



## 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

*Doug Harper*

AUTHORIZED SIGNATURE

DOUG HARPER, EXECUTIVE DIRECTOR

PRINT NAME AND TITLE

1/20/23

DATE

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII 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, 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; and
- 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.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

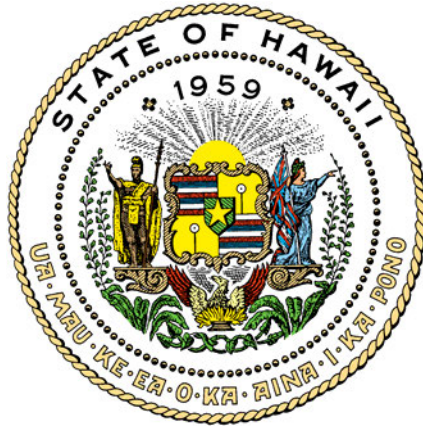
Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with 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.

Malama Maunala  
(Typed Name of Individual or Organization)

*Doug Harper* 1/20/23  
(Signature) (Date)

Doug Harper Executive Director  
(Typed Name) (Title)



## 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

MĀLAMA MAUNALUA

was incorporated under the laws of Hawaii on 03/31/2010 ; 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, 2023

Director of Commerce and Consumer Affairs



*For the bay  
For the future  
For life*

January 20, 2023

I.3. Public Purpose

Mālama Maunalua will utilize the funding for a public purpose, pursuant to Section 42F-102, of the Hawaii Revised Statutes.

*Board of Directors*

*Mitch D'Olier  
Tim Johns  
Amy Monk  
Steve Schatz  
Leighton Taylor  
Jennifer Taylor  
Jean Tsukamoto*

*Directors Emeritus*

*Carol Wilcox*



*For the bay  
For the future  
For life*

January 20, 2023

I.2. Declaration Statement

Mālama Maunalua meets all of the standards to be eligible for the granting of an award. It:

1. Is licensed in accordance with all applicable statutes, rules, and laws;
2. Complies with federal and state laws prohibiting discrimination of any kind;
3. Will not use state funds for entertainment or lobbying;
4. Will give full access to the state agency overseeing the appropriated funds.

*Board of Directors*

*Mitch D'Olier  
Tim Johns  
Amy Monk  
Steve Schatz  
Leighton Taylor  
Jennifer Taylor  
Jean Tsukamoto*

Mālama Maunalua is incorporated under the laws of the state of Hawai'i, and has received 501c3 status from the IRS.

*Directors Emeritus*

*Carol Wilcox*

## 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)**

See attached

#### **2. Declaration Statement**

See attached

#### **3. Public Purpose**

See attached

### **II. Background and Summary**

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

Mālama Maunalua is a community-based 501(c)(3) nonprofit working to restore the health of Maunalua Bay through community kuleana (“responsibility” in Hawaiian). Created in 2005 by a hui of long-time residents, the organization has a track record of restoration, scientific research, education, and mobilizing volunteers for community service. By building partnerships across sectors, Mālama Maunalua improves collaboration, information sharing, and community engagement, ultimately leading to a healthier Maunalua Bay, and healthier Hawai‘i.

#### **2. The goals and objectives related to the request**

Mālama Maunalua is co-leading one of the largest climate-resilient coral reef restoration projects in state history, with the Hawai‘i Institute of Marine Biology, NOAA, Department of Land & Natural Resources, and Kuleana Coral Restoration, the initiative is known as Restore With Resilience (RWR).

RWR, with assistance from scores of partners from various sectors, leads the fragmentation and planting of corals in Maunalua Bay that have shown the ability to survive warming waters. The intent is that these climate-resilient corals will grow into reefs that can survive projected warming trends. For Maunalua Bay, this is a critical task to restore a degraded but treasured coral reef habitat that is adjacent to an extensive region – 10 watersheds with a cumulative

footprint larger than the Palolo/Waikiki region – vulnerable to climate-related effects, such as sea level rise, flooding, and hazardous storms.

RWR is a cutting-edge coral reef restoration project in Maunalua Bay that will produce a unifying and clear guidance for community-based coral reef restoration across the state. The objectives laid out in this State Grant in Aid project will help Mālama Maunalua reach the goal of establishing a model for coral reef restoration:

1. **Build scientific understanding of environmental conditions in the ecosystem health, in general, and coral, in particular, in Maunalua Bay to ensure the efficiency of the project.** MM is leading the identification of optimal “healthy” planting sites.

