In Hawaiian, the word *kupu* means “to sprout, to grow,” providing the backbone of the non-profit’s efforts to revive the people, land, and the sea across Hawai‘i. Kupu’s work has been likened to the role of the Kupukupu fern, which is one of the first plants to cultivate the land after a lava flow. The fern not only serves as a foundational species for rebuilding a healthy, native ecosystem, but it also symbolizes a place where knowledge can grow. After learning from their experience, this next generation of green leaders enters the workforce with valuable skill sets that positively impact the communities in which they work.
2017 Kupu Annual Report

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A snapshot of 2017 in numbers— invasive plants removed to education awards distributed and economic benefit generated

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IT HAS BEEN AN AMAZING 2017 and 10th anniversary year. I cannot believe only 10 years ago, Kupu was a small non-profit with a handful of employees working out of a small office in Kaimuki. Today, with nearly 40 employees based out of our Kaka’ako office, Kupu has become the largest youth conservation-focused non-profit in the state.

Since serving a handful of youth our first year, we have welcomed more than 3,500 youth and young adults to our Kupu ‘ohana. Together, with our more than 150 partners throughout Hawai‘i and the Pacific, we have generated nearly $100 million in economic benefits for the state through conservation work, scholarships, education, and career opportunities. What a milestone to mark our first decade.

Last year, Kupu removed 10,600 acres of invasive species, restored 117,800 native plants, distributed $662,600 in educational money, and awarded 18 alternative high school diplomas. We also created opportunities to inspire change for more than 400 youth.

More important than any numbers measured, however, are the impressions we are making on our youth. As one of our participants, Kawailehu Santiago, shared, “This experience has been truly life changing … it has awakened a fire within me to create a change.”

So many of our program participants share similar sentiments and feedback. This is really the best measure of success — seeing youth mature into young adults through service. Our programs are helping the next generation find their passion and purpose while creating lasting relationships, developing a heart for service and community, and growing their confidence to succeed. We are changing lives.

This annual report is a celebration of their incredible stories and journeys. It is also a testament to our staff, partners, donors, and supporters who are making these stories possible. They say it takes a village to raise a child. Together, we are raising the next generation of environmental stewards and leaders for tomorrow. They will build stronger and more resilient communities.

While so much has been done over the last 10 years, there is much left to do, and we are excited about what lays ahead for our world as we help more young adults succeed. Mahalo for your support and joining Kupu in helping to mālama ‘āina and our youth.

John Leong
Kupu Chief Executive Officer

“They say it takes a village to raise a child. Together, we are raising the next generation of environmental stewards and leaders for tomorrow.”
SUMMARY

Year in Numbers

$22,052,367*
Economic benefits generated for the State of Hawai‘i

$662,569
In education awards

405
Program participants

10,609
Acres of invasive species cleared

117,817
Number of plants planted

18
Alternative high school diplomas awarded

16,312
Volunteers

377,041
Hours served by participants and volunteers

1,678
Educational presentations

$1: $3
Cost to benefit ratio

Oct. 1, 2016 - Sept. 30, 2017

*Based on average economic benefit value of $118,666.10 per full-time equivalent (value determined by nation-wide cost-benefit study in 2013 and multiplied by a cumulative rate of inflation of 5.9%). Leveraged volunteer hours also added at a value of $23.80 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).
A Decade of Empowering Hawai‘i’s Youth

When Kupu co-founders John Leong, Julianna Rapu-Leong, and Matthew Bauer were first contracted to run what was known as the Youth Conservation Corps (YCC), the three entrepreneurs in their mid-20s set up shop and got to work in John’s parents’ garage. With one shared computer and the dream of one day forming a nonprofit, they ran the youth program for several years under their company, Pono Pacific, until they founded Kupu in 2007. Ten years later, Kupu has grown to nearly 40 employees, earned numerous national and local awards, and has changed thousands of lives. Kupu continues to expand and improve its programs, services, and reach across Hawai‘i and the Pacific.

2001
► Awarded contract to run Youth Conservation Corps summer program by Department of Land and Natural Resources

2007
► Kupu founded as a non-profit

2010
► Granted Kewalo Basin Net Shed facility lease
2011
- Kupu launches Sustainability Initiatives and HYCC Community programs

2013
- Kupu receives U.S. Forest Service Regional Forester’s Honor Award
- 21st Century Conservation Service Corps (21CSC) Accreditation attained

2014
- CEO John Leong receives Nā Kama Kai Ho’okele Award: Beginning a Life Long Commitment to Mālama ʻĀina
- Environmental Education Leadership Development Program launched

2015
- First class of Kupu students earn CBASE degrees
- Kupu receives Hawai’i Green Business Award
- U.S. Environmental Protection Agency recognizes Kupu for commitment to endorsing sustainable food management practices

2016
- Kupu spearheads IUCN World Conservation Congress Youth Engagement Working Group, gathering about 1,500 diverse youth from more than 20 countries
- Kupu and Kokua Hawai’i Foundation launch the Hawai’i Youth Sustainability Challenge Mini-Grant Program

