

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

Aaron Kamau, Exec Director/Founder 1/20/22

PRINT NAME AND TITLE

DATE

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Db:

KAMP Hawaii, Inc.

Kids At-Risk Mentoring Programs

Amount of State Funds Requested: \$ 175,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

KAMP Hawaii's mission is to help Hawaii's at-risk, economically disadvantaged and special needs children grow into confident, caring and contributing members of our community. We envision a future where all of Hawaii's children have the life skills to achieve their dreams and reach their fullest potential. KAMP Hawaii is requesting funding to support the operation of our six programs including critical staffing to aid in the smooth operation of our programs.

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ 117,700

Private/Other: \$ 293,175

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 2017 - \$75,000

Unrestricted Assets:

\$ -19,334.42

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

- 501(C)(3) Non Profit Corporation
- Other Non Profit
- Other

Mailing Address:

PO Box 701022

City: State: Zip:

Kapolei HI 96709

Contact Person for Matters Involving this Application

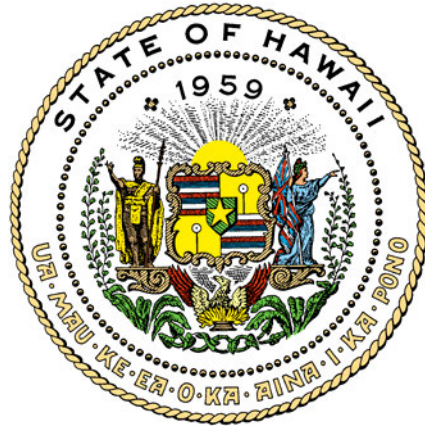
Name: Aaron Kamau	Title: Executive Director/Founder
Email: aaron@kamphawaii.org	Phone: (808) 271-6390

Federal Tax ID#: <u> </u>	State Tax ID# <u> </u>
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Authorized Signature

Aaron Kamau, Executive Director/Founder
Name and Title

1/20/22
Date Signed



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

KAMP HAWAII, INC.

was incorporated under the laws of Hawaii on 09/13/2005 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 20, 2022

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISIED 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, Hawaii 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, Hawaii 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, Hawaii 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, Hawaii 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.

KAMP HAWAII, INC.

(Typed Name of Individual or Organization)

 /20/22

(Signature)

(Date)

Aaron RP Kamau

(Typed Name)

Executive Director / Founder

(Title)

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.

2. Declaration Statement

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

KAMP Hawaii is a not-for-profit organization authorized to do business in the State of Hawaii for charitable purposes that directly benefits the people of the City and County of Honolulu. Specifically, KAMP Hawaii meets the purpose of providing educational, life skills and training services for the youth located in the City and County of Honolulu.

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;

KAMP Hawaii is a Kids At-Risk Mentoring Program that works to create brighter tomorrows, today. Our mission is to help Hawaii's at-risk, economically disadvantaged and special needs children grow into confident, caring and contributing members of our community. We envision a future where all of Hawaii's children have the life skills to achieve their dreams and reach their fullest potential. Aaron and Michele Kamau started KAMP Hawaii in 2005 to help the youth they saw struggling in their own backyard. The nonprofit now offers 6 "Pride and Victory" Life Mentoring Programs throughout Oahu's public schools, parks and program sites, all of which complement classroom curriculum,

improve academic- and character-building skills, and use a prevention-based approach to curb the negative influences that at-risk students face on a daily basis.

KAMP Hawaii staff work year-round in conjunction with over 6,000 students, school faculty, county personnel, and volunteers to bring our programs to life. Our proprietary curriculum has proven to be effective in teaching positive values, teamwork and leadership skills in a safe and fun environment for keiki. The programs foster positive behaviors, increased self-esteem and improved academic performance through activities that teach goal-setting, self-discipline, teamwork, communication, and leadership skills. Across the board of programming, our curriculum encourages personal growth in schools, homes and communities, and is grounded in empowering our youth with the tools they need to succeed in school and prosper in their futures.

2. The goals and objectives related to the request;

KAMP Hawaii is requesting \$175,000 in Grants in Aid funding to support the operation of our six programs, including critical staffing to aid in the smooth operation of our programs and to allow us to expand our reach to more children by servicing additional program sites. KAMP Hawaii has built solid relationships with the public schools and City and County of Honolulu, Department of Parks and Recreation site directors that we have worked over the past 14 years. We currently have more requests to service schools and summer programs than our staff capacity allows us to deliver. With support of this funding, we would immediately be able to meet more of the incoming requests from schools and parks that we currently are unable to meet. KAMP Hawaii's programs are already present in every council district of Oahu, but expanding our service delivery would allow us to make a deeper impact within the community and bring together more families within each neighborhood to proactively build supportive networks around our keiki that protect them from negative influences, increase the likelihood of healthy futures, and work toward stronger communities overall.

The KAMP Hawaii programs we seek to strengthen through the support of this funding are outlined below:

Anti-bullying Lunchtime Program

Lunchtime can be a difficult period of the day for students who may encounter or inflict bullying. To combat this, KAMP Hawaii established its Anti-bullying Lunchtime Program in 2013, which sends mentors to schools during lunch to encourage recreational and academic activity among youth, channeling their behavior into something positive instead. This programming ties into the state Department of Education's Health and Wellness initiative. Low COPE (challenging outdoor personal experience) activities are used to encourage a healthy lifestyle, while also improving children's communication, cooperation, decision-making, leadership and teamwork skills.

