excelled as a student in Kupu's alternative high school diploma course and in June, Brian celebrated successful completion of his studies during a graduation celebration. With a diploma in hand and life experience under his belt, Brian has enrolled at Leeward Community College and has volunteered with Kupu so that he can continue to mentor the next generation of Kupu members.



"This program has not only changed my life and my aspirations but has also changed every other team member."

ALUMNI

96%

Encouraged to pursue environmental issues

93%

Increased cultural understanding

98%

Made a positive difference through participation

100%

Increased appreciation for and connection to places

94%

Encouraged to pursue higher education or employment

76%

Encouraged to continue to serve their community

86%

In or working towards a "Green Career"



Connecting Cultures: A Wa'a Named "Ellen Eoreni"

In close partnership with Kānehūnāmoku Voyaging Academy and Kōkua Kalihi Valley's Ho'oulu 'Āina Program, Kupu interns worked to construct a traditional Micronesian wa'a, or canoe. The 75-day-long project engaged 700 volunteers who put time and effort into carving and crafting the canoe at Kupu's Kewalo Basin facility. Kupu program members worked on the wa'a on a weekly basis, assisting the primary construction crew, and eventually helping to teach visiting school and volunteer groups how to make sailing knots and cordage for it. On January 10, 2015, the wa'a was given the name Ellen Eoreni, meaning "the way to connect culture," and set sail. Distinct individuals including master carver, Plasito Eseluqipi (son of Mau Pialug) and youth and community members joined in on the maiden voyage.

Youth Conduct Energy Audits in the DOE

In 2015, OpTerra Hawaii and Kupu formed an exciting new partnership to provide young adults an opportunity to conduct energy audits at 22 O'ahu schools to cultivate their green workforce skills and knowledge through a paid internship. The program is reducing energy consumption and operational expenses within the Department of Education, as well as transforming the learning environment by integrating project-based curriculum focused on STEM (science, technology, engineering and mathematics) and sustainability, creating engaging educational opportunities, and forming career pathways in the energy and sustainability field. The program is also supporting economic development through direct and indirect local job creation.



"I found myself while doing these programs... and I realized that I wanted to better Hawai'i."

Placing youth in hands-on training and service opportunities that benefit the community, preserve our natural resources, and prepare youth for employment.

JAYLEEN MARAR As a recent high school graduate, Jayleen joined Kupu as a program member, seeking on-the-job training. Jayleen has been faced with much adversity in her life, but has not let that get in her way. While participating in the program, Jayleen earned the respect of her peers and staff and was recognized with her cohort's "Most Outstanding Intern" award. Having proven herself as a role model and someone with exceptional character, Jayleen was then promoted to a junior leader where she served over 300 hours helping to steward our natural resources. In 2015, Jayleen took on a new position with Kupu's partner, Opterra Energy Services on the Department of Education's Ka Hei program where she gained additional workforce skills and successfully helped conduct energy audits across schools. Jayleen currently volunteers with Life 360 as a Junior Life Coach to young adults. Through her story, she has been and continues to be an inspiration to the youth in her community.



Changing lives by empowering future generations to create a more sustainable, pono Hawai'i

MAEGHAN CASTILLO Originally from Kailua-Kona, Maeghan first participated as a youth in Kupu's summer youth corps program. She went on to graduate from the University of Hawai'i at Mānoa with a degree in Environmental Studies and in 2014 returned to Kupu as an AmeriCorps member. During her term of service Maeghan helped to grow and sustain the Environmental Science Program at Mililani High School by supporting its coordinators as well as guiding and mentoring its students toward natural resource management career pathways. By the summer of 2015, she moved into a Team Leader position for the same program that she once served in as a youth, and was given the opportunity to mentor young adults while working in the field at various ecosystems on Hawai'i Island. As a leader, Maeghan was inspired to educate youth through placed-based education and to help connect students to their environment and culture. With this heart to empower the next generation, Maeghan has accepted a part-time teaching job in the Agriculture Department at Mililani High and has also chosen to serve in another internship term with Kupu, where she is growing Kalani High School's Sustainability Program and creating an after-school garden club where students and faculty are given a place on campus to grow their own food and learn about native plants in their ahupua'a.



