

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



AUTHORIZED SIGNATURE

SHARI CHANG, CEO

PRINT NAME AND TITLE

1/21/2022

DATE

with their school and community groups for innovative STEM programming, environmental advocacy projects, and leadership development with a commitment to take action within their communities. With the Center now complete, the new facility is expected to increase utilization of Camp Paumalū to 50-75% or or 4,800 Girl Scout and community members.

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page

1. Certificate of Good Standing (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2021.

See attached.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

See attached Declaration Statement. Girl Scouts of Hawai'i complies with all standards for the award of grants under Section 42F-103 of the Hawaii Revised Statutes.

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

The proposed grant, if awarded to Girl Scouts of Hawai'i, will be used for public purposes pursuant to Section 42F-102 of the Hawaii Revised Statutes.

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;

Girl Scouts of Hawai'i's mission is to build girls of courage, confidence, and character, who make the world a better place. Girl Scouting began in Hawai'i in 1917 when Florence Lowe, a teacher at Kamehameha School for Girls, organized a Girl Scout troop in Honolulu. A second group meeting was organized in what is now Kaka'ako. The groups became Troops One and Two respectively, with Queen Lili'uokalani, the last Hawaiian monarch, as their sponsor. Girl Scouts of Hawai'i was chartered by the Girl

Scouts National headquarters in May of 1919, making us the oldest council west of the Mississippi River. Girl Scouting also has a longstanding presence on Hawai'i Island (1919), Maui (1920), and Kaua'i (1933). Today, Girl Scouts of Hawai'i delivers transformative programming to meet the developmental needs of more than 2,500 girls ages 5-18 statewide, including economically disadvantaged girls through targeted outreach in under-resourced communities.

2. The goals and objectives related to the request;

The goal of this capital improvement project is to create easier and safer access to Girl Scouts of Hawai'i's Camp Paumalū, located on the North Shore of O'ahu, by addressing deficiencies in off-site access roadways and on-site driveways.

Accomplishment of this goal will support Girl Scouts of Hawai'i's ability to:

- Ensure public safety and compliance with local code and permitting regulations, including providing adequate emergency vehicle access to and from the property
- Provide each on-island Girl Scouts of Hawai'i's members with at least one outdoor leadership, and STEM learning, and recreation experience annually
- Pursue on-site facility improvements towards the long-term aim of increasing camp utilization levels, as outlined in the property's Master Plan
- Increase utilization of Camp Paumalū to 50-75% of the year compared to the current occupancy rate of 25% of the year

3. The public purpose and need to be served;

Capital Improvement Need. In 2012, Girl Scouts of Hawai'i contracted G70 International to develop a Master Plan for Camp Paumalū, thereby ensuring a planned and strategic approach to the improvements over a period of time, based on available funding. During the master planning process, improvements of on-site driveways as well as off-site access roadways leading up to the camp emerged as a top priority because of concerns over public safety and as a necessary step towards the long-term aim of growing the camp's programming. This project will focus on improving 1,220 linear feet of road heading to the camp (within GSH property), including improved pavement structure for emergency vehicles, slop stabilization and drainage improvements.

In 2013, Girl Scouts of Hawai'i was approved for a \$500,000 capital improvement project grant-in-aid from the State of Hawai'i to fund planning, design, and initial construction of the road improvements. Due to this generous support, we were able to contract G70 International to complete a comprehensive assessment of the surface transportation infrastructure serving Camp Paumalū, which was finalized in August of 2017. The cost of remaining recommended roadway improvements was determined to be \$3,173,964. In

2019, Girl Scouts of Hawai'i was approved for \$450,000 grant-in-aid for Phase II construction road improvements.