Classroom Outreach Program

Established in 2006, KAMP Hawaii's Classroom Outreach Program uses KAMP Hawaii curriculum to reinforce state General Learning Outcome Standards: self-directed learner, community contributor, complex thinker, quality producer, effective communicator, and effective and ethical user of technology.

Special Needs Classroom Outreach Program

Offered since 2006, KAMP Hawaii's Special Needs Classroom Outreach Program works with physically and mentally challenged youth. Through hands-on activities, students learn how to cooperate and communicate with their peers, while developing social, learning and motor skills.

Alternative Learning Center Outreach Program

Catering to students who may feel alienated at school, the KAMP Hawaii Alternative Learning Center Outreach Program, which began in 2006, seeks to help participants build their self-esteem and develop positive attitudes. By working with KAMP Hawaii mentors, students learn how to cope with life's problems. Ultimately, KAMP Hawaii hopes that participants in this particular program share the lessons they have learned by becoming Outdoor Outreach Program mentors to elementary school children and return to the main student body as productive students.

Outdoor Outreach Program

KAMP Hawaii's Outdoor Outreach Program was launched in 2006 as the culminating activity for students who participate in its Special Needs Classroom Outreach Program, Classroom Outreach Program and Anti-bullying Lunchtime Program. At camp, youth get to advance their knowledge of outdoor skills by building shelters, cooking in an outdoor setting and much more. They also strengthen key concepts, such as teamwork and cooperation. The campout is a very exciting time for special needs students, in particular, who tend to have fewer opportunities to engage in youth programs alongside their peers without disabilities.

Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program

The Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program supplements the City and County of Honolulu, Department of Parks and Recreation's Summer Fun Program. Our prevention-based curriculum educates youth on the negative effects of substance abuse, vaping, gang activity, bullying, cyber intimidation, and childhood obesity. We also use fitness activities to promote healthy lifestyles.

Objectives:

Through our 4 in-school programs – Anti-bullying Lunchtime Program, Special Needs Classroom Outreach Program, Classroom Outreach Program, Alternative Learning Center Outreach Program – objectives are:

1. Students will participate in all activities, work well with their peers and increase their self-esteem.

2. Students will show improvements in problem-solving, positive emotional responses, independence, academic and life skills, teamwork, cooperation and positive communication.

Objectives specific to our Outdoor Outreach Program are as follows, and are designed to be an extension of, and consistent with, the goals and objectives of our in-school programs:

1. Participants will gain independence and learn to stay on task in an outdoor setting while cooking their own meals, setting up tents, and participating in activities such as archery and hiking.
2. They will practice cooperation, self-control, leadership, positive communication and respect toward themselves and others through camping activities.
3. They will be open to trying and overcoming new challenges through Low-course COPE (Challenging Outdoor Personal Experience) activities.
4. Participating in the program will help participants learn how to minimize outbursts, tantrums, and use of inappropriate language and violence.

Objectives specific to the Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program include:

1. Summer fun participants will have gained knowledge and awareness of harmful influences in their community.
2. Participants will have learned healthy lifestyle habits, and built life skills including leadership, teamwork, decision-making, and respect.
3. Teenage Youth Mentors will receive job training and employment opportunities that contribute to a positive foundation for future career paths.

3. The public purpose and need to be served;

Hawaii is a financially challenging place to raise a family, which has resulted in the reality that more than 50% of the state's public-school population now comes from economically disadvantaged backgrounds. Children from low-income communities continue to be susceptible to the longstanding lures of drug and alcohol abuse, emotional and physical bullying, and gang activity, not to mention childhood obesity. Over the past decade, newfound dangers of cyber intimidation and the use of E-cigarettes, or vaping, have grown into key issues facing today's youth.

KAMP Hawaii has seen first-hand that there are multiple reasons that children from low-income communities can fall victim to substance abuse; bullying and cyber intimidation; gang violence and truancy; and childhood obesity. These factors include lack of supervision due to guardians working multiple jobs to make ends meet; lack of consistent support systems outside of school; exposure to negative influences at home or from peers; and environmental influences that contribute to poor health and diet choices.

Research shows that exposure to, and participation in, any number of these negative influences can have harmful long-term effects on the healthy development of a child, as well as positive transitions to adulthood. We feel it is critical to address these issues as early as possible, as studies also indicate that exposure can happen at a young age: In the area of drug and alcohol abuse, 24.5% of Hawaii high school students surveyed said they currently drink alcohol; 16.8% had their first drink before the age of 13; 18.1% reported currently using marijuana; and 9.1% tried marijuana before the age of 13. Additionally, 5,884 youth surveyed admitted to trying crystal meth; 5,914 had tried cocaine; and 5,898 had tried heroin (Hawaii, High School Youth Risk Behavior Survey, 2017). Another concern is that vaping can lead to the use of combustible cigarettes and/or nicotine addiction for a new generation, when smoking continues to be a cause of cardiovascular disease, the single leading cause of death in the U.S.

