Aloha and thank you for your interest in Kupu. Over the last few years, Kupu has had the opportunity to serve thousands of Hawaii’s young adults throughout the state through our various programs. I am very honored to be a part of this transformational organization that is literally breathing life into our ecosystems, partners, members/interns, volunteers, staff, and the extended community we serve.

Kupu’s impact today on our natural resources and the environment is monumental and ever-increasing. Kupu has effectively engaged the hands and hearts of the next generation to develop a workforce that has put in hundreds of thousands of hours to ensure our island resources will perpetuate for future generations. Member get the opportunity to assist over 80 different partners across the state, impacting various ecosystems in small rural communities to larger cities to uninhabited islands being rehabilitated within Hawaii. Our members help with various actives which include removal of invasive species, restoration of historic fishponds, planting of native species, and caring of all that makes Hawaii special and beautiful. Kupu’s impact is not only impacting the natural environment, but is also helping to sustain Hawaii’s resources while helping local families. Programs like our E2U program has helped home owners to become more energy efficient. Through our joint effort with other local non-profits, we have saved homeowners millions of dollars over the last year in energy savings.

Kupu is also developing the next “green” workforce for Hawaii. As you will see in the pages that follow, a large number of our alumni have begun careers in the natural resource management field. In addition, a growing number of our members are receiving training in sustainability and renewable energy related industry training. Programs like our RISE program are preparing graduates to develop a professional career in sustainability while tackling major issues like decreasing diesel emissions, renewable energy permitting, and helping our schools to become more energy efficient. Programs like Community U help underserved and under resourced youth to find direction, work skills, and even gain their high school diploma. These young adults come from such challenging situations and through their hard work, this program has successfully helped a growing number of them to find direction and jobs once they finish the program.

Finally, Kupu is making a difference in building up the lives of its members and the larger communities. It is our staff’s purpose and privilege to provide direction and programs that will not only engage the hands of our members and help them to develop a career pathway, but we also seek to engage their hearts. Kupu members truly know what it means to serve and in so doing they are seeing their lives being transformed and restored. As they restore the world around them, they themselves are restored and are becoming the hope for tomorrow.

Thank you again for taking the time to review the major accomplishments of the many hands and hearts that make up Kupu. A huge mahalo to our staff that works tirelessly for a better tomorrow. Thank you to our members for their hard work and for being the inspiration to so many. Thank you to our programmatic and financial partners who not only enable and expand what Kupu can do, but truly partner with us to see Hawaii transformed daily.

Aloha,
John Leong
**MISSION**

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

**PROGRAMS**

**Rewarding Internships for Sustainable Employment (RISE)**
Leveraging diverse partnerships, RISE’s mission is to create a sustainable future and green workforce for Hawaii through paid work opportunities. This program places college students and recent graduates into paid educational internships with different private and public agencies; RISE interns work on a broad range of projects that are crucial to making the islands more sustainable. Kupu is one of three RISE chapters in Hawaii. Interns work with different private and public agencies, including Environmental Protection Agency, Department of Heath, and the Department of Business, Economic Development and Tourism.

**CommunityU**
CommunityU benefits under-privileged young adults, and aims to equip these young adults with the skills, experiences, training and support needed to become productive members of society with a heart to serve and positively impact the community around them. CommunityU partners with local alternative high school education and green job training programs, allowing youth to attain their diplomas while gaining vital job skills.

**Hawaii Youth Conservation Corps (HYCC)**
The HYCC consists of several programs that aim to provide a hands-on educational experience to Hawaii’s youth in order to encourage the development of natural resource managers, cultural awareness, and environmental mindsets. HYCC programs range from short-term summer programs to full-time year-long programs, that allow young adults to engage in service as AmeriCorps members and learn the principles of natural resource stewardship, while gaining valuable experience, knowledge, and skills that assist them in continuing their life pursuits.

**E²U**
E²U (Energy, Efficiency) is part of an innovative energy conservation effort. The program focuses on residential energy audits in conjunction with the deployment of real time energy monitors for the Hawaii Energy Study. The E²U program is part of Kupu’s vocational training pathway for youth and young adults to gain marketable green job skills while actively participating in energy auditing efforts and being paid a fair wage.