Camp Paumalū is accessed from Kamehameha Highway via approximately 2.5 miles of offsite, mostly paved roadways that cross over neighboring, privately owned properties. Girl Scouts of Hawai'i maintains access to these roadways through an easement agreement that was established as part of the original deed for the property. In addition, approximately 1.7 miles of on-site, unpaved (gravel) driveways traverse mountainous terrain throughout the Camp Paumalū property. The 2017 Assessment identified instances of the following deficiencies along both off-site access roadways and on-site driveways:

- Narrow road widths, inadequate turnaround areas, and lack of an all-weather surface that will support emergency vehicles
- Steep and uneven grading
- Inadequate sight distance along horizontal bends and crest vertical curves
- Poor drainage, washout, and severe rutting and erosion because of little to no existing drainage systems
- Damaged roadside barriers along a cliff

Specifically, significant roadway improvements are required to provide adequate access to the camp for emergency response vehicles in the case of fire, medical, environmental and other incidents. Additionally, if there is a need for a coastal evacuation due to tsunami type conditions, access to an improved roadway will offer North Shore residents and visitors an inland option to higher grounds.

Programmatic Need. Over its 105-year history of serving the Hawaiian Islands, Girl Scouts of Hawai'i programming complements academic learning to build important socio-economic skills, promotes overall wellbeing, and increases exposure to STEM. Program effectively alleviate gender inequalities from a young age and prepare Hawai'i's underserved girls for future success in leadership, academic and career development. To address this, Girl Scouts of Hawai'i has built a STEM Center for Excellence at Camp Paumalu that would provide leadership and STEM training for Girl Scouts and other students throughout the State of Hawaii.

The need for STEM competency in Hawai'i is critical. Our state needs 16,000 more workers with STEM skills each year and currently ranks 47th among all states regarding the number of STEM-related degrees awarded per 100,000 residents. Girls lag behind boys in attitudes about STEM and participation in STEM classes, even though their academic performance is equal to or better than that of boys. According to a recent national survey of 2,900 girls and boys ages 5-17, girls are also less likely to be confident in their tech skills than boys, This is despite the finding that girls are more likely to use technology to create something new through an app or online program, to discover a new talent or interest, and to connect to social issues and causes. Women make up only 30%

of STEM professionals in Hawai'i. If young women are to compete successfully for jobs in the STEM-intensive workplace, they need positive exposure to STEM from an early age, so they are more likely to aspire to STEM careers and develop the self-confidence needed to persist when faced with challenges. The need is especially great for girls with low socioeconomic status, who have less access to technology in the home and spend less time engaging in educational activities online. The After School Leadership Program ensures that low income girls can benefit from the Girl Scout Leadership Experience by offering the program at no cost and providing transportation to sponsored events.

Young girls – and especially those already underserved – need as many tools in their kits as possible to overcome unique academic and socio-emotional challenges, risk factors, and societal barriers that limit women's potential to lead and succeed and, ultimately, perpetuate wage gaps and the cycle of poverty for women in Hawaii.

Girls are precocious learners, but by the time they reach high school, only 13% consider STEM as their first career choice. Moreover, girls must overcome unique socio-emotional barriers to success and well being. Nationally, the country is in the middle of a youth mental health crisis and girls are its epicenter. Half of all mental health conditions begin by age 14, but most go undetected and untreated (Girl Scout Research Institute, 2020). In Hawaii, high school females are more likely than their male peers to: seriously consider suicide (20% vs. 13%), experience sexual violence (14% vs. 7%), and be electronically bullied (16% vs. 10%) (Centers for Disease Control and Prevention Youth Risk Behavior Surveillance (2019).

Camp Paumalū preserves open space on the North Shore of O'ahu and connects Girl Scouts and other community members to intimate, high-quality outdoor experiences, thereby inspiring them to become better stewards of the natural environment and supporters of sustainable livelihoods. As a result, Girl Scouts alumnae report levels of environmental stewardship much higher than national averages (GSRI, 2014). Our camps also focus on exposing girls to STEM concepts while teaching problem-solving skills, building confidence, and fostering relationships through teamwork – all necessary skills for the development of leadership. Outdoor field trips, archery, and other friendly competitive games provide girls with a socially supportive setting to practice cooperation, improve their physical fitness, and empower themselves adventurous challenge seekers, rather than avoid things that are difficult.

