

House District _____

Senate District _____

THE TWENTY-SIXTH LEGISLATURE
HAWAII STATE LEGISLATURE
APPLICATION FOR GRANTS & SUBSIDIES
CHAPTER 42F, HAWAII REVISED STATUTES

Log No: 95-0

For Legislature's Use Only

Rec'd JAN 28 2011

Type of Grant or Subsidy Request:

GRANT REQUEST - OPERATING

GRANT REQUEST - CAPITAL

SUBSIDY REQUEST

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Subsidy" means an award of state funds by the legislature, by an appropriation to a recipient specified in the appropriation, to reduce the costs incurred by the organization or individual in providing a service available to some or all members of the public.

"Recipient" means any organization or person receiving a grant or subsidy.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN):

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): _____

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual:

Surfrider Spirit Sessions

Db/a:

Street Address:

Hawaii Self Storage Waiialae, Units 3390 & 3391
3909 Waiialae Ave., Honolulu, HI 96816

Mailing Address:

P.O. Box 1677, Kailua, HI 96734

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name CYNTHIA Y. H. DEROSIER

Title Executive Director

Phone # (808) 389-2474

Fax # (808) 263-2474

e-mail cyn@surferspirit.org

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION
- FOR PROFIT CORPORATION
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL

6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

SURFRIDER SPIRIT SESSIONS EXPERIENTIAL OCEAN-BASED ECOTHERAPY MENTORING PROGRAM FOR ADJUDICATED, AT-RISK AND VULNERABLE YOUTH.

4. FEDERAL TAX ID #: [REDACTED]

7. AMOUNT OF STATE FUNDS REQUESTED:

5. STATE TAX ID #: [REDACTED]

FY 2011-2012: \$ 100,635.00

8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ _____

FEDERAL \$ _____

COUNTY \$ _____

PRIVATE/OTHER \$ 238,000 + \$100,000 MATCHING GRANT

*NOTE: \$138,000 = Cash on hand
\$100,000 = Omidyar 'Ohana Fund at the Hawai'i Community Foundation - grant award;
\$100,000 = Matching challenge grant from Omidyar 'Ohana Fund/HCF which will be received when funding from other sources is collected.
Funds must be received by Dec 31, 2011, in order to secure matching funds.

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

CYNTHIA Y. H. DEROSIER, EXECUTIVE DIRECTOR

JAN. 28, 2011

NAME & TITLE

DATE SIGNED

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

*"I didn't want to do the Spirit Sessions because
I didn't think I could surf, but the judge made me go.
Then I tried it and I found out I could surf.
It was fun and now I like it...Now I know I like challenges.
And to all those people who think I can't do anything,
say I'm no good, and that I'm stupid, all I can say is:
I can do anything!...I'm a Champion!"*

– Ceara, age 18, Spirit Sessions student & Junior Mentor, now attending college

I. BACKGROUND & SUMMARY

Created in response to a need expressed by the Hawai'i Family Courts, Surfrider Spirit Sessions has found an innovative and unique way to make reform and good citizenry "cool."

Overview/ Introduction

Surfrider Spirit Sessions ("Spirit Sessions") is a catalyst for change built to help fill the gaps in Hawaii's Juvenile Justice System and other youth-serving organizations. We match adjudicated and at-risk teens with adult surf mentors, and use surfing as a metaphor for life to help youth make better choices and develop skills to live better lives. We leverage the power of surfing and mentorship to help youth turn their lives around and become positive and productive community members. (See *Catalyst Chart*, attached.) We create an environment in which teens can dare to succeed — and they do.

Surfrider Spirit Sessions is innovative and unique. Inspired by Hawaiian culture and practices, grounded in research, and driven by the support of volunteer mentors from our community, Surfrider Spirit Sessions' experiential eco-therapy based mentoring programs are transforming and empowering adjudicated, at-risk, and vulnerable youth. By engaging youth in surfing and other ocean related activities, Surfrider Spirit Sessions promotes healthy lifestyle choices, builds self-esteem and self-confidence, and fosters a positive support community among this underdeveloped and highly underserved youth population.

A volunteer-driven initiative for positive youth development and community building. Few programs exist that serve adjudicated teens. All of the youth in our programs are dealing with multiple issues: many have mental health issues; most are academic underachievers; and all lack positive adult role models. These youth require intensive, individualized services and caring, committed adults willing to spend significant time and energy.

The courts and state alone cannot provide these services. Youth tell us one key value is that Spirit Sessions mentors are volunteers who are not "paid to be nice to me," and that while "the courts tell me what NOT to do, they don't really show me what I can do instead."

Surfrider Spirit Sessions connects youth with a host of positive role models from all walks of life. From Doctors, lawyers and educators, to graduate students, yoga instructors and contractors, our network of dedicated and caring private citizens volunteer their services to help build a better community for all.

More than a diversion, Surfrider Spirit Sessions provides youth with a motivation and a way out of "Bad Land." Studies show that juvenile detention results in a higher likelihood of criminal behavior as adults. Hawaii's Juvenile Justice System has adopted the philosophies of the Anne E. Casey Foundation's Juvenile Detention Alternatives Initiative (JDAI), recognizing that pro-social activities and supervised diversion programs lead to greater

improvements in recidivism (reoffending) rates, and where possible, diversion should be applied instead of traditional detention measures.

While courts are struggling to find resources to supervise youth, Surfrider Spirit Sessions provides a highly-desirable option. Surfrider Spirit Sessions has the unique distinction of considered a "reward" among juvenile offenders. Many of our students actually **ask** the courts to be directed to our programs, and over 90% of our students have expressed a desire to return. In fact, an average of 20% of our students return to serve as Junior (Peer) Mentor Interns and donate their time as they learn to become role models themselves. Here's a quick look at some of our teens and how we've impacted them:

- Before Spirit Sessions, Kimo was in the Juvenile Justice system for selling drugs to other students, earning an average of \$2,000 a month. Today, Kimo has traded in his illicit business and serves as Junior (Peer) Mentor Manager on Spirit Sessions staff. We often find him using his sales skills, cajoling other teens to quit smoking and live clean. Kimo has taken to heart the lesson of "paddling hard to catch good waves"; he redirected his energy in high school, earning a 4.0 GPA and graduating. He is attending college, holds 2 jobs and continues to mentor Spirit Sessions youth.
- Before Spirit Sessions, Drakar was sent to live at Ke Kama Pono safe house for teens by his probation officer. Identified as having anger management issues, he suffered the pain of being in the foster care system from age one. He lacked connection to his Hawaiian roots, ran away frequently and had "no interest" in surfing. After Spirit Sessions, he told his probation officer, "I don't like any other program, nobody really helped me except Spirit Sessions." Today, Drakar loves stand-up paddling and is a Junior Mentor Intern with Spirit Sessions, contributing his artistic talents as our resident artist. He is eager to be a big brother and a good role model to others and aspires to become a Junior (Peer) Mentor.
- Before Spirit Sessions, Jeani's social activities included running away, cutting school, and stealing cars on a regular basis. Today, Jeani is attending college and hopes to become a nurse or therapist. Jeani returns regularly to Spirit Sessions to assist with administrative work, support Junior Mentors and participate in youth-directed anti-drug and anti-crime presentations.

To date, Surfrider Spirit Sessions has served over 150 youth and has been receiving more requests for its programs and services. New partnerships are emerging and plans are underway to expand the program to serve more youth, including youth on Maui and other neighbor islands. Surfrider Spirit Sessions began as need-driven organization, and we are committed to answering the call of Hawaii's adjudicated and at-risk youth.

"Without Spirit Surfing many of these young people would continue their individual lives of crime – eventually becoming adult offenders. The mission of Spirit Surfing is one we should embrace, for in doing so we enrich the future of our State. It is a precious resource that we, as a community, cannot afford to lose."

–Judge R. Mark Browning,
Former Presiding Judge, Hawai'i Juvenile Drug Court

1. Background.

Spirit Sessions was developed by Cynthia Y. H. Derosier (current Executive Director) in response to a need expressed by the Hawai'i Girls Court and piloted in 2006 as a project of the Surfrider Foundation, O'ahu Chapter. In 2007, Spirit Sessions expanded services to support boys and girls in Hawaii's Juvenile Drug Court. In December 2009, Surfrider Spirit Sessions became an independent IRS 501(c)(3) non-profit organization to focus on enhancing mentor relationships, improve youth life skills, and develop vocational programs. In 2010, Surfrider Spirit Sessions expanded services yet again to include youth from Ke Kama Pono safe house for teens, first time status offenders

through the Hawai'i National Guard KOA and Counterdrug Support Program, and youth referred by Family Court judges and probation officers on O'ahu.

Our Mission. Surfrider Spirit Sessions aims to create and deliver holistic, ocean-based experiential education, mentoring programs and activities that connect, enhance, and fill the gaps within existing nonprofit programs serving adjudicated, at-risk, or vulnerable youth, and to teach ocean awareness and environmental sensitivity to the general community. We envision a motivated, supportive, thriving, and successful Hawai'i community of empowered youth who have deep connections to the 'āina (land), the ocean, their communities, and their spirits.

Staff includes Program Manager Samson "Uncle Santa" Rodrigues, who brings over 20 years of experience working with youth and families in crisis at the Hawai'i Department of Human Services, and Development/Program Coordinator and Environmental Scientist Scott Naguwa. 100% of the Board of Directors attend meetings and contribute financially to the organization. Three actively participate as mentors and work directly with youth and provide support in program development.

Building Community through Collaborative partnerships. Spirit Sessions plays a critical role in facilitating relationships and building a community to support youth reform. Our roster of 85 volunteer mentors continues to expand. We work closely with and facilitate communication between the courts, service providers, and mentors. (See Appendix A, *Sample Reporting Process*.)

We have also developed a network of collaborative partners that serve at-risk and vulnerable youth on the island of O'ahu, including Kids Hurt Too, the Hawai'i Foster Youth Coalition, and Creative Connections. This allows Spirit Sessions youth to give back through community service activities. (See *Community Service: Spirit Sessions Youth Become Mentors*, attached.) We are currently exploring potential partnerships that would expand services to support youth in Hawai'i Youth Challenge as well as youth on Maui and other neighbor islands.

*"Because of this surf program, I can connect more with the ocean.
I can also meet new people that have positive influences on me
and help me become better and see life in many ways...
Now I feel like I'm on top of the world,
like nothing can stop me,
and I can do anything."*

~ Chelsea, Spirit Sessions student

2. Program Goals & Objectives.

Surfrider Spirit Sessions was created specifically to address youth need for an adrenaline outlet with healthy physical activity and a positive community to help open doors to a new way of life. Ultimately, Surfrider Spirit Sessions seeks to change the perspectives, attitudes and behaviors of the participants to enable them to break the cycle of errant behavior and plant the seeds of positive transformation. We break down barriers and build up youth.

Our goal for 2011 is to continue to strengthen our foundation and carefully expand our services to meet increased demands in a sustainable manner. Acquiring long-term funding and committed state and federal support is critical to ensuring our ability to continue to meet the needs of Hawai'i's youth and our community.

SURFRIDER SPIRIT SESSIONS: 2011 PROGRAM GOALS:

- 1) Reduce recidivism, truancy, drug use, antisocial behavior and incarceration rates of adjudicated and at-risk youth and help them transform into responsible, productive and positive citizens. Create positive social network and support system for adjudicated, at-risk and vulnerable youth.
- 2) Provide Hawai'i Family Courts with greater insights to youth so they may support and motivate them more effectively. Build self-esteem, self-confidence, and promote self-efficacy in adjudicated and at-risk youth and stimulate them to see new, more constructive and expanded life opportunities.
- 3) Instill better life skills in adjudicated and at-risk youth, including job-seeking, pre-employment, and financial management skills, and provide access to internship/job opportunities through mentor and community network.
- 4) Engage adjudicated and at-risk youth in environmental awareness and conservation related activities to foster connection to, and greater appreciation of, Hawaii's oceans and unique ecosystems.
- 5) Engage keiki o ka 'āina (children of the land), especially youth of Native Hawaiian ancestry, in cultural activities and practices to perpetuate our island heritage and host culture.

SURFRIDER SPIRIT SESSIONS: 2011 PROGRAM OBJECTIVES:

- 1) Maintain and expand 2010 levels of service. Specifically, serve 75-90 youth in Hawaii's Juvenile Justice System through our core program on O'ahu. Serve an additional 50-100 at-risk and vulnerable youth through Surfrider Spirit Sessions partner programs and special events.
- 2) Recruit 50+ new mentors and expand mentor support services to include additional mentor training and group coaching sessions. Develop and implement formal long-term/follow-up reporting system to capture data on mentor-youth contact outside of the formal program.
- 3) Select and train 10- 15 new Junior Mentor Interns from Spirit Sessions participants. Promote 3-5 current Interns to Junior (peer) Mentor, part-time paid staff positions.
- 4) Recruit and train 2-3 new program leaders and surf instructors to accommodate the anticipated increase in services. Formalize and refine current program materials to include leader training manual for Spirit Sessions core program, as well as partner programs.
- 5) Develop Surf 'Ohana events calendar to facilitate participation by mentors and youth in post-program activities that further enhance youth-mentor bonds. Coordinate Surf 'Ohana events, such as basic water safety/rescue classes, canoe paddling, youth-led carwashes, community service days, and other activities.
- 6) Develop a youth internship/job network with corporate partners and Surfrider Spirit Sessions mentor-support system to provide youth with pre-employment and vocational skills, work experience, and access to first jobs. Conduct workshops on money management. Youth will learn how to open a bank account, manage personal finances, and use checks, cash, and credit appropriately. .

“Without a doubt, the court system and detention home did a lot to deter (my son) from behaving in a certain way.

But without Surfrider Spirit Sessions, there would have been nothing meaningful for him to turn to... The real art is to guide young ones in how to do it right instead. Surfrider Spirit Sessions brought positive insight to my son, and I am very grateful for that.”

– Saskia Verbeck, parent

3. Public purpose / need to be served.

Addressing Hawaii's Youth Crisis. Surfrider Spirit Sessions' programs are even more relevant in light of the crisis facing our juvenile justice system. Despite nearly two decades of declining juvenile crime rates, Hawaii's Family Courts maintained a caseload of nearly 5,000 youth at the end of 2009.¹

There are less than 60 Juvenile Probation Officers in the Family Court of the First Circuit, and all are overloaded, with caseloads increasing; some have as many as 65 youth to oversee. Hundreds of youth go without court supervision from a dedicated court official and are basically left without needed support until their problems, challenges and offenses escalate and become much more serious. Without targeted intervention services addressing the multiple problems of court-involved youth, juvenile offenders are more likely to reoffend and eventually become incarcerated adults.

- Both boys and girls in Hawai'i outpace the national average in percentage of arrests for runaway (43% versus 18% of all juvenile arrests).²
- 77% of female and serious juvenile offenders in Hawai'i have failed academically. 81% are chronic truants. 83% have negative peer groups.³
- About 1 in 4 Hawai'i high school students fail to graduate – more than 6,200 students in 2009 alone.⁴ Without a high school diploma, dropouts are 3 times more likely to be unemployed, twice as likely to live in poverty and poor health, and 8 times more likely to wind up in jail, than their graduating peers.⁵
- Around 20% — or 1 in 5 youth — do not have caring adults in their lives.⁶ Those from disadvantaged homes and communities are over-represented in this number. Youth who lack a strong relationship with a caring adult while growing up are much more vulnerable to a host of difficulties, ranging from academic failure to involvement in serious risk behaviors.
- On any given day, about 130 youth under age 21 are incarcerated in Hawai'i.⁷

Creating a path out of the courts to a positive community. Despite judges', probation officers' and counselors' sincere concern and desire to support youth, teens often distrust the system and may perceive the courts and court staff as "people who are paid to be nice to me." As the JDAI initiative shows, courts need diversionary alternatives for youth. Merely being in the court system labels youth as "bad," reinforces negative self-perception and fosters a sense of hopelessness. The courts have long recognized the need for community-based diversion programs which are appealing to youth and connect them to much-needed positive support networks and pro-social community.

*"This program is so important for our kids.
They need role models, and the fact that such an amazing assortment of
people would take time off to take them surfing is huge.
You need to understand, nobody wants to hang out,
play and have fun with juvenile delinquents.
But without good role models, who else will they learn from?"*

—Bridgette Bennett, Clinical Supervisor, Hawai'i Juvenile Drug Court

¹ HAWAII STATE JUDICIARY, 2009 ANNUAL REPORT STATISTICAL SUPPLEMENT (2009) (summarizing data for period of July 1, 2008 – June 30, 2009).

² LISA PASKO, DEP'T OF THE ATT'Y GEN'L, PROFILES OF FEMALE AND SERIOUS JUVENILE OFFENDERS IN HAWAII (2006), available at http://hawaii.gov/ag/cpia/main/rs/sp_reports_0306/pfsjoh-7112006.ppt; RESEARCH & STATISTICS BRANCH, DEP'T OF THE ATT'Y GEN'L, THE SERIOUS JUVENILE OFFENDER IN HAWAII: A STATISTICAL PROFILE (2006) and THE FEMALE JUVENILE OFFENDER IN HAWAII: A STATISTICAL PROFILE (2006), available at http://hawaii.gov/ag/cpia/main/rs/sp_reports_0306/sjoh.pdf.

³ PASKO, *supra* note 2.

⁴ R. BALFANZ ET AL., BUILDING A GRAD NATION: PROGRESS & CHALLENGE IN ENDING THE HIGH SCHOOL DROPOUT EPIDEMIC (NOV. 2010), available at <http://civicenterprises.net/pdfs/gradnation.pdf>; Alliance for Excellent Education, Hawaii State Card & Potential Impacts of Improved Education in Hawai'i (2009 data), available at http://www.all4ed.org/files/Hawaii_econ.pdf.

⁵ J. BRIDGELAND ET AL., THE SILENT EPIDEMIC: PERSPECTIVES OF HIGH SCHOOL DROPOUTS (2006) available at <http://www.civicenterprises.net/pdfs/thesilentepidemic3-06.pdf>.

⁶ T. Cavell et al., Policy Brief: Strengthening Mentoring Programs for At-Risk Youth (2009), available at http://www.nwrel.org/mentoring/pdf/mentoring_policy_brief.pdf.

⁷ M. SICKMUND, CENSUS OF JUVENILES IN RESIDENTIAL PLACEMENT DATABOOK (2005), cited in M. RIPKE & S. YUEN, UNIV. OF HAWAII AT MANOA, CTR. ON THE FAMILY, KIDS COUNT IN HAWAII 2007, available at <http://uhfamily.hawaii.edu/publications/relatedReports/kidsCountInHawaii2007.pdf>.

Isolated in the middle of the largest ocean in the world, Hawaii's resources are limited; human impact on our fragile island ecosystem is potent and demands a unified community that is knowledgeable about the environment and supportive of each other. Strong, healthy relationships are crucial for our survival as a people and a culturally rich, healthy, and functional society. Surfrider Spirit Sessions is reaching out to help fill the gaps in Hawaii's Juvenile Justice System and existing youth programs to support youth reform and build a strong and healthy community for all.

4. Target population.

Breaking the cycle of adjudicated, at-risk and vulnerable youth. Surfrider Spirit Sessions focuses on one of the greatest areas of need, serving a historically underserved population: adjudicated, at-risk, and vulnerable youth.

Our core focus is serving youth aged 13-17 on the island of O'ahu directed to our programs by Hawai'i Family Court judges from Hawai'i Girls Court, Hawai'i Juvenile Drug Court, and Family Court of the First Circuit. Most have had multiple encounters with the juvenile justice system and have been sent to Hale Ho'omalua (Detention Home) or the Hawai'i Youth Correctional Facility (Ko'olau). 55% are Native Hawaiian. The majority of these youth come from economically depressed or rural areas, and nearly half reside in single parent households relying on public assistance, conditions traditionally associated with parents who were once at-risk youth themselves. Hawaii's future rests in our youth. Breaking dysfunctional cycles is critical to building and sustaining a robust and resilient Hawai'i community.

Like the Native Hawaiian culture, our kids are literally dying. As our most precious resource, we need to bring them back from the brink.