Kupu in Hawaiian means “to sprout or grow.”
Like the kupukupu fern (which is one of the first plants to bring life to the land after a devastating lava flow), Kupu’s heart is to bring life back to the people, the land, and the ocean, while restoring a larger community for tomorrow. Through Kupu’s actions and programs, the organization aims to provide a new, promising, and more sustainable future for Hawaii’s people and environment.
WHO WE SERVE

INEXPERIENCED OR UNDERSERVED YOUTH
(teenagers, young adults, under-resourced youth)

EXPERIENCED YOUTH
(recent HS/college graduates, college students, graduating corps members)

CORPS PROGRAMS
(15-24 yrs. old) Life skills, first work experience
Hawaii Youth Conservation Corps (HYCC), Gateway, Frontiers CommunityU

VOCATIONAL TRAINING
(18+ yrs. old) Specialized skills, in-depth work exp.
• Rewarding Internships in Sustainable Employment (RISE) Program
• HYCC Extended Internship, E\\U000032U, HYCC Education Awards Service

RESULTS
AFTER THE PROGRAMS
• Careers in related field
• Higher education in related field
• Civically engaged young people

Truly Hawaii Youth Conservation Corps has changed my life in an unexplainable way….I am blessed to have gone through this great program and to gain so much knowledge.

-Ka‘anihi Sills, 2011 Member

Member Ethnic Background Breakdown

Member Household Income Breakdown

Male: 54% Female: 46%
Median Age : 18

56% of members, or 169 youth and young adults, would have been left unemployed if they had not gotten involved in a Kupu program in 2011
In just one year, Kupu...

<table>
<thead>
<tr>
<th>Impacted</th>
<th>Assisted and Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth: 266</td>
<td>Sites: 83</td>
</tr>
</tbody>
</table>

**Distributed**

- $450,750 in Education Awards
- 11,793 Volunteers
- 8,128 Acres of Invasive Species Cleared
- 6,257 Tons of GHG Emissions Averted

*Hours served include approximate volunteer hours leveraged

**Acre benefited through invasive species removal

**Total Community Benefit:**

- College Credits Earned: 66
- Knowledge Gained: 8.8 out of 10
- Homes that Received Energy Audits: 186
- CFL Bulbs Distributed: 108,000

Average Conservation Quiz Pre/Post Scores:

- 43% Increase

These are just some of the positive impacts Kupu’s programs have had within the community. Members/interns enter the program at different phases in their life (some unemployed or homeless), but through engaging in important service, they develop a sense of kuleana (responsibility) and a heart to serve both the environment and the people of Hawai‘i. In 2011-2012, Gateway Program evaluations showed that members left the program inspired to make a positive difference with their life (average of 9.3 on a level from 1 to 10), and were encouraged to pursue further education (average of 8.7 out of 10). In addition, 22% of CU members gained their high school diploma (former drop-outs).
Kupu members/interns are given experience or training in areas such as energy auditing, first aid/CPR, social entrepreneurship, leadership development, disaster relief, Leadership in Energy and Environmental Design (LEED), photovoltaic training, and other various certifications. In 2012, over 40 different types of certifications or trainings were provided, in addition to 44 “Sustainable Seminar Series” (S3) seminars targeted at advancing job skills and the awareness of Hawaii’s sustainability issues. Combined with life skills development, educational awards, and other benefits, youth leave Kupu’s programs equipped to move forward with their life pursuits. Many continue to go onto higher education, participate in another Kupu program, or are often hired by one of Kupu’s partnering sites. In 2012, approximately 43% of Extended Interns were alumni of an HYCC program.

60% of Rise Interns, 28% of HYCC Extended Interns, and up to 83% of CU Members Received Employment Related to Their Position