4. Describe the target population to be served; and

Camp Paumalū is a vital resource for approximately 2,500 O'ahu Girl Scouts ages 5-18, including 300 underserved girls in grades K-5 reached through specialized programming that reduces cost and other barriers to Girl Scouting for girls from low-income communities. Camp Paumalū also benefits a substantial 1,200 non-Girl Scout users each year who visit with their local schools and community groups for outdoor recreation, team-building, leadership development, service projects, and environmental and cultural learning.

Approximately 69% of Girl Scout families in Hawai'i are considered low-income, based on HUD's household income threshold of less than \$93,300 for a family of four. Fourteen percent (14%) of our current membership attends schools that provide free breakfast and lunch through the USDA Community Eligibility Provision for schools in low-income areas.

The Center's location on O'ahu's North Shore is within close proximity to thousands of girls living in low socio-economic conditions. This will make it possible for underserved girls to access opportunities in STEM education and gain the skills needed to pursue STEM fields, which are associated with better employment outcomes that can alleviate poverty.

A secondary target market for Camp Paumalū includes school groups, church groups, and other community-based organizations seeking outdoor recreation, team-building, leadership, and education opportunities. We estimate that over 1,200 users from these external groups currently benefit from Camp Paumalū annually.

Camp Paumalū is accessed as both a day-trip and overnight camp site. There is significant potential for expanding the number of users that could be served by the camp, especially if we are able to move forward with renovating facilities after completing the necessary road improvements.

5. Describe the geographic coverage.

The 135.5-acre Camp Paumalū property is located on the North Shore of O'ahu alongside the Ko'olau mountain range approximately two miles inland from Sunset Beach. Camp Paumalū is bordered by Federal land to the south and east (as part of the Kahuku Training Area) and by State of Hawaii land to the west (as part of the Pupukea-Paumalu State Park Reserve). The lands makai of the camp are privately owned. As part of the ahupua'a of Paumalū in the moku of Ko'olauloa, Camp Paumalū is adjacent to the ahupua'a of Pūpūkea, Waimea, and Kaunala but serves users residing throughout the island of O'ahu.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

The following improvements to off-site access roadways and on-site driveways of Camp Paumalū will be undertaken (map is also attached):

- Widening 2750 linear feet of a one-lane, paved portion of the private access road leading to the camp where possible; simultaneous reconstruction of the crest vertical curve to provide adequate sight distance (Section 5)
- Stabilization of a 20 ft. wide, 250 linear ft. long portion of the on-site gravel road fronting the camp's central showers and pool; simultaneous construction of a fire-truck turnaround near the pool at the main driveway terminus (Section 14)
- Stabilization of the following 16 ft. wide portions of road:
 - 3,820 linear ft. of unpaved, partially graveled last portion of private access road extending up to the camp property; simultaneous reconstruction of the crest vertical curve to provide adequate sight distance (Section 6)
 - 2750 linear ft. of the camp's main on-site gravel road; simultaneous clearing of vegetation as needed (Sections 7, 8, 9)
- Replacement of damaged reflectors and restriping of fading pavement markings affecting 700 linear ft. of the private access road leading to the camp (Section 4)
- Filling of existing ruts with compacted gravel within 3,575 linear ft. of on-site driveways leading to camp sites (Sections 12, 13, 14)

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

Start project: July 2023

Conceptual Design: July 2023 – August 2023

Design and permitting: September 2023 – February 2024

Bidding and Contracting: March 2024 – April 2024

Construction: May 2024 – August 2024

Closeout: September 2024

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

G70 International, the firm that facilitated the development of Camp Paumalū's Master Plan, is contracted to provide design services and construction administration for the STEM Center for Excellence. Meetings with G70 International will include evaluations, site visits, budget and schedule review, and quality control.