*"I've never seen anything like this.
These kids NEVER smile. I never see them laugh or have fun.
They don't think there is anything good in life that can come without drama or trauma,
and they don't think they can be anything better than someone 'surviving.'
Now I see them laughing, talking about surf and saving turtles,
and they're hanging out with lawyers, doctors and engineers.
They can't help but to see life differently.
Their goals are changing. Their lives are changing. They are changing."*

~ Judge Karen M. Radius (ret.),
Former Presiding Judge, Hawai'i Girls Court and
Surfrider Spirit Sessions Advisory Board Member

5. Geographic Coverage.

Surfrider Spirit Sessions currently serves adjudicated, at-risk and vulnerable youth living on the island of O'ahu. Our programs are held on the beach at Waikiki, with community service events at various locations around the island.

SECTION II. SERVICE SUMMARY & OUTCOMES

*"This program changed my life. You guys changed my life.
The courts told me what NOT to do, but you guys, the staff and mentors,
showed me what I could do and what I could be.
I'm going to succeed in life. Now I know
I can be a leader and I'm going to be one."*

~ Jeani, age 18, Surfrider Spirit Sessions youth and Junior Mentor, now attending college

Program Services and Outcomes Introduction/Overview

An Innovative Approach that WORKS. We believe our youth are powerful untapped resources and we are coaches who support them, push them when needed, and cheer them on to successful transformations and achievements. Surfrider Spirit Sessions brings state and community resources together to surround youth with positive adult and peer role models. Together we help them recognize their own inherent value and transform their raw energy into character strengths to become "Champions" of positive change.

By leveraging the appeal of the "cool surfer" image and the Hawaiian tradition of learning through experience and mentorship, Spirit Sessions literally pulls the ground out from under teens, grabs their interest and bonds them to volunteer "Surf Buddy" mentors.

We promise teens that if they accept our guidance and support and try, they will catch a wave on their very first day. More than 70% doubt us, but we make it happen. Then we ask them, "What else could you achieve that you don't believe is possible?". We know that, given the opportunity and appropriate guidance, they have the stamina, strength, and courage to succeed and we know how to motivate them through creative active learning, community building and FUN. Best of all, youth WANT to be with us.

The outcomes we seek – and see – among the teens we serve include:

- ◇ Participation in healthy physical activity.
- ◇ Enhanced self-esteem and self-confidence.
- ◇ Reduced violence, truancy, drug use, and recidivism.
- ◇ Developing new or improved life skills, including interpersonal communications, goal-setting and personal management, and job seeking skills.
- ◇ Re-engagement with their own education, improved school attendance and better grades.]
- ◇ Acquisition of at least one positive role model whom the student knows, trusts and confides in.
- ◇ Increased environmental awareness and stewardship; desire/actions to mālama 'āina (care for the land).
- ◇ Participation in community and community service and a greater sense of belonging and purpose.
- ◇ Improved relationships and pro-social activity and behavior.
- ◇ Seeing new, broader and more constructive life opportunities.

1. Scope of work, tasks and responsibilities.

Surfrider Spirit Sessions (Core) Program: Overview

Each program cycle (cohort) includes mentor, youth, and Junior Mentor orientations, Junior Mentor work days, curriculum refinement (note: curriculum is continuously adjusted/customized to address each cohort's specific needs), Saturday program activities (Surf Sessions), event planning and on-site support, weekly reporting coordination, individualized mentor training and support, community service event/program outreach, outcomes evaluation and data collection, and program management and administration.

Prior to the start of the program cycle, youth and parents complete required forms including parental consent and release forms. Mentors are recruited and screened by program staff and the courts. Youth and volunteer mentors are required to attend separate orientation sessions. Junior Mentors and Junior Mentor Interns have planning sessions and organize workdays to produce course material and prepare equipment and supplies.

Volunteer Mentors must attend a 4-hour orientation and clear a criminal background check administered by the courts. Additional training and individualized support are provided to each Mentor throughout the program. Mentors donate a minimum of 49 hours per Spirit Session program, plus an average of 5 post-program hours of follow-up contact.

Each program cycle or cohort generally runs for 8 consecutive Saturdays, with each weekly Surf Session lasting 4-5 hours. Throughout each program cycle, Spirit Sessions staff also coordinates reporting process between mentors and courts and provides individualized mentor training and support.

Core Program: Key Components

Youth are directed to our core program through the Hawai'i Family Court and are matched with same-gender adult volunteer "surf buddy" mentors recruited and trained by Surfrider Spirit Sessions.

Each Spirit Session beach session includes talk-story circles, warm-up yoga, land-based surf instruction, surfing or other ocean activity, then lunch, followed by journaling, a mini-environmental science, life skills or Hawaiian culture lesson, and mālama 'āina beach clean-up.



Mentors provide a new, positive community of support for youth. Surf Mentors help youth learn to surf and apply their experiences in the water to life lessons. Junior (peer) Mentors, Staff, and Professional Surf Instructors provide additional support during the lessons and enhance the community and mentoring experience. Safe and nurturing relationships develop as youth learn to trust and seek/accept support and practical guidance and life skills. Teenage reserve gives way to the "stoke" and youth bond quickly to their mentors and the group. Youth discover new life perspectives along with a new sense belonging to a community among mentors who are respected professionals from diverse fields including teachers, marine biologists, lawyers, journalists, social workers, documentary filmmakers, and small business owners.

Learning experiences that build connection to our 'āina (land) and community. The experiences in the ocean evolve into a greater appreciation for and curiosity about the environment as Surf Sessions end with a mini environmental science or Hawaiian culture lesson and beach clean-up. Teens recognize the interrelationship between the 'āina (land), the ocean, and themselves; Hawaiian culture and mini-environmental science lessons and beach clean ups provide context and make environmental stewardship real. (See Appendix A, *How Cigarettes Kill Turtles*, and *Lessons from Duke Kahanamoku*, attached, for sample lessons.) Community service events help youth realize their value and ability to give back. (See *Community Service: Spirit Sessions Youth Become Mentors*, attached.)

The result: our students gain newfound identities as environmentally conscious surfers in a supportive and desirable community. Most notably, our students begin to see brighter possibilities and begin to develop higher aspirations for their futures.

Developing pro-social skills and creating bonds through common experiences, culture and talk story. We integrate mini culture, science and life lessons and group activities that educate both mentors and youth and stimulate conversations. For example, we teach mentors and youth about the cultural significance of "He'e Nalu" and the ocean's spiritual significance in cleansing and rebirth through "Pi Kai." By learning together, hierarchal barriers are reduced, and youth feel more connected to their mentors, learn to follow their lead, and ask questions and share perspectives.

Maintaining positive ties: Surf 'Ohana. Surfrider Spirit Sessions conducts Surf 'Ohana Events open to all youth and mentors who have been through the core program. Events provide a means for youth and mentors to reconnect with each other and as a group. Previous experience has shown that reunion events work best when coupled with a purpose. Activities include Basic Water Safety training, canoe paddling, carwashes, mentor appreciation barbeques and community service days.

Workforce Development

Junior Mentor Program Junior mentors serve as peer mentors and are a key component to our programs. During each core program session, selected youth are invited to join our staff as Junior Mentor Interns. Intern candidates are identified by Junior Mentors and must be approved by the SSS upper level staff. All intern candidates must be given good referrals by the courts as well.

Junior Mentor Interns are trained by Junior Mentors under the supervision of a Junior Mentor Manager and upper level staff. Junior Mentors are paid staff and are responsible for tracking all beach session equipment, taking attendance, filling out board log forms, taking photos, helping youth and mentors, and leading in yoga and mini-lessons. Junior mentors also help at orientations, fundraising events and in event planning. All Junior Mentors and Junior Mentor Interns sign a Junior Mentor Code of Conduct and commit themselves to doing their very best to serve and represent the organization well.

In the process they learn basic job skills such as filling out time sheets, scheduling, job duties and responsibilities.

Youth Internship / Job Network

From its inception, Surfrider Spirit Sessions has been driven by youth need. One crucial component is job readiness. The teens we work with face incredible challenges and frankly, many are not able to get or hold jobs for reasonable lengths of time. As a result, Surfrider Spirit Sessions will be utilizing its mentor network and corporate ties to provide youth with pre-employment and vocational skills training, work experience, and access to internship/job opportunities and mentor support. Our goal is to connect Spirit Sessions youth to internships/jobs with successful employment outcomes as good employees and productive members of the community.

Youth who have attended our core program would be referred to a workplace partner who would allow the youth to shadow, train and work as an intern. The youth will select a Spirit Sessions mentor to support them during the internship and will receive basic pre-employment training prior to starting their intership. During their intership, Mentors will help coach students and will be notified by the employer or a representative should any issues or challenges arise. The mentor will then coach the youth in how to improve or correct the situation. At the end of the internship the youth would receive a stipend, and if he or she performed adequately, would be offered employment.

A task force team is currently in development with a goal to launch a pilot by end of year 2011.

Program Expansion

Surfrider Spirit Sessions continue to receive requests for our services from other organizations. In alignment with our mission to help fill gaps we are currently developing plans to provide services to the Hawai'i Youth Challenge (Oahu). Discussions are underway with Maui Youth and Family Services and the Surfrider Foundation, Maui Chapter to explore expanding the Surfrider Spirit Sessions program to support Maui youth.

2. Projected Annual Timeline.

Surfrider Spirit Sessions projected timeline for 2011 is attached as Appendix A.

3. Quality Assurance & Evaluation.

Intense focus and oversight with multiple modes of mentoring. We deal with some of the "toughest" kids, whose problems, wounds, and challenges run deep, and for whom more accessible at-risk programs were insufficient. ***These teens have been identified by the courts as likely to wind up incarcerated as adults if they do not turn their lives around.*** They often have less than 12-24 months to make the transition and require a significant amount of attention and resources in order to do so. Hence, our groups are highly targeted and intimate, and our intensive client focus works.

Each program session is highly intimate and youth are surrounded by positive role models. Group size is limited and consists of a minimum of 10, up to a maximum of 15 youth, and an equal number of same-gender volunteer adult mentors. In addition 3-6 Junior (peer) Mentors and Junior Mentor Interns and 3 Spirit Sessions Staff lead sessions; and there may be 1-2 court staff as well, for a total of as many as 41 people on site. The result is that each youth is given the personal attention they crave and need from multiple sources, and youth instinctively adopt pro-social behaviors as they adapt to this new group setting.

Spirit Sessions provides youth with one DEDICATED mentor, but also gives them access to MANY mentors, including peer mentors and a positive social group. During sessions, youth meet, play, and talk story with other mentors and many bond with more than one. This is particularly helpful since we have had instances where a youth reached out to their dedicated mentor who was unavailable (due to work, family or other commitment etc.) but was able to contact another mentor for immediate support. Youth find themselves part of a larger social group, which these teens, in particular, very much need.

THE FOLLOWING INFORMATION IS CONFIDENTIAL

Program coordination and internal reporting. In addition to on site activities, Spirit Sessions provides crucial support to mentors, court staff and youth through consistent background reporting during Sessions.

Prior to each weekly session, the courts send reports to Spirit Sessions Staff that are passed onto mentors so that mentors might have a greater understanding of each youth's specific needs and how to best support them. After each Surf Session, Spirit Sessions Staff contact each mentor to discuss the day's events, check on youth progress and development of the mentor-mentee relationship. Our staff uses this opportunity to coach each mentor individually in how best to support their mentee and address any issues or questions that might arise. Spirit Sessions Staff, in turn, relay youth reports back to probation officers, counselors and judges.

Youth are not aware of the detailed reporting and regard their mentors as trusted adults SEPARATE from the court system. All reports to courts are conducted in the best interest of the youth and are intended to foster more meaningful conversations and deeper bonds with mentors. Youth recognize that mentors are volunteers separate from the courts and see them as friends or "aunties" and "uncles." They will often share information with mentors that they will not share with courts, information that is critical to their well-being or provides insights as to their behavior and can signal problems of which the courts should be aware.

For example, in one case, probation officer reports stated that a youth had missed school and was facing incarceration for violating court orders to attend school. The youth revealed to mentors that her mother had abandoned the family and left her in charge of the household and her younger siblings. She did not tell the courts for fear that the family would be split up in foster care. SSS passed this information on to the courts who then found a means of "discovering" this fact on their own.

***In order to preserve this very special relationship with youth and mentors,
WE ARE VERY CAREFUL TO PROTECT THIS FROM PUBLIC KNOWLEDGE,
AND HUMBLY REQUEST YOUR COOPERATION.***

Please maintain the confidentiality of the process.

Redact this section prior to releasing this document for public display.

Thank you for your kokua!

*"We have tried other mentoring programs,
and none have been as effective at reaching the kids.
This program works like no other."*

Judge R. Mark Browning,
former Presiding Judge, Hawai'i Juvenile Drug Court

Evaluation Tools.

Surfrider Spirit Sessions collects both demographic and psychographic data on youth who attend our programs.

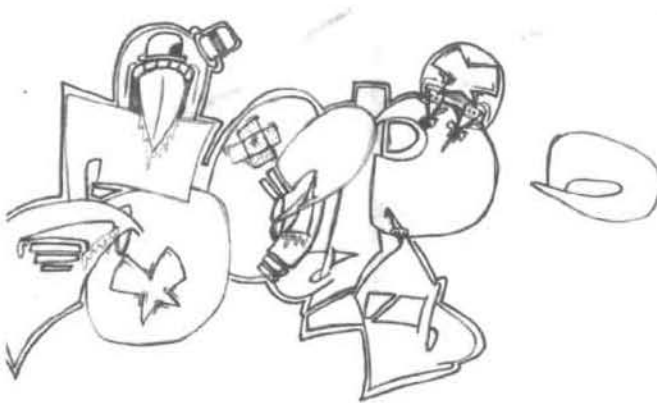
Demographic data includes such information as ethnicity, residential location, economic status, offenses (if and when released to us by courts), age etc. Psychographic measures include impacts on self-esteem, trust, environmental awareness, disposition towards community service among others.

Over the years we have tested and employed various measurement tools, including attendance logs, journals, short discussions and verbal quizzes. Youth surveys, focus groups, court reports, and other data collection surveys. Implementing these measures has often required complicated coordination of multiple groups and multiple scheduling challenges making consistent delivery and implementation challenging.

Through our experience we've found the youth retrospective survey, utilizing a 5-point Likert Scale to be the most efficient and reliable to implement and quantitatively analyse our impact on youth over the course of a session program. In addition we rely on court reports for recidivism data and other measures.

By far our qualitative measures are most compelling, which is to be expected given that it is difficult to quantify human psychology. Mentor and staff observations are recorded in weekly reports. And courts report their observations on youth development as well. Youth document their emotional and cognitive progress in journals and in feedback they give to courts, mentors staff and parents.

While numbers can illustrate trends, our qualitative readings give us a better picture of how we are impacting each individual youth. As our program is based on intensive client focus, we often give this qualitative data as much worth, if not more, than our numeric measures. Here is one example of one student's journal entry:



- I learned
*Others can help me
 I can only help myself so far &
 I need others to help me out too
 Teamwork is key.
 Can't do everything by myself
 No shame asking for help –
 Ask stable upright people
 If not stable people helping you sometimes they
 can make you fall or you can fall by yourself.
 Get untied by asking for help from
 Don't let things tie you up. HA! Accept Help!*

4. Measures of effectiveness.

Measures of success for 2011.

Building on our knowledge and experience, Surfrider Spirit Sessions will continue to measure effectiveness through surveys, mentor, youth, and court reports, journals and logs.

After Spirit Sessions, youth have consistently displayed a sense of self-confidence, self-esteem, motivation, a sense of community responsibility, empathy and trust towards others, and improved communications skills. We anticipate outcomes will be consistent with our most recent data results, provided below.

- Students gain sense of **achievement** and gain sense of **self-esteem** and **pride**.
- Courts report a statistically significant **reduction in recidivism** (reoffending) after Spirit Sessions. Judges state that student's negative behaviors are significantly reduced.
- Court staff report **improved communication** with family members and **fewer violent outbursts** by students who completed the Spirit Sessions program.
- In 2010, 40% of students expressed interest in returning as Junior Mentor Interns. Ultimately 19% of all students are now **servicing as Junior (peer) Mentors / interns**, providing support to youth in other Spirit Sessions cohorts while developing leadership skills and gaining valuable work experience.
- 100% of students surveyed reported that they "would recommend the program to others," "feel they have a lot to be proud of," "have a lot of respect for themselves," "care about cigarettes on the beach," and feel that after Spirit Sessions, they now "have positive friends."
- 80% of students who completed surveys showed positive shifts and believe "that people care about me."
- Students also showed positive increases in citizenship, interest in community service and volunteering.
- All available data reflects improvements in teen psychological and psychosocial well-being and indicates that students are making forward progress towards positive healthy lifestyles.
- MOST SIGNIFICANTLY; there were NO negative shifts reflected in the youth retrospective surveys.

Many want to continue surfing, describing it as a healthy substitute for detrimental activities. Most notably, teens express a new belief in their ability to achieve; they begin to see brighter possibilities and develop higher aspirations for their lives.

Surfrider Spirit Sessions programs provide substantial social return on investment when you consider the following facts:

- The cost to society for each dropout who later moves to a life of crime or drugs is estimated at between \$1.7 and \$2.3 million.
- It costs approximately \$152,000 per youth per year (\$417 per day) spent in Hawai'i Youth Correctional Facility, where students gain little, if any, positive life skills. Their identities as delinquents are reinforced and their detrimental social networks are expanded.

In contrast, Surfrider Spirit Sessions can serve up to 100 youth for less than the cost of incarcerating just 3 youth in HYCF for a year and yield substantial results in positive social networks and reform.

In addition, every dollar awarded to Surfrider Spirit Sessions will be worth twice as much thanks to a matching grant by the Omidiyar 'Ohana Fund at Hawai'i Community Foundation. Funds received in 2011 will be matched dollar-for-dollar up to \$100,000. GIA funding will support Surfrider Spirit Sessions' operating budget in 2011, while the matching funds will support long term sustainability plans including possible expansion to the neighbor islands.

We have big plans and high hopes of success for our collective future and the future of Hawaii's youth. We know we can pave the way to a new model and build a stronger community. More importantly, we have the passion, drive, experience, community support and commitment to make it happen. We're catching waves and changing lives.

*"We've got plenty of kids and we need a positive place to direct them to.
Keep it up guys, we need you. You guys are heroes, truly.
And everyone who supports this program and is
part of this program, they're all heroes too."*

~ Judge R. Mark Browning,
former Presiding Judge, Hawai'i Juvenile Drug Court

III. BUDGET

BUDGET REQUEST BY SOURCE OF FUNDS

(Period: July 1, 2011 to June 30, 2012)

App **Surfrider Spirit Sessions**

BUDGET CATEGORIES	Total State Funds Requested (a)	All Other Private Sources (b)	Omidyar Matching Grant Fund ** (c)	Total (d)
A. PERSONNEL COST				
1. Salaries	55,000	96,775	55,000	206,776
2. Payroll Taxes & Assessments	6,435	11,323	6,435	24,193
3. Fringe Benefits	1,925	3,387	1,925	7,200
TOTAL PERSONNEL COST	63,360	111,485	63,360	238,169
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	0	1,400	0	1,400
2. Insurance	0	888	0	888
3. Lease/Rental of Equipment	0	0	0	0
4. Lease/Rental of Space	1,275	0	1,275	2,549
5. Staff Training (Part of Programs see below)	0	0	0	0
6. Office Supplies	0	759	0	759
7. Telecommunication	0	759	0	759
8. Utilities (Included in Rent)	0	0	0	0
9. Core Program: Direct Costs (not incl leader salaries; incl jr mentors)	35,000	83,729	35,000	153,729
10. Postage and shipping	0	304	0	304
12. Webserver fees	0	461	0	461
13. Printing & publications	0	911	0	911
15. Conferences, training and meetings	0	3,000	0	3,000
16. Membership dues	0	500	0	500
20. Public Education	1,000	823	1,000	2,823
21. Fundraising expenses	0	31,440	0	31,440
22. Professional fees (Legal, accounting, measurement)	0	20,150	0	20,150
23. Miscellaneous	0	2,000	0	2,000
24. Expansion Program: Aii Spirit Sessions	0	59,277	0	59,277
25. Expansion Program: Maui Pilot	0	67,276	0	67,276
26. Job Internship Program: Pilot	0	8,800	0	8,800
TOTAL OTHER CURRENT EXPENSES	37,275	282,475	37,275	357,025
C. EQUIPMENT PURCHASES	0	1,000	0	1,000
D. MOTOR VEHICLE PURCHASES	0	15,000	0	15,000
E. CAPITAL	0	0	0	0
TOTAL (A+B+C+D+E)	100,635	409,961	100,635	611,194
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	100,635	Cynthia Y.H.Derosier	808.389.2474	
(b) Matching Funds *	100,635	[REDACTED]		
(c) All Other Private Sources	409,961	[REDACTED]		
TOTAL BUDGET	611,231			
* Funds received by December 31, 2011 will be matched dollar-for-dollar up to a total of \$100,000.				
		Cynthia Y.H. Derosier, Executive Director January 27, 2011		
		Name and Title (Please type or print) Date		

IV. EXPERIENCE & CAPABILITY

A. Necessary Skills & Experience.

Surfrider Spirit Sessions is the only program of it's kind anywhere. Orignially designed,developed and implemented by a collaborative team of the courts, child advocates, counselors, marine biologists, private citizens and the youth themselves.