IN 2015

NUMBER OF INTERNS

323



VALUE OF SERVICE HOURS

\$5,776,369



NUMBER OF VOLUNTEERS

5,997



TOTAL HOURS SERVED

249,627



YOUTH LEFT UNEMPLOYED IF NOT FOR KUPU PROGRAM

51%



EDUCATION AWARDS DISTRIBUTED

\$506,856



TOTAL ECONOMIC BENEFIT IN 2015

\$14,307,383

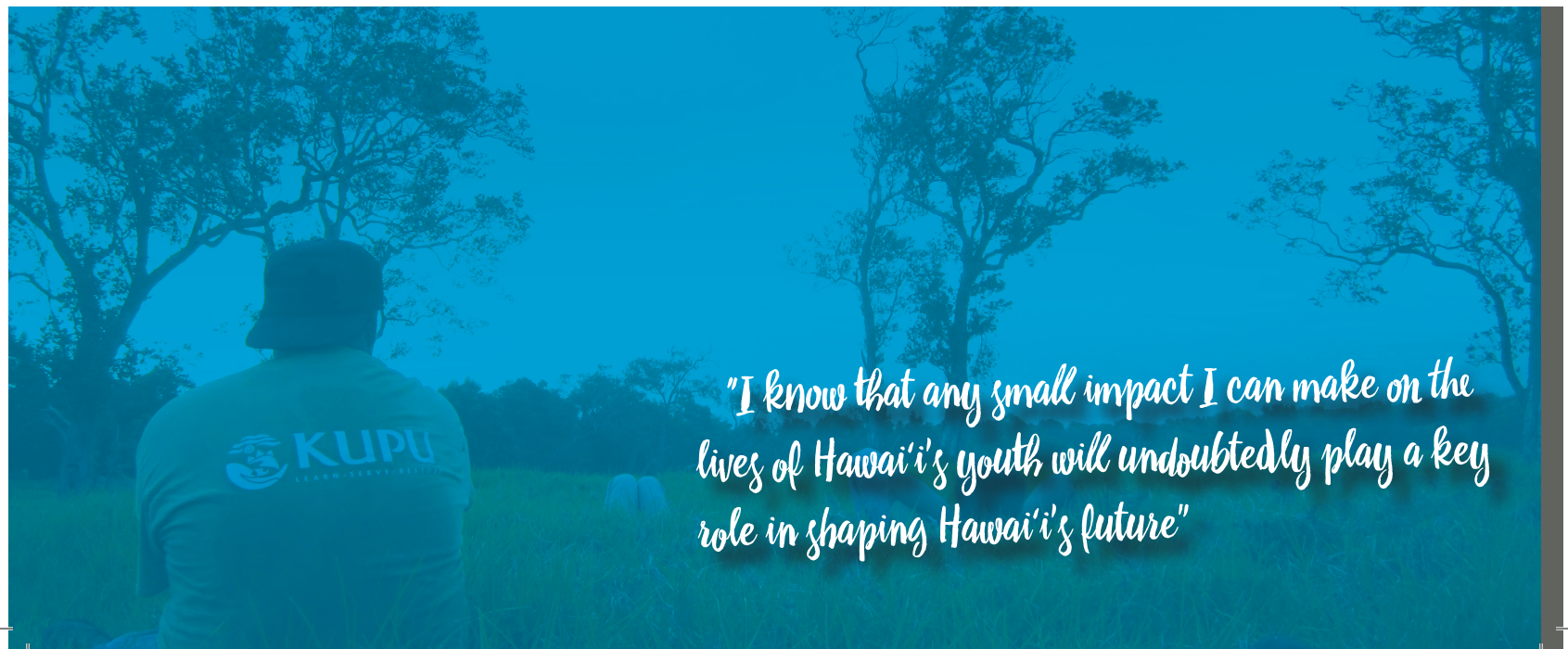
CUMULATIVE ECONOMIC BENEFIT SINCE 2007

\$56,737,276

2015 COST: BENEFIT

1:3.4

*Based on average economic benefit value of \$114,022.77 per full-time equivalent (FTE), as determined by nation-wide cost-benefit study in 2013 and multiplied by a cumulative rate of inflation of 1.7%. Leveraged volunteer hours also added at a value of \$23.14 per hour, determined by Independent Sector. (Belfield, Clive. The Economic Value of National Service, 2013. Center for Benefit-Cost Studies in Education Teachers College, Columbia University).