2017
- Kupu celebrates 10th anniversary
- Kupu launches a culinary initiative
- Kupu receives national The Corps Network Project of the Year Award
Kupu Program Alumni Statistics: Long-Term Program Impact

88% Employed or working toward a green career*
93% Encouraged to pursue environmental issues*
88% Continue to serve their community*
86% Increased cultural understanding*

*Blaire Langston, Maia Mayeshiro, Hayden Atkins, Samantha Luhn, John-Carl Watson, Tyler Tsubota
“ALOHA ‘ĀINA ISN’T A JOB. IT’S LIFE.” Life has come full circle for Moloka‘i native Aulani Herrod. Joining Kupu’s Hawai‘i Youth Conservation Corps (HYCC) Summer program as a team member in 2012, Aulani went on to participate in multiple Kupu programs that took her as far as Kaho‘olawe and the Northwestern Hawaiian Islands.

She returned as an HYCC Summer program team leader in 2017, saying, “it was my time to take all that I have learned throughout my experiences and teach others.”

Over the summer, Aulani led her team on conservation projects, preserving and learning about some of Moloka‘i’s most historic environmental sites.

Her favorite, she recalls, was Kalaupapa National Historical Park:

“I was raised on Moloka‘i, but had never gone to Kalaupapa. It was a very special moment for me. Ua pā nō ka nā‘au (my soul was touched). I was extremely touched to stand in the same places my ʻohana (family) once did. Although the trip lasted only a week, the seclusion allowed time to reflect on my life and establish a connection with that ʻāina (land) and all else that surrounded me. I felt the mana (power). This trip definitely had a huge impact on my life.”

Aulani’s experience was not without challenges, however.

“As a leader, I was setting an example for my team members, and this summer really tested my patience,” Aulani said. “Despite the trials and tribulations, I knew I had to persevere. I wanted to be a good role model and positive influence...
HYCC Summer Moloka‘i team removing invasive Orange Mangrove (kukunaokalā) at Kaloko‘eli Fishpond

so my team members would succeed.

“The most important ha‘awina (lesson) I learned was to always be humble and pono (correct, righteous).”

After completing the HYCC Summer program, Aulani was hired by a program partner, Moloka‘i Land Trust. She currently works as a field technician, managing their plant nursery, volunteers, school groups, and interns.

“Joining Kupu in 2012 was the best decision of my life, and the reason why I am at this particular stage in my life today,” she added. “Ke aloha nui e ka ‘ohana Kupu, nā hoa aloha ‘āina a me kō Hawai‘i (Much love to the Kupu family, friends of the lands of Hawai‘i).”

HYCC Summer Moloka‘i team removing invasive Orange Mangrove (kukunaokalā) at Kaloko‘eli Fishpond

“HYCC is a fantastic program that gave me an introduction into what conservation work in Hawai‘i is like. It provided me with a base set of skills and experience that set me on the path to get to where I currently am professionally.”

Former HYCC Summer Team Leader John-Carl Watson (2008) currently serves as a program manager at Ko‘olau Mountains Watershed Partnership.

At a Glance

HYCC SUMMER PROGRAM

99
Youth participated in HYCC Summer Program

33,356
Hours served by participants in the Kupu HYCC Summer Program

6
HYCC seasonal job opportunities at Kalaupapa National Historical Park created
LESS THAN A YEAR AGO, I was merely another 16-year-old with no drive and unsure of my place in this world.”

Maia Mayeshiro came to Kupu’s HYCC Community program looking for “an accelerated completion [of academics] through conservation work.” Uninspired and unmotivated by traditional classroom settings, she was hungry for knowledge and inspiration.

“Going into the Kupu HYCC Community internship, I fully anticipated all the cultural restoration projects and activities — outplanting native species whilst dispatching invasive ones, maintaining fishponds, or falling on our faces in patches of mud,” said Maia.

“What I didn’t anticipate, however, was the realization that Kupu is so much more.

“A wise team leader once told us that the best time to plant a tree was 20 years ago; and the next best time is now. We truly grasped the essence of that mana‘o (thought, idea) through the bittersweet satisfaction of makaluhi (tired eyes).

“This poetic phrase simply translates to “tired eyes,” specifically those of the people who have been working hard on a community project. Experi-
encing makahiki and admiring our progress after a hard day’s work has not only grown our relationship stronger to the land, but also with our community members and ultimately, with ourselves.

“The amount of unconditional support I received from my peers and teachers at Kupu provided me with a newfound confidence and positive outlook for what the future holds.”

What a bright future it became. Through Kupu’s intensive six-month HYCC Community program at Kewalo Basin, Maia earned her high school diploma and was named Kupu’s Most Outstanding Intern. Soon after, she was crowned 2017 Miss Hawai‘i’s Outstanding Teen, winning the talent award and thousands of dollars in scholarships to support college tuition.

At just 16-years old, Maia started courses at Honolulu Community College, where she is a staff writer for the school newspaper and is working toward a double major in botany and electrical engineering.