Using evidence-based practices to address youth need, Surfrider Spirit Sessions incorporates unique cultural elements, mentor talents, and other elements based on youth feedback. **In 2009, Surfrider Spirit Sessions received the Ola Pono Award** for excellence in promoting safe, healthy, and drug-free lifestyles from the Coalition for a Drug-Free Hawai'i and the U.S. Department of Education, Safe and Drug-Free Schools and Communities Program.

Surfrider Spirit Sessions is poised to become a leader in new practices in youth services. Over the course of the past 3 years, the Surfrider Spirit Sessions program has evolved to include a core program with variations that addresses gender differences, youth afflictions and needs. No other organization has the knowledge and experience, qualified staff and active board of directors support necessary to successfully implement unique, innovative and effective programs like Surfrider Spirit Sessions.

Many members of the original development team remain actively involved today, including:

- Founder and Executive Director Cynthia Y. H. Derosier
- Judge Karen M. Radius (ret.), former Presiding Judge, Hawai'i Girls Court
- Child Advocate Annabel Murray, Esq.,
- Adrienne Abe, Social Worker Supervisor, Hawai'i Girls Court
- Program Manager and Surf Instructor Sam Rodrigues

As Surfrider Spirit Sessions has evolved, our team has also grown to include highly qualified and forward thinking innovators. The Members of the voluntary Board of Directors and Advisory Board and committee members have extensive non-profit/community service experience, and are actively committed to this organization and its mission. 100% of the Board of Directors attend meetings and contribute financially to the organization. Three actively participate as mentors working directly with youth and provide support in program development. (See Attachment B for listing of Surfrider Spirit Sessions Board of Directors and Advisory Board.)

B. Facilities.

Surfrider Spirit Sessions core programs are conducted at Kuhio Beach in Waikīkī which features ideal learning conditions for beginning surfers, ample surfboard rental options, and basic facilities such as showers and restrooms. Spirit Sessions staff provide program materials, equipment and supplies, and lunch/snacks for the weekly Surf Sessions. Transportation and shuttle service from nearby major bus hub (Ala Moana) and lunch/snacks are also provided.

Community service and Surf 'Ohana events are held at various locations at the island of O'ahu, usually in collaboration with other youth-serving organizations or community groups.

Operations are run out of our innovative and cost-efficient offices located in renovated storage units at Hawai'i Self-Storage Kaimuki.

V. PERSONNEL: PROJECT ORGANIZATION & STAFFING

A. Organization Staff.

Surfrider Spirit Sessions Founder and Executive Director Cynthia Y. H. Derosier left a successful career as a marketing and advertising executive and Creative Director for her passion: helping youth become Champions. A motivational speaker, her energy and vision is the impetus for this program. To assist in this work, Cynthia has gathered an exceptional team:

Program Manager Samson "Uncle Santa" Rodrigues has more than two decades experience working with youth and families in crisis in Hawaii's social service system; he also shares his Hawaiian culture as a surf instructor.

Development/Program Coordinator Scott Naguwa brings a strong marine science background as well as experience in the nonprofit arena.

Senior Administrative Assistant Lani Lee has worked with a number of Hawai'i nonprofits and brings strong marketing, development and event planning skills.

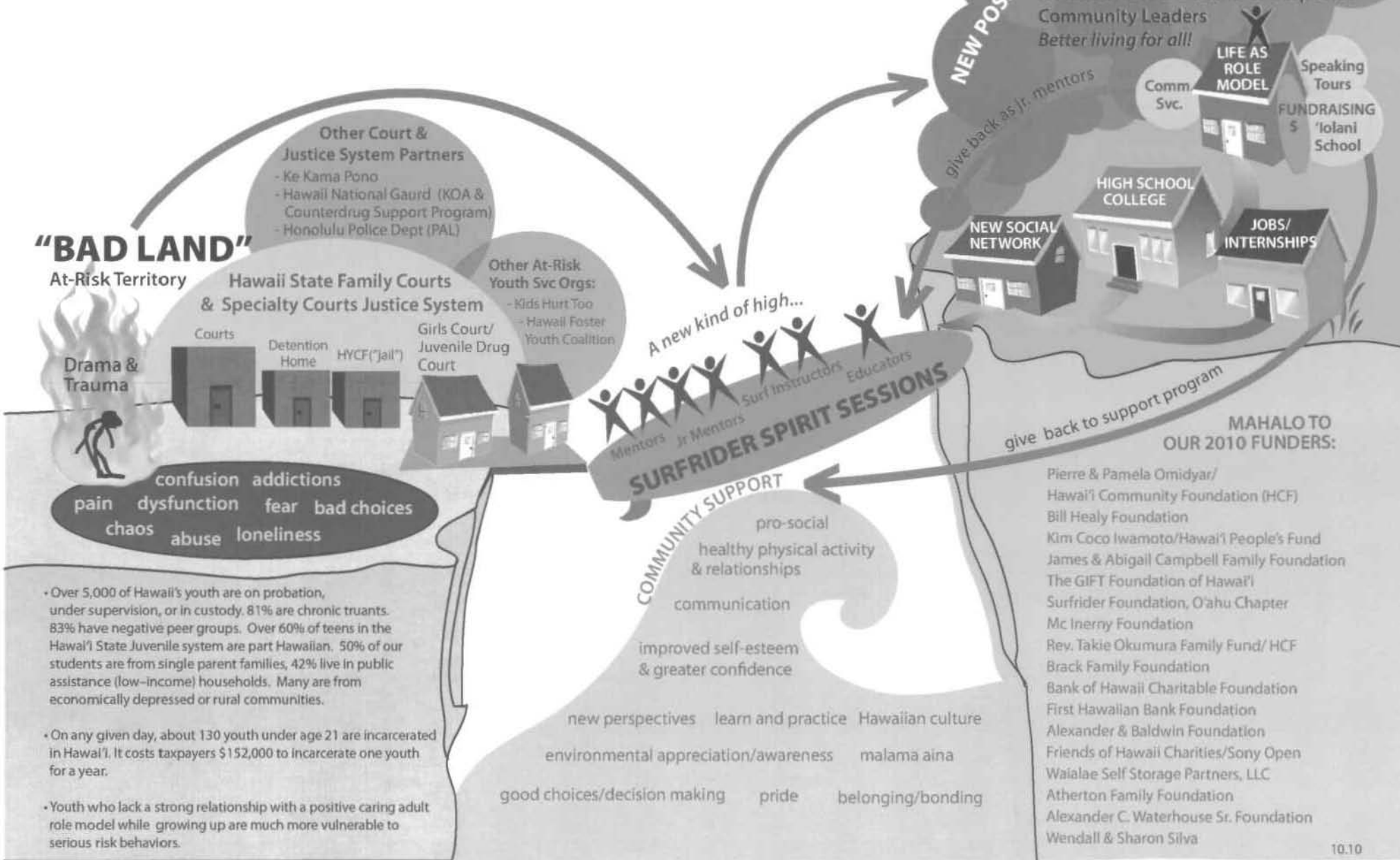
Surfrider Spirit Sessions operates its programs with a staff of 3.25 FTE (Program Manager position is .75 FTE; Senior Administrative Assistant is .5 FTE). (See staff resumes, attached.)

In addition, selected Spirit Sessions students are offered paid positions as Junior (peer) Mentors, who provide logistical and on-site support and assist other youth attending Spirit Sessions programs. We currently have ten (10) Junior (peer) Mentors on payroll, about half of which are active at any given time. This provides youth with much-needed financial support, while also fostering leadership development and opportunities to practice good employment skills. Spirit Sessions also maintains a roster of approximately 85 volunteer adult mentors.

B. Surfrider Spirit Sessions Organization Chart.

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

A Vehicle and Catalyst for Positive Transformation and Transition of At-Risk Youth



- Over 5,000 of Hawaii's youth are on probation, under supervision, or in custody. 81% are chronic truants. 83% have negative peer groups. Over 60% of teens in the Hawai'i State Juvenile system are part Hawaiian. 50% of our students are from single parent families, 42% live in public assistance (low-income) households. Many are from economically depressed or rural communities.
- On any given day, about 130 youth under age 21 are incarcerated in Hawai'i. It costs taxpayers \$152,000 to incarcerate one youth for a year.
- Youth who lack a strong relationship with a positive caring adult role model while growing up are much more vulnerable to serious risk behaviors.

MAHALO TO OUR 2010 FUNDERS:

- Pierre & Pamela Omidyar/ Hawai'i Community Foundation (HCF)
- Bill Healy Foundation
- Kim Coco Iwamoto/Hawai'i People's Fund
- James & Abigail Campbell Family Foundation
- The GIFT Foundation of Hawai'i
- Surfrider Foundation, O'ahu Chapter
- Mc Inerney Foundation
- Rev. Takie Okumura Family Fund/ HCF
- Brack Family Foundation
- Bank of Hawaii Charitable Foundation
- First Hawaiian Bank Foundation
- Alexander & Baldwin Foundation
- Friends of Hawaii Charities/Sony Open
- Waialae Self Storage Partners, LLC
- Atherton Family Foundation
- Alexander C. Waterhouse Sr. Foundation
- Wendall & Sharon Silva

LESSONS FROM DUKE KAHANAMOKU

Leadership & Anger Management:

*"Try meeting or leaving people with Aloha. You'll be surprised by their reaction. I believe it, and it is my creed. Aloha to you."
~ Duke Paoa Kahanamoku*

After we have introduced Duke in an earlier session we share this story:

"In his teens, Duke dropped out of high school and took up the life of a beach boy, gathering daily with other beach boys by a hau tree at Waikiki. This is where the original expression "beach boy" actually comes from. Together, Duke and his peers surfed, swam, repaired nets, shaped surfboards and sang. This group was the nucleus of what later became the Hui Nalu, one of the very first surf clubs. As the best waterman among the formidable group of young watermen at Waikiki, Duke became the group's leader. He set a good example. He did not drink or smoke and if he did get into a fight it was after being hassled and even then he would not punch, preferring to slap, instead. He seldom raised his voice. He used his eyes to communicate what he didn't vocalize." (www.hawaiianswimboat.com)

Beach boys who knew Duke shared with us how these "slap fights" only occurred when someone else took a swing at Duke. He NEVER threw the first punch nor initiated any physical contact. These incidents occurred when someone wanted to try to "prove" himself by starting a fight, or when Duke would intercede to break a fight up. The beach boys tell us that the offender would often be humiliated as Duke, who was fast and strong, would tap them lightly on the forehead or wherever, while dodging their blows. Aggressors would eventually give up, as the gathering crowd would laugh at their inability to rattle Duke's calm demeanor.

Environmental Impact:

After we have introduced Duke in an earlier session we share this story:

"1915 - Rode a monster wave 1-1/8 miles at Waikiki on a finless board, probably the longest ride in modern times. Duke had another great ride in 1932, surfing at Kalahuewehe he picked up a big green comber, already curling at the top, about three hundred yards inside first break Kalahuewehe and rode it through Public Baths surf, through Cunha and ended up inside Cunha opposite Queen's, for a ride of about one thousand yards. This ride was made on his long hollow board."

The kids get excited, wanting to know if they will ever be able to get a ride that long. We ask the kids to look at the water and see if there is a break that is that long. They notice that it is broken into smaller breaks with channels. We talk about how the break no longer exists because of reef deterioration and water changes due to the creation of the Ala Wai Canal, pollution, development, etc.

Developing Hawaiian Pride (introduction to Duke Kahanamoku) and lessons in living well:

We reference the statue then tell this story and share these facts:

We call Duke Kahanamoku the "Father of Surfing" and the "surf buddy-mentor of all mentors".

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

Surfing was born in Hawai'i and Duke was the man that brought surfing to the world. No one else had surfed before, and many thought standing on a board on the water would be impossible. Duke was well respected all over the world for his talents and was the first Hawaiian to compete in the Olympic Games, where he broke world records. He established Hawai'i as THE place of world-class swimmers and watermen. Duke Kahanamoku was the first person inducted into both the Swimming Hall of Fame and the Surfing Hall of Fame, and he is also in the U.S. Olympic Hall of Fame. But more than all that, he was a GREAT guy, lived a clean life, did not smoke or drink, and was full of aloha. Duke grew up and surfed in the very area we are now (Waikīkī-Kuhio Beach).

- 1911 - Broke 3 freestyle world records in his first swimming races in Honolulu Harbor.
- 1912 - Won Olympic gold and silver medals in swimming, breaking world records.
Years later, he won more medals for breaking his own world record.
- Won a total of 5 Olympic medals and 9 National Gold Medals in swimming.

Before Duke, no one surfed anywhere except in Hawai'i. After the 1912 Olympics, Duke went on a world tour. People wanted to see him swim. During his tour, he introduced surfing to United States' Atlantic Coast, Australia and New Zealand. In Freshwater, Australia, he saw some amazing waves, and wanted to surf. No one believed he could stand on a board and ride the waves. So Duke got an old door and shaped it into a surfboard. A crowd gathered to watch him, and when they saw him they couldn't believe their eyes! That was the beginning of surfing in Australia. There is a memorial statue of Duke in Freshwater, and they also have the board on display.

And he was a hero. He swam in exhibitions in about 30 mainland cities to raise money for Liberty Bonds for the U.S. war effort. In 1925, he rescued 8 drowning men at Newport Beach, California, by using a makeshift surfboard. He went out into the water when no one else would.

He became an actor in Hollywood and for a few years lived in Los Angeles. He played small parts in about 30 movies. Then he came back to Hawai'i and was elected Honolulu Sheriff. He was re-elected 12 times.

- Duke Kahanamoku is known around the world:
- Duke Kahanamoku Way dedicated at Rockaway Beach, New York
- Statue dedicated at Freshwater, Sydney, Australia
- Biarritz, France Surf Festival named in his honor
- First name inscribed in the Huntington Beach Surfing Walk of Fame
- United States Post Office issued a stamp to honor Duke

Duke is a role model for all of us, he worked hard and took care of himself and surfing kept him sharp. A famous writer who knew him, Tom Blake said:

"As a swimmer and surfrider, Duke, to me, is the greatest these Islands ever produced.... I can say he lived a clean life in every way, resulting in the building of a body as fine as men of any country can attain. His exceptionally fine massive leg development does not come from riding in autos, but plowing through the sand bare-footed, in his youth. His well-muscled shoulders and arms came from the surfboard work. His keen analytical turn of mind came from matching wits with big waves which were always scheming and eager to beat and smash him and his ancestors on the coral reefs."

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

PERPETUATING THE LEGACY AND SPIRIT OF SURFING AND DUKE PAOA KAHANAMOKU



2006 Our first Spirit Session (Girls Court)



2008 Our first Spirit Sessions for boys (Juvenile Drug Court)



2010 Spring Girls Session...Spirit Sessions is going strong!

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

COMMUNITY SERVICE: SPIRIT SESSIONS YOUTH BECOME MENTORS

Community service is an integral part of the Surfrider Spirit Sessions programs. In addition to regular beach clean ups, Spirit Sessions youth serve as surf mentors to vulnerable and at-risk children during Spirit Sessions special events conducted in partnership with other youth-serving organizations. These Community Service Spirit Sessions include working with children in foster care (in partnership with the Hawai'i Foster Youth Coalition) and those grieving the loss of a loved one (in partnership with Kids Hurt Too) at Surf for the Soul events. Most recently, Spirit Sessions formed a new partnership with Creative Connections, an organization that serves autistic youth. Last week, we held our first Spirit Sessions special event with Creative Connections. It was one of the most heart-warming events we have ever conducted. Following is a recount of that very special day.



July 29, 2010 – Surfrider Spirit Sessions Community Service Event

Spirit Sessions boys from the Summer 2010 cohort arrived at the beach along with staff members from Ke Kama Pono safe house for teens (KKP), a residential treatment center. Most of the boys who participated on this day are housed under KKP's protective supervision; many have behavioral issues as well as addictions, and all are under the jurisdiction of Hawai'i State Family Courts.

Staff had not been advised as to the nature and extent of the disabilities of the kids we were to work with on this day. We had simply been informed that they were disabled and that several might have hearing impairments. Our Spirit Sessions boys were nervous about their impending roles as mentors several kept asking us, "Are you sure you trust us? Do you really think we can do this?" We affirmed our trust in them, and asked them to remember how their mentors treated them and do the same for their kids.

When the mentee group arrived we were surprised to see that none of the children had any obvious signs of physical disabilities, and for a moment our kids were relieved. But we quickly realized the enormity of the challenge ahead of us: One young boy covered his ears and screamed continually; another, with his clothes inside out, curled up into a ball and began rocking back and forth; a third began pacing in circles talking incessantly to herself. The group we were to work with had autism.

Our staff got a quick run down of each youth, including the degree and manifestation of autism, things to watch for, and specific triggers (both positive and negative) for each child. We then gave Spirit Sessions youth a quick education on autism, explaining that kids with autism are not stupid, but because of their condition, their brains work differently. They see and hear more than most, so they are often stressed by the

stimulation overload, and each of them copes in different ways. Some will rock, some will scream, some will "space out," some might even try to hit. We also explained that our job was to soothe them, comfort them, and help them enjoy the water.

We gave each Spirit Sessions youth a quick briefing on their assigned mentee and basic directions on how to handle each child, what would get their attention, and what to watch out for. This was a new venture for all of us, and honestly, we were nervous.

Our Spirit Sessions kids proved to us they were even better than we could have imagined. Daniel, one of our Junior Mentors, came to us and specifically requested the most difficult kid, the one who was rocking and has a tendency to throw punches. He sat patiently on the beach for nearly 30 minutes while his mentee rocked and refused to move. Eventually we were able to coax his mentee into the water, and Daniel stayed with him, rocking slowly in the water and gradually working his way out away from shore. By the end of the session, Daniel was riding tandem with his mentee, who turned around to look Daniel in the eye, then smiled and clapped incessantly.

We witnessed our boys on their hands and knees gently coaxing kids onto boards on land and showing them how to stand. They patiently repeated themselves as often as needed and stayed calm and reassuring. One of our largest boys crouched low for over 20 minutes, making himself as small as possible to calm his screaming kid, and gently moved the child into position while rubbing the child's back to soothe him. Once in the water, he often sank down to seem smaller. Another lavished praise and taught his mentee to high five after every ride. One of our smallest Spirit Sessions youth dove in to catch a board with a mentee on it twice his size to save the mentee from falling off. Another simply held his mentee with great tenderness until the child stopped whimpering. Eventually every child was coaxed into the water, and each one caught waves with happy results.

After the surf session we talked about giving back and Spirit Sessions youth took their mentees on a beach clean up, collecting over 350 cigarette butts in less than 10 minutes. On this morning we witnessed our "punks," "delinquents" and "screw ups" display incredible dimensions of patience, courage, devotion, compassion, nurturing and responsibility. And they also discovered that they are more than they knew, and they are better than they could have imagined.