As of November 13, 2019, vaping has been linked to over 2,000 cases of E-cigarette product use associated lung injury (EVALI) reported in the U.S., including Hawaii, as well as 42 confirmed deaths (Centers for Disease Control). The White House has acknowledged this public health crisis as a threat to youth, particularly as teenage vaping rates are rising. This problem cannot be ignored in Hawaii, where a CDC survey found that 25.5% of high school students used electronic vapor products on at least one day in the past 30 days, a rate well above the national average of 13.2% (Youth Risk Behavior Surveillance System, 2017).

Cyberbullying affects children of all ages, and takes shape in many ways online, via social media, and through cell phone use or other digital devices. In a national survey conducted by the Cyberbullying Research Center, 36.5% of respondents between the ages of 12-17 years old reported being cyberbullied at least once in their lifetime, while the Center's other findings suggest cyberbullying is on the rise. Due to unique concerns that cyberbullying presents, however – it can happen 24/7 online, and may be hard for parents and teachers to see in action – many cases go unreported (Cyberbullying.gov, U.S. Department of Health and Human Services). Although Hawaii's anti-bullying laws include cyberbullying that occurs on and off-campus, state laws do not require districts to implement bullying prevention programs or strategies, nor do they require training for school faculty on how to prevent or respond to bullying incidents (Analysis of State Bullying Laws and Policies, U.S. Department of Education). This leaves children vulnerable to cyberbullying year-round, especially during the summer when there is no school supervision.

Children exposed to bullying of any kind are more likely to experience depression and anxiety, loneliness, suicidal thoughts and actions, and changes in sleep and eating patterns. They are at risk of disconnecting from their schoolwork, and exhibit lower attendance rates, academic scores, and completion records. As for children who bully, they are more susceptible to drug and alcohol abuse during adolescence and as adults, are prone to violent behavior, and have higher rates of dropping out of school and criminal convictions. Incidences of cyberbullying online can be permanent and public if the information is not reported and removed. A negative online reputation, including for

those who bully, can impact college admissions and employment (U.S. Department of Health and Human Services).

When addressing the overall health of Hawaii's youth, childhood obesity is an ongoing concern, especially amid Native Hawaiian and Pacific Islander populations, which show the highest obesity rates in the state, at 44 % (CDC, Behavioral Risk Factor Surveillance System, 2017). These ethnicities are among the most widely represented in KAMP Hawaii's participant base. A representative from the State Department of Health confirmed that if Hawaii is to effectively address obesity, it must focus much of its attention on childhood obesity: "Early childhood is a time to establish good health habits and identify health, behavioral, and developmental conditions."

The immediate and long-term consequences of obesity include physical, psychological and economic issues. Overweight children are more likely to develop high cholesterol and high blood pressure, which are associated with heart disease in adults, and obesity is linked to an increased risk for many types of cancer. During adolescence, obesity puts children at risk of developing eating disorders, depression and drug use. Overweight children also may become victims of teasing, bullying and peer rejection.

KAMP Hawaii aims to provide the support, skill-building, and confidence needed for children to navigate and overcome obstacles in life and avoid succumbing to the aforementioned threats.

4. Describe the target population to be served; and

KAMP Hawaii serves at-risk youth ages 5-18 from low- to moderate-income households on Oahu, including special needs children, as well as those who struggle with behavioral and developmental issues. The majority of our participants identify with one or more of the following descriptors: coming from a single-guardian home, or household where the child is raised by a grandparent(s) because the parent(s) is working multiple jobs or may be absent due to substance abuse; part of an immigrant household where English is a second language; living in a low-income or subsidized-housing community; representing ethnic minorities, such as Native Hawaiian, Pacific Islander and Micronesian; attending public school.

The majority of our teenage Youth Mentors, who help facilitate our programs, also are from low-income neighborhoods, subsidized housing projects, and communities where there is a prevalence of drug and alcohol abuse, and single parent/guardian households. They come from the same ethnic and cultural backgrounds of our participants, which helps them relate to the needs of the participant base.

5. Describe the geographic coverage.

KAMP Hawaii's Anti-bullying Lunchtime Program, Classroom Outreach Program, Special Needs Classroom Outreach Program and Outdoor Outreach Program sites includes Farrington High School, Leilehua High School, Kalani High School, Kahuku

High School, Kalakaua Middle School, Dole Middle, Niu Valley Middle School, Princess Ruth Ke'elikolani Middle School (Central MS), Aina Haina Elementary School, Jefferson Elementary School, Likelike Elementary School, Kaewai Elementary School, Kalihi Elementary School, Kalihi Waena Elementary School, Kapalama Elementary School, Kalihi Uka Elementary School, Kalihi-Kai Elementary School, Puuhale Elementary School, Palolo Elementary School and Alii'olani Elementary School.

For our Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program, our programs take place on Oahu. Our capacity allows us to service 30 parks per summer, we've worked with 49 of the 63 total Department of Parks and Recreation Park sites since 2007.

Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program sites include:

District 1 Parks: Maili Community, Makaha Valley Community, Makakilo Community, Nanakuli Community, Pililaa Community and Waianae Community.

District 2 Parks: Mililani District, Hauula Community, Kahaluu Community, Kahuku District, Laie Community, Sunset Beach Recreation Center, Waialua District, Wahiawa District and Whitmore Community.