“A visit to Keiki O Ka ‘Āina [while with Kupu] blessed and impacted me. From the hard work and effort that day, I was given a job opportunity with the organization.”

Former HYCC Community member La‘akea Mano‘i-Hyde (2016) was hired by Keiki O Ka ‘Āina as a Kalei Team Member (caretaker & cultural lead).

▲ Kupu at a Glance

HYCC Community Program

<table>
<thead>
<tr>
<th>Stat</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>74</td>
<td>Participants</td>
</tr>
<tr>
<td>18</td>
<td>Young adults earned alternative high school diplomas</td>
</tr>
<tr>
<td>60</td>
<td>O‘o stick ceremonial gifts handmade from local invasive species</td>
</tr>
<tr>
<td>119</td>
<td>Kupuna engaged in cultural activities during Kupu Kupuna Days</td>
</tr>
</tbody>
</table>
Kupu’s Conservation Leadership Development program offers full-time summer or year-round job opportunities working with non-profit or government agency partners throughout Hawai‘i and the Pacific. Participants receive living allowances and an education award upon completion of the program, while gaining entry-level office training and/or hands-on outdoor field experience in conservation and natural resource management.

THROUGH KUPU’S CONSERVATION LEADERSHIP DEVELOPMENT PROGRAM, Keely Shae Anuhea Hassett served a year-long internship with the U.S. Fish & Wildlife Service. Spending time on Midway Atoll National Wildlife Refuge (NWR), Johnston Atoll NWR, Rose Atoll NWR, and refuges throughout the Pacific, she helped with predator control, native plant propagation, habitat restoration, endangered species monitoring, biological reports, data entry, and meeting and volunteer event coordination.

Keely also had an opportunity to conduct outreach presentations, including one in Portland, Oregon, from which she recalls:

“I gave my presentation in front of 150 federal employees in a large theater...”
in the federal building. The presentation was emotional and personal, but also uplifting. I wasn’t just going through a timeline of Hawaiian history and the refuge system; I was defining my own cultural awakening and organizing my feelings and understanding of the importance of the well-being of Hawai‘i.

“My presentation … solidified my relationship to nature, especially to the Hawaiian Islands, and provided a deeper appreciation and overwhelming force to willingly give my all to conservation.

“This experience became more than just fieldwork or networking; it became the epitome of my life. I have been given the opportunity to share my passion and inspire others.

“When I began my internship, I expected to gain biological office and field experience, but what I didn’t foresee was the development of a service-geared mindset.

“We have been given the opportunity to feel what it is like to serve others, and that in itself has been very powerful in my own character-building and development of a more giving mindset. Service to others and the development of a stronger and more sustainable community has become a new basis of how I want to continue with my future career plan and goals.”

Keely is currently serving her second year as a Kupu Conservation Leader with the U.S. Fish & Wildlife Service as the Midway Atoll NWR biological field crew lead.

“Through sharing memories with my comrades through completing of our missions, protecting each other out in the forest, overcoming difficulties of environment conditions, while making the best of each moment improving and protecting the forest’s native community, being able to recognize these places as home, and sharing the stories with friends strong and new is something I will hold in my heart for the rest of my life.”

Former Conservation Leader Keali‘i Ka‘aila (2015-2016) was hired by Leeward Haleakalā Watershed following his internship to continue his work as a restorationist.

▲ Kupu at a Glance
CONSERVATION LEADERSHIP DEVELOPMENT PROGRAM

188 Participants

5 Alumni participated in inaugural Blue Waters Exchange program in California

$662,569 In education awards distributed

49 Partner sites across Hawai‘i, Midway, and a new partner site in American Samoa as of 2017
Kupu’s **Environmental Education Leadership program** is a year-long, full-time, paid internship opportunity available to college graduates (21+) with backgrounds and interest in education and environmental studies. Participants work at partner schools on O‘ahu to develop and implement curricula, projects, field trips, and volunteer opportunities that engage students and teachers in culture and the environment.

**Sparking Curiosity in Others**

"**THERE IS NOTHING MORE GRATIFYING** than seeing students in wonder of the world around them and knowing that, in some small way, you had something to do with that."

Kupu’s Environmental Education Leader Samantha Luhn has found her niche. Blending her degrees in fisheries and wildlife science and theatre, she has been able to develop creative ways to educate and inspire local youth about the environment.

During her year-long internship, Samantha developed place-based environmental curriculum for elementary, middle, and high school classes throughout O‘ahu, arranging guest speakers, field trips, and interactive classroom lessons — like her Ka‘ewai Stream Team project or helping to expand the Windward Zero Waste Hui.

As a driving force in launching the pilot Kupu Kōkua Camp, she also helped to develop two successful three-week summer programs, in which she reflected:
“It was an incredible culminating project, which tied in all aspects of everything I learned, practiced, and experienced throughout the year. What was most valuable to my growth as an educator was how it gave me an opportunity to create, frame, and facilitate an integrated, multi-faceted learning experience, combining my lesson plans and activities — like natural plant fabric dye-making, connecting science and indigenous stories, and deepening qualitative and quantitative observations.