*"This was really good. I didn't think I could do it, but I did.
I actually helped someone, and it feels good. I want to do it again."*

~Davin

*"I didn't think I could feel good doing something working hard like this and
not even get paid for it. I'm so stoked!"*

~ Saiosi

*"I learned I can help others and I have more understanding about disabilities.
I feel lucky. I'm proud that I could help."*

~ Kahele

*"I couldn't believe my mentors trusted ME to be a mentor.
I took care of my kid really good. I wanted to make the mentors proud of me and I think I did.
No one really trusted me like that before. It feels really good."*

~ Hydro

APPENDICES

- Attachments** Catalyst Chart
Lessons from Duke Kahanamoku
Community Service: Spirit Sessions Youth become Mentors
- Appendix A** 2011 Program Goals and Objectives Matrix
Environmental Science Lesson: How Cigarettes Kill Turtles
Sample Reporting Process
- Appendix B** Surfrider Spirit Sessions Board of Directors
Position Descriptions and Resumes of Key Staff
- Appendix C** IRS 501(c)(3) Determination Letter
- Appendix D** Letters of Support:
- a) Judge R. Mark Browning, Former Presiding Judge, Hawai'i Juvenile Drug Court
 - b) Judge Karen M. Radius (ret.), Former Presiding Judge, Hawai'i Girls Court
 - c) Bradley Watanabe, Program Case Manager, Ke Kama Pono Safe House for Teens
 - d) Parent of Surfrider Spirit Sessions Student
- Appendix E** Articles:
- Nonprofit group uses surfing to teach youths valuable life lessons* (Star-Adv. Nov. 8, 2010)
 - Surfrider Spirit Sessions* (Aloha Surf Guide, Summer 2010)
 - A Dream Unleashed Her Surfer Spirit* ('Iolani School Bulletin, Spring 2009)
 - Mid-Week* (Sept. 23, 2009)
 - Changing Directions* (Honolulu Magazine, April 2008)

APPENDIX A
SURFRIDER SPIRIT SESSIONS
PROJECTED ANNUAL TIMELINE – 2011

PROGRAM	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Week Ending (Saturday)	1 8 15 22 29	5 12 19 26	5 12 19 26	2 9 16 23 30	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27	3 10 17 24	1 8 15 22 29	5 12 19 26	3 10 17 24 31
Spirit Sessions Core Program				Spring Sessions			Summer Sessions		Fall Sessions			
Girls Beach Sessions/Reporting				Girls Court & JDC?			Indie PO & ?		Girls Court & JDC?			
Boys Beach Sessions/Reporting				JDC? & Ke Kama Pono			Indie PO & ?		JDC & Ke Kama Pono			
KHT Community Svc Day												
Mentor Group Coaching Session												
Mentor recruitment/intake	Spring Sessions			Summer Session			Fall Session					
Youth Intake	Spring Sessions			Summer Session			Fall Session					
Orientations			Spring		Summer		Fall					
JR Mentor Meeting/Work Days												
Follow-up measurements												
Spirit Sessions Surf Ohana												
Basic Lifesaving Skills												
Car Wash												
Surf Polo												
Canoe Paddling												
KHT Community Svc Day												
IN DEVELOPMENT	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Week Ending (Saturday)	1 8 15 22 29	5 12 19 26	5 12 19 26	2 9 16 23 30	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27	3 10 17 24	1 8 15 22 29	5 12 19 26	3 10 17 24 31
PROGRAM ENHANCEMENTS:												
Improved Mentor Support	Develop Task Force - Assess needs an resources- pilot			Establish Formal Policy- List of Resources			Integrate into Formal Leadership Manual					
NEW PROGRAMS:												
SSS Job Internship Prog s	Evaluate/Determine best set up Dev Team Outline Prog & Est Partnership Agreements,								PILOT SSS Job Internship Program			
EXPANSION:												
Alli Spirit Session (IP + YC)	Outline Pro & Est Partnership Agreements Fundraise							YC Promos Orientations and Program PILOT (dates TBD)				
Prep, Training & Support				Circiculum Development			ID recruit, train supplemental SSS staff					
Chapter/Franchise - MAUI	Outline Pro & Est Partnership Agreements Fundraise							Youth/Mentor Recruit & Orientation Maui Orientations and Program PILOTt (dates TBD)				
Prep, Training & Support	Evaluate & Determine Legal set up Develop Manuals and Training materials							Maui Team Training & ongoing Coaching and Support				

SURFRIDER SPIRIT SESSIONS Catching Waves and Changing Lives!

Objective	Program or Strategy	Actions	Outcomes	Indicators / Measures
<i>Why are you doing this work?</i>	<i>What are you going to do?</i>	<i>How many people? How much time? How often?</i>	<i>What will be the effect of your program or strategy?</i>	<i>How will you know? What will you use to measure?</i>
<p>We seek to reduce recidivism, truancy, drug use and incarceration rates of at-risk and adjudicated youth and help transform them into responsible, productive and positive citizens.</p> <p>Hawaii's Juvenile Justice System is overwhelmed with over 5,000 juveniles under the supervision of probation officers (POs) who carry a minimum caseload 35 youth or as many as 65 youth.</p> <p>Decreases in state funding have led to staffing cuts and have increased already heavy Probation Officer caseloads, further restricting their ability to adequately support and monitor youth.</p>	<p>We are building a community of support for adjudicated and at-risk youth and for Hawai'i State Family Courts.</p> <p>By recruiting volunteer mentors from our community, Surfrider Spirit Sessions is able to support youth by providing one-on-one mentoring, as well as group mentoring and peer mentoring by former students who are successfully progressing out of the Juvenile Justice System.</p> <p>Help at-risk youth learn to make healthy life decisions by engaging them in fun ocean-related activities that serve to provide them with a better understanding of themselves and the results of their actions, and empowers them to see they can make better choices.</p>	<p>We will run 5-6 Spirit Sessions annually serving a total of 50-90 teens with 5-8 teens returning as junior mentors. Volunteer surf mentors will be recruited and assigned to each youth and in special circumstances a youth may have more than one dedicated mentor. Programs are run on Saturdays for 4 hours. Mentors and students are also present for orientations.</p> <p>Each Spirit Session program consists of 8 surf sessions plus one community service event where Spirit Sessions youth serves as mentors to younger at-risk youth. At least one additional Surf 'Ohana event will be held to help maintain mentor-mentee relationships outside of the program.</p> <p>Weekly detailed reports of youth status/progress are exchanged between courts, mentors and Spirit Sessions staff to provide insights and means of best support to youth. (See Appendix A, sample report.)</p>	<p>Youth will actively engage in new positive relationships and seek mentor advice and support to develop new healthy perspectives and crucial life skills.</p> <p>The Spirit Sessions is a catalyst for change. We create a healthy and functional community youth want to be a part of and can feel they belong in.</p> <p>Positive pro-social relationships lead to better life choices and development of new social circles and eventually new identities as "good" and positive members of society instead of "bad" delinquent youth.</p> <p>Probation Officers and courts will have greater insights to youth and will be able to support them and motivate them more effectively.</p>	<p>Positive psychological impact will be reflected by youth in surveys, court assessments, mentor reports, staff observations and youth journals.</p> <p>90% of court-involved youth directed to Spirit Sessions will attend.</p> <p>20% will REQUEST to be considered for Junior Mentor Intern positions. 5% will be accepted and will successfully complete their internship and be promoted to Junior Mentor.</p> <p>60%-70% will ask to return to the next program session.</p> <p>60%-70% will have contact with their mentor outside program hours.</p> <p>100% will express that they have acquired at least one positive role adult model whom they knows, trusts, and confides in.</p> <p><i>POs and courts will report</i></p>
<p>We seek to build self-esteem, self-confidence and promote self-efficacy in adjudicated and at-risk youth.</p> <p>Youth in the juvenile justice system suffer from low self-esteem, lack strong support systems and many are the next generation of a cycle of dysfunction. They lack the resources, tools and role models to succeed in life.</p>	<p>We provide challenging and engaging activities that lead to success and leverage the power of positive personal relationships.</p> <p>We engage youth in surfing and use the challenges and experiences they have in the water as a metaphor for life.</p> <p>Mentors provide insight and nurturing support. They become surrogate big brothers/sisters and/or uncles/aunts that youth look up to and go to for the attention and support they crave.</p> <p>Mentors shower youth with positive reinforcement and praise for work well done or good efforts made, and show youth how to shift their attitudes for greater success and/or joy. Mentors share their own life experiences and how they have succeeded in overcoming challenges in their lives.</p> <p>Spirit Session youth will then become mentors themselves.</p>	<p>See above.</p> <p>We tell all our kids that they are "Champions in Training" and we know they are strong and capable and have the power to be good positive leaders.</p> <p>We promise each youth that if they follow the advice of their mentor and the surf instructors they will catch a wave on their first day. Many doubt us and some fear they will be the first "failure". All succeed...then we ask the question: "What else can you do, that you didn't think was possible?". We leverage that experience to explore all we believe they can do and be.</p> <p>Each session begins with a life lesson or theme which youth later contemplate in journals with the help of their mentors. Themes include: making wise choices, learning to fall well, making a commitment, rising to challenges, being patient, and having respect among others.</p> <p>Spirit Sessions youth then become mentors for younger at-risk and vulnerable youth. (See Attachment, Community Service.)</p>	<p>Every youth will successfully catch waves and feel sense of accomplishment and pride.</p> <p>Youth will feel supported and connected to their mentors and the Surfrider Spirit Sessions "Surf 'Ohana" community.</p> <p>Youth will recognize other life opportunities and possibilities for themselves.</p> <p>Youth will have enough confidence to mentor others and will gain even more confidence from the experience.</p>	<p>Positive psychological impact will be reflected by youth in surveys, court assessments, mentor reports, staff observations and youth journals.</p> <p>90% of all youth directed to Spirit Sessions will attend community service events. All will successfully mentor another youth and report a greater sense of belonging and purpose.</p> <p>25% will REQUEST to be considered for Junior Mentor Intern positions. 5% will be accepted and will successfully complete their internship and be promoted to Junior Mentor.</p> <p>POs and courts will report noticeable improvements in self-esteem and confidence.</p> <p>90% Students will express higher aspirations for their lives and broader life opportunities than they did previous to Spirit Sessions.</p>

SURFRIDER SPIRIT SESSIONS Catching Waves and Changing Lives!

Objective	Program or Strategy	Actions	Outcomes	Indicators / Measures
<i>Why are you doing this work?</i>	<i>What are you going to do?</i>	<i>How many people? How much time? How often?</i>	<i>What will be the effect of your program or strategy?</i>	<i>How will you know? What will you use to measure?</i>
<p>We seek to instill better life skills in adjudicated and at-risk youth, including job-seeking and pre-employment skills, as well as provide access to internship/job experience.</p> <p>Many of our youth come from low income homes, including generational welfare families. In addition, many youth express no desire to continue on to college as they prefer "hands on" work. Many are driven by immediate need for income; youth are often under pressure and want to help support their families.</p>	<p>We incorporate life-skills lessons into program sessions and leverage group learning and access to internship/job opportunities.</p>	<p>Every session includes youth/mentor exchanges and presentations where youth learn to speak to a group, ask for assistance and express their needs and aspirations.</p> <p>Mini-job seeking lessons include discussions and presentations on how to find a job, interviewing and the importance of keeping a job.</p> <p>Mentors work one-on-one with youth as they practice filling out job applications.</p> <p>Mentors also provide leads to internship/job opportunities as available or appropriate.</p> <p>More detailed job skills training and financial management classes are available for interested students. Classes are conducted by mentors experienced in the field (one mentor works at a job placement agency, another at a major bank).</p> <p>Plans include piloting of an internship/job referral network for youth. Mentors will be available to support youth and help ensure that they know how to keep the job they get.</p> <p>Selected students are accepted as unpaid Junior Mentor Interns and are assigned duties and tasks during sessions. Interns must show up on time, complete assignments as directed, and display appropriate behavior both in and out of sessions. Interns may be promoted based on their performance over a period of time and positive reports from POs.</p> <p>Upon approval, Interns may be promoted to Junior Mentor, become part of Surfrider Spirit Sessions' staff and earn an hourly wage for their work. Junior Mentors may also be assigned additional duties including working in the Surfrider Spirit Sessions' office.</p> <p>Junior Mentors are eligible for Junior Lifeguard Certification program, and potential promotion to Certified Lifeguards.</p>	<p>Youth will have basic job hunting skills and access to additional support and resources when seeking employment.</p> <p>Youth will know who to fill out an job application correctly.</p>	<p>90% of youth will successfully complete a sample job application.</p> <p>90% will know how to open a bank account.</p> <p>90% of youth will know basic presentation skills and rules or appropriate interview attire.</p> <p>20% will be considered for Junior Mentor Intern positions. 5% will be accepted and will successfully complete their internship and be promoted to Junior Mentor.</p> <p>During sessions, 1 Junior Mentor Manager, 1-2 Junior Mentors, and up to 2 Junior Mentor Interns will provide on-site assistance and support staff running sessions.</p> <p>A minimum of 2-3 Junior Mentors will be accepted into Junior Lifeguard certification program and based on performance (and age) may be promoted to full Lifeguard Certification which could lead to possible employment.</p> <p>10 youth will elect to each intensive job skills training program.</p> <p>25% will receive referrals for jobs and support from their mentors and/or Spirit Sessions staff.</p>
<p>We seek to engage at-risk youth in environmental conservation related activities and develop a connection to, and greater appreciation of, Hawaii's oceans and unique ecosystem.</p> <p>Many of our youth have little knowledge and/or no connection to the beach or Hawaii's natural environment.</p>	<p>We conduct mini-culture and environmental science lessons and link it to their experiences to make learning interesting and relevant.</p>	<p>Every session concludes with a "Mālama 'Āina" beach clean up. Youth and mentors pick up and dispose of trash and collect cigarette butts to protect turtles (see Appendix A).</p> <p>One session's talk circle includes presentation on marine debris, the gyre and impact of pollution on marine and land animals.</p> <p>Another discusses what makes a wave, and explores coral and the symbiotic relationship between the coral, animals and plants, and the impact and causes of ocean acidification.</p>	<p>Youth will actively care for our 'āina (land) and take pride in their efforts.</p> <p>Youth will have a greater appreciation for our 'āina and recognize the importance of a healthy ecosystem.</p>	<p>In one 8 week program session, youth and mentors will collect over 1,000 cigarette butts which will photograph.</p> <p>100% of youth and mentors will actively participate in beach clean ups.</p> <p>Youth surveys will reflect newfound knowledge about the environment and recognize the correlation between human impact/pollution and environmental impact.</p>

SURFRIDER SPIRIT SESSIONS Catching Waves and Changing Lives!

Objective	Program or Strategy	Actions	Outcomes	Indicators / Measures
<i>Why are you doing this work?</i>	<i>What are you going to do?</i>	<i>How many people? How much time? How often?</i>	<i>What will be the effect of your program or strategy?</i>	<i>How will you know? What will you use to measure?</i>
<p>Engage keiki o ka 'āina, especially youth of Native Hawaiian ancestry, in cultural activities and practices to perpetuate our island heritage and host culture.</p> <p>On average 50% of our students are of Hawaiian Ancestry. 85% or more are born and raised in Hawai'i. Many have little or no connection to Hawaiian culture.</p>	<p>Practice and preserve the Hawaiian art of surfing!</p> <p>Conduct mini-culture lessons relative to surfing, the surrounding area, and famous Hawaiian surfers.</p>	<p>Conduct surf sessions as described above.</p> <p>Conduct at 1-2 talk circle presentations on famous Hawaiian surfers Duke Kahanamoku and Eddie Aikau. (See Attachment, Lessons from Duke.)</p> <p>Conduct 1-2 talk circles on the meaning and significance of He'e Nalu and Pi Kai.</p> <p>Conduct 1 talk circle on the Hawaiian concept of 'Ohana, community connectedness and "aka."</p> <p>Time allowing, 1 talk circle on famous healing stones and Hawaiian concept of mana and knowledge.</p>	<p>Youth will come to understand that surfing is a healing experience and that they are helping to preserve Hawaiian culture.</p> <p>Youth will understand that Duke Kahanamoku was an outstanding Hawaiian and role model.</p> <p>Youth will come to have a deeper understanding of Hawaiian culture.</p>	<p>Positive psychological impact will be reflected by youth in surveys, court assessments, mentor reports, staff observations and youth journals.</p>
<p>Develop strong and enduring relationships through formal establish of "Surf 'Ohana" and Surfrider Spirit Sessions clubhouse within 5 years. <i>(Please note this portion of the strategic plan is still in development.)</i></p> <p>Youth express strong feelings of displacement and need to belong. The youth we serve have negative peer groups and often find it difficult to break into new positive peer groups who "don't understand" them.</p> <p>We consistently receive visits and requests from youth asking to return "just to hang out" with the group. Many express a desire to have a place to go to where they know people "get them," and they feel safe and can have fun.</p>	<p>Establish Surfrider Spirit Sessions office and clubhouse facility near the beach. Youth and mentors can borrow longboards and stand-up paddleboards, and youth can spend time with mentors and program staff.</p> <p>The facility should also provide office and work space for Surfrider Spirit Sessions staff, classroom/meeting space for mentor trainings and youth life skills seminars, and house the youth internship/job referral network and other programs for adjudicated and at-risk youth.</p> <p>Secure location in Honolulu/Waikīkī area preferred. Must have parking and easily accessible by bus.</p>	<p>Seek out appropriate and affordable space/facility.</p> <p>Currently Surfrider Spirit Sessions has converted storage units into office space; however it is not "hang-out" friendly, nor is it near the beach.</p> <p>A request has been submitted to Hawai'i National Guard (HNG) for space at its facility near Diamond Head, a popular and versatile surf spot. HNG facility features a basketball court, ample parking, 24-hour security, and access to positive adult role models through HNG.</p> <p>Other sites that have been considered include McCoy Pavillion and the Miramar Hotel at Waikīkī; however, these sites do not meet program needs.</p>	<p>Youth will have greater continued access to mentors and other youth essentially have a "home away from home".</p> <p>Surfrider Spirit Sessions' Surf 'Ohana Surf Community becomes a formal entity. Sense of community is strengthened.</p> <p>Consider developing youth "membership points" program where youth complete community service, fundraising or workplace activities to earn points to borrow boards, etc.</p>	<p>20% of youth and mentors will "drop in" at least once a month.</p> <p>Surfrider Spirit Sessions surfboards and equipment will be used by mentors and youth outside of program hours.</p> <p>Visitor logs and surfboard usage charts will document actual usage.</p>
<p>Program Expansion: Partner training program. <i>(Please note this portion of the strategic plan is still in development.)</i></p> <p>Surfrider Spirit Sessions currently serves youth on the island of O'ahu. We have already received requests for service from Maui and Hawai'i Island.</p>	<p>Continue curriculum development initiatives. Explore options to replicate the Surfrider Spirit Sessions program.</p>	<p>Review current materials and compile instruction manual and leader manuals.</p> <p>Set formal meetings with interested groups to assess their ability and readiness to implement and plan to replicate the Surfrider Spirit Sessions program. Consider demo sessions or pilots.</p>	<p>Youth at other locations and on neighbor islands will have access to Surfrider Spirit Sessions programs and benefits.</p> <p>Creates an inter-island resource network.</p>	<p>Successful implementation of the Surfrider Spirit Sessions program at other locations and on neighbor islands shall be measured in the same manner as O'ahu programs.</p>

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!



In the first two programs of 2010, as part of Surfrider Spirit Sessions' mālama 'āina (caring for the land) activities, in just 16 quick 5-minute beach clean ups, students collected over 6,300 cigarette butts with minimal effort. They did not realize the impact of their efforts until the last session of the program when staff revealed the final collection to them.

LESSON PLAN: HOW CIGARETTE BUTTS KILL TURTLES

Youth are educated on the negative impact of cigarettes on the environment as well as human health. Cigarette butts are dangerous because they can be washed into the ocean and eaten by endangered sea turtles, ultimately killing the turtles. It takes between 10-20 cigarette butts to kill a sea turtle, depending on size, so by picking up butts on the beach for just 5 minutes each week, the youth potentially saved as many as 600 turtles. Students report that they still keep picking up cigarette butts and tell others to do so as well.

How Cigarettes Kill Turtles, reprinted below, is just one of the mini-environmental awareness education lessons presented weekly as part of the Surfrider Spirit Sessions program.