100% of Alumni Agree They Made A Positive Difference for Hawaii

- Alumni whose experience helped them succeed in life: 98% Agree, 2% Disagree
- Alumni who increased personal cultural understanding: 93% Agree, 7% Disagree
- Alumni continuing to volunteer: 80% Agree, 20% Disagree
- Alumni working towards a conservation or environmental career: 70% Agree
<table>
<thead>
<tr>
<th></th>
<th>HYCC</th>
<th>E²U</th>
<th>RISE</th>
<th>CU</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>YOUTH SERVED</strong></td>
<td>207</td>
<td>14</td>
<td>19</td>
<td>26</td>
<td>266</td>
</tr>
<tr>
<td><strong>HOURS SERVED</strong></td>
<td>151,026</td>
<td>3,909</td>
<td>4,719</td>
<td>11,252</td>
<td>170,906</td>
</tr>
<tr>
<td><strong>VOLUNTEER HOURS</strong>*</td>
<td>79,434</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>79,434</td>
</tr>
<tr>
<td><strong>VALUE OF SERVICE</strong></td>
<td>$4,166,717</td>
<td>$70,675</td>
<td>$85,320</td>
<td>$203,441</td>
<td>$4,526,152</td>
</tr>
<tr>
<td><strong>WAGES/LIVING ALLOWANCES</strong>*</td>
<td>$1,283,977</td>
<td>$32,975</td>
<td>$74,210</td>
<td>$73,074</td>
<td>$1,464,236</td>
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<tr>
<td><strong>EDUCATION AWARDS</strong></td>
<td>$432,925</td>
<td>N/A</td>
<td>N/A</td>
<td>$17,825</td>
<td>$450,750</td>
</tr>
<tr>
<td><strong>DIRECT ENERGY SAVINGS</strong>**</td>
<td>N/A</td>
<td>$2,322,187</td>
<td>N/A</td>
<td>N/A</td>
<td>$2,322,187</td>
</tr>
<tr>
<td><strong>FULL-TIME EQUIVALENTS (FTE’S)</strong></td>
<td>110.8</td>
<td>1.9</td>
<td>2.3</td>
<td>5.4</td>
<td>120.4</td>
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<tr>
<td><strong>TOTAL COMMUNITY ECONOMIC BENEFIT</strong></td>
<td>$5,883,619</td>
<td>$2,425,837</td>
<td>$159,530</td>
<td>$294,340</td>
<td>$8,763,325</td>
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</tbody>
</table>

*Approximate based on the average number of hours a volunteer has shown to serve

**Based on $18.08 per hour, the dollar value of a volunteer hour in Hawaii (2010) published by Independent Sector

***Including health benefits for fiscal year ending September 30, 2012

****In partnership with Kanu Hawaii and Blue Planet Foundation

**COST : BENEFIT**

$1 : $2.8

**TOTAL COMMUNITY BENEFIT:**

$8.8 MILLION

A $2.8M INCREASE FROM 2011
Kupu continues to strive to increase its financial support in order to better serve Hawaii’s people. The organization continues to develop partnerships and identify ways to help sustain Kupu’s operations, while stewarding its resources well.

## Statement of Activities & Financial Position*

### Revenue & Support

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants &amp; Contracts</td>
<td>$2,022,138</td>
<td>$1,414,834</td>
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<tr>
<td>Program Service Fees</td>
<td>$672,737</td>
<td>$394,036</td>
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<tr>
<td>Private Grants</td>
<td>$556,539</td>
<td>$311,720</td>
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<tr>
<td>In-Kind Contributions</td>
<td>$141,350</td>
<td>$107,794</td>
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<tr>
<td>Other Revenue &amp; Support</td>
<td>$45,668</td>
<td>$22,274</td>
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<tr>
<td><strong>Total Revenue &amp; Support</strong></td>
<td><strong>$3,438,432</strong></td>
<td><strong>$2,250,658</strong></td>
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</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>$2,771,751</td>
<td>$2,344,720</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$340,465</td>
<td>$249,798</td>
</tr>
<tr>
<td>Fundraising &amp; Development</td>
<td>$71,935</td>
<td>$2,791</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,184,151</strong></td>
<td><strong>$2,597,309</strong></td>
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</table>

### Increase (Decrease) in Net Assets

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<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Increase (Decrease)</strong></td>
<td><strong>$254,281</strong></td>
<td><strong>($346,651)</strong></td>
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### Assets

<table>
<thead>
<tr>
<th></th>
<th>September 30</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$279,359</td>
<td></td>
</tr>
<tr>
<td>Accounts Receivable-NET</td>
<td>$386,532</td>
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<tr>
<td>Prepaid Expenses</td>
<td>$22,734</td>
<td></td>
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<tr>
<td>Property &amp; Equipment-NET</td>
<td>$45,213</td>
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<tr>
<td>Lease Deposits</td>
<td>$3,621</td>
<td></td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$737,459</strong></td>
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</tr>
</tbody>
</table>