"I know that any small impact I can make on the lives of Hawai'i's youth will undoubtedly play a key role in shaping Hawai'i's future"

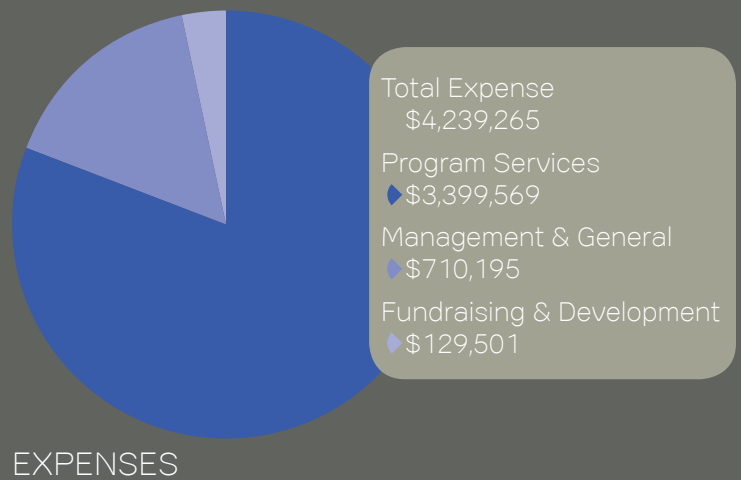
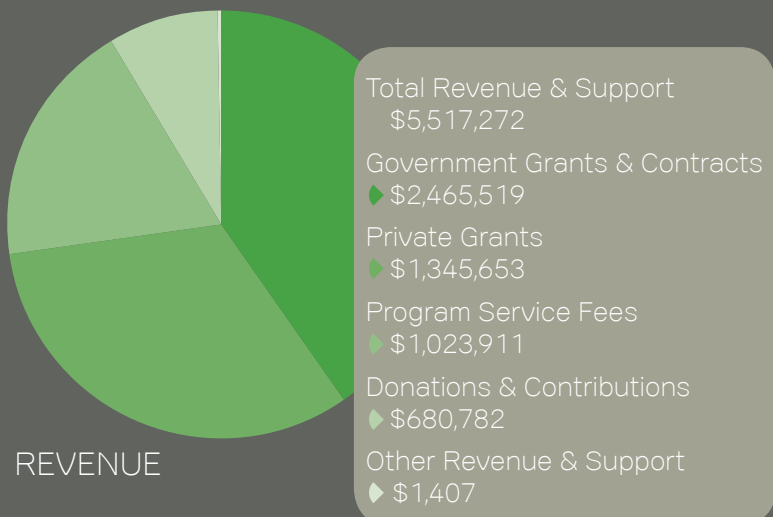
STATEMENT OF FINANCIAL POSITION

Assets	As of Sept 30, 2015	As of Sept 30, 2014
Cash & Cash Equivalents	\$ 1,714,796	\$ 1,288,663
Accounts Receivable - Net	710,390	291,508
Pledges Receivable	304,367	-
Other Current Assets	33,651	14,684
Property & Equipment - Net	410,969	22,652
Restricted Certificate of Deposit	200,501	200,000
Total Assets	\$ 3,374,674	\$ 1,817,507
Liabilities & Net Assets		
Accounts Payable	\$ 16,461	\$ 4,485
Accrued Liabilities	229,062	133,002
Deferred Revenue	774,178	608,200
Deferred Rent	62,372	57,226
Total Current Liabilities	\$ 1,082,073	\$ 802,913
Total Net Assets	\$ 2,292,601	\$ 1,014,594
Total Liabilities & Net Assets	\$ 3,374,674	\$ 1,817,507