“I strongly believe that student-driven education has the highest potential to impact the student’s view of themselves and the world around them. I am empowered by the realization that I have the ability to spark curiosity in others by sharing and exploring the ideas that most interest and inspire me.”

Samantha has signed on for a second term as an Environmental Education Leader to continue making strides in furthering environmental education in Hawai‘i.

“This program allowed me the opportunity to find my passion for teaching and set me on my path in the education system. I became very passionate about environmental and cultural education in our schools, and that fire still continues to burn inside of me.”

Former HYCC Summer Team Leader and Environmental Education Leader Hayden Atkins (2013-2015) continues to educate youth as a seventh grade math teacher at Halau Ku Māna Charter School in Makiki.

▲ Kupu at a Glance
ENVIRONMENTAL EDUCATION LEADERSHIP PROGRAM

4 Participants
24 School Partners
2,718 O‘ahu students educated
55 Participants engaged in inaugural Kupu Kōkua Camp intercession programs created by Kupu Environmental Education Leaders
Kupu’s **Sustainability Initiatives** program is a year-round, part-time job opportunity that offers competitive pay to those attending or have graduated from college. Fellows receive professional development training through mentoring, workshops, networking opportunities, and by working on innovative sustainability projects with a private, public, or non-profit partner site on O’ahu.

**“At the end of the day, it is each individual’s responsibility to take care of the environment. And when people get together and decide to take on that responsibility, wonderful things happen.”**

Blaire Langston balanced her first year of graduate school with a Kupu Sustainability Initiatives fellowship, and found the experience actually improved her studies.

“I learned how to be organized, plan ahead, and write professional emails,” she said.

“My favorite parts of the experience were learning about project management, volunteer coordination, and professional development. Kupu is unique in that they provide very meaningful mentorship. They put a great deal of effort into providing professional development opportunities for their fellows, including one-on-one mentorship, short classes, and workshops that I use in graduate studies and the professional world,” she added.

Serving as a Litter Analysis Fellow with non-profit Keep the Hawaiian Islands Beautiful, Blaire conducted surveys throughout O’ahu to create an
index of litter on the island. The results were compiled and presented to the City and County of Honolulu with hopes of improving waste management infrastructure—for example, replacing park trash bins to prevent rummaging or debris from being blown away.

“Thinking about litter, my thoughts are connected to marine debris, which is a complex, global problem,” she reflected. “Waste from land travels to the ocean via streams, rivers, and stormwater. While we need to look at waste management, policy, and education, the root of the problem really comes from individuals and companies, creating too much waste. A little behavior change from consumers, and maybe some big changes from companies, could really influence the amount of debris that arrives on our shorelines.”

Blaire is currently a graduate student at the University of Hawai‘i at Mānoa studying natural resources and environmental management, focusing her thesis on marine debris and environmental psychology.

“Working for Kupu was a critical turning point in my career, providing me the freedom and guidance to make the jump from student to professional.”

Former Environmental Protection Agency Clean Transportation Fellow Tyler Tsubota (2015-2016) currently serves as a U.S. Navy HART program manager and will soon become a community planner for Naval Facilities Engineering Command (NAVFAC) Hawai‘i.

▲ Kupu at a Glance
SUSTAINABILITY INITIATIVES PROGRAM

40 Participants
7 Company/organization partners
16 Schools completed inaugural Hawai‘i Youth Sustainability Challenge (HYSC) program projects statewide, receiving $18,841 mini-grants in total.
Sharing Aloha for ʻĀina and Community

Stretching 1,600 acres mauka to makai on Kaua‘i’s north shore lay one of only a few remaining working ahupua‘a (land division), Waipā — home to one of Hawai‘i’s most pioneering cultural and conservation organizations.

For more than 30 years, Waipā Foundation has managed and restored the Waipā ahupua‘a. From cultivating the land through its stream restoration project or growing kalo and other produce, to processing and distributing poi through its commercial kitchen or hosting farm-to-table food tours, voluntourism groups and youth programs, Waipā has helped to deepen cultural connections between people, community, and the ʻāina.

In sharing the values of Hawaiian culture and hard work through mālama ʻāina, Waipā has also educated dozens of Kupu’s program participants as a partner site since 2001.

“I am forever grateful to the Kupu program and Waipā for seeing a need in the Hawai‘i community and providing for so many local youth the opportunity to engage with their communities and be humbled in service and contribution,” said Kirstie Daly, Kupu alumna and current Waipā operations crew member.

“This has afforded me the opportunity to be in line with my life goals and feel like I am making a positive investment in my community, self, and world. Conservation work and stewardship are now forever a part of my values.”

Waipā continues to provide work for Kupu’s HYCC Summer Kaua‘i teams, as well as internship opportunities for Kupu’s year-round Conservation Leaders, who help steward the ahupua‘a, lead service-learning groups, assist with stream and forest restoration projects, and maintain and develop learning spaces.