District 3 Parks: Ahuimanu Community, Enchanted Lakes Community, Ben Parker Summer Fun, Kailua Summer Fun, Kainalu Summer Fun, Kainalu Summer Fun, Kapunahala Summer Fun, Waimanalo Beach and Waimanalo District.

District 4 Parks: Aina Haina Community, Kahala Community, Kamilo Iki Community, Koko Head District, Paki Community, Wailupe Community and Wilson Community.

District 5 Parks: Kaimuki Community, Kapaolono Community, Manoa Valley District, McCuuly District and Sheridan Community.

District 6 Parks: Aiea District, Beretania Community, Booth District Community, Fern Community, Halawa District, Kalihi Uka Community, Kalihi Valley District, Kamehameha Community, Lanakila District, Makiki District, Moanalua Community and Puunui Community.

District 7 Parks: Ala Puumalu Community, Kalakaua District and Salt Lake District.

District 8 Parks: Crestview Community, Hoaeae Community, Pacific Palisades Community, Pearl City District, Waiau District, Waipahu District.

District 9 Parks: Asing Community, Ewa Beach Community, Ewa Mahiko Community and Waikele Community

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;

KAMP Hawaii will be in its 17th year of consistent program delivery when this funding term begins in July 2022, during which we'll continue our ongoing collaboration with the Department of Education principals, teachers, and counselors, as well as the City and County of Honolulu, Parks and Recreation district supervisors, to administer our programs. Following the school calendar year, the Anti-Bullying Lunchtime Program, Classroom Outreach Program, Special Needs Classroom Outreach Program, and Alternative Learning Center Outreach Program run for 27 weeks from August through May, while The Outdoor Outreach Program is conducted March through May. The nonprofit's staff coordinate classroom scheduling, camping dates and activities with school personnel. For the Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program, which runs June through July, staff coordinate participating parks and program sites with district supervisors.

Under the supervision of KAMP Hawaii senior staff, at-risk Youth Mentors and Kupuna's facilitate our programs and work directly with our participants to administer our curriculum. They pass on positive skills to students while simultaneously benefiting from the program themselves. Youth Mentors are typically student athletes who are referred to the nonprofit by their coaches, teacher and counselors.

The following outlines the scope of each program:

Anti-bullying Lunchtime Program

The Anti-bullying Lunchtime Program is offered to students in grades 3-5 and middle school. KAMP Hawaii's staff and its trained volunteer student athletes visit participating schools four times a month for roughly one-hour sessions. Activities include flag football, volleyball kickball and soccer, in addition to basic tasks, such as push-ups, sit-ups and long jumps. After each session, students are asked to reflect on their experience as it relates to their health goals and life skills, including cooperation, communication, decision-making, teamwork and leadership. Mentors will also talk to students about bullying, vaping and other negative situations that may put students at risk of joining in.

Classroom Outreach Program

The Classroom Outreach Program is offered to students in grades 3-12. KAMP Hawaii mentors work with students four times a month for one hour and 15 minutes.

Special Needs Classroom Outreach Program

The Special Needs Classroom Outreach Program is offered to students in grades 3-12. KAMP Hawaii mentors meet with students four times a month for one hour and 15 minutes. KAMP Hawaii's, In-School Special Needs Program has partnered with Farrington High School Community Based Instruction Program and Life Skills program since 2016. In this CBI non-diploma program students receive a certificate of completion before they age out at 22 years of age. Students placed in the CBI program have learning disabilities, intellectual and physical disabilities that hinder their ability to perform at grade level. Our year round program focuses on mentoring these students with the help from our volunteer Kupuna's in leadership, communication, decision making, cooperation and teamwork skills with hands on activities that prepares them to be successful, job ready and become quality productive community minded individuals. Lastly, we will employ 8 CBI students for 8 weeks which will reflect in our budget as youth mentors in our Summer Healthy Lifestyle Program which targets 5,000 at-risk youth on Oahu.

Alternative Learning Center Outreach Program

The Alternative Learning Center Outreach Program is offered to high schools who have students who are secluded from the main student body. This can be on site or at an alternative site where the students conduct their normal studies. Here is where KAMP Hawaii mentors will meet with students grades 9-12 three to four times a week.

Outdoor Outreach Program

The Outdoor Outreach Program is conducted by KAMP Hawaii from March through May and operates like a field trip for teachers and students. Participants may choose between staying over for one night or two.

Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program

The Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program is offered annually to youth ages 5-13 throughout Oahu, supplementing the Department of Parks and Recreation Summer Fun Program. Staff lead participants in 5 hours of fun, safe, educational, and physical activities daily.

Outcomes:

Measurable outcomes for the in-school and Outdoor Outreach programs include:

- A minimum of 28 schools will participate in KAMP Hawaii program(s).
- A minimum of 2,200 children will participate in our curriculum throughout the school year
- A minimum of 650 participants, collectively, from at least 14 schools will participate in the Outdoor Outreach Program camping trip.
- 90% of students will participate in all activities, work well with their peers and increase self-esteem.
- 90% of participants will show improvements in problem-solving, positive emotional responses, independence, academic and life skills, teamwork, cooperation and positive communication.