Kathleen Chu, GSH Board Member and Property Committee Chair, oversees quality assurance for this project along with other members of the committee. Ms. Chu is the former Area Manager in CH2M HILL's Honolulu office of 70 employees. She has more than 25 years of professional engineering experience in both the private and public sectors.

The GSH STEM Center for Excellence at Camp Paumalū will not only provide access to unmatched STEM learning opportunities for an estimated 3,000 Hawai'i Girl Scouts but will also increase utilization of Camp Paumalū by 50% to reach an additional 1,800 students, educators, community members, and Girl Scouts and Girl Guides from across the world. Access to the Center through school and other community group field trips will provide Hawai'i's students with an opportunity to experience STEM first-hand, and access to state-of-the-art technology and equipment. Increased access to STEM learning opportunities in GSH's 21st Century STEM Center for Excellence will highlight the ways students can help their communities and find fulfilling and lucrative STEM employment in Hawai'i. GSH will be working with schools statewide to provide evidence-informed curriculum that introduces STEM concepts in creative, age-appropriate ways that complement academic studies at all grade levels in alignment with the Hawai'i Common Core State Standards.

Girl Scouts of Hawai'i also benefits from quarterly evaluation against national averages for program and fiscal criteria, including girl engagement, member trends and retention, market share, program sustainability, cash reserves, product sales, and income diversity. Additionally, every other year, Girl Scouts of the USA assists us in polling volunteers and girl families to evaluate program outcomes and measure the impact of girl scouting in Hawai'i.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

The capital improvement work to complete will require Girl Scouts of Hawai'i to issue signed contracts for construction services. The State of Hawai'i will be able to refer to

these contracts, which will clearly outline scope of work and deliverables, in order to assess whether the proposed capital improvement project has accomplished its objectives. In part, roadway and driveway improvements will be deemed successful if they comply with the appropriate federal, state, and local laws and regulations, including the City & County of Honolulu's Fire and Building Codes requiring that appropriate emergency vehicles can properly access the property to ensure public safety.

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds (Link)
 - b. Personnel salaries and wages (Link)
 - c. Equipment and motor vehicles (Link)
 - d. Capital project details (Link)
 - e. Government contracts, grants, and grants in aid (Link)
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2023.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$112,500	\$112,500	\$112,500	\$112,500	\$450,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2023.

Harold K.L. Castle Foundation - \$500,000
 Marguerite Gambo Wood Foundation - \$100,000
 McNerny Foundation - \$125,000
 Atherton Family Foundation - \$50,000
 Matson Foundation - \$20,000
 Cooke Foundation - \$15,000

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable.

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2023 for program funding.

See attached.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021.

The balance of Girl Scouts of Hawai'i's unrestricted assets as of December 31, 2021 is \$12,100,000.

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

Organizational Capacity: Girl Scouts of Hawai'i is staffed by 20 full-time employees, which includes executive leadership, business office, membership and program services, fund development, and retail and product services functions. Our organization also employs 9 part-time positions, which are primarily comprised of troop advisors assigned to deliver direct services in low-income communities. Girl Scouts of Hawai'i relies on a statewide network of more than 1,900 adult volunteers who serve as troop leaders, guest speakers, special event and camp maintenance volunteers, and project mentors for individual Girl Scouts seeking Bronze, Silver, or Gold awards. Our governance consists of 20 experienced, dedicated, and thoughtful leaders working under a three year strategic plan informed by Hawai'i stakeholder surveys and aligned with the Girl Scouts of the USA strategic plan. Three Girl Scouts currently serve as "Girl Advocates" to our Board of Directors. Girl Scouts of Hawai'i is evaluated quarterly against national Girl Scout council averages on program and fiscal criteria, including girl engagement, member trends and retention, market share, program sustainability, cash reserves, product sales, and income diversity.