“Kupu’s multiple programs have enriched Waipā and our community in many ways over the years, and all of us here at Waipā are very grateful for the partnership and innovative ways that Kupu is introducing youth to good work throughout the islands,” said Waipā operations director Johanna Ventura.

“We have offered jobs to almost all of the Kupu interns we have had. Kupu has been a real blessing for Waipā Foundation,” added youth programs director Lea Weldon.

Today, a quarter of Waipā’s full-time staff are Kupu alumni, who continue to restore this thriving ahupua‘a and grow its impact on the community.

For more information about Waipā Foundation, visit waipafoundation.org.
PARTNERS

Kupu programs are made possible through partnerships with like-minded companies and organizations. Mahalo to those who have hired Kupu program participants (39% of partners in 2017).

*Partner hires from Oct. 1, 2016-Sept. 30, 2017

- A'ao O Nā Loko I'a O Maui
- Advanced Compliance Solutions, Inc.
- Ahauhi Malama i ka Lokahi
- Ahihui School of Native Art
- Aloha Harvest
- Ambrì
- American Chemistry Council
- August Ahrens Elementary School
- Barber's Point Elementary School
- Big Island Invasive Species Committee
- BikeShare Hawai'i
- Blanche Pope Elementary School
- Blue Planet Foundation
- Boys & Girls Club of Hawai'i
- Canadian Wildlife Federation
- Castle High School
- Child & Family Service
- City & County of Honolulu
- Conservation International Hawai'i
- Corporation for National and Community Service, AmeriCorps
- DeBolt Gardens Foundation
- Department of Land and Natural Resources
- Division of Aquatic Resources
- Division of Forestry and Wildlife
- Na Ala Hele - Hawai'i Trails and Access System
- Natural Area Reserves System
- Hawaii State Parks System
- E Kupu Ka Aina
- Each One Teach One Farms
- East Maui Watershed Partnership
- Effortless Energy
- Elemental Excelsior
- Gordon Biersch
- Halal Kū Mana
- Hale Kipa
- Daniel K. Inouye Elementary School
- Harold K.L. Castle Foundation
- Hau'oli Mau Loa Foundation
- Hawaii Agriculture Research Center
- Hawaii Baptist Academy
- Hawaii Center for Food Safety
- Hawaii Community Assets (Kaua'i Waiai)
- Hawaii Community Development Authority
- Hawaii State Department of Education
- State of Hawai'i Department of Transportation Services
- Hawai'i Energy
- Hawai'i Forest Industry Association
- Hawai'i Green Growth
- Hawai'i Institute of Marine Biology
- Hawai'i Pacific University
- Honolulu Authority for Rapid Transportation
- Hawai'i State Judiciary
- Hawai'i State Energy Office
- Ho'ōkūkamala
- Honolulu Clean Cities Coalition
- Hui Aloha Kiholo
- Hui o Kōloaupoko
- Ibis Networks
- International Union Conservation of Nature (IUCN)
- World Conservation Congress International Host Committee 'Iolani School
- Island Pacific Academy
- JS Architecture Design, PC
- The Trust for Public Lands
- Ka'ehu Bay
- Ka Huna Mooma
- Ka Papa Lo'i o Kāne'wai
- Ka'ala Elementary School
- Ka'ala Farm
- Kahalu'u Elementary School
- Kahoolawe Island Reserve Commission
- Kailua Elementary School
- Kaimuki Middle School
- Kākō'o 'Oiwi
- Kalaehe High School
- Kalani High School
- Kamehameha Schools
- Kapio'li Elementary College
- Kapolei High School
- Kauai Forest Bird Recovery Project
- Ka Waihona o Ka Na'auao Public Charter School
- Keep the Hawaiian Islands Beautiful
- Keiki O Ka 'Āina
- Kala'io'iu Elementary School
- Kipapa Elementary School
- Ko'olau Mountain Watershed Partnership
- Kōkēe Resource Conservation Program
- Kōkua Hawai'i Foundation
- Kokua Kā'ili Valley
- Lānā'i Culture & Heritage Center
- Lanakila Pacific
- Le Jardin Academy
- Leeward Community College
- Leilehua High School
- Life 360
- Luluku Farmers' Association (Aloha 'aina Health Center, Inc.)
- Lyon Arboretum
- Malaekahana Beach Campground
- Malama Learning Center
- Malama Loko Ea Foundation
- Malama Mokua
- Malama Pūpūke'a-Waimea
- Maui Forest Bird Recovery Project
- Maui Nui Botanical Gardens
- Mauna Kea Forest Restoration Project
- Mayor's Advisory Committee on Bicycling
- McKinley Community School for Adults
- Millihi High School
- Millihi Mauka Elementary
- Millihi Middle School
- Millihi Uka Elementary School
- Millihi Waena Elementary School
- Molokai Land Trust
- Nānakuli High & Intermediate School
- National Oceanic and Atmospheric Administration
- National Park Service
- Haleakalā National Park
- Hawai'i Volcanoes National Park
- Kalaupapa National Historical Park
- National Tropical Botanical Gardens
- McBryde Garden
- Limahuli Garden & Preserve
- O'ahu Army Natural Resource Program
- O'ahu Invasive Species Committee
- Olowalu Cultural Reserve
- Oreoce
- Pacific American Foundation
- Pacific Internship Programs for Exploring Sciences
- Paepae o He'eia
- Papahana Ku'uloa
- Papahanaumoku'akahua Marine National Monument
- People Power
- Pōhāhā I Ka Lani
- Pono Homes
- Protect Kaho'olawe 'Ohana
- Pu'u Kukui Watershed Preserve
- Puko'a Kani 'Aina CDC
- Queen Lili'uokalani Trust
- San Diego Zoo Global - Keauhou
- Bird Conservatory
- Sea Life Park Hawaii Education Department
- Shifted Energy
- Solomon Elementary School Stem, Inc.
- SunEdison
- Sunset Beach Elementary
- Surfrider Foundation O'ahu Chapter
- Sustainable Coastlines Hawai'i
- Sustain'able Moloka'i
- Sweet Home Waimanalo
- Teach for America
- Ter'Viva
- The Corps Network
- The Economic Research Organization at the University of Hawai'i
- The Green House
- The Howard Hughes Corporation
- The Nature Conservancy
- The Nook Neighborhood Bistro
- The Ritz-Carlton, Kapalua
- Three Mountain Alliance
- University of Hawai'i at Mānoa Dept. of Natural Resources and Environmental Management
- UH Mānoa Sustainability Council
- Ulu Mau Pauanui
- Uluhao'o o Hualalai
- United States Department of Agriculture
- Hooluhua Plant Materials Center
- U.S. Forest Service
- U.S. Fish & Wildlife Service
- Wai'anae Mountain Watershed Project
- Waikalua Loko I'a
- Waikiki School
- Waikiwi Worm Company
- Waikoloa Dry Forest Initiative
- Maui Nui Marine Resource Council
- Wai'anae Valley Hirapaka LLC
- Waipā Foundation
- Waipahu Elementary School
- Waipahu High School
- Waipahu Intermediate School
- Waterfront Plaza
- West Maui Mountains
- Watershed Partnership
- Whole Foods Market Kahala Mall
- Wilson Elementary School
- Windward Academy for CTE
- (Natural Resources Pathway)
- YMCA
Kupu recognizes the generous contributions of our supporters who have made gifts, pledges, pledge payments, and in-kind gifts between October 1, 2016 and September 30, 2017. In addition to the following list, many supporters prefer to remain anonymous. Event donors whose contributions were received after September 30, 2017 will be recognized in next year’s Kupu Annual Report.