Measurable outcomes for the Summer “Pride and Victory” Healthy Lifestyle and Enrichment Program include:

- A minimum of 30 parks will participate in the summer program.
- A minimum of 3,800 participants will complete our enrichment day camp activities.
- Participants will have gained knowledge and awareness of harmful influences in their community; learned healthy lifestyle habits; and built life skills including leadership, teamwork, decision-making, and respect.
- 90% of participants will be active listeners during all talks about negative issues.
- 90% of participants will complete their physical fitness card and share it with their parent(s)/guardian(s).
- 90% of participants will draw or write about what they have learned and return it to their group leaders.
- 90% of participants will share their experience with their families.

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

KAMP Hawaii programs follow the Department of Education’s school year calendar. The Anti-bullying Lunchtime Program, Classroom Outreach Program, Alternative Learning Center Program, and Special Needs Program run annually over the course of 27 weeks from August through May, while the Outdoor Outreach Program is conducted March through May. For these programs, KAMP Hawaii staff coordinate classroom, program and camping scheduling with school personnel, and agreements and parental consent forms are signed prior to program launch. Nonprofit staff engage with Alternative Learning Center students three to four times a week, while the remaining in-school programs are operated four times a month for 1-1.15-hour sessions. The Outdoor Outreach Program is hosted once a year for 1-2 nights. Throughout the school year, KAMP Hawaii holds quarterly meetings with teachers and school counselors to discuss progress, which inform program adjustments to ensure outcomes are met.

The timeline for KAMP Hawaii’s Summer “Pride and Victory” Healthy Lifestyle and Enrichment Program spans June through July annually. This timeframe reflects the City and County of Honolulu, Department of Parks and Recreation Summer Fun Program schedule. During the last 2 weeks of May, Youth Mentors participate in a 2 week-long staff development training, where they are trained in KAMP Hawaii’s program curriculum, CPR and First Aid, and receive their program assignment for the summer. During the 6-week summer program, KAMP Hawaii staff visit 30 scheduled program sites. Six breakout sessions are held, offering a total of 5 hours of low-COPE (Challenging Outdoor Personal Experience) activities daily. Our team of supervisory staff and 18 Youth Mentors service 1 park daily. Program reflection sheets are given out to participants daily, along with their personal Pride and Victory resource booklet,

complete with all the information needed to follow along with the day's lesson and activities. Participants also receive fitness cards and a badge holder with a pencil to record their fitness progress. At the end of each day, participants are given a recognition award. KAMP Hawaii generates rosters or letters for each site director to complete/sign to validate camper participation.

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

Across the board of programming, KAMP Hawaii measures program effectiveness through attendance logs and completion rates, teacher and site director surveys, and thousands of participant reflection letters annually. In addition to monitoring progress through quarterly meetings with school personnel, KAMP Hawaii program staff also keep journals that help to inform program reports. Program adjustments and improvements are made based on feedback from the aforementioned measures. Given that each school setting and student body have their own needs, working closely with teachers to address the specific concerns of each classroom and achieve the desired program results is a pillar of KAMP Hawaii's operation. Curriculum adjustments can be made swiftly to meet participant needs based on the results of these measures.

For the Special Needs Program, programming and reports are customized to reflect the unique goals of each classroom and the Individualized Education Plans (IEP) already in place. With support of this funding, KAMP Hawaii will be able to generate supplementary reports for the additional programs to enhance overall program evaluation.

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.

KAMP Hawaii will provide a report to the State substantiating the resources and results achieved through Grants-In-Aid funding and outlining the results from our program measures, including attendance logs and completion rates, teacher and site director surveys, and participant reflection letters.

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 2021.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$43,750	\$43,750	\$43,750	\$43,750	\$175,000

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

Special Event - KH Celebration Dinner	150,000
Foundations & Grants	100,000
Government Grants	275,000
Camping & Program Fees	15,000
Individual/Business and Aloha United Way Contributions	50,000
Project Sales/Gifts in Kind (not including Dinner GIK)	5,000
Miscellaneous Revenue - Investment Income	5,000
Total Income	\$ 600,000

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.

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 2021 for program funding.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021. \$-19,334.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: KAMP HAWAII, INC.

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	119,700		89,250	175,050
2. Payroll Taxes & Assessments	14,100		6,289	22,611
3. Fringe Benefits	30,200		3,661	34,939
TOTAL PERSONNEL COST	164,000		99,200	232,600
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance	5,000			10,575
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				5,000
7. Telecommunication				2,000
8. Utilities				3,500
9. Program Activities Supplies	5,000		8,000	15,000
10. Van Rentals			7,500	
11. Gas for Vehicles	1,000		1,000	2,000
12. Summer Staff training and End of Summer Activity			2,000	
13. Professional Fees - CPA				11,000
14. Marketing and Development				5,000
15. Campsite Rental				6,500
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	11,000		18,500	60,575
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	175,000		117,700	293,175
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	175,000	Aaron Kamau (808) 271-6390		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested	117,700	<i>Aaron Kamau</i> 1/20/22		
(d) Total Private/Other Funds Requested	293,175	Signature of Authorized Official Date		
TOTAL BUDGET	585,875	Aaron Kamau, Executive Director/Founder Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2022 to June 30, 2023

Applicant: KAMP HAWAII, INC.