Fiscal Capacity: Girl Scouts of Hawai'i relies on a diverse mix of revenue sources, with 71% coming from highly reliable and repeatable earned income, followed 16% from our annual "Women of Distinction" special event, 11% from public support, and 3% from government grants. We are currently seeking to increase revenue from our annual campaign and major gifts, including continuing to build a giving society that we launched several years ago whose members pledge a major gift annually for three years. Our strategic plan also calls for increasing revenue from camp rental fees, which will be made possible by attracting more users to Camp Paumalū

through this project. Brought on five years ago, CEO Shari Chang has established the infrastructure needed to grow our Girl Scouts of Hawai'i's operating and program budgets. These efforts have resulted in aggressive, positive double-digit revenue growth in total public support for Girl Scouts of Hawai'i, thereby strengthening our organization's financial position in recent years.

Contracts pertinent to the request: In FY13, Girl Scouts of Hawai'i was approved for a \$500,000 capital improvement project grant from the State of Hawai'i to fund planning, design, and initial construction of the road improvements. This project is running concurrently with the STEM Center construction and has a separate budget. Due to this generous support, we were able to hire G70 to complete a comprehensive assessment of the surface transportation infrastructure serving Camp Paumalū, which was finalized in August 2017. The cost of the remaining recommended roadway improvements was determined to be \$3,287,292.

In FY19 Girl Scouts of Hawai'i received a \$450,000 capital improvement project grant from the State of Hawai'i to fund improvements to off-site access roadways and on-site driveways. GSH is currently seeking bids for Phase 2 of the roadway improvements. For FY20, GSH has been approved for a \$500,000 State of Hawai'i CIP grant for STEM Center construction costs.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

Camp Paumalū has 25,000 gross square feet of facilities spread across 135 acres and is connected through a network of trails and driveways. The entire camp can accommodate up to 200 persons, with permanent sheltered accommodation for about 150.

There are four separate camping sites consisting of cabins and platform tents for sleeping shelter and restroom/shower facilities for each (168 beds total):

- Unit #1 – Makaha (50 beds)
- Unit #2 – Kani Ka Pila (48 beds)
- Unit #3 – Kolehale (30 beds)
- Unit #4 – Lani Ko Luna (40 beds)
- Unit #5 – Pililani (Primitive Camping area)

Common central facilities include:

- STEM Center for Excellence (164-capacity) which includes Health Center and commercial kitchen
- Central Showers and swimming pool (50-person capacity)
- Ranger's house (caretaker's residence)

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

Kathleen Chu, Board Member and Chair of Property Committee – Ms. Chu was responsible for quality assurance efforts for this capital improvement project. Ms. Chu is the former Area Manager and project manager in CH2M HILL's Honolulu office of 70 employees. She has more than 25 years of professional engineering experience in highways, roads, pavement design, hydraulic design, storm water quality measures, staging and traffic control, site development, transportation planning and construction services in both the private and public sector. She is licensed in both California and Hawaii. Her public service experience provides knowledge of public agency's concerns such as regulatory issues, maintenance and administrative needs and requirements. Through this diverse background in civil engineering, Ms. Chu has managed projects which involved extensive collaboration and negotiation with both private and public entities, as well as the public at large, including coordination with various utility agencies and significant right-of-way acquisition.

Michael Koehne, Property Manager/Camp Ranger – Mr. Koehne has served in this role for all Girl Scouts of Hawai'i's properties for twelve years, including three outdoor camps: Camp Paumalū on O'ahu's North Shore, Camp Pi'iholo in Makawao on Maui, and Camp Kilohana on Hawai'i Island. His duties include: coordination on-site capital improvement project construction activities, overall care of the land and buildings (grounds keeping, repair, and upkeep of all buildings and equipment); updating senior management on the conditions, issues, necessary repairs at the properties; as well as managing the caretakers of the camps.