STATEMENT OF ACTIVITIES

Revenue & Support	Fiscal Year 2015	Fiscal Year 2014
Government Grants & Contracts	\$ 2,465,519	\$ 1,418,034
Private Grants & Contracts	1,345,653	949,420
Program Service Fees	1,023,911	944,223
Donations & Contributions	680,782	262,146
Other Revenue & Support	1,407	3,978
Total Revenue & Support	\$ 5,517,272	\$ 3,577,801
Expenses		
Program Services	\$ 3,399,569	\$ 2,720,376
Management & General	710,195	468,779
Fundraising & Development	129,501	70,593
Total Expenses	\$ 4,239,265	\$ 3,259,748
Change in Net Assets	1,278,007	318,053
Net Assets - Beginning of the Year	\$ 1,014,594	\$ 696,541
Net Assets - End of the Year	\$ 2,292,601	\$ 1,014,594

REVENUE SOURCES AND USES



Partners

*indicates partners that have hired Kupu alumni

'Ao'ao O Na Loko I'a O Maui	Natural Resources, Natural Area Reserve System*	Hawai'i Forest Industry Association*	Kalani High School	Mauna Kea Forest Restoration Project
Advanced Compliance Solutions, Inc.	Department of Land and Natural Resources, State Parks*	Hawai'i Green Growth	Kamehameha Schools	Mayor's Advisory Committee on Biking
'Ahahui Mālama I Ka Lōkahi	E Kupaku Ka 'Aina, The Hawai'i Land Restoration Institute*	Hawai'i Institute of Marine Biology	Kapi'olani Community College	McKinley Community School for Adults
Ahaino School of Native Art*	EachOneTeachOne	Hawai'i Pacific University*	Kapolei High School	Mililani High School*
Aloha Harvest	East Maui Watershed Partnership*	Hawai'i Rapid Transit Authority	Kaua'i Forest Bird Recovery Project*	Mililani Middle School
Ambri	Economic Research Organization at UH	Hawai'i State Judiciary	Keiki O Ka 'Aina*	Mililani Uka Elementary School
Big Island Invasive Species Committee*	Effortless Energy*	Ho'okua'aina*	Kipapa Elementary School	Mililani Waena Elementary School
BikeShare Hawai'i*	Enchanted Lake Elementary School	Honolulu Bike Share*	Kōke'e Resource Conservation Program*	Moloka'i Land Trust
Blanche Pope Elementary School	Environmental Protection Agency	Honolulu Clean Cities	Kokua Kalihi Valley*	Nānākuli High School
Blue Planet	Gordon Biersch	The Howard Hughes Corporation	Ko'olau Mountain Watershed Partnership*	National Oceanic and Atmospheric Administration
Boys and Girls Club, Leeward Oahu	Halekula Elementary School	Hui Aloha Kiholo	Lāna'i Culture and Heritage Center*	National Park Service, Haleakalā National Park*
Castle High School	Harold K.L. Castle Foundation	Hui o Ko'olaupoko	Lanakila Pacific	National Park Service, Hawai'i Volcanoes National Park*
Child & Family Service*	Hau'oli Mau Loa Foundation	Ibis	Lanikai Elementary School	National Park Service, Kalaupapa*
City & County of Honolulu	Hawai'i Agriculture Research Center*	International Union Conservation of Nature	Le Jardin Academy	National Tropical Botanical Gardens, Lāwa'i Gardens
Conservation International Hawai'i*	Hawai'i Baptist Academy*	'Iolani School	Leeward Community College	National Tropical Botanical Gardens, Limahuli Garden
Corporation for National and Community Service, AmeriCorps*	Hawai'i Center for Food Safety*	JS Architecture	Leilehua High School*	The Nature Conservancy*
Debolt Gardens Foundation	Hawai'i Community Development Authority*	Ka'ehu- Wailuku Coastal Lands	Luluku Farmers Association & 'Aina Aloha Health Center	O'ahu Army Natural Resources Program*
Department of Land and Natural Resources, Division of Aquatic Resources*	Hawai'i State, Department of Education*	Ka Honua Momona International	Lyon Arboretum*	O'ahu Invasive Species Committee*
Department of Land and Natural Resources, Division of Forestry and Wildlife*	Hawai'i State, Department of Transportation Services*	Ka Papa Lo'i O Kānewai*	Malaekahana Beach Campground	Olowalu Cultural Reserve
Department of Land and Natural Resources, Na Ala Hele Trails and Access System*	Hawai'i Energy*	Ka'ala Farm	Mālama Learning Center	Oroeco
Department of Land and		Kahalu'u Elementary School	Mālama Loko Ea*	
		Kaho'olawe Island Reserve Commission	Mālama Mokauea*	
		Kailua Elementary School	Mama's Fish House, Maui	
		Kaimukī Middle School	Maui Forest Bird Recovery Project*	
		Kalaheo High School	Maui Nui Botanical Garden*	