How Cigarettes Kill Turtles:

Cigarette butts discarded on the shoreline, in car parks, along pavements and in street gutters miles from the coast are washed into storm drains, fed into streams and rivers and can eventually end up on our beaches and in our seas. Cigarette filters, designed to absorb toxins in the cigarette including tar and chemicals such as cadmium, lead and arsenic, carry these chemicals into the water when the filter reaches the sea. When submerged in water, the toxic chemicals trapped in the filter leak out into aquatic ecosystems, threatening the quality of the water and aquatic life.

Cigarette filters are made of cellulose acetate and are easily mistaken for food by marine animals. They've been found in the guts of whales, dolphins, sea birds, fish and turtles where they cannot be digested and over time they leach toxic chemicals, causing inflammation of the animal's digestive system and even death. Depending on the size of the turtle, *it takes only 10-20 cigarette butts to kill it.*

After Spirit Sessions, probation officers report decreased use of cigarettes:

"These kids smoke all the time, even at our offices you can see them outside smoking...to go 5-6 hours without a cigarette is hard for them, but they do it for you guys." Joel Tamayo, Administrator, Hawai'i Juvenile Drug Court.

Youth agree:

"Hey, I'm an addict, it's hard to quit, but I try and respect you guys and the mentors. It's easier to do [not smoke] now, and funny, I'm smoking less overall...I might even try to quit." Damien, age 17, Spirit Sessions student.

"This is giving me more motivation to not go back to smoking. I feel better when I surf and I haven't smoked. Plus, the turtles...I don't want to hurt the turtles." Daniel, age 16, Spirit Sessions student.

APPENDIX A

Sample Reporting Process

Spirit Sessions staff function as a liaison between courts, mentors and students, providing each with insights that facilitate improved relationships and greater youth support. After each session, Spirit Sessions staff contact each mentor to debrief and discuss the session and/or special event activity. This is an opportunity for staff to provide individualized mentor training and guidance on how to deal with issues, behaviors, attitudes and how to best support and advise youth. Staff also collect mentor feedback on program improvements, effectiveness, etc.

Each week, prior to the next session, Spirit Sessions staff compile a written report of each student's progress and status of the mentor relationship. Reports are then submitted to the relevant court staff including probation officers, counselors and judges.

Courts then respond with a report update on the student's status and any issues that may have arisen during that week, and include recommendations or requests for mentor/staff assistance. Finally, staff compile a written report of this information that is emailed to all mentors prior to the group's next surf session. In many instances, Spirit Sessions staff will follow up with more detailed information, questions and at times, will facilitate direct dialog between probation officer(s) or counselor(s) and mentors. The following is a small excerpt regarding one student (please note that the names have been changed):

Spirit Sessions staff to courts:

"We found out through our junior mentor Chris, that Ann has been trying to convince Mary to run away with her. Apparently when the girls were gone for a while in the bathroom, Ann was encouraging Mary to run right from the session. Mary did a great job holding her ground and saying no.

"Ann was talked out of it by Chris. She told Chris she wanted to run away to be with her boyfriend because he said he was joining the military and might go to Iraq. Chris explained that it wasn't worth it to run away and get in trouble, and if Ann's boyfriend was "the guy" they would be together no matter what and have their whole lives together. Ann's response was (a respectable tone), 'Damn you for making so much sense.' Chris seemed to make sense to Ann as she hasn't run away; however, we suspect that Ann hasn't given up the idea and is still trying to recruit Mary. Also Ann's boyfriend was at the beach and kept an eye on her and her mentor all morning.

"Belle, her mentor, noted that Ann seems very concerned with her image and inflates herself in kind of 'grandiose' ways. Ann consistently claims to be good or expert in many areas including having surfed Tonggs on a 25 foot day. (Tonggs is a surf spot nearby and the surf there NEVER hits 25 feet, which would be equivalent to Waimea during the winter.) We are coordinating with the mentors to keep Ann and Mary apart and keep a closer eye on Ann. The Junior Mentor will also be checking in with her. As a run away risk, we are assigning a staff member to act as a second mentor."

Courts and Spirit Sessions staff to mentors:

"PO's [Probation Officers] approve of the double mentor approach with Ann as she needs a lot of support/guidance. [Courts spoke to Ann who admits] she has been trying to plan a runaway, but does not want to go alone. Mary refuses to join her. Also Ann did not take the prison women's talk seriously and even giggled with Diane through part of the talk....

"Her boyfriend Jonathan, had a job at I-Hop, but now he doesn't and is currently living on the streets and using Hale Kipa's Youth Outreach program in Waikiki. Ann told the PO that she told Jonathan that he had to sign up for the National Guard by April 1, 2009, as a way to show that he has his act together, and she may feel guilt about it.

"However, she is most likely wanting to run from her mother and is using the boy as an excuse. Ann is guarded and at times says things are cool when they really aren't. Ann was a

parent to her mom when her mom was heavily into alcohol, which was up until 6 months ago.

She's really had to survive all her life with an alcoholic mother, absent father, and a recent extremely abusive relationship (not her current boyfriend Jonathan). Now that her mother is trying to exert herself as the parent, it's not flying with Ann.

"Ann did start a modified school schedule this week, where she is attending Kalani High School half a day with the condition that she find employment. She knows someone who works at Footlocker who can get her a job, but it is not certain. She needs to get a job by the end of Spring Break or else the modified schedule will be revoked by the school. Needless to say, she has agreed to turn in five job applications by next Friday.

"Lastly, re: her posturing and/or somewhat inflated claims, POs advise '[I]f you call her on her lies in a non-confrontational way, I think her respect will be gained. Like saying 'Oh yeah, I never heard of that place [Tonggs] getting up to 25 feet, unless you're talking about Waimea's in the winter...' She's most likely testing you.'

"Best advice to mentors: call her on any grandiose stuff so she will respect you and your advice...and help her see that she is worthy/lovable just as she is...and that she is worth her own attention and self-love (i.e., taking care of herself well)."

Ed. Note: Following this exchange, Mentor confronted Ann on the issue of the lies and inflated comments. Ann was embarrassed, but respected that her Mentor was honest and "tough." By knowing the underlying issues in Ann's love life and desire to run away, her mentor was able to channel the conversation about her own love life, and how at times she wanted to run away, but found other ways to cope. Ann and her mentor eventually became close confidantes and surfed together and "talked story" outside the program.

While extraordinarily time consuming, this follow-up reporting process was crucial in maximizing impact and providing critical support for youth both in crisis and in advancing their positive development. By alerting mentors to youth issues and sensitivities, mentors were able to work more effectively. In addition, mentors were able to connect with youth in ways the courts could not.

"You guys aren't part of the court system.
You guys are cool..I like hanging out with this bunch."
~ Camden, aged 17, Spirit Sessions student

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

APPENDIX B

BOARD OF DIRECTORS

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Kinnicutt Consulting, LLC

Vice President

Dinny Lansdowne
Creativity Works and Lansdowne Consulting

Secretary

Kristine Y. Yoo, Esq.
*Department of the Prosecuting Attorney,
City & County of Honolulu*

Treasurer

Shannon Sheets
Bank of Hawai'i

Surfrider Spirit Sessions also has an Advisory Board, which assists with strategic planning, program oversight, fundraising and outreach. We are fortunate to have the following individuals volunteer to serve as Advisors:

ADVISORY BOARD

Judge Karen M. Radius (ret.)
*Founder & Former Presiding Judge,
Hawai'i Girls Court*

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ProfitLink Corporation, Ltd.

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Outrigger Enterprises Group, Inc.

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description

EXECUTIVE DIRECTOR

Background:

The Surfrider Spirit Sessions (SSS) helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SSS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool.” Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SSS) Executive Director is responsible for the organization’s consistent achievement of its mission and financial objectives. The Executive Director will work closely with the Board of Directors, Program Manager, and Program/Development Coordinator and Youth Coordinator for effective organizational planning and strategic development of programs. The Executive Director will have the opportunity to exercise entrepreneurial thinking and strategies as SSS is poised to grow. The Executive Director’s main responsibilities include fund development and public relations, and representing SSS on various coalitions, community work groups, and in the community-at-large.

Responsibilities:

Organizational Development

- Ensures that SSS has a long-range strategy to effectively and efficiently achieve its mission and monitoring significant developments and trends affecting non-profit organizations and youth-serving programs.
- Provide leadership in developing programs, organizational and financial plans with input from the Board of Directors, staff and advisors.
- Maintain a healthy, robust and appropriately skilled and educated Board of Directors.
- Develop and maintain effective working relationships with Hawai’i state courts, instructors, volunteers, youth participants, and collaborative partners.

Fund Development and Public Relations

- Manage and implement fundraising plans in conjunction with the board of directors, including grants research/writing, individual donor appeals, and special events.
- Manage grant objectives and prepare grantor-required reports within specified timelines, in conjunction with the Program Manager and Program/Development Coordinator.
- Ensure that adequate funds are available to carry out the work of the organization.
- Manage public relations and marketing efforts to youth, volunteers, donors, and the general public in conjunction with the SSS Board of Directors.
- Represent SSS as chief spokesperson and present its mission and perspective to collaborative partners, agencies, grant-making entities, youth-serving organizations, and the general public.

- Identify and develop new initiatives and partnerships to generate revenue in the interest of sustainability.

Program Management and Implementation

- Set overarching program outcomes and measurable goals. Oversee development and support staff needs to implement programs.
- Ensure that meaningful outcomes evaluation plan is developed and implemented. And reported appropriately to Board of Directors, staff, and funding partners.

General Administration

- Maintain staffing appropriate to support SSS operations and programs. Maintain a climate that attracts, keeps, and motivate a diverse staff of top quality people.
 - Develop program budget; monitor funding usage and ensure that program operates within budget and available funding constraints. Ensure that SSS programs are implemented within budget and available funding constraints.
 - Sign contracts and other legal documents on behalf of SSS.
 - Establish and maintains effective internal organization communications. Facilitate clear and timely communications with and among Board of Directors and staff.
 - Ensure that SSS programs and operations, record-keeping and financial practices are maintained and administered as required by all applicable federal, state and local laws and meet funding partner requirements.
- Required Qualifications:
 - 3+ years demonstrated experience with fund development and marketing/communications.
 - 3+ years demonstrated experience with program development and evaluation.
 - Experience with supervising staff and volunteers.
 - Experience with developing and managing budgets.
 - Ability to work with diverse people including adult volunteers, youth, and community members.
 - Experience working with a Board of Directors and/or Steering Committee.
 - Articulate and effective public speaker.
 - Strong written and verbal communication skills.
 - Ability to work under pressure and manage multiple projects.

Preferred Qualifications:

- Intermediate or better water skills and surfing ability. Able/willing to be certified as a lifeguard.
- Business and corporate ties and entrepreneurial/business development skills.

Cynthia Y. H. Derosier
317C Olomana St.
Kailua, HI 96734
T: (808) 263.2474 C: (808) 389.2474
cyn@surferspirit.org
pencilheadworks@hawaii.rr.com

Cynthia Y.H. Derosier has nearly 25 years experience in marketing strategy, corporate communications, art direction, relationship marketing, consumer acquisition and retention, business-to-business strategy, and corporate ID and brand development. She is also certified as a graphic recorder, strategic planner and team building facilitator. Ms. Derosier leverages her experiences into managing Surfrider Spirit Sessions' organizational development, public relations, social and corporate partner outreach, and fundraising.

Ms. Derosier is the author of "The Surfer Spirit," the book, which inspired the Surfrider Spirit Sessions Program. She established and began implementing Spirit Sessions in 2007. Since that time, she has also conducted corporate team-building programs that incorporate the Spirit Sessions to benefit the non-profit organization. She continues to lead the Surfrider Spirit Sessions programs and oversees program development.

Surfrider Spirit Sessions
Founder and Executive Director/Chief Executive Officer/Program Director
(2009 – present)

Pencilhead Productions, LLC
Founder and Owner (Sole-proprietor)
(2004 - present)

Services include:

- Marketing strategy
- Corporate id & brand development
- Art direction & copywriting
- Graphic design
- Graphic recording
- Facilitation: vision, mission, strategic planning & team building

Clients include:

- Hawai'i Convention Center
- State of Hawai'i: Hi5, Healthy Hawaii Initiative
- City & County of Honolulu; Opala.org
- Hawaii Convention Center
- Maui Land & Pineapple Co.
- Windward Community College
- Ho'okako'o Foundation
- University of Hawai'i School of Business
- University of Hawai'i School of Nursing
- Coalition for a Tobacco Free Hawai'i
- Retina Institute of Hawai'i

Employees:

- All employees are independent contractors hired on a per project basis.
- Total billings for 2007 Calendar year was approximately \$250,000.00

Free Time Productions, LLC
DBA The Good Juju co.
Founder and Owner
(2005 - present)

Publisher & Author of the "The Surfer Spirit" (released Nov 2006) and
"The Survivor Spirit" (released Oct 2008)

The Surfer Spirit became a local best-seller within 4-weeks of its release in Hawai'i.

Past Experience:

Hee Nalu Learning Center
Co-Founder and Executive Director/Program Director of Spirit Sessions
(2007 - 2009)

A fiscally sponsored project of Community Links Hawaii

Surfrider Spirit Sessions
Program and Development Director
(2006 - 2007)

Spirit Sessions work was done pro-bono as a project of Surfrider Foundation Oahu Chapter.

Ogilvy & Mather, Hawai'i
Associate Creative Director
(October 1996 - July 2004)

Clients included: Hawai'i Convention Center, O'ahu Visitors Bureau, Sea-Land, Coconut Marketplace, Sub-zero/Wolf, Hawai'i Visitors & Convention Bureau, Marc Resorts, University of Hawaii, Hawaiian Electric, Pizza Hut/Taco Bell

Cohn & Wells, New York City
Senior Art Director, Team Supervisor
(March 1995 - October 1996)

Clients included: First USA Bank [and affiliates such as Rolling Stone], Bell South, Primavera Software, Phillips Lighting, & new business acquisition

J. Walter Thompson Direct, New York City
Senior Art Director
(April 1994 - March 1995)

Clients included: Sprint [College, Business & International], Kodak, Ford Motor Co., The US Marines, & new business acquisition

Ogilvy & Mather Direct, New York City

Senior Art Director
(August 1989 – April 1994)

Clients included: American Express, AT&T, Ryder Trucks, Jell-O, Crystal Light,
& new business acquisition

Ogilvy & Mather Direct, Australia

Senior Art Director
(Special Assignment June 1991 – August 1991)

Cynthia was selected as one of two representatives from the United States to help re-direct and invigorate the American Express Travel campaign in Australia. While there she also assisted on other accounts including: American Express cards, Friskies and NutraSweet.

Mandel Advertising/Design Inc.

Assistant Art Director
(February 1986 - June 1988)

Clients included: New Jersey Symphony, Newton's Natural Foods, George Dell Interiors, Designer
Perfumes

Professional Awards:

2008 International Association of Business Communicator Awards (IABC)
2007 Ilima Award
2007 Public Relations Society of America (PRSA)
2006, 2002, 2001, 2000 1999 Pele Award & Awards of Excellence
2003, 2002, 2001 2000 Telly award
2001 Society of Professional Journalists, Excellence in Journalism *for illustration*
1990 Echo Diamond Award (Best of Show) *for creativity and effectiveness in advertising*
1991, 1995 Caples Awards *for advertising effectiveness*
1995 Edison Award *for creativity in business marketing*
1990, 1991 Kershaw Award *for creativity, effectiveness and integrated team approach in advertising*

Professional Affiliations:

The Surfrider Foundation O'ahu Chapter, Executive Committee Member (2005 – present)
Organization of Women Leaders, Member

Education:

Columbia University, NYC
MFA Candidate: Art Education and Child Art Therapy
1993-1994

School of Visual Arts, NYC
BFA in advertising/design, 1988

Iolani School
Class of 1983

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description PROGRAM MANAGER

Background:

Surfrider Spirit Sessions ("Spirit Sessions") helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SPIRIT SESSIONS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry "cool". Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SPIRIT SESSIONS) Program Manager serves as the day-to-day manager and coordinator of Spirit Sessions programs and events. The Program Manager's main duty is work with internal and external parties to organize the various components of Spirit Session programs and events to assure safe, successful and effective execution of all sessions and programs from start to finish, as set forth by our mission and goals and strategic plans. The Program Manager plays a critical role in the success of the program. This is a "high-touch" human service position.

The Program Manager serves as the primary liaison and coordinator between Surfrider Spirit Sessions, the courts, court staff, youth referral groups, mentors, junior mentors and youth. The position requires excellent people and communication skills, strong organizational abilities and experience in working with large groups of people. The Program Manager must have intermediate to advanced surfing ability, rudimentary knowledge of Hawaiian cultural practices and environmental awareness education curriculum. Experience in human services working with at-risk and adjudicated youth and/or youth education is ideal.

The Program Manager works in partnership with the Executive Director and Program and Development Coordinator to create program enhancements, develop relationships with partners and potential funders and assist in publicity and networking opportunities.

Duties:

- **Coordinate, implement and lead/co-lead program sessions**

Pre-session

- Coordinate/Develop Schedules
- Recruit qualified mentors (coordinate with courts for background checks)
- Distribute and collect waivers/ releases and all relevant data
- Supervise data entry and creation/updates to mentor and student files and emergency contact list
- Orientations for youth, mentors and junior mentors
- Assign and prep matches and match profiles
- Contact courts, probation officers and counselors, write and e-mail pre-session reports to mentors
- Book appropriate surf instructors

On session days

- Set-up: Ensure all necessary supplies are available, including: Tent, table, cooler, session kit, rash-guards, first aid kits, snacks, session emergency contact list etc.
- Coordinate or conduct culture/science lesson

Post-session

- Contact mentors for debrief, write and submit reports to courts prior to next sessions.
- Wash rash-guards (or delegate), prep- next session, black rash-guards if colder weather.

- **Coordinate, implement and lead/co-lead reunion event sessions.**

- **Facilitate mentor-youth relationships: check in at least 2 times/month with mentors and youth.**
- **Maintain effective working relationship with courts: attend team meetings with Juvenile Drug Court and Hawai'i Girls Court.**
- **Co-create surf club/job referral network.**
- **Develop partnerships with other youth organizations, potential funders etc.**
- **Recommend program improvements and manual revisions as needed.**
- **Work with Executive Director to improve mentor training.**

Requirements:

- Excellent people and communication skills
- Strong organizational abilities
- Experience in working with large groups of people
- Intermediate to advanced surfing ability
- Rudimentary knowledge of Hawaiian cultural practices and environmental awareness education curriculum
- Experience in human services working with at-risk and adjudicated youth and/or youth education is ideal
- Responsible and safety oriented
- Reliable and able to work independently and manage multiple tasks effectively and efficiently
- Basic computer skills
- Managerial and supervisory skills
- Goal achievement oriented
- Previous experience in program as a mentor or instructor

Minimum Qualifications:

- 3+ years demonstrated experience with fund development and marketing/communications.
- 3+ years demonstrated experience with program development and evaluation.
- Experience with supervising staff and volunteers.
- Experience with developing and managing budgets.
- Deep understanding and knowledge of LGBTQQ teen issues and experiences.
- Ability to work with diverse people including adult volunteers, youth, and community members.
- Experience working with an Advisory Board and/or Steering Committee.
- Articulate and effective public speaker.
- Strong written and verbal communication skills.
- Ability to work under pressure and manage multiple projects.

Desired Qualifications:

- Experience working with LGBTQQ organizations or programs
- MSW, MFT, or other advanced degree.
- Intermediate or better water skills and surfing ability. Able/willing to be certified as a lifeguard.

SAMSON RODRIGUES
420 Waiakamilo Street, Suite 300B
Honolulu, HI 96817

EXPERIENCE:

Surfrider Spirit Sessions, Honolulu, HI

Program Manager, Surf Instructor, January 2010 – Present

Oversee Surfrider Spirit Sessions' projects; plan and set organizational goals; define resources and schedule program implementation; identify and solve program issues effectively; determine staffing requirements; monitor staff performance; perform team assessments and evaluations; organize and manage business meetings; review performance data; provide surfing instruction to clients; and coordinate organizational activities.