Group 70 International, Inc. – Established in 1971, G70 is an award-winning design firm of architects, civil engineers, planners, interior designers, and asset managers. Their expertise covers master planning for major urban land holdings; conceptual design and development of resort communities and housing developments locally and abroad; comprehensive support for commercial, educational and medical facilities; and planning and design of sustainable and culturally appropriate developments. G70 is the same firm that created Camp Paumalū's 2012 Master Plan as well as 2017 Assessment of surface transportation infrastructure, and was contracted to provide project management services for this capital improvement project.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

See attached.

3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Chief Executive Officer - \$113,558

Chief Financial Officer - \$90,000

Chief Operating Officer - \$85,000

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

Not applicable.

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Girl Scouts of Hawai'i is affiliated with Girl Scouts of the USA, a strong, nationwide organization.

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

No State funds will be used to directly support a sectarian or non-sectarian educational institution. If awarded, the proposed grant will support infrastructure improvements on property of Girl Scouts of Hawai'i and will directly benefit our 501(c)(3) nonprofit organization. Future student groups from local private schools may indirectly benefit from outdoor leadership and learning opportunities to be made increasingly accessible as a result of the grant activities.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2022-23 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2022-23, but
- (b) Not received by the applicant thereafter.

Recommendations provided in the 2017 Assessment of Camp Paumalū's surface transportation infrastructure were prioritized, so that they may be implemented in piecemeal fashion if there is a delay in securing funding to cover the entire cost of the proposed roadway and driveway improvements. The camp's overall Master Plan was also developed in 2012 to ensure a planned and strategic approach to property improvements over time based on available funding. The activities laid out in the Master Plan comprise an investment in the property's potential to host more visitors, thereby serving the community to a greater degree and generating increased revenue to help sustain operations.

The redevelopment of Camp Paumalū into a modern, functional facility will provide the Girl Scouts with an adequate site to host internal functions and outside organizations alike, focused on cultivating leadership growth and an interest in STEM on a local, national and global scale. With the addition of the STEM Center for Excellence we will be able to introduce new activities and offer functions which will appeal to a broader range of users resulting in increased utilization. We anticipate usage to increase by 25% upon the completion of the STEM Center and increase by an additional 25% when all improvements are completed, which in turn will generate more fee income from camp rentals by external groups. This will allow Girl Scouts of Hawai'i to realize its vision in the 2013 Camp Paumalū Master Plan and ensure a sustainable financial future for the camp and future programs.

We will continue to seek private foundation, corporate, and nationally competitive STEM education-focused grants to secure revenue for our programming. Our 2021-2024 strategic plan calls for greater diversification of revenue by growing sources of earned income including membership fees for traditional troops, camp rental fees, and individual giving. In 2019, we launched a new giving society called Partners in Leadership through which members pledge a major gift annually for three years to support Girl Scouts of Hawai'i.

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAI'I REVISED STATUTES**

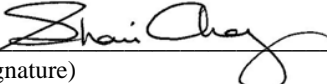
The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
 - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
 - c) Agrees not to use state funds for entertainment or lobbying activities; and
 - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawai'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Girl Scouts of Hawai'i
(Typed Name of Individual or Organization)

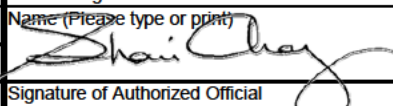

(Signature) (Date)

Shari Chang Chief Executive Officer
(Typed Name) (Title)

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Girl Scouts of Hawai'i

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST				
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL	450,000			0
TOTAL (A+B+C+D+E)				
SOURCES OF FUNDING	Budget Prepared By:			
(a) Total State Funds Requested	Kimi Gallagher		808-675-5516	
(b) Total Federal Funds Requested	Name (Please type or print)		Phone	
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested	Signature of Authorized Official		Date	
TOTAL BUDGET	Shari Chang, CEO			
	Name and Title (Please type or print)			

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2022 to June 30, 2023

Applicant: _____

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: _____

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

JUSTIFICATION/COMMENTS:

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2022 to June 30, 2023

Applicant: Girl Scouts of Hawai'i

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2020-2021	FY: 2021-2022	FY:2022-2023	FY:2022-2023	FY:2023-2024	FY:2024-2025
PLANS						
LAND ACQUISITION						
DESIGN			30000			
CONSTRUCTION			420000	810000		
EQUIPMENT						
TOTAL:			450,000	810,000		
JUSTIFICATION/COMMENTS:						

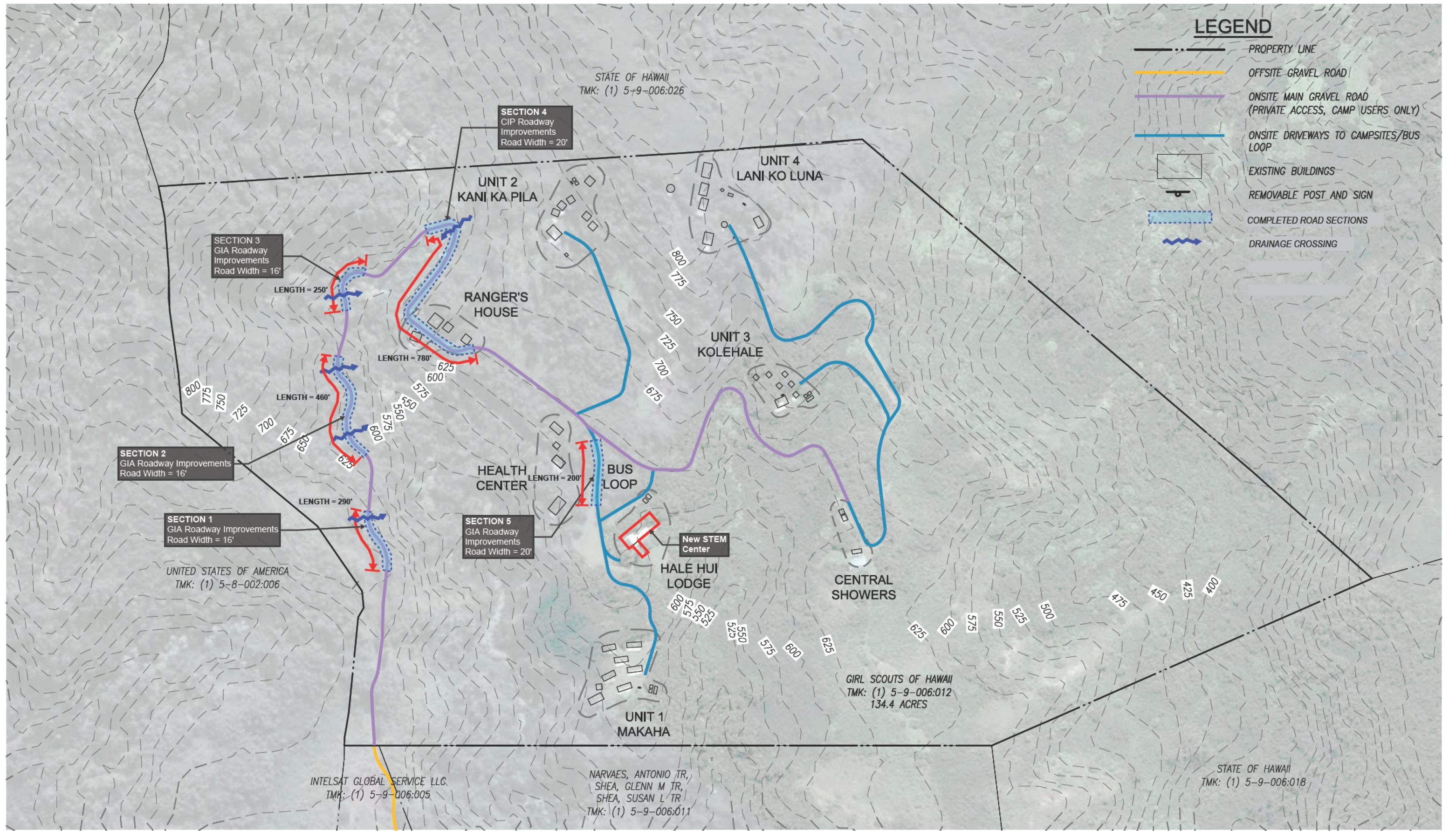
GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Girls Scouts of Hawai'i