Funders

(For fiscal year October 1, 2014 - September 30, 2015)

American Savings Bank	Agency	Hawaiian Airlines	Marisla Fund	Rev. Takie Okumura Family Fund
Annie Sinclair Knudsen Memorial Fund	Freeman Foundation	Hokuli'a Community Fund	Matson Foundation	Richard Q.Y. & Esther A. Wong Fund
Arthur Lawrence Mullaly Fund	GuavaGar Westfall Kaua'i Charitable Fund	The Howard Hughes Corporation	National Fish and Wildlife Foundation	Stupski Family Fund
City & County of Honolulu	Harold K.L. Castle Foundation	Johnson 'Ohana Charitable Foundation	National Oceanic and Atmospheric Administration	The Corps Network
Corporation for National and Community Service	Hau'oli Mau Loa Foundation	Ka Papa O Kakuhihewa Fund	National Parks Service	The Gift Foundation
Department of Land and Natural Resources	Hawai'i Community Foundation	Kaiser Permanente Community Benefit Program	Opterra Energy Services	US Department of Agriculture, Forest Service
Energy Excelerator	Hawai'i Energy	Kamehameha Schools	Pacific Links Foundation	US Fish and Wildlife Service
Environmental Protection	Hawai'i State Judiciary	Kewalo Basin Harbor	Pono Pacific	Walmart Foundation
	Hawai'i Tourism Authority		Punahou School	YMCA

Donors

(For fiscal year October 1, 2014 - September 30, 2015)

*Indicates donors who contributed to the Capital Campaign

Pacific Internship Programs for Exploring Science
 Paepae o He'eia
 Papahana Kuaola*
 Papahānaumokuākea Marine National Monument*
 People Power
 Pōhāhā I Ka Lani
 Pono Homes*
 Protect Kaho'olawe Fund
 Puko'a Kani 'Āina CDC
 Queen Lili'uokalani Trust*
 Sea Life Park, Education Department
 Shifted Energy
 Solomon Elementary School
 Stem, Inc.*
 SunEdison*
 Sunset Elementary School
 Surfrider Foundation, O'ahu Chapter
 Sustainable Coastlines*
 Sustainable Moloka'i
 Sweet Home Waimanalo
 TerViva
 The Greenhouse*
 The Nook, Neighborhood Bistro*
 The Ritz-Carlton, Maui
 Three Mountain Alliance
 University of Hawai'i at Mānoa, NREM Department*
 University of Hawai'i at

Mānoa, Sustainability Council
 Ulu Mau Puanui*
 Uluha'o o Hualalai
 US Department of Agriculture, NRCS Ho'olehua Plant Materials Center
 US Department of Agriculture, US Forest Service*
 US Fish & Wildlife Service*
 Wai'anae High School
 Wai'anae Mountain Watershed Partnership
 Waikalua Loko Fishpond
 Waikiki Worm
 Waikoloa Dry Forest Initiative
 Wailuku Community Managed Makai Area
 Waimea Valley, Hi'ipaka, LLC*
 Waipā Foundation*
 Waipahu High School
 Waterfront Plaza (Restaurant Row)
 West Maui Mountains Watershed Partnership
 Whole Foods Kahala Mall*
 Windward Academy*
 YMCA