GOVERNMENT
City and County of Honolulu Hawai‘i Commission for National and Community Service
National Oceanic and Atmospheric Administration
State of Hawai‘i Judiciary
State of Hawai‘i, Department of Land and Natural Resources
U.S. Department of Agriculture, U.S. Forest Service
U.S. Department of the Interior, National Park Service
U.S. Department of the Interior, U.S. Fish & Wildlife Service

CORPORATIONS
Alaska Airlines
Alexander & Baldwin, Inc.
Aloha Tofu
ALTRES, Inc.
American Savings Bank
Cades Schutte LLP
Clarence Lee Design & Associates, LLC
Concrete Coring Company of Hawai‘i, A Penhall Company
Cultural Surveys Hawai‘i, Inc.
Douglas Engineering Pacific, Inc.
DTL, LLC
Englekirk Structural Engineers
Federal Home Loan Bank of Des Moines
First Hawaiian Bank
Hawai‘i Business Magazine
Hawai‘i Pacific University
Hawaiian Electric Company, Inc.
Hawai‘i Community Foundation
Hau‘oli Mau Loa Foundation
Hawaiian Electric Industries Foundation
Harold K.L. Castle Foundation
Hawaii Community Foundation
Hawaiian Electric Industries Charitable Foundation
Hoag Foundation
James & Abigail Campbell Family Foundation
Johnson Ohana Charitable Foundation
Kaiser Foundation Health Plan, Inc.
Kamehameha Schools
Kaua‘i Children’s Environmental Education Fund
Kokua Hawai‘i Foundation
Locations Foundation
National Fish & Wildlife Foundation
National Marine Sanctuary Foundation
Pacific International Center for Technology Research
Pacific Link Foundation
Public Schools of Hawai‘i Foundation
Saltchuk Foundation
Verizon Foundation
Walmart Foundation
Ward Village Foundation