State of Hawaii, Department of Human Services, Honolulu, HI

Home-Based Support Services, Family Services Assistant, August 1990 – January 2010

Provide temporary support services to families and individuals in crisis and abuse/neglect situations; teach and model appropriate parenting, childcare, and household management skills to parents/caretakers to prevent further abuse, neglect, or exploitation; gather data through observation, interviews, and demonstration of skills to parents/caretakers; write reports and log pertinent client information; assist clients with job searches, housing, personal care, and budgeting; and serve as the liaison between social workers and clients.

State of Hawaii, Department of Human Services, Honolulu, HI

Adult Services Unit II, Social Services Assistant IV, November 1989 – August 1990

Visited care homes and other care facilities to monitor clients' well being and need for social services; ensured sufficiency and appropriateness of provider services; answered clients' questions; resolved minor concerns and issues; transported elderly clients to appointments; located appropriate care homes for clients; assisted clients with moving to new care homes; served as the liaison between social workers and clients; used knowledge related to general health needs and behavioral needs specific to the aged, disabled, and chronically ill to perform work duties.

State of Hawaii, Department of Human Services, Honolulu, HI

Child Welfare Services, Social Services Assistant IV, October 1986 – November 1989

Worked with families in crisis to transport minors to appointments, visitations, and placements; gathered data through observation and site visits; wrote reports, testified in court; authorized payments to service providers; monitored client placement and court appearances; and served as the liaison between social workers and clients.

State of Hawaii, Department of Human Services, Honolulu, HI

Child Welfare Services, Social Services Aide III, December 1985 – October 1986

Placed minors in alternative living arrangements; transported minors to appointments, visitations, and placements; observed and documented interactions between parents and children; assisted clients with applications for housing, jobs, and public assistance;

monitored client placement and court appearances; and served as the liaison between social workers and clients.

Ministry of Human Resources, Kelowna, British Columbia

Child Care Worker, September 1983 – October 1985; April 1979 – June 1983

Worked with children and adults identified as emotionally and/or behaviorally disturbed; provided counseling, communication skills training, life skills training, and job training to clients at school or in the home; document client visitations and write reports; served as the liaison between social workers and clients.

TRAINING:

Extensive training in all facets of child and family welfare including:

- Identifying and treating sexual abuse and domestic violence;
- Dealing with aggressive clients;
- Human development and adolescence;
- Effective parenting;
- Substance abuse identification and treatment;
- Gang awareness and prevention; and
- Grief, trauma and suicide prevention.

EDUCATION: **Certified Nurturing Program Facilitator, Institute for Family Enrichment, May 1999**

University of Victoria, British Columbia, School of Child Care, 1983 – 1984; 1980 – 1981

University of Hawaii; 1959 – 1960

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description

PROGRAM AND DEVELOPMENT COORDINATOR

Background:

The Surfrider Spirit Sessions (“Spirit Sessions”), helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, Spirit Sessions has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool”. Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions Program and Development Coordinator plays a crucial role in the daily operations and growth of the Surfrider Spirit Sessions organization. The program and development coordinator oversees the development and implementation of the youth mentoring program as well as internal projects such as fundraising drives, strategic planning and program improvements. Duties include coordinating schedules and activities for youths, volunteers and mentors, monitoring and evaluating program progress, maintaining confidential records in database and in paper files, and managing junior mentors. Requires excellent communication skills and extensive knowledge of database and project management.

The program and development coordinator reports to the executive director, is responsible for overseeing all aspects of the program, and will carry out the responsibilities of the position as defined below:

Duties

- Have expert knowledge of mentoring program policies and procedures
- Maintain and update procedure manual as needed
- Build strong working relationship with mentoring program advisory board
- Provide support and guidance to develop effective mentor/mentee relationships
- Create and oversee implementation of an ongoing mentor recruitment plan, development and distribution of program marketing materials, presentations to targeted organizations, and ensuring a presence at key community events, etc.
- Organizes and hosts Orientation Class for new mentors. Class will follow a predetermined structure
- Perform and oversee participant screening, training, matching, support and supervision, recognition, and closure activities
- Oversee organization and implementation of mentor/mentee group events (e.g., end-of-year events)
- Plan and implement recognition activities for program participants
- Oversee program evaluation activities
- Oversee program staff
- Assist with any fundraising activities

Duties:

- **Coordinate, implement and lead/co-lead program sessions:**

- **Pre-session**

- Coordinate/Develop Schedules
 - Assist in recruiting qualified mentors
 - Distribute and collect waivers/ releases and all relevant data
 - Data entry and creation/updates to mentor and student files and emergency contact list
 - Orientations for youth, mentors and junior mentors
 -
 - Assist in assigning and preparing matches and match profiles
 - Purchase and prepare all materials for upcoming sessions
 - Supervise junior mentors on session prep work day
 - Supervise booking of buses and submission of food orders

A

- **On session days**

- Set-up: Ensure all necessary supplies are available, including: Tent, table, cooler, session kit, rashgaurds etc.
 - Coordinate or conduct culture/science lesson
 - Supervise junior mentors
 - Work with junior mentors and/or senior administrative assistant to ensure accurate recordkeeping of rentals vs. lessons etc.

- **Post-session**

- Contact mentors for debrief, write and submit reports to courts prior to next sessions.
 - Wash rashgaurds (or delegate)

Requirements:

- Excellent people and communication skills
- Strong organizational abilities
- Experience in working with large groups of people
- Intermediate to advanced surfing ability
- Rudimentary knowledge of Hawaiian cultural practices and environmental awareness education curriculum
- Experience in human services working with at-risk and adjudicated youth and/or youth education is ideal
- Must be responsible and safety oriented
- Reliable and able to work independently and manage prioritize multiple tasks effectively and efficiently
- Basic computer skills
- Managerial and supervisory skills
- Goal achievement oriented
- Previous experience in program as a mentor or instructor

Required Qualifications:

- 3+ years demonstrated experience with fund development and marketing/communications.
- 3+ years demonstrated experience with program development and evaluation.
- Experience with supervising staff and volunteers.
- Experience with developing and managing budgets.
- Deep understanding and knowledge of LGBTQQ teen issues and experiences.
- Ability to work with diverse people including adult volunteers, youth, and community members.
- Experience working with an Advisory Board and/or Steering Committee.
- Articulate and effective public speaker.
- Strong written and verbal communication skills.
- Ability to work under pressure and manage multiple projects.

Desired Qualifications:

- Experience working with LGBTQQ organizations or programs
- MSW, MFT, or other advanced degree.
- Intermediate or better water skills and surfing ability. Able/willing to be certified as a lifeguard.

a99-589 Ali'ipoe Drive,
Aiea, HI, 96701

808-284-2255,
naguwas@gmail.com

Scott Naguwa

- Objective** To work with kids and help develop a much needed program. To give back to the community.
- Experience**
- 2010-Present Surfrider Spirit Sessions Honolulu, HI
Program and Development Coordinator
- Aid in the development of a young social program
 - Coordinate program activities
 - Supervisor program personnel
- 2009-2010 The Oceanic Institute Waimanalo, HI
Research Assistant- Fisheries and Environmental Science
- Fisheries project manager
 - Coordinate all fisheries related activities and research
- 2008/2009 Boca Hawaii Honolulu, HI
Contract Bicycle Mechanic for Boca Hawaii
- Special Event Bicycle Mechanic, Honolulu Triathlon, Kona Ironman
- 2008-2009 The Oceanic Institute Waimanalo, HI
Research Assistant- Shrimp Department
- Hatchery Growout Manager in biosecure Nucleus Breeding Center
 - Aid in project management/development
 - Helped change project scope from research to commercial focus
- 2007-2008 The Oceanic Institute Waimanalo, HI
Research Assistant- Fisheries and Environmental Science
- Field Biologist
 - Aided in the completion of various research projects on a variety of marine organisms
- 2004-2007 The Oceanic Institute Waimanalo, HI
Research Assistant- Shrimp Department
- Biological Systems Engineer
 - Aided in the completion of 12 experimental trials in shrimp production
 - Aid in management of up to four technicians
- 2006-2007 The Bike Shop Kailua, HI
Sales, Bike Mechanic
- Sales

- Bike Mechanic

2005-2006 Research Corporation, University of Hawaii Pearl City, HI

Invasive Species Technician

- Conducted research on the removal of an invasive species of frog from Hawaii

2000-2004 Ken's Bike & Ski Davis, CA

Bike Mechanic, Ski/Snowboard Technician, Sales

- Bike Mechanic- aided in management of bike shop
- Sales- moved to floor by managers to sell bikes, skis, snowboards...etc.
- Ski/Snowboard Technician- aided in shop work and rental duties

1997-1999 Empire Research Farms Davis, CA

Landscape, Maintenance, Lab Technician

- Maintenance Assistant- aided in the groundskeeping of local facility
- Greenhouse Assistant- aided in the care of immature various types of plants
- Lab Assistant- aided in the preparation of media for meristem culture of various species of agriculture

Education & Awards

1999-2004 University of California Davis Davis, CA

- B.S., Environmental Biology and Management.

1999-2004 Cornell Freshwater Institute San Diego, CA

- Cornell Freshwater Institute's Recirculating Aquaculture Shortcourse

1999- National Youth Leadership Forum Attendee Washington DC

Interests

Fishing, Freediving, Surfing, Mountain Biking, Skiing, Snowboarding, Camping, Hiking, Backpacking, Music

Volunteer

Assistant Coach 2006 Punahou JV Soccer
 Bike Mechanic for Kona Ironman, Honolulu Triathlon, Honolulu Century Ride
 Surfrider Spirit Sessions Volunteer Surf Mentor

Publications

1) Otoshi, C.A., S.S. Naguwa, F.C. Falesch, and S.M. Moss. 2007. Shrimp behavior may affect culture performance at super-intensive stocking densities. *Global Aquaculture Advocate* 10 (2), pp. 67-69.

2) Otoshi, C.A., S.S. Naguwa, F.C. Falesch, and S.M. Moss. 2007. Commercial-Scale Production of Pacific White Shrimp in a Biosecure, Super-Intensive, Recirculating Aquaculture System (RAS). *Global Aquaculture Advocate* 10 (6), pp. 74-76.

SURFRIDER SPIRIT SESSIONS *Catching Waves and Changing Lives!*

SENIOR ADMINISTRATIVE ASSISTANT

Background:

The Surfrider Spirit Sessions (SSS) helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SSS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool”. Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SSS) Senior Administrative Assistant performs administrative and office support services for the Executive Director, Program Manager, and Program and Development Coordinator. Strong computer and Internet skills required, as well as sensitivity to confidential matters. Also calls for flexibility, excellent interpersonal skills, project coordination experience, and the ability to work well with all levels of management and staff, as well as funders and vendors. Duties may include word processing, spreadsheets, filing, process incoming mail, Internet research, maintaining employee records, prepare payroll and account payables/receivables for accountant, data entry, assist with program session planning, and ordering and maintaining office and program supplies.

Requirements:

- Good communication skills (written and verbal)
- Strong organizational abilities
- Must be flexible
- Self starter, yet responsive to direction
- Strong work ethic
- Attention to detail
- Must be responsible and safety oriented
- Reliable and able to work independently and manage prioritize multiple tasks effectively and efficiently
- Ability to work with diverse people including adult volunteers, youth and community members
- Basic computer skills
- Supervisory skills
- Previous experience in administrative services

LANI LEE · Phone: 497-7385

SEEKING: A part-time employment opportunity to make a difference, have fun, and be part of a team that provides a community for Hawaii's families

Current part-time employment:

Administrative Assistant, Surfrider Spirit Sessions (2011)

CHRONOLOGICAL WORK HISTORY

Marketing Coordinator, Architects Hawaii Ltd. (2007 – 2009)

Production Assistant, Mutual Publishing, LLC (2004 – 2006)

Development & Marketing Manager, Mission Houses Museum (2003 to 2004)

Marketing & Development Specialist, Hospice Hawai'i (1999 to 2002)

Membership & Development Coordinator, Hawai'i International Film Festival – HIFF (1998–1999, 2002)

Administrative Assistant, HIFF (1996 to 1998)

Legal Secretary, Park Park Yu & Remillard (1994 to 1996)

SUMMARY OF SKILLS & STRENGTHS

- Ability to multitask and complete a large amount of work in a short or limited timeframe
- Editing, proofreading, and writing skills (Blog, web site, marketing, books, grants, etc)
- People-friendly with an ease to network or connect with individuals of diverse backgrounds
- An organizer with creative ideas and an attention to detail
- Ability to coordinate complex projects and events on time and within budget
- Especially enjoys coordinating community-based, social, and/or arts & cultural programs

HIGHLIGHTS OF PROJECTS & ACCOMPLISHMENTS

Administrative

- General administrative skills: bulk mailings, phone answering, data entry, filing
- Computer skills: scanning, blogging, Internet, FB, Twitter, Microsoft Office, InDesign & Photoshop, Checkout, Raisers Edge
- Assist in-store lactation consultant with appointments and follow-up calls
- Knowledgeable on copyright and Library of Congress CIP (Cataloging-in-Data) applications
- Familiar with usage permissions and license agreements

Marketing

- Editor of company blog and quarterly newsletters
- Manage and update website content
- Oversee production of marketing materials from concept to completion: newsletter, brochures, web site development, annual reports, ads, media & press kits and releases
- Submit local and national design awards submissions, including writing entries and organizing photography of projects
- Film Selection Committee member, HIFF (1998) – Evaluated film submissions and wrote synopses for Program Guide

Events & Special Projects

- Coordinate educational and recreational classes and events for parents and children, increasing store's community calendar from about 3 to 5 activities to over 15 activities in a month
- Coordinate community and arts & cultural events such as exhibition openings, film screenings, annual dinners, anniversary celebrations, and special events, i.e. National Hospice Month, annual Film Festivals
- Edited a line of publisher's gift books series
- Managed an architect firm's corporate gift program for VIP clients & contacts by securing artist commissions
- Set-up and co-managed the HIFF Headquarters & Box Office
- As the Education Coordinator, HIFF (1998 to 1999), organized free, educational film screenings for schools statewide and distribute HIFF's Cultural & Visual Literacy Program curriculum packets to teachers and educators
- As the HIFF Hospitality Suite Coordinator (1997), established the Hospitality Suite for over 250 local, national, international delegates, including the tasks of securing hospitality sponsors, preparing delegate packets and gift bags, and recruiting volunteers

Development & Fundraising

- Manage and grow an organization's support base (customers, members), raising over \$90,000 through annual membership drives
- Grant writing, including private foundation, state and federal grants, raising over \$100,000 over a two-year period
- Coordinate creative promotions and direct mail campaigns to generate and/or increase revenue to over \$50,000 a year
- Provide support to design teams with business development efforts through the preparation of proposals and presentations

OTHER PROFESSIONAL DEVELOPMENT CONT. EDUC.

- Excel Basics and Advanced Class (Fred Pryor Seminars)
- Copyediting and proofreading workshop (Fred Pryor Seminars)
- Grant writing and fundraising workshops (Hawai'i Community Foundation, Soros Foundation)
- Writing media/press releases workshop (Kapi'olani Community College)
- Tutorial workshops on layout design, PageMaker, Raisers Edge/database management, and Photoshop programs (UH community outreach, et al.)

EDUCATION:

Bachelor of Arts with High Honors, English • Certificate in Women's Studies

INTERESTS: Knitting, crafting, yoga, reading, writing

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description

SPIRIT SESSIONS JUNIOR MENTOR MANAGER

Background:

Surfrider Spirit Sessions (SSS) helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SSS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool”. Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SSS) Junior Mentor Manager. The Junior Mentor Manager’s main duty is to provide support in any and all areas requested of SSS staff and Program Manager, as well as managing all Junior Mentors. The Junior Mentor Manager reports directly to the Program Manager and indirectly to the Executive Director. The Junior Mentor Manager plays a crucial role in cultivating youth relationships in and to the program and serves as a liaison between SSS staff/mentors and youth. **The Junior Mentor Manager is an important peer mentor to youth and must act responsibly both in and out of work.** Any problems, concerns, or issues relating to work, youth safety or youth best interests, reputation, safety and/or effectiveness or impact of program, youth/mentor relations, youth/youth relations or any other issues that may impact program and organizational reputation and functioning must be reported immediately and directly to SSS Staff. In addition, the Junior Mentor Manager may have access to crucial confidential information and must adhere to confidentiality requirements and act with discretion.

Duties:

The Junior Mentor Manager supports SSS staff and Program Manager in an assortment of duties including:

- Supervise and support Junior Mentors and Junior Mentor Interns.
- Manage Program Inventory.
- Program Support: Youth relations/communications/coordination, input re: program development/youth perspective.
- Event Support: Support on site at SSS events as directed by Program Manager or Staff. Supervise Junior Mentors, Junior Mentor Interns, and students.

- Program Manager Support: Provide computer technical assistance in basic programs.
- Maintain (organize and upload) the photo/art library.
- Recordkeeping: Calendar input and maintenance; program session material maintenance; board logs, attendance.
- Manage food delivery; write check, keep track of receipts.
- Manage/supervise Junior Mentor timesheets and schedules.
- Maintenance and care of SSS cameras and equipment.

Skills & Requirements:

- CAN-DO ATTITUDE: Willing to help wherever needed.
- RESPONSIBLE & DEPENDABLE: Follows through efficiently and effectively.
- TIME CONSCIOUS: Arrives on time, notifies staff of time challenges immediately, manages time well and is self-monitoring
- PROACTIVE: Will actively seek and suggest better ways to do things and/or to help staff and program. Will seek help/guidance when needed.
- DILIGENT: Completes assignments completely and fully.
- ACCESSIBLE: Available by phone and e-mail and maintains contact with Staff. Checks in proactively.
- COMMUNICATIVE: Excellent people and communication skills. Must be able to speak clearly and diplomatically. Issues, concerns, problems are addressed openly and immediately.
- PERSONABLE: Likes people and can get along with many types of people. Is respectful, courteous and caring. Does not judge. Likes to support others and gets along very well with youth as well as adults. Does NOT gossip.
- TECHNICAL: Basic Computer Skills

** Previous experience as a mentor or student in SSS program is preferred.*

Time commitment:

Hours are limited to no more than 19 per week. Certain hours and workdays are required including:

- 2 half-day (2-4 hour) team work sessions in office. Days and times to be decided.

During SSS program periods (8 weeks):

- Saturdays: Approximately 10 hours, from 6:30 a.m. to 4:30 p.m.

- Orientation Sessions.
- Special Events/Community Service programs: Days and times to be determined.

Compensation/Benefits:

The position is currently an hourly position requiring no more than 19 hours per week.

- Maximum of 19 hours per week at starting pay rate of \$7.25 per hour.
- Timesheets and activity logs must be submitted bi-monthly and signed by your supervisor.
- Work E-mail must be used responsibly and strictly for work-related purposes.

All new hires will be put on a 3-month probation period. After successful completion of the probation period, pay rate will be increased to \$7.50 per hour. Should the employee fail in maintaining duties and requirements as determined by Staff, pay rate would be reduced until performance has sufficiently improved OR employee may be terminated outright. NOTE: We operate on a one-warning basis.

Position Acceptance:

I accept the terms and requirements of the position of Junior Mentor Manager. I understand the importance of my role and I agree to abide by SSS policies and to work to the best of my abilities in service to the program, its staff and the youth and community it serves.

Name (print)	Signature	Date
--------------	-----------	------

Address _____

Birthdate	Home Telephone/Cell Phone (please specify and list all available)
-----------	---

Social Security Number	Emergency Contact (Name, relationship and tel numbers)
------------------------	--

Date of HIRE:

Authorizing Agent : Cynthia Y. H. Derosier Executive Director	Supervisor: Sam Rodrigues Program Manager
--	--

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description

SPIRIT SESSIONS ASSISTANT JUNIOR MENTOR MANAGER

Background:

The Surfrider Spirit Sessions (SSS), helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SSS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool”. Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SSS) Junior Mentor Manager The Junior Mentor Manager’s main duty is to provide support in any and all areas requested of SSS staff and Program Manager, as well as managing all Junior Mentors. The Junior Mentor Manager reports directly to the Program Manager and indirectly to the Executive Director. The Junior Mentor Manager plays a crucial role in cultivating youth relationships in and to the program and serves as a liaison between SSS staff/mentors and youth. **The Junior Mentor Manager is an important peer mentor to youth and must act responsibly both in and out of work.** Any problems, concerns, or issues relating to work, youth safety or youth best interests, reputation, safety and/or effectiveness or impact of program, youth/mentor relations, youth/youth relations or any other issues that may impact program and organizational reputation and functioning must be reported immediately and directly to SSS Staff. In addition, the Junior Mentor Manager may have access to crucial confidential information and must adhere to confidentiality requirements and act with discretion.