The A.C. Kobayashi Family Foundation, Inc.*
 Alaska Airlines*
 Alexander & Baldwin, Inc.*
 American Savings Bank*
 Auli'i Silva
 Ayami Design
 Brad Totherow and 'Ohana*
 Catherine Daneils Riveros
 Crystal Rose*
 Dancing Cat Productions
 David Matsuura
 Fike Corporation Charitable Foundation
 Finance Factors*
 First Foundation
 FLEX Grants Program
 Hawai'i Community Foundation
 Hawaiian Electric Industries Charitable Foundation*
 Hawaiian Telcom*
 HMSA*

The Howard Hughes Corporation
 Irongate, LLC*
 Island Insurance Foundation
 Jeffrey Verano*
 John and Julianna Leong
 John R. Neff, Trustee
 K. Neff, Trustee
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 June Tanimoto
 Karen Mun
 Kathleen Thurston
 Katrina Ogata
 Kaulana Park
 Kewalo Basin Harbor
 L Maeda
 Lisa Halvorson
 Marilee Eckert*
 Matson Foundation*
 Matthew & Jennifer Bauer*
 Micah Kane*
 Michael Wilson
 Michael J. Galmiche DBA

Galmiche Entertainment
 Mr. and Mrs. Glenn Bauer
 Nalani Blaisdell
 Nalani'ikaleomana Foundation
 Nextera Energy Foundation, Inc.
 Nicole Fisher
 Priscilla Growney
 Punahou Teachers
 Rachel Sokugawa
 Richard & Eileen Wacker*
 Richard Q.Y. & Esther A. Wong Fund
 Sara & Joshua To
 Servco Foundation
 Susan McIlwain Rev. Trust
 Timothy E. Johns*
 WCIT Architecture, Inc.*
 Weed Science Society of America
 Wendy Worthington
 Wilson Okamoto Corporation*



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Kaulana Park
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Bradley Totherow
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 Secretary

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Kathleen Thurston
 Member at Large

Michael Wilson
 Member at Large

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Malia Heimuli
 Program Coordinator

Matt Ching
 Program Coordinator

Sydney Tureaud
 Program Coordinator

Alofa Taei
 Administrative Coordinator

Malin Subramaniam
 Senior Staff Accountant

Ho'āhu Capital Campaign

Ho'āhu is a Hawaiian verb that translates as "to pile, gather, accumulate, heap up; to build an altar." The campaign name is reflective of the collaboration required by Kupu, community members, students, and leaders to build a thriving community. Kupu's vision is to transform the existing Kewalo Basin facility and the surrounding waterfront area into a Green Jobs Training Center. The Center will be dedicated to developing leadership in the green jobs sector, modeling practices for achieving energy and environmental sustainability, and creating a community space in the heart of Honolulu to practice service, environmental stewardship, and Hawaiian culture.

For More Information

808.735.1221 x1032

donations@kupuohawaii.org

Kupu is a Hawai'i-based 501(c)(3) nonprofit organization. All donations are tax deductible.

Building a Thriving Community Together

Kupu's Kewalo Basin initiatives are consistent with the master plan for Kaka'ako being developed by Hawai'i Community Development Authority (HCDA). The cultural collaboration and environmental learning that will take place at the Green Jobs Training Center will extend a pono essence beyond the Pacific.

Kupu anticipates the realization of the Green Jobs Training Center and Waterfront campus to be a \$5 million project. The contributed funds will be spent judiciously; the federal government has recognized Kupu with a low-financial-risk designation due to excellent financial procedures and an unqualified opinion on Kupu's annual audits. Kupu currently holds a Letter of Intent from HCDA expressing its support of a 35 year lease at \$1 per year with full site control and is in the process of securing such a lease.



Fundraising Cabinet

CHAIRMAN
Rich Wacker
American Savings Bank

VICE CHAIRS
Meredith Ching
Alexander & Baldwin

Tim Johns
HMSA

Alan Oshima
Hawaiian Electric Company, Inc.