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	1	\$90,000.00	0.00%	\$ -
Program Director	1	\$60,000.00	50.00%	\$ 30,000.00
Program Specialist	1	\$36,000.00	50.00%	\$ 18,000.00
Program Specialist	1	\$36,000.00	50.00%	\$ 18,000.00
Program Specialist	1	\$18,000.00	30.00%	\$ 5,400.00
Program Specialist	1	\$18,000.00	30.00%	\$ 5,400.00
Asst. Program Specialist	0.5	\$15,000.00	50.00%	\$ 7,500.00
Asst. Program Specialist	0.5	\$15,000.00	50.00%	\$ 7,500.00
Asst. Program Specialist	0.5	\$15,000.00	30.00%	\$ 4,500.00
Asst. Program Specialist	0.5	\$15,000.00	30.00%	\$ 4,500.00
Office Staff	0.5	\$12,000.00	0.00%	\$ -
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
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Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
Summer Youth Mentor	1	\$3,000.00	35.00%	\$ 1,050.00
TOTAL:				119,700.00

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: KAMP HAWAII, INC.

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2022 to June 30, 2023

Applicant: KAMP HAWAII, INC.

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST - N/A	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						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: KAMP HAWAII, INC.

Contracts Total: 117,700

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	C & C of Honolulu GIA - CT-DCS-2200036	9/17/21-3/16/23	Department of Community Services	Honolulu County	117,700
2					
3					
4					
5					
6					
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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.

KAMP Hawaii's programs are delivered on a foundation of 17 years of experience as a nonprofit, and 25 years of program experience under the leadership team's belt. We have successfully delivered and grown our 4 in-school programs and Outdoor Classroom Outreach program over the past 17 years and done the same for our Summer "Pride and Victory" Healthy Lifestyles and Enrichment Program annually for the past 14 years. With our positive track record, we've retained consistent partnerships with most schools and park sites we've serviced in the past. Furthermore, we are fully booked out a year in advance on an annual basis and continue to be approached by additional schools and parks that would like to partner with us. With the help of this funding, we aim to expand the number of schools and parks we can service.

Our nonprofit's leadership team has remained consistent since our inception in 2005, as have our longstanding relationships with Hawaii public schools and Department of Parks and Recreation site directors. This consistency is a foundational strength of our operation that allows us to confidently select new Youth Mentors on an annual basis, and ultimately deliver our programs successfully year after year.

KAMP Hawaii's staff are all trained to carry out our low-course COPE activities safely, as well as teach the educational components of our curriculum. The nonprofit's staff members reflect the multicultural student bodies that they serve, which include Native Hawaiian, Pacific Islander, Micronesian, and other ethnic backgrounds. Staff are rooted in the same local culture that the children grow up with, giving them the knowledge and empathy to genuinely relate and connect to the children, often resulting in more effective service outputs. The KAMP team collectively is dedicated to helping Hawaii's youth grow up understanding that a bright future is possible for them right here at home.

A unique strength of our staffing approach is our Youth Mentors, who are typically student athletes referred to the nonprofit by their coaches, teacher, and counselors. To be selected to volunteer for our in-school programs or work for the summer program, they must have passing grades, a good work ethic, and availability to meet the demands of the mentoring curriculum. They pass on positive skills to summer campers while simultaneously benefiting from the program themselves. The mentors are in touch with the community issues that participants face daily. Through 12 years of working with Youth Mentors, we have seen that participants listen to these positive role models because they look up to them and tend to relate to the mentors more effectively than traditional authoritative figures.

Staffing our programs has not been problematic because we have had longstanding relationships with park and school personnel who are familiar with the programs, and we also have a high retention rate of Youth Mentors who return for multiple years to work for us throughout their high school careers. They in turn pass on their knowledge and experience to incoming mentors. We have seen both our students and mentors go off to college, receive their degrees, and start families as contributing members of society, a testament to the impact of KAMP Hawaii's programs.

Over the years, we've had time to refine and adjust our program delivery, based on feedback from Hawaii public school personnel and Department of Parks and Recreation Site Directors, as well as participant reflection letters. We've also experienced that the children we serve are willing to participate in our activities and talks and are receptive to our curriculum.

Thanks to our successful partnership with Hawaii public schools and the Department of Parks and Recreation Site Directors, KAMP Hawaii's Board of Directors continues to ensure we have the financial support and resources needed to continue carrying out our programs on an annual basis. Going the extra mile to ensure we are successfully delivering the best program possible remains at the heart of everyone involved with KAMP.

Below are survey responses from our in-school programs.

- 100% of teachers, counselors and principals agreed that KAMP Hawaii's "Life Mentoring Program" helped their students make better ethical choices. Hands-on activities, where students worked together, contributed to students succeeding in making great choices. Educators acknowledged that providing education in character-building and life-mentoring skills has played a vital role in teaching youth right from wrong and has helped students utilize what they learn in their daily decision-making.

98% of teachers, counselors, and principals agreed that they saw attendance rates improve.

The KAMP curriculum places a strong emphasis on responsibility, discipline and doing one's best. 100% of teachers, counselors and principals revealed that students who participate in the program are performing better in their classroom studies.

90% of teachers, counselors and principals revealed that students who participated in KAMP programming were able to control their emotional behavior by talking out their differences with fellow students and teachers, and thus eliminating violent behavior.

Below are survey responses from our Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program which average 3,800 annually.