Duties:

The Junior Mentor Manager supports SSS staff and Program Manager in an assortment of duties including:

- Support/assist Junior Mentor Manager as directed.
- Manage Program Inventory.
- Program Support: youth relations/communications/coordination, input re: program development/youth perspective.
- Event Support: Support on site at events as directed by Program Manager or Staff. Supervise Junior Mentors, interns, and students.
- Program Manager Support: computer technical assistance in basic programs.
- Maintaining (organizing and uploading) the photo/art library.
- Record keeping: calendar input and maintenance. Program session material maintenance; board logs, attendance.
- Manage food delivery; write check, keep track of receipts.
- Manage/supervise Junior Mentor timesheets and schedules.

- Maintenance and care of SSS Cameras.
- Coordination with Junior Mentor Manager to maintain SSS equipment.

Skills & Requirements:

- CAN-DO ATTITUDE: willingness to help wherever needed.
- RESPONSIBLE & DEPENDABLE: follows through efficiently and effectively.
- TIME CONSCIOUS: arrives on time, notifies staff of time challenges immediately, manages time well and is self-monitoring.
- PROACTIVE: will actively seek and suggest better ways to do things, and/or ways to help staff and program. Will seek help/guidance when needed.
- DILIGENT: completes assignments completely and fully.
- ACCESSIBLE: available by phone and e-mail and maintains contact with Staff. Checks in proactively.
- COMMUNICATIVE: Excellent people and communication skills. Must be able to speak clearly and diplomatically. Issues, concerns, problems are addressed openly and immediately.
- PERSONABLE: Likes people and can get along with many types of people. Is respectful, courteous and caring. Does not judge. Likes to support others and gets along very well with youth as well as adults. Does NOT gossip
- TECHINCAL: Basic Computer Skills

** Previous experience in program as a mentor or student in program is preferred.*

Time commitment:

Hours are limited to no more than 19 per week. Certain hours and workdays are required including:

- 2 half-day (2-4 hour) team work sessions in office. Days and times to be decided.
- During program periods (8 weeks):
 - Saturdays approx 10 hours, from 6:30 a.m. to 4:30 p.m.
 - Orientations
- Special events programs. Days and times to be determined

Compensation/Benefits:

The position is currently an hourly position requiring no more than 19 hours per week.

- Maximum of 19 hours per week at starting pay rate of \$7.25 per hour. Timesheets and activity logs must be submitted bi-monthly and signed by your supervisor.
- Work E-mail must be used responsibly and strictly for work related purposes.

All new hires will be put on a 3-month probation period. After successful completion of the probation period, salary will be increased to \$7.50 per hour. Should the employee fail in maintaining duties and requirements as determined by Staff, pay rate would be reduced until performance has sufficiently improved OR employee may be terminated outright. NOTE: We operate on a one-warning basis.

Position Acceptance:

I accept the terms and requirements of the position of Youth Coordinator. I understand the importance of my role and I agree to abide by SSS policies and to work to the best of my abilities in service to the program, its staff and the youth and community it serves.

Name (print)	Signature	Date
--------------	-----------	------

Address

Birthdate	Home Telephone/Cell Phone (please specify and list all available)
-----------	---

Social Security Number	Emergency Contact (Name, relationship and tel numbers)
------------------------	--

Date of HIRE:

Authorizing Agent : Cynthia Y.H. Derosier
Executive Director

Supervisor: Sam Rodrigues
Program Manager

SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

Position Description

SPIRIT SESSIONS JUNIOR (PEER) MENTOR

Background:

Surfrider Spirit Sessions (SSS) helps at-risk and troubled teens redirect their lives in a positive way through mentorship and surfing. By matching youth with surf mentors and teaching them to surf, SSS has found a way to make healthy living habits, education, environmental stewardship, and good citizenry “cool.” Through multiple forms of mentoring, teens recognize their inherent value, build life skills, and choose to be part of a new, positive, and productive community.

Surfrider Spirit Sessions (SSS) Junior (Peer) Mentor. The Junior Mentor’s main duty is to provide support in any and all areas requested of SSS Staff and Program Manager. The Junior Mentor reports directly to the Program Manager and indirectly to the Executive Director. The Junior Mentor plays a crucial role in cultivating youth relationships in and to the program and serves as a liaison between SSS staff/mentors and youth. **The Junior Mentor is an important peer mentor to youth and must act responsibly both in and out of work.** Any problems, concerns, or issues relating to work, youth safety or youth best interests, reputation, safety and/or effectiveness or impact of program, youth/mentor relations, youth/youth relations or any other issues that may impact program and organizational reputation and functioning must be reported immediately and directly to SSS Staff.

Duties:

The Junior Mentor supports SSS Staff and Program Manager in an assortment of duties including:

- Basic office maintenance: Sweeping, trash duty, supply inventory, etc.
- Support of Administrative Assistant: Filing, scanning, copying, post office runs, etc.
- Program Support: Youth relations/communications/coordination input re: program development/youth perspective.
- Event Support: Support on site at events as directed by Program Manager or Staff.
- Program Manager Support: Provide computer technical assistance in basic programs.
- Maintain (organize and upload) the photo/art library.

- Recordkeeping: Calendar input and maintenance.
- File/update staff WIP (weekly meeting) notes.
- Maintenance and care of SSS cameras and equipment, in coordination with Junior Mentor Manager.
- Manage student/intern journals, rash-guards, and theme sheets.

Skills & Requirements:

- CAN-DO ATTITUDE: Willingness to help wherever needed.
- RESPONSIBLE & DEPENDABLE: Follows through efficiently and effectively.
- TIME CONSCIOUS: Arrives on time, notifies staff of time challenges immediately, manages time well and is self-monitoring.
- PROACTIVE: Will actively seek and suggest better ways to do things and/or to help staff and program. Will seek help/guidance when needed.
- DILIGENT: Completes assignments completely and fully.
- ACCESSIBLE: Available by phone and e-mail and maintains contact with Staff. Checks in proactively.
- COMMUNICATIVE: Excellent people and communication skills. Must be able to speak clearly and diplomatically. Issues, concerns, problems are addressed openly and immediately.
- PERSONABLE: Likes people and can get along with many types of people. Is respectful, courteous and caring. Does not judge. Likes to support others and gets along very well with youth as well as adults. Does NOT gossip.
- TECHINCAL: Basic Computer Skills.

** Previous experience in as a mentor or student in SSS program is preferred.*

Time commitment:

Hours are limited to no more than 19 per week. Certain hours and workdays are required including:

- 2 half-day (2-4 hour) team work sessions in office. Days and times to be decided.

During SSS program periods (8 weeks):

- Saturdays: Approximately 10 hours, from 6:30 a.m. to 4:30 p.m.
- Orientation Sessions.
- Special Events/Community Service programs: Days and times to be determined.

Compensation/Benefits:

The position is currently an hourly position requiring no more than 19 hours per week.

- Maximum of 19 hours per week at starting pay rate of \$7.25 per hour.
- Timesheets and activity logs must be submitted bi-monthly and signed by your supervisor.
- Work E-mail must be used responsibly and strictly for work related purposes.

All new hires will be put on a 3-month probation period. After successful completion of the probation period, pay rate will be increased to \$7.50 per hour. Should the employee fail in maintaining duties and requirements as determined by Staff, pay rate would be reduced until performance has sufficiently improved OR employee may be terminated outright. NOTE: We operate on a one-warning basis.

Position Acceptance:

I accept the terms and requirements of the position of Junior Mentor. I understand the importance of my role and I agree to abide by SSS policies and to work to the best of my abilities in service to the program, its staff and the youth and community it serves.

Name (print)

Signature

Date

Address

Birthdate

Home Telephone/Cell Phone (please specify and list all available)

Social Security Number

Emergency Contact (Name, relationship and tel numbers)

Date of HIRE:

Authorizing Agent : Cynthia Y. H. Derosier
Executive Director

Supervisor: Sam Rodrigues
Program Manager

Name (print)

Signature

Date

Address

Birthdate

Home Telephone/Cell Phone (please specify and list all available)

Social Security Number

Emergency Contact (Name, relationship and tel numbers)

Date of HIRE:

Authorizing Agent : Cynthia Y.H. Derosier
Executive Director

Supervisor: Sam Rodrigues
Program Manager

APPENDIX C

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAR 05 2010

SURFRIDER SPIRIT SESSIONS
PO BOX 1677
KAILUA, HI 96734

Employer Identification Number:
27-1503838
DLN:
17053007305000
Contact Person:
RENEE RAILY NORTON ID# 31172
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(vi)
Form 990 Required:
Yes
Effective Date of Exemption:
December 8, 2009
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

Letter 947 (DO/CG)

SURFRIDER SPIRIT SESSIONS

We have sent a copy of this letter to your representative as indicated in your power of attorney.

Sincerely,



Director, Exempt Organizations
Rulings and Agreements

Enclosure: Publication 4221-PC



R. MARK BROWNING
JUDGE, THIRD DIVISION

June 21, 2010

To Whom It May Concern:

Three years ago, as the former Presiding Judge of the Juvenile Drug Court of the First Circuit Court of the State of Hawai'i, I incorporated the Spirit Surfrider Sessions program into our drug court. I did so because I believed that this program could make a difference in the lives of the participants of our Court. It did! Spirit Surfrider Sessions has become an essential part of our mission to turn kids away from a life of drugs and crime and transform them into responsible citizens. To say this program is unique is a gross understatement. The fact is no other program in the State of Hawai'i or in the entire United States incorporates the active mentorship that Spirit Surfrider does. I make this statement based upon my 15 years of Family Court judicial experience.

A majority of the youth involved in Juvenile Drug Court have suffered significant trauma which triggered their delinquent behaviors. Most come from dysfunctional families and lack support systems. In order for them to change and to become law abiding and productive members of our state, court-involved youth need to feel like they are a valuable part of the community, and that the community, in turn, cares about them.

Surfrider Spirit Sessions creates an environment in which this change can begin and true healing can occur. Spirit Sessions bolsters self-esteem, creates joy, and provides a nurturing and supportive environment in which they can thrive and succeed beyond their expectations. I have seen first-hand the pride and sense of achievement our kids experience when they successfully catch their first wave. But more importantly I have watched them grow to believe in themselves – to believe that their lives are important. They learn through the positive experience of spirit surfing that they are capable of achieving.

Surfrider Spirit Sessions offers youth access to a new pro-social community that is not part of the court system and does not label them as "bad" – rather, it gives these youth an opportunity to start over with a clean slate. They learn to give back to other youth, and many set goals of becoming Junior (peer) Mentors, willingly working as volunteer interns in order to earn the position. Spirit Sessions inspire our kids by providing opportunities for them to learn to give back through community service.

In addition, reports from Spirit Sessions mentors and staff provide the courts with

To Whom It May Concern

June 21, 2010

Page 2

valuable personal insights regarding our youth. While many of our juveniles present themselves carefully to judges and probation officers, they are less guarded and more genuine at Spirit Sessions. Through Spirit Sessions reports, our Court gets a more accurate picture of each youth's actual progress, needs, and problems and as such we, as a Court, are able to respond to each teen in a meaningful and significant way. Surfrider Spirit Sessions is no less important than the counseling or therapy that we also provide to our children and their families. Can I say that Juvenile Drug Court would see the same success rate without Spirit Sessions? Absolutely not. Unique community driven programs like Spirit Surfing are rare and are very much needed. And sadly, the State cannot provide these kinds of services.

We, as a community, need to realize that these children belong to all of us. As a community we owe a debt of gratitude to the wonderful Spirit Surfing volunteers that give their time to helping our kids change their lives. Without Spirit Surfing many of these young people would continue their individual lives of crime – eventually becoming adult offenders. The mission of Spirit Surfing is one that all of us should embrace, for in doing so – we enrich the future of our State. It is a precious resource that we, as a community, cannot afford to lose.

Very truly yours,

A large black rectangular redaction box covers the signature of the sender.

Judge R. Mark Browning



First Judicial Circuit — Girls Court — THE JUDICIARY • STATE OF HAWAII

777 PUNCHBOWL STREET • HONOLULU, HAWAII 96813 • TELEPHONE (808) 534-6150 • FAX (808) 534-6161

January 25, 2011

To Whom It May Concern:

This letter will express our strong support for Surfrider Spirit Sessions' request for funding. This unique program creatively continues to meet the needs of youth involved with the Family Court system through Girls Court, Juvenile Drug Court, juvenile probation or protective supervision divisions. The youth involved in Family Court often are disconnected from their schools, their families and their communities. Many have used drugs and are convinced they have little ability to succeed.

The Surfrider Spirit Sessions provide Saturday surf lessons, supported by community volunteer mentors and surfing instructors. Each lesson integrates an inspirational message which is introduced to the youth and mentors upon their arrival at the beach. The surf instructors and mentors incorporate the day's message into the surf lesson, focusing the youths' attention on all of the ways that surfing is just like life; full of challenges and successes, "wipe-outs" and waves ridden all the way to shore. After each session, the youth work with their mentors to journal their achievements and experiences of the day/week. Family Court staff reinforce how each lesson can be applied to so many of life's circumstances throughout the course of their work with the youth.

There are also marine science hands-on lessons at times and other times life lessons like how to search for jobs or other useful topics. These experiential lessons help reignite interest in learning. Other times there are community service activities where our youth volunteer to clean beaches or to teach younger foster kids or others surfing. Such positive activities cultivate our kids faith in themselves and their abilities.

Family Court judges and/or probation officers join the youth at the beach and sometimes even in the water.

Kids come to the beach convinced that they can't surf or don't want to, but by the end of the first session, all the kids are catching waves. To a person, each youth who has gotten into the water has been glad they tried. Surfing provides a healthy alternative and a special Hawaiian experience. Probation officers find that it provides just the right amount of risk to interest their kids and keep them involved.

But perhaps even more important are the connection to the volunteer mentors and Surfrider Spirit Sessions staff. The youth meet healthy members of our community who are interested in sharing with them—not just the experience of surfing, but also life's lessons and connections. Youth are surprised at first that people care about them and would volunteer their time and come week after week for a shared experience.

The Surfrider Spirit Sessions staff have energy and aloha for our children that engages even the most

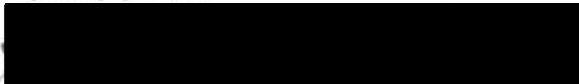
reticent. Probation officers and judges who see their kids in this positive way, rather than at the detention home or in a court house as a "case" can "catch their youth doing something good instead of bad." Better relationships are built which lead to better outcomes for the kids.

This program is a wonderful asset to our community serving the physical and emotional health and well being of Hawaii's at-risk youth. We have seen youth who appear closed off and convinced they can't succeed at anything, stand up on the board during the first session and begin to smile ear to ear. One can hear the first scream of success as they head toward the shore standing on their board. These youth have grown and begun to trust adults, teachers and probation officers and counselors. Many of the youth participants have completed their probation, Girls Court or Juvenile Drug Court requirements successfully, obtained GEDs or graduated from high school and are now in junior college and/or are employed. Surfrider Sprit Sessions also provide junior mentor positions to several of the youth. The junior mentors learn leadership and job skills.

Research shows that detention alone does not help troubled youth. Although they must be held accountable for their actions, they also need healthy alternatives and ways to reconnect with their communities, schools and families.. Surfrider Spirit Sessions has proven vital to our work. We believe it is essential that this program continue and expand their services to more youth.

If you have any questions, please do hesitate to contact me.

Very truly yours,

A black rectangular redaction box covering the signature of Karen M. Radius.

Karen M. Radius
Founding Judge
Hawaii Girls Court
www.girlscourt.org



Ke Kama Pono-Oahu
Safe House

September 27, 2010

To Surfrider Spirit Session Supporter,

The staff as well as the residents of the Ke Kama Pono Safe House would like to thank all who were involved with the Surfrider Spirit Sessions that took place during July and August 2010. This was the first time (but hopefully not the last) that Ke Kama Pono was invited to participate with the Spirit Sessions. Thus far, the Spirit Sessions have proven to be one of the most motivating and enjoyable programs that the residents have participated in. One resident even chose to delay his weekend passes home in order to participate with the sessions. All residents were required to attain a minimum level of behavior throughout the week in order to surf on Saturdays. Most residents were mindful of this and not only attained the minimum level of behavior but strove for excellence. Those that did not attain the minimum level of behavior were disappointed with themselves and would speak to staff about how they could possibly earn extra points, perform work detail, or find some other means to participate in the session.

Residents of the Ke Kama Pono Safe House are adolescent males referred by The Family Court, Juvenile Drug Court, or Child Welfare Services. Most residents have minor law violations or status offences and have been labeled as "troubled youth." This is unfortunate as most of the young men who come to Ke Kama Pono are good natured but have made poor decisions. One former resident once said that after being called no good for so long, he started to believe it. The Surfrider staff and mentors repeatedly told the residents that they were not losers and that they were capable of anything they put their minds to. This message was not only said but put into action during one particularly memorable session. Ke Kama Pono was asked to assist with serving as mentors to disabled students from Creative Connections School. The extent of the disabilities was unknown but the Surfrider staff was confident that the residents would be able to assist. This belief and confidence was conveyed to the residents prior to the arrival of the students. Throughout the session, the residents worked in teams either with the Surfrider staff, Ke Kama Pono staff, or with each other assisting the students

760 Halekauwila Street
Honolulu, Hawaii 96813
Tel: (808) 520-2410 Fax: (808) 520-2411
www.pidfoundation.org



Ke Kama Pono-Oahu
Safe House

with catching waves then paddling back out into the lineup. Ke Kama Pono residents proved to themselves and to others that they are capable of being selfless and assisting others who are also in need. A big mahalo goes out to the Surfrider staff for putting their words into action and helping our young men believe in themselves.

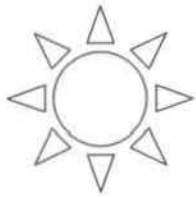
Another aspect of the Surfrider Spirit Sessions that is remarkable is the adult mentors. The mentors are from a diverse background but have one thing in common; they genuinely care about the residents. This message was conveyed when mentors would call the Safe House during the week to check in with the residents and offer encouragement and support. One thing lacking in a majority of the residents' lives are positive adult male role models. The mentors were able to provide this and hopefully will continue to foster the relationship with the residents after discharge from Ke Kama Pono.

In closing, the staff and residents of Ke Kama Pono wish to thank everyone that made participation with the Surfrider Spirit Sessions possible. Values taught and lessons learned during the sessions are not just pertinent to surfing but to life in general. It is my belief that the residents have learned valuable lessons and will apply these to their everyday life. We look forward to working with the Surfrider staff again and wish them the best in all of their endeavors.

Sincerely,

Bradley Watanabe
Ke Kama Pono Safe House
Program Case Manager

760 Halekauwila Street
Honolulu, Hawaii 96813
Tel: (808) 520-2410 Fax: (808) 520-2411
www.pidfoundation.org



Saskia L. Verbeck



659 A Lawelawe St



Honolulu, HI 96821

808.381.4146

saskia@hawaii.edu

Honolulu, July 1, 2010

To Whom It May Concern

I am writing this letter to endorse the Surfrider Spirit Sessions a program that has helped my son Kimo in times of great trouble and at a crucial point in his path of growing up.

When Kimo was a middle school graduate entering his freshman year of high school he was already showing signs of maladjusted behaviors. Teachers complained of his lack of respect and poor participation in school work. To avoid further negative influences by new peers at high school level, I decided to home-school Kimo for the next year. He seemed excited by the idea and made a good impression at the orientation meeting of the home-schooling agency. However, in the very first week of online school, Kimo started running away from home, feeling that he could do the little bit of homework required just as well from elsewhere. Immediately, I switched him over into a regular public high school and applied for special services from the department of education but was denied services, because certain criteria did not apply.