Lance Wilhelm
Irongate

MEMBERS
Don Anderson
YMCA of Honolulu (retired)

Micah Kane
Hawai'i Community Foundation

Crystal K. Rose
Bays, Lung, Rose & Holma

Kathleen Thurston
Thurston Pacific, Inc.

Tyler M. Tokioka
Island Insurance Company

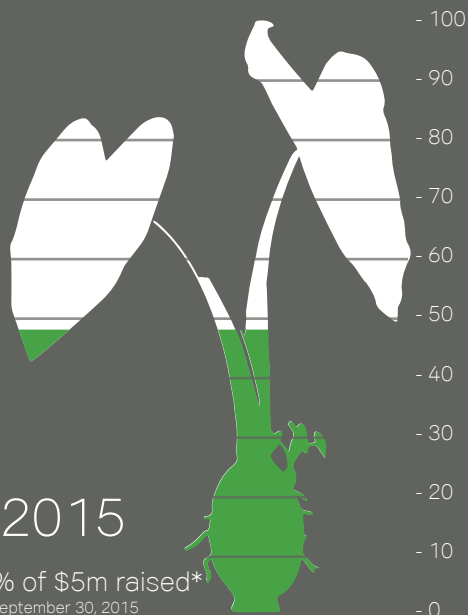
Nick Vanderboom
The Howard Hughes Corporation

Jack Wong
Kamehameha Schools

Eric Yeaman
First Hawaiian Bank

In 2015

46.3% of \$5m raised*
*as of September 30, 2015



Get Involved

VOLUNTEER WITH US

Give of your time and join us in the office or in the field. There are many opportunities to work with us in Hawai'i.

PARTNER WITH US

If you are an organization, consider partnering with one of our programs and receive support for your projects while our members gain knowledge and experience through hands-on training in conservation and sustainability.

DONATE TO OUR PROGRAMS

Support our programs financially and see your contribution benefit our local community, the environment and the youth whom we serve. All donations are tax-deductible.

IN 2015

Youth who found employment after Kupu



Youth who found employment and/or enrolled in school after Kupu



Trainings/certifications provided



Students/community members educated on environmental issues



Environmental presentations/events



Youth served since 2001



GET INVOLVED

Who we serve

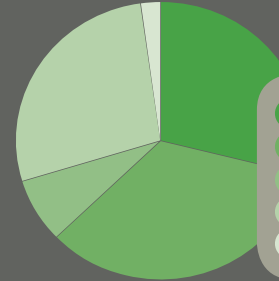
GENDER

51% male **49%** female

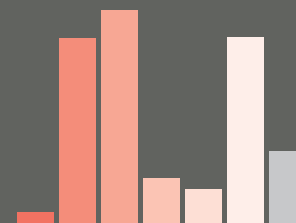


MEDIAN AGE

20 years old

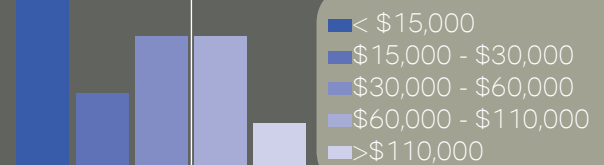


- ◆ No HS Diploma
- ◆ HS Diploma/GED
- ◆ Associate's Degree
- ◆ Bachelor's Degree
- ◆ Master's Degree



- ◆ African American
- ◆ Asian
- ◆ Caucasian/White
- ◆ Hispanic
- ◆ Native American
- ◆ Native Hawaiian
- ◆ Pacific Islander

MORE THAN 47% PARTICIPANTS FALL BELOW THE MEDIAN HOUSEHOLD INCOME IN HAWAII*



* Median household income was \$69,592 in 2014, according to the U. S. Census Bureau, 2014 American Community Survey 1-Year Estimates.

"I am inspired to continue being environmentally connected and continue learning about what needs to be done to keep this earth healthy and sustainable"



Help us make a difference!

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

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