### Liabilities & Net Assets

<table>
<thead>
<tr>
<th></th>
<th>September 30</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$4,078</td>
<td></td>
</tr>
<tr>
<td>Accrued Liabilities</td>
<td>$75,659</td>
<td></td>
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<tr>
<td>Deferred Revenue</td>
<td>$85,749</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>$165,486</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$571,973</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Total Liabilities & Net Assets

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$737,459</strong></td>
</tr>
</tbody>
</table>

*The financial information presented is condensed from unaudited financial statements. 2011 audited statements can be viewed at [www.kupuhawaii.org](http://www.kupuhawaii.org).
Leland
CommunityU Program Graduate
Current HYCC Extended Intern

“My parents were drug addicts. During that time we were in custody of child protective service. Eventually we were put in foster care homes and that’s when my grandparents took us. This program is helping [me] by staying away from trouble outside... Its helping me learn things I’ve never learned before...This program can teach people on keeping the environment clean, but not only that, it can help people by keeping them away from any kind of trouble and having them do something better with their lives. We need to malama our ‘aina; I found a love for our land through Kupu... I even come on my days off to participate in what [CU] has for me. This program builds me up. When we come in we are broken, but [CU] slowly heals us to teach humility and to serve our community.”

Leland joined Kupu’s CommunityU Program in the spring of 2012. He progressed, showing true work ethic, leadership, and character. As Leland’s term ended he was promoted to Junior Leader in the HYCC Gateway Program. He has since then been selected as an HYCC Extended Intern with the Oahu Division of Forestry and Wildlife.

James
HYCC Gateway Program Graduate
HYCC Extended Internship Program Graduate
Current Graduate Student and High School Instructor

“This program has allowed me to reevaluate my values as a person within the context of a greater culture... I love the program! It has helped me to grow in so many ways and see life from a truly new perspective. In the future, I hope to connect people to Hawaiian ecosystems through indigenous perspectives...I hope to engender the youth with not only knowledge, but with the wisdom of respect.”

James joined Kupu’s Gateway Program in the summer of 2010, and continued on to complete two year-long AmeriCorps terms in the HYCC Extended Internship Program from 2010-2012 where he engaged children in environmental education excursions and co-produced the Hawaii Edition of the National Inquirer. James is now a student at the University of Hawai‘i at Hilo, working towards his Master’s of Science Degree in Tropical Conservation Biological and Environmental Sciences. He also teaches a natural resources course at Laupahoehoe Public Charter School.

Jacqueline
RISE Program Graduate
Current Board of Water Supply Engineer

“Throughout the internship my training in water and energy audits has allowed me to understand the interconnected properties of both resources. Fiscally, I have also developed an understanding of the impact on operational costs that afflict many local businesses, undoubtedly an excellent driving point for energy efficiency and water conservation projects... I owe a great deal to my experience working with other green business owners, operators and service providers; without this experience I would be ill prepared for this job.”

In 2011-2012, Jacqueline was accepted as a RISE intern to help the expansion and promotion of the Hawaii Green Business Program. Her project focused on water conservation and pollution prevention. Following her RISE internship with the Board of Water Supply, Jacqueline accepted a contracting position with them as a full-time Civil Engineer. Jacqueline will be providing preliminary audits for all of their base yards, pumping stations and offices; the first of its kind for the Board of Water Supply.
Kupu partners with over 80 organizations throughout Hawaii, serving seven Hawaiian islands. Partnering sites offer Kupu’s members/interns mentorship, education, training, college credit, and other benefits that support them in their life pursuits. Mahalo to our sites who support our youth and contribute to their success.
Mahalo to our supporters that allow us to be a positive difference in the community.

CONTRIBUTORS
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Corporation for National and Community Service - AmeriCorps Program
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Harold K.L. Castle Foundation
Harry & Jeanette Weinberg Foundation, The
Hauoli Mau Loa Foundation
Hawaii Community Development Authority
Traci Ho
Honolulu Clean Cities
Honolulu Professionals Foundation
ING Direct
Cynthia Inoue
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Kaiser Foundation Health Plan
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State of Hawaii, Department of Health
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Uncle Clay’s House of Pure Aloha
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US Fish and Wildlife Service
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