Kimo kept on running away from home, on a quest for his idea of independence. He escalated to stealing things and money, dealing and using drugs, driving our car without a license or our permission, breaking into our house when we were not home, and hardly attending school at all. We did not know who his friends were, but we knew they led similar lives; some even had a gun, and Kimo reported he was being threatened with physical harm if drug deals fell short or money was not paid on time. Kimo felt forced to sell some of his prized possessions, each time with my reluctant, but frantic help. No rewards, consequences, or punishments could entice Kimo to change his ways. He seemed stuck on a track of doing the wrong thing.

Finally, the truancy charges at school, along with our constant runaway police reports tipped the scale, and Kimo was assigned a probation officer and issued a "letter on file". This letter prompted the police to bring him to a detention home after he was arrested, instead of releasing him back to our custody. He would stay in detention for a few hours or the entire weekend, depending on when the next court hearing was available. After several stays, Kimo's attitude changed. He started to feel that this kind of life was the farthest away from the independence he was craving.

While he *wanted* to change, he just did not know how to. Placement in a special, need-focused school for delinquent teens helped Kimo catch up with the lost 9th grade year. However, the most crucial change came through the P.E. program at the school, which was affiliated with Surfrider Spirit Sessions.

At first apprehensive and self-conscious because he did not know how to surf, Kimo had to make a choice whether he wanted to spend his Fridays in school, solving workbook problems, or come along to the beach to 'look stupid' and learn surfing. Fortunately, he chose the latter.

Within a few weeks he gained confidence and became the most dedicated P.E. participant. He enjoyed interacting with his surf mentors and came home tanner, more inspired, and more self-confident every weekend. Soon, he accepted invitations to additional surf-outings on Saturdays or Sundays. Kimo began to talk about the positive life-style concepts he was learning through his surf mentors. He told me that he was realizing how wrong his past actions had been, and that now he had a vision of it being possible to live a different, positive life. Kimo's transition was so deeply internalized that he would sometimes wake up horrified from nightmares that he had gone back to his former delinquent ways. He felt that, above all, surfing had opened his eyes to new possibilities. The waves, the water, the sun, the new friends, that feeling of elation – a natural high!

Kimo finished the accelerated school year and merged back to his former high school as a junior. Surfrider Spirit Sessions staff encouraged him to become a surf mentor himself to help other risk-prone teens find their inner balance. Kimo has since been working with great dedication every Saturday for the Spirit Sessions. It was very inspiring to see him presenting what he has learned along with his peers, all of whom were on a similar path of recovery.

Most of the changes in Kimo's life – for better or for worse - seemed things that I, as his mother, could not influence much. Without a doubt, the court system and detention home did a lot to deter him from behaving a certain way. But the Surfrider Spirit Sessions there would have been nothing meaningful to turn toward. Parents often tell a kid what *not* to do. The real art is to guide the young ones in how to do it right instead. Surfrider Spirit Sessions brought positive insight to my son, and I am very grateful for that!

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

Saskia L. Verbeck

Star Advertiser

Nonprofit group uses surfing to teach youths valuable life lessons

By Cynthia Y.H. Derosier

POSTED: 01:30 a.m. HST, Nov 08, 2010

"By surfing you understand who you are. Those who surf have an inner connection to the ocean and the elements and an awareness of the world outside themselves. If you make a bad choice on a wave, you wipe out and you learn to change your actions. If you make a good choice, you get the ultimate ride. When you take that knowledge into your life, you make better choices."



Cynthia Y.H. Derosier, author of "The Surfer Spirit," oversees program development for Surfrider Spirit Sessions

This is what Judge Naunanikinau Kamalii told me after surfing with at-risk teens during our Surfrider Spirit Sessions program. She's among a growing community of justice professionals, recovering youth, educators and counselors who are all saying the same thing: Surfing can save young lives.

Surfrider Spirit Sessions began with my 2005 book, "The Surfer Spirit." Zen-like sayings and photos of

great surfers including Kelly Slater, Perry Dane and Taj Burrows showed how surfing connects us to nature, to ourselves and to each other. Overwhelming positive response to the book got me thinking: Surfing could change other people's lives, too.

Many teens in Hawaii are dealing with family problems, abuse, drugs and alcohol and poverty. Some make poor choices and find themselves labeled "delinquent" and are thrown into "bad land." With more than 5,000 youths in Hawaii's juvenile justice system, the need for positive intervention is great to keep them from becoming adult criminals.

In 2006, I volunteered my time and donated profits from the book to launch Surfrider Spirit Sessions. Judge Karen Radius and several probation officers and counselors joined me and my buddies from Surfrider Foundation as we took court-appointed youth out to surf. We made sure everyone caught a wave the first day. Everyone was stoked!

One counselor equated one surf session to a month of group therapy. Surfing broke down barriers and built bonds between the teens and their "surf buddy" mentors. We gave mini-environmental science lessons and taught life-skills: how to reach out and ask for help, fill out job applications and interview well. Hawaiian culture and eco-therapy strengthened our "surf ohana." We showed kids how to work hard and get back to "good land."

Word got out and I was asked if I could help more youths. So, in 2008 I shut down my successful graphic design business to devote myself fully to this effort.

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Surfrider Spirit Sessions is a nonprofit organization that helps kids cross over from "bad land" to "good land." Teens come to us struggling with confusion, addiction, abuse and loneliness. By connecting to positive role models and healthy activity, they gain self-awareness, self-esteem and a connection to the environment. Some go back to school, others get jobs and internships, and all learn to give back through community service or as junior mentors. Best of all, they find a way out of court and into "good land" as contributing members of the community.

Saskia Verbeck wrote about her son Kimo, now a junior mentor manager: "The court system did a lot to deter him from behaving a certain way. But without the Surfrider Spirit Sessions, there would have been nothing meaningful to turn toward."

We're grateful for the support of many wonderful individual donors, corporations and foundations and dozens of volunteer surf mentors. But we need the community to pitch in and help us grow stronger for the sake of our youth.

Every contribution made between now and the end of the year toward this effort will attract a matching donation (up to \$50,000). So every dollar given will go twice as far.

Think about it. On any given day more than 125 juveniles are incarcerated in Hawaii, often for minor offenses. It costs taxpayers more than \$150,000 to incarcerate one teen for a year. A fraction of that investment can give a kid better options. Over the long term, Surfrider Spirit Sessions delivers a far better, life-saving return on investment.

No one says it better than the kids themselves. One young woman shared her journal entry with me: "I rode a wave. Balance, center, paddle faster. Catch more waves. My choice. To stand up, paddle faster, choose certain waves. How it relates to my life? I have a choice to run away from home (but I don't want to) or to make myself a better person and a leader. Catch more waves."

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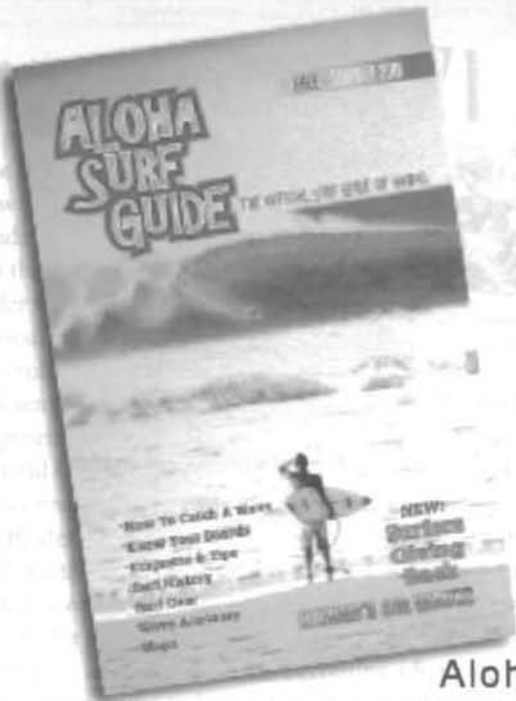
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As Seen in
Aloha Surf Guide

Surfrider Spirit Sessions

Catching waves and changing lives

Spirit Sessions is an eight week long program serving at-risk youth that uses surfing and other ocean related activities to help teens redirect their lives in a positive direction. Teens are paired with a volunteer surf mentor who provides guidance in and out of the water.

The program was inspired by a book written by the founder and Executive Director of Spirit Sessions, Cynthia Derosier, entitled, "The Surfer Spirit" which celebrates the soul and spirit of surfing as a metaphor for life. The life messages in the book became the basis for the program. With the help of the Surfrider Foundation Oahu Chapter, Hawaii Girls Court, and Star Beach Boys, Surfrider Spirit Sessions was born on Waikiki Beach in 2006. Teens are directed to the program through Judges and Probation Officers in the Hawaii Family Court System and other youth support organizations.

Each Saturday session begins with a talk circle where a theme is discussed, taken from "The Surfer Spirit" book. A yoga warm-up is followed by land



SURFRIDER SPIRIT SESSIONS

Catching Waves and Changing Lives!

instruction given by Program Manager "Uncle Sam" Rodrigues. The teens then hit the water with their mentors for one-on-one surf time. The group enjoys lunch and a journaling session after surfing where the kids are encouraged to contemplate the day's theme and apply it to their own lives. A cultural or marine biology lesson is also incorporated into the day, and the session ends with a malama aina, or beach cleanup.

The strongest element of the program is the relationship and bond between the teen and mentor but equally as important is the education and respect the kids gain for the ocean and their environment. Spirit Sessions creates a unique experience in a positive, fun community setting which enhances teens' self esteem, and helps them develop new skills, improve their relationships and lead healthier lifestyles. To date, the program has served over 100 youth, over half of whom have graduated out of the court system and become outstanding youth leaders and productive community members.

For more information or to become a mentor for Surfrider Spirit Sessions, contact Program Manager Sam Rodrigues at 721-5662 or email him at sam@surferspirit.org. You may also contact Cynthia Derosier directly at cyn@surferspirit.org.



PHOTOS COURTESY
SURFRIDER SPIRIT SESSIONS



A Dream Unleashed Her Surfer Spirit

By Cathy Lee Chang



ABOVE: Cynthia Derosier '83 co-founded He'e Nalu, a surfing and marine biology program for at-risk youths.

PHOTOS: KALAN KAHELI/STAFF PHOTOGRAPHER

Cynthia Derosier '83 is proof that dreams do come true.

About four years ago, words and images surfaced as she slept. She had learned how to surf, except that the sport had become more than a pastime. Surfing had become part of her.

It began while taking a surf lesson, among tourists on Waikiki. When she stood up for the first time and felt the exhilaration of the ocean's movement, her whole world changed. Her surfer spirit was freed.

So several years after her first wave, one night, she had a dream. Metaphorically, she was waiting for the next swell or gliding through a tube.

"Literally, I dreamt the book," she said. "I went to sleep one night and I kept hearing the words and started seeing the pictures and I couldn't sleep so I got up and wrote it down. Then I realized what I had in front of me was a book. I got goose bumps and just knew I had to publish it."

The Surfer Spirit was then published in late 2005. This hard bound book fills the spiritual void for anyone wondering why surfers surf.

Her dream spawned the book, which then launched the surfing program.

In 2008, Derosier co-founded the He'e Nalu Learning Center, a non-profit organization dedicated to helping at-risk teens.

Many of the youths have suffered emotional and physical traumas which led to them acting out by running away, abusing drugs, or possibly stealing. Kids sometimes resort to delinquent behavior as a means of survival, Derosier said.

A Family Court judge mandates these troubled teens enroll in He'e Nalu. They meet mentors and surf instructors at Waikiki Beach, taking an ocean dip that will probably make the biggest ripple effect on their lives.

"We guarantee them that they'll catch a wave on the very first day," Derosier said. "Half of them don't believe it. They don't think it's going to happen, but they do catch a wave and they ride it in. And from the looks on their faces, it's a pretty amazing thing. You get them in the water and everything's different. Self esteem goes way up, and they begin to see a whole new set of possibilities for themselves."

Based on the premise that surfing is a philosophy for life, the program opens teens' eyes to changing their circumstances. They find allies and mentors, build self confidence, turn the negativity in their world upside down, and gain a positive perspective. In addition they start to care about the ocean and want to learn more about marine biology.

"We teach the kids that they can't always control what happens in their lives and choose what their choices are, but they do get to choose their actions and reactions," Derosier added. "If they catch the wave and then fall off (their board), they can choose whether or not they're going to get upset or if they're going to learn from it."

After the teens complete the Spirit Sessions Surf program, they have the option to earn college credit at Windward Community College through He'e Nalu's Marine Biology NALU Studies program. At the end of NALU, they participate in a closing ceremony and share their stories. Some return as mentors and instructors themselves.

"I really believe that each of us has a spirit and each of us has something that feeds us, steers us, lights us up," Derosier said. "And if you can find out what that thing is, you can make sure you always nurture it and it will fuel you."

Early in life, Derosier was nurtured and supported. She was a student at Highlands Intermediate in Pearl City when she saw an ad in the newspaper. 'Iolani was accepting girls for the first time.

"I never saw challenges," Derosier reflected on her year as a new 'Iolani ninth

grader. "I just saw opportunities to do better, to do well."

From the beginning at 'Iolani, she noticed a high caliber of academic rigor. Students actually raised their hands and answered questions in class. Wanting to go to college was the norm, not an anomaly.

"I remember that all the guys were always so polite and cautious," she said. "For about a month and a half, girls never had to open a door for ourselves. A bunch of us used to hang out in the girls' bathroom. It was the only place on campus where we could open our own doors and not feel like everyone was watching us."

They don't hang out in lavatories any longer, but Derosier and other first girls of 'Iolani are still a tight group. Several classmates are involved with Derosier's current endeavors. **Donna Wong '83** is



Derosier's lifelong friend, a fellow surfer, and co-founder of He'e Nalu. **Melody Kubo '83** is assisting with fundraising and grant writing. **Pam Omidyar '85** got involved early on.

After 'Iolani, Derosier went to Washington State University to pursue veterinary medicine. She later discovered her inner artist and wound up at the School of Visual Arts in New York City. She then worked for more than 10 years at Ogilvy & Mather and other top advertising and marketing agencies.

She eventually returned home in 1997 as an art director at Ogilvy & Mather in Honolulu before starting her own business and launching projects which included

The Surfer Spirit book and the He'e Nalu Learning Center.

Last year, she released her second book, *The Survivor Spirit*, which chronicles 20 women who survived breast cancer and gained empowerment from their journeys. Part of this book's proceeds benefit the High-Risk Breast Cancer Detection and Prevention Program at Kapi'olani Women's Breast Center and the LIVESTRONG Lance Armstrong Foundation.

The Survivor Spirit falls under her recently established Good Juju Company, whose mission is to grow good in the world by linking and contributing to worthwhile non profit organizations.

"I realized what we're doing is spreading good juju," she says.

As well Derosier's dreams are pretty powerful too.

Cynthia Derosier
Class of 1983

POSITION
Art director, author, marketing professional, co-founder He'e Nalu Learning Center

EDUCATION
School of Visual Arts, B.F.A. in art direction and graphic design

OPPOSITE PAGE: Cynthia Derosier's two books touch lives.

ABOVE: Surfing is a metaphor for life, according to Derosier who says her favorite surf spots are where her friends are surfing.

MidWeek

Cynthia Y.H. Derosier

September 23, 2009

By Sarah Pacheco



Byron Lee photo by onlala@midweek.com

"Art director, advertising person now helping at-risk youth learn marine biology," Cynthia Y.H. Derosier states in a baritone worthy of an evening news anchor before breaking out into an infectious laugh. "It's mind blowing!"

Six years ago Kailua resident Derosier was busy launching her own business. Around that same time she decided to take up a lifelong desire to learning to surf. Her passion on the water must have seeped into her subconscious, because one night she says she dreamed of positive affirmations swirling around watermen out on the waves.

Her dream quickly materialized into the book *The Surfer Spirit*, and just like the ocean tide, things quickly changed for Derosier.

While teaching an art class one day, she was approached by Hawaii Girls Court Judge Karen Radius with the request to teach at-risk youth the lessons found in the book. Derosier took it one step further and said she would take a group out onto the waves.

Fast-forward two years and that initial excursion has expanded into The Surfrider Spirit Sessions, a nonprofit program that pairs a youth with an adult mentor to show them the chances that await on the horizon. Since its inception, These sessions coaxed 50 high-schoolers off the streets and into the water. It's also got them stoked about getting into the classroom, as is evident in the recently launched NALU Studies, which awards college credit for the completion of an intensive two-week marine biology course at UHWindward and Coconut Island.

"Surfing is a place for them to get that adrenaline fix, work out stuff, but they're doing something positive and having fun," Derosier says, "And once we give them the challenge of the marine biology, they get really into, like, 'Oh my God, how are we going to save the planet? What are we going to do to watch water quality?' ... And they have something they can be really proud of because they've done something that other people haven't."

The programs, which are under the He'e Nalu Learning Center umbrella, have partnered with Target to launch the Surfer Spirit store within all three Hawaii locations (Salt Lake, Kapolei and Hilo). All proceeds from the sale of stickers, four unique student-designed T-shirts, and copies of the 2009 National Indie Excellence Award-winning *The Surfer Spirit* go directly toward keeping the programs afloat. For more information, visit www.thesurferspirit.com.

Find this article at: http://www.midweek.com/content/columns/goodneighbors_article/cynthia_y.h._derosier/

making a difference.

■ Cynthia Derosier (center) founded a program to help at-risk girls. She's shown with volunteers Ye Nguyen (left), Marvin Heskiti and Annabel Murray.

Changing Directions

Surfing helps steer at-risk youth into healthier waters. By Catherine Toth

SEVEN YEARS AGO, CYNTHIA DEROSIER rented a surfboard from a stand in Waikiki and caught her first wave. That wave changed her life.

Now the 42-year-old freelance art director from Kailua isn't just surfing as often as humanly possible. She's spreading the good vibrations to at-risk teens on O'ahu.

Last April, Derosier, with help from Hawai'i Girls Court, started the Surfrider Spirit Sessions, a six-week program run by surfers and aimed at showing troubled teenaged girls how to live better, healthier lives through surfing.

With lessons by Waikiki beachboys, more than a dozen teens—and their social workers—caught their first waves at Canoes, a friendly break off Kūhiō Beach.

They were hooked.

"Surfing was something that gave me great joy and great peace and helped make my life richer and more balanced. It just made sense to share that with these girls," Derosier says. "It was so simple and so easy and the ocean is right there, right outside our door."

Each weekly session focuses on a theme from the motivational book *The Surfer Spirit*, which Derosier wrote in 2005. It became the basis for teaching teens the lessons that come with surfing: patience, respect, commitment, humility.

Many of the teens have endured multiple traumas, including rape, physical abuse and drug addiction. The program succeeds by doing more than giving them a chance to surf on Saturday mornings. It provides an outlet through which they can talk honestly, laugh together and achieve something as simple as standing up on a surfboard.

"Our kids are risk-takers by nature, but they're taking unhealthy risks," says Hawai'i Family Court Judge Karen Radius, who established the Hawai'i Girls Court in 2004, one of the first of its kind in the nation. "Surfing has a level of risk. And if we can replace some of their interest in the unhealthy risk with this kind of positive adrenaline stuff, that thrills me."

Raising money—to pay for professional surf lessons, board rentals, rashguards,

transportation and lunch—has been the biggest challenge.

Last year, Derosier managed to raise about \$10,000 in just two months through a grant from the Hawai'i Women's Fund, contributions from the Hawai'i Women's Legal Foundation, proceeds from the sale of her book and personal donations.

Derosier had enough funds for a second six-week session in July, adding yoga and journaling to the program. This month, she's extending the session to 10 weeks. By the summer she hopes to have enough money to create a companion program for at-risk boys.

Her bigger goal is to take the program to other Surfrider Foundation chapters across the nation. Already, the New Jersey chapter is interested in using the Spirit Sessions as a model for a gang-prevention program.

To learn more about or support the program, visit www.thesurferspirit.com. To learn more about Hawai'i Girls Court, visit www.girlscourt.org.

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PHOTO: SERGIO GONES