FOUNDATIONS & COMMUNITY ORGANIZATIONS
Ahahui Malama I ka Lokahi
AmazonSmile Foundation
American Chemistry Council
Consuelo Zobel Alger Foundation
East-West Center
Fred Baldwin Memorial Foundation
Freeman Foundation
Friends of Hawai‘i Charities, Inc.
Victoria S. & Bradley L. Geist Foundation
Gift Foundation
Harold K.L. Castle Foundation
Hau‘oli Mau Loa Foundation
Hawai‘i Community Foundation
Hawaiian Electric Industries Charitable Foundation
Hoag Foundation
James & Abigail Campbell Family Foundation
Johnson Ohana Charitable Foundation
Kaiser Foundation Health Plan, Inc.
Kamehameha Schools
Kaua‘i Children’s Environmental Education Fund
Kokua Hawai‘i Foundation
Locations Foundation
National Fish & Wildlife Foundation
National Marine Sanctuary Foundation
Pacific International Center for Technology Research
Pacific Link Foundation
Public Schools of Hawai‘i Foundation
Saltchuk Foundation
Verizon Foundation
Walmart Foundation
Ward Village Foundation

INDIVIDUALS
Ralph Acidera
Elynnor Adolfo
Courtney Ann Agcopra
Deion Agustin
Kyle Ah Choy
Jim Ajello
Yvonne Akio
Anna Mae Alcon
Trudy Alegaio
Nicole Aminah
Lolita Amendo-Caganaan
Don & Susan Anderson
Diego Arias
Suzette Arita
Elizabeth Au
Caroline Austin
Kristen Awa
Stephanie Badcil
Gretchen Balbas
Nicole Barriaga
Michelle Bartell
Wyatt Bartlett
Charlie Bartolome
Jeb Bassett
Glen & Marilyn Bauer
Matthew & Jennifer Bauer
Gina Baurile
Jody Beckcom
James Belford
Lorin Bettencourt
Mike Betz
Sharla Billanor
Sandra Bolosan
Anne Bonilla
Daljean Book
Verna Bornios
Darezas Bras
Brian Brennan
Janis Brennan
Jon Brito
Lee Ann Burgess-Lynn
Joyce Cababag
Winfred Cameron
Alana Cardenas
Cherie Carrancio
Stacy Caswell
Laurie Cateriano
Eric Chan
Carlton Chang
Kacie Chang
Lin Ann Chang
Stephen Chang
Cliff Chen
Jamie Cheng
Edward Chin
Joshua Ching
Daniel Cho
Sandra Cibrian
Louella Cirilo-Villanueva
Ace Clemente
Shyla Cockett
Tracy Colburn
Christel Colobong
Sarah Cosma
Luella Costales
Michelle Craighead

KUPU ANNUAL REPORT 20
Kamalei Lee started giving to Kupu upon completing her Sustainability Initiatives summer fellowship in 2016. “I am a proud Kupu alumna, and this organization will always be dear to my heart,” Kamalei said. “I choose to donate to Kupu because I have seen how big an impact this organization makes on Hawai‘i’s youth. I don’t give much now, but I give what I can because it’s important to me and I will definitely give more once I am able to.”

Working at Kamehameha Schools during her fellowship, Kamalei helped with graphic design projects and lesson planning, in which she taught Hawai‘i Island interloque students about sustainability.

“My biggest takeaway from the program were my overall professional growth and the connections I made through my various experiences. I also learned simple things not taught in a classroom — email etiquette, scheduling meetings, managing projects with team members on various islands. Moreover, I was able to meet multiple players in Hawai‘i’s sustainability industry,” she added.

Upon completing her fellowship, one of those “players” offered Kamalei a freelance graphic design job. She now works remotely for them while attending Claremont Graduate University part-time to pursue a masters in marketing, and also serving as assistant director of annual giving for another Southern California college.

After finishing her degree in the next few years, Kamalei plans move back to Hawai‘i “to serve the people and causes that mean the most to [her].”

“No Donation is Too Big or Too Small

Kupu Sustainability Initiatives program alumni Kamalei Lee

Kupu greatly appreciates each gift. We have made every effort to ensure the accuracy of this listing. Please contact Kupu Development Manager Minette Lew-McCabe with any questions, comments or inaccuracies at 808.735.1221 ext. 1055 or minette.lewmccabe@kupuhawaii.org. Kupu apologizes for any errors or omissions.
Kupu's Green Jobs Training & Community Center will create a “piko,” or center, with a first-of-its-kind facility that connects communities, while strengthening Hawai‘i’s growing green jobs sector. Through Kupu’s Ho‘āhu Capital Campaign, contributors are helping to ho‘āhu — “gather, accumulate, build an altar” — to renovate the Kewalo Basin Net Shed into a collaborative space that will engage youth and the community in programs, displays, initiatives, and other activities that will create a more resilient and sustainable Hawai‘i. The $6 million facility is expected to be complete at the end 2018. ■
Growing up in rural Honaunau on Hawai‘i Island, First Hawaiian Bank President and COO Eric Yeaman went to the beach on the weekends and worked the land, gaining an appreciation for the outdoors and preserving the environment from an early age.

Eric has since grown his appreciation and passion for the environment, becoming a major contributor to conservation efforts in Hawai‘i.

As a leader in the community and a member of Kupu’s Capital Campaign Cabinet, Eric has helped Kupu secure hundreds of thousands of dollars in corporate and personal donations for Kupu’s Green Jobs Training & Community Center. He also introduced the organization to major supporters who continue to donate to, and collaborate with Kupu, like Alaska Airlines.