Contracts Total: \$ 600,500.99

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	City and County of Honolulu G.I.A. (After School Leadership Program)	10/1/21-9/30/22	Department of Community Services	City and County of Honolulu	\$ 150,000.00
2	County of Hawai'i (Girl Scout Leadership Experience)	7/1/21-6/30/22	Hawai'i County Council	Hawai'i County	\$ 25,000.00
3	County of Maui (After School Leadership Program)	7/1/21-6/30/22	Office of Economic Development	Maui County	\$ 40,000.00
4	County of Kaua'i Life Choices Community Grant (Life Skills and Leadership Development)	11/1/20-9/30/21	Office of Prosecuting Attorney	Kaua'i County	\$ 2,500.00
5	City and County G.I.A. (After School Leadership Program)	10/1/20 - 9/30/21	Department of Community Services	City and County of Honolulu	\$ 125,000.00
6	County of Hawai'i (Girl Scout Leadership Experience)	7/1/20 - 6/30/21	Hawai'i County Council	Hawai'i County	\$ 11,250.00
7	County of Maui (After School Leadership Program)	7/1/20 - 6/30/21	Office of Economic Development	Maui County	\$ 30,000.00
8	Maui County Adaptability Fund, CARES Act (Girl Scouts at Home)	3/20/20 - 11/16/20	Maui Economic Development Board	Maui County	\$ 2,892.99
9	City and County of Honolulu CARES Act (Girl Scouts at Home and STEM Center)	12/2/2020	Office of the Mayor	City and County of Honolulu	\$ 50,000.00
10	City and County G.I.A. (After School Leadership Program)	10/1/19 - 9/30/20	Department of Community Services	City and County of Honolulu	\$ 125,000.00
11	County of Hawai'i (Girl Scout Leadership Experience)	10/1/19 - 9/30/20	Hawai'i County Council	Hawai'i County	\$ 8,858.00
12	County of Maui (After School Leadership Program)	7/1/19 - 6/30/20	Department of Finance	Maui County	\$ 30,000.00
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girlscouts
of hawai'i
CHIEF EXECUTIVE OFFICER
Shari Chang

EXECUTIVE ASSISTANT
Diana Char

CHIEF FINANCIAL
OFFICER
Anita DeMello

ACCOUNTING MANAGER
Amiee Horton

ACCOUNTANT
Rissa Paguio

PROPERTY MANAGER/
RANGER
Michael Koehne

ISLAND REGIONAL & KAUAI
ISLAND COORDINATOR
Angela Hoover

HAWAII ISLAND REGIONAL
COORDINATOR
Chelsea Ahern

MAUI COUNTY REGIONAL
COORDINATOR
Becca Moriconi

CHIEF OPERATING
OFFICER
Kim Morris

SENIOR MANAGER OF
PROGRAMS
Charelle Silva

SENIOR MANAGER OF
OPERATIONS
Kristy Ryan

OAHU MEMBERSHIP MANAGER
Stephanie Fotopoulos

MEMBERSHIP & RECRUITMENT
COORDINATOR
Bethany Hale

SPONSORED PROGRAMS
OUTREACH SPECIALIST
Mia Wibberley

SPONSORED PROGRAMS
OUTREACH COORDINATOR
Maria Welvaert

DIRECTOR OF PRODUCT
SALES
Molly Schmidt

PRODUCT MARKETING
COORDINATOR
Breeann Kami

DIRECTOR OF
DEVELOPMENT
Kim Gallagher

DEVELOPMENT COORDINATOR
Ellie Jackson