93%-98% of respondents agree that KAMP Hawaii's Life Mentoring Program exceeded their expectations and enhanced their Summer Fun Program with a healthy lifestyle

component. The participants gained knowledge in drug prevention education, gang violence, bullying/cyber intimidation, and childhood obesity, and learned why it is important to use these five skills in their daily lives: communication, leadership, cooperation, decision making, and teamwork.

100% of the participants had fun with the planned activities, and activities were rated age appropriate. 80-88% of respondents agree that the messages pertaining to staying drug-free, gangs, bullying and childhood obesity presented by Youth Mentors were clear and appropriate.

- 100 % of respondents agree that the program was well coordinated and executed.

These percentages clearly show that our program is meeting the needs of disadvantaged youth across Oahu communities. The survey also indicates that KAMP Hawaii is consistent in its program delivery, activities and accountability.

Site director quotes from the summer program:

On behalf of the Wai'anae Complex Parks (Nanakuli Beach Park, Ma'ili CP, Pilila'au CP, Waianae DP and Makaha CP) we would like to thank KAMP Hawai'i for coming out to our Summer Fun Program. We truly enjoy what your program has to offer and look forward to seeing you every year (even during this pandemic). Andrea Quisquirin, C&C of Honolulu, Parks & Recreation Supervisor

Awesome! Appreciate you guys for providing program for our older and younger age groups in one day! All 240 kids enjoyed the activities. You would never know that Covid was present! Thank you, Christine Shindo, Recreation Director, Mililani District Park

My kids and staff really enjoy themselves. The hands-on activities are perfect for our kids and the drug message are appropriate, Great program! Thank you. Reggie Torres, Laie Summer Fun Supervisor

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.

KAMP Hawaii is a self-sufficient organization, providing all the staff, leadership, curriculum, supplies and equipment necessary for its programs. It is also a cost-effective, adaptable, and mobile operation, as activities are set up at a range of existing schools and park sites. We transport our program equipment to and from program sites, with the capability to set up our Low-course COPE activities at a school ground or park for 400 participants at a time. The COPE activities allow us to offer exciting climbing and traverse activities for our students, which help to enhance motor skills, challenge them

to succeed, foster never-give-up attitudes, and allow us to reach our program outcomes. Our budget also includes program equipment replacement, as needed. Using this approach, we've been able to successfully deliver our programs to over 6,000 at-risk youth annually.

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.

This proposal requests for KAMP Hawaii to be able to put in place the necessary staffing to expand our program delivery to 15 public school and 6 park sites, in addition to optimizing our current operation. We plan to hire 1 Program Director, 2 additional Program Specialist, and 4 Assistant Program Specialist to strengthen our staff. The proposed staffing is outlined here, in addition to staffing requirements for our Youth Mentors:

*KAMP Hawaii staff is fully vaccinated which includes booster shot.

Position 1: Program Director

Give direct support and leadership to Program Specialist, Assistant Program Specialist and Youth Mentors.

Principle Responsibilities:

- Support planning and coordination of the program and its activities
- Supervise Program Specialist, Kupuna's and Youth Mentors
- Ensure implementation of policies and practices
- Maintain budget and track expenditures
- Keep updated records of program delivery and outcomes
- Schedule and organize meetings with Schools and Site Directors

Position Qualifications:

Proven experience as program coordinator or relevant position
 Knowledge of program management and development procedures
 Knowledge of budgeting, bookkeeping and reporting
 Knowledge in technology
 Ability to work with diversity and multi-disciplinary teams
 Excellent time-management and organizational skills
 Outstanding verbal and written communication skills

Detail-oriented and efficient

Accountability:

Based on 2 semi-annual reviews with Executive Director.

Position 2: Program Specialist

The Program Specialist is a year-round position specializing in our Special Needs Program, Outdoor Outreach Program and Summer Enrichment Program, servicing 8 schools and 29 summer sites.

Gives direct support and leadership to participating schools and other organizations, with regards to KAMP Hawaii program curriculum.

Principle Responsibilities:

- Works directly with KAMP Hawaii committed schools and other organization partners to deliver a value-based curriculum to targeted youth.
- Works directly with schoolteachers, counselors, and administrators to coordinate regular scheduled classroom program delivery and after school programs; and supports camping operations.
- Annually meets with local school administrators to review program effectiveness and secure re-commitments of participating schools.
- Uses established KAMP Hawaii operations to ensure a successful school, after school and outdoor based learning experience for all youth participants.
- Cultivates ongoing relationships with school personnel and KAMP Hawaii volunteers.
- Enforces KAMP Hawaii policies in all responsibilities.
- Works directly with Executive Director on KAMP Hawaii events.

Position Qualifications:

Ability to communicate effectively; ability to give position coaching and leadership to volunteers; ability to plan effectively; ability to exhort others to help themselves achieve desired results: proven ability to work with a variety of volunteers.

Accountability:

Based on 2 semi-annual reviews with Executive Director and Program Director.

Position 3: Assistant Program Specialists

KAMP Hawaii will be able to reward 4 Youth Mentors with a starting position in its organization. Upon graduating from high school, most of these youth mentors attend community colleges on Oahu and volunteer their time with KAMP Hawaii. They have

gained valuable experience and knowledge in working with at-risk youth through our program. Once hired they will:

Support Program Specialist in providing participating schools and other organizations with KAMP Hawaii program curriculum.