His involvement with Kupu, however, started a few years before, thanks to his daughter Lauren. Passionate about caring for the environment like her father, Lauren participated in Kupu’s Hawai‘i Youth Conservation Corp (HYCC) Summer program on Maui, where she worked and camped outdoors, and even traveled to Kaho‘olawe.

Eric recalls, “It was a really good experience for her in many ways — roughing it a little bit, living outdoors, establishing relationships with others with similar interests from different socio-economic backgrounds. The experience built upon and validated her passion for the environment and sustainability initiatives.”

He credits Lauren for his connection and commitment to Kupu, saying, “I wanted to support my daughter and her passion and interest. The impact that Kupu made on her is something I appreciate and view as very positive. As her dad, that’s the biggest impact on me.”

Lauren Yeaman is currently studying environmental sciences and sustainability at Cornell University, with plans to get her masters in planetary health, a field that helps to improve the health and well-being of people.
Since 2007, Kupu has contributed more than $95 million in economic benefit to the state through community service, education awards, and job training opportunities with an overall compound annual growth rate of 25%. Economic benefits include, but are not limited to: social and community gains, workforce productivity gains, leveraged gains, personal and individual gains, employment and earnings gains, behavioral gains, and fiscal gains. In 2017, increased community engagement led to stronger program participation and volunteer support, resulting in a record $22 million in economic benefit* with a cost-to-benefit ratio of 1:3.

*Based on average economic benefit value of $118,666.10 per full-time equivalent (value determined by nation-wide cost-benefit study in 2013 and multiplied by a cumulative rate of inflation of 5.9%). Leveraged volunteer hours also added at a value of $23.80 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).
Financial Summary

ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>As of Sept. 30, 2017</th>
<th>As of Sept. 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted Certificate of Deposit</td>
<td>$120,402</td>
<td>$160,334</td>
</tr>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$2,722,204</td>
<td>$2,318,777</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>$785,597</td>
<td>$772,995</td>
</tr>
<tr>
<td>Prepaid Expenses &amp; Other Assets</td>
<td>$85,696</td>
<td>$20,444</td>
</tr>
<tr>
<td>Property &amp; Equipment, Net</td>
<td>$650,907</td>
<td>$453,092</td>
</tr>
<tr>
<td>Pledges Receivable</td>
<td>$265,078</td>
<td>$213,881</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$4,629,884</strong></td>
<td><strong>$3,939,523</strong></td>
</tr>
</tbody>
</table>

LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>As of Sept. 30, 2017</th>
<th>As of Sept. 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$56,886</td>
<td>$41,249</td>
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<tr>
<td>Accrued Expenses</td>
<td>$378,086</td>
<td>$226,603</td>
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<tr>
<td>Deferred Revenue</td>
<td>$1,417,014</td>
<td>$1,159,142</td>
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<tr>
<td>Deferred Rent</td>
<td>$132,690</td>
<td>$68,146</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$1,984,676</strong></td>
<td><strong>$1,495,140</strong></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$2,645,208</strong></td>
<td><strong>$2,444,383</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$4,629,884</strong></td>
<td><strong>$3,939,523</strong></td>
</tr>
</tbody>
</table>

Other Revenue & Support—$3,336
Special Event Revenue—$31,505
Donations & Contributions—$599,888
Program Service Fees—$637,055
Private Grants & Contracts—$1,763,712
Government Grants & Contracts—$3,603,145

TOTAL REVENUE

$6,638,542

TOTAL EXPENSES

$6,437,717

REVENUE, EXPENSES & NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>As of Sept. 30, 2017</th>
<th>As of Sept. 30, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue &amp; Support</td>
<td>$6,638,542</td>
<td>$5,060,378</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$6,437,717</td>
<td>$4,908,596</td>
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<tr>
<td>Change in Net Assets</td>
<td>$200,825</td>
<td>$151,782</td>
</tr>
<tr>
<td>Net Assets - Beginning of the Year</td>
<td>$2,444,383</td>
<td>$2,292,601</td>
</tr>
<tr>
<td><strong>Net Assets - End of the Year</strong></td>
<td><strong>$2,645,208</strong></td>
<td><strong>$2,444,383</strong></td>
</tr>
</tbody>
</table>
Kupu programs serve those ages 16 and older, who come from diverse ethnic, household, and educational backgrounds (from entry-level to post-graduate professionals). In 2017, the majority of Kupu participants self-identified as multi-ethnic — more than 50% part-Native Hawaiian or Pacific Islander.

*Total is more than 100% as the majority of participants identify with more than one ethnicity.
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Malin Subramanium
Alofa Taei
Sydney Tureaud

Kupu staff at 2017 annual holiday party

As of Sept. 30, 2017
“Through service we plant seeds of aloha, which bear fruit for a better tomorrow. Thank you for helping us inspire and empower our youth to serve our communities and preserve our environment.”

— John Leong
MISSION

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.