Principle Responsibilities:

- Works with Program Specialist in KAMP Hawaii's committed schools and other organizations to deliver a value-based curriculum to targeted youth.
- Supports Program Specialists in classroom program delivery, after school programs and camping outreach operations.
- Cultivates relationships with school personnel and KAMP Hawaii volunteers.
- Enforces KAMP Hawaii policies in all responsibilities.

Position Qualifications:

Ability to communicate effectively; ability to work with Program Specialist to deliver a quality program to youth; ability to exhort others to help themselves achieve desired results; proven ability to work with a variety of volunteers.

Accountability:

Based on 2 semi-annual reviews with Executive Director and Program Director.

Position 4: 18 Youth Mentors (Summer Hires)

KAMP Hawaii hires student athletes as seasonal workers for its summer program. Youth Mentors are paid positions, which enable students to be positive role models in our communities, earn money during summer months, gain job training and experience, and develop responsibility and accountability. They are trained in all aspects of our program and are prepared to work with 4,000 at-risk summer participants. Youth Mentors attend 2 weeks of mandatory training sessions and are cross trained in other program areas. They also are certified in CPR / First Aid, responsible for program equipment and set up/break down, and conduct programs for the youth at program sites under the direction of the program specialist.

Principle Responsibilities:

- Works with Program Specialist in KAMP Hawaii committed summer sites to deliver a value-based curriculum to targeted youth.
- Supports Program Specialist in program delivery.
- Cultivates relationships with site directors and KAMP Hawaii volunteers.
- Enforces KAMP Hawaii policies in all responsibilities.

Position Qualifications:

1. Student athletes are referred to KAMP Hawaii from recommendations made by their coaches, teachers, and counselors; referrals must be team players with a positive attitude and interest in working with at-risk youth;
2. Student athletes must have passing grades in all classes and be eligible to play in their respective sports.
3. Code of Conduct must be adhered to, such as no tardiness, no truancy, being respectful to teachers, counselors, and fellow students; respecting school property.
4. Every Youth Mentor is expected to be teachable. We encourage two-way communication between mentors and staff.
5. Communication and commitment are very important. Youth Mentors are expected to notify KAMP Hawaii staff if they are unable to attend work or will be late. Commitment is also assessed based on their sports practice attendance.
6. Use of appropriate language.
7. Each Youth Mentor must submit signed paperwork from their parent/guardian, along with emergency contacts, before the job begins.

Accountability:

Based on reviews with Executive Director.

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.

KAMP Hawaii staff positions:

- Executive Director: Oversees all staff, program operations and fundraising duties; serves as liaison between Board and programs.
- Program Director: Give direct support and leadership to Program Specialist, Assistant Program Specialist and Youth Mentors and reports to Executive Director
- Program Specialists: Gives direct support and leadership to participating schools and other organizations, with regards to KAMP Hawaii program curriculum and reports to Program Director.
- Assistant Program Specialists: Support Program Specialist with program delivery and reports to Program Specialist.
- Youth Mentors: are responsible for program delivery, equipment and preparation and reports Program Specialist.

KAMP Hawaii's strategic plan focuses on three main goals: administration success,

financial success, and program success. To provide positive programs for our at-risk youth, the Board of Directors effectively organizes financial, human and community resources in support of KAMP Hawaii's mission.

Chris Swoish, Board Volunteer
Danny Kaleikini, Board Volunteer
Eddie Hayashi, Board Vice President
Elroy Chong, Board Volunteer
George Kamau, Board Volunteer
Glenn Goya, Board Treasurer / Finance Team
Jason Ito, Board Volunteer / Special Events
Jeff Swartz, Board Volunteer / Program
Larry Goeas, Board President / Finance Team
Linda Wong, Board Secretary / Special Events
Ron Nagasawa, Board Volunteer / Special Events
Franklin Tokioka, Board Volunteer / Finance Team
Tyler Tokioka, Board Volunteer / Program

The financial team oversees the function of fund generation and maintenance of KAMP Hawaii. They regulate and audit the nonprofit's finances to increase transparency and efficiency. The success of the finance team is traced to the overall mission of KAMP Hawaii.

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.

1. Executive Director's salary is \$90,000
2. Program Director's salary is \$60,000
3. Program Specialists' salaries are \$36,000 per employee

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.

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.

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.

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

KAMP Hawaii's Board of Directors annually help to raise the necessary funds to sustain program delivery on an annual basis. They believe in our mission to help Hawaii's at-risk, economically disadvantaged and special needs children grow into confident, caring and contributing members of our community. We also generate program funding through our primary fundraising event, our annual dinner, which raised \$176,550 alone last year. Throughout the year, we garner additional funding through grants, private foundations and other donor gifts.

- (b) Not received by the applicant thereafter.

As an established nonprofit with a longstanding financial team in place that has consistently and closely monitored our expenses as well as a curriculum, protocols, and partnerships we have built over the past 14 years. KAMP Hawaii is on track to continue its program delivery on an annual basis for the foreseeable future. To ensure the future sustainability of our programs, KAMP Hawaii established an endowment in 2016. As an organization, we also are committed to seeking diversified funding streams to support the future growth of our programs. One example of this is a corporate sponsorship program that we are currently launching in partnership with local businesses. Recently, KAMP Hawaii also invested in grant-writing and marketing services to expand our funding network.