This objective builds on a 2019 GIA award which enabled Mālama Maunalua to synthesize and identify gaps in scientific knowledge and management to identify key scientific needs for Bay health. Mālama Maunalua created a database to house all current knowledge, and held a series of expert workshops to analyze and identify potential projects. With our coral project underway, Mālama Maunalua has been able to hone in on the exact data necessary to best help this type of project in particular as well as effective management for other projects taking place across the region (e.g., land-based ahupua’a management).

This is a significant need because:

- Existing data is limited with monitoring episodes being largely dated or piecemeal. To fill the gaps, Mālama Maunalua organized a community-based monitoring program in 2021. Due to the bay’s size and environmental conditions that make surveying challenging, Mālama Maunalua simply doesn’t have the means to collect data at the scale needed.
- Lack of in-situ monitoring tools to understand land-sea connection, in particular turbidity and tides. Mālama Maunalua has attempted to collect such data but has had to do so using make-shift equipment on a shoe-string budget failing to collect accountable data.

Given the cutting edge-nature of this project and the invaluable outcome – a healthier reef - Mālama Maunalua feels it is imperative that rigorous tools are now used. Meaningful data will not only help Mālama Maunalua and this project but the community as a whole. For example, a Maunalua Bay tide gauge would assist all boaters, fishers, divers, surfers, and recreationists from the need to extrapolate data from buoys as far as Pearl Harbor.

New techniques will be implemented, including: 1) scientific assessments – visual survey monitoring and eDNA surveys, and 2) scientific sensors - multiparameter probes to measure temperature, light, pH, chlorophyll, and turbidity in a single package designed in restoration areas, and forecast buoys to offer real-time data, both of which are designed for long-term deployment.



Mālama Maunalua will also be looking at low-cost methods for monitoring bay health remotely. One such means is the utilize remote video cameras to capture images of the reef 24 hours a day, then have a newly coded computer algorithm search the images to quickly identify bleaching and fish species. By monitoring in such a way, it will eliminate thousands of staff hours to search the images. The algorithm, once complete, can be shared across the state, saving thousands of hours from partner organizations as well.

- 2. Build capacity to ensure long-term protection of the RWR project in the Maunalua Bay region.** Due to Mālama Maunalua’s involvement, RWR is community-based: volunteers fragment corals at Hana Pūkoa (“working together for coral”) Events, canoe clubs transport corals in the bay, dive operators monitor health, interns are involved, and more. A method for ensuring the long-term success is building community capacity to continue the project. One avenue being pursued is training dive operators to help continue coral monitoring and coral collection.

RWR has developed a strong partnership with many of the dive companies operating in Maunalua Bay, sharing their knowledge about the reef system and serving as the ears and eyes of the coral nursery platform. RWR would like to grow this relationship to have a more meaningful impact on the restoration project to further protect the reef system in a manner that enlists both resident and tourist support.

Mālama Maunalua’s goal is to create a program based off of the two premier commercial diver restoration initiatives in the world - Green Fins and Blue Star Diving Programs - to meet the needs of Maunalua Bay. The goal is 1) to develop a program to train dive centers on a set of agreed upon environmental code of conduct for daily operations, 2) to involve dive centers on stewarding and monitoring the coral nursery table and outplant sites, serving as guardians. The program could then be exported across the state to help other communities that have dive companies, but limited resources to undertake the necessary in-water work.

- 3. Build community kuleana and knowledge in other communities around the State.** A critical component of the project is to secure community involvement. Mālama Maunalua’s mantra is to build community kuleana in restoring Maunalua Bay, and there is no better way to do this than with hands-on involvement. Mālama Maunalua has witnessed this first hand with our invasive alien algae removal program for which we hold Huki (to pull) Events to engage volunteers in the action. Over 30,000 volunteers have attended the Huki, and in the process learned more about restoring and protecting our marine resources.

There are many communities around the main Hawaiian Islands who, like Malama Maunalua, understand and value the commitment from volunteers. As part of this project, Mālama Maunalua and its partners will be conducting significant outreach and education, both within the region – educating and connecting with youth – and outside

the region – mentoring other organizations and communities to undertake similar work, and establish in Hawai'i a blueprint for avoiding the direst of climate-change projections.

One product currently underway is a community-based guidelines that synthesizes each step of the project and lessons learned so there is a single, clear plan that organizations and resource managers can follow to strengthen the coral reef restoration and better direct and coordinate actions. The resulting plan will be explained and presented to partners, researchers, and managers so the content and purpose of the document are clearly understood and utilized.

Though the guidelines will be complete by the time this grant is complete, the plan is written in a flexible way to allow for new information to be added as it becomes available. This award will allow us to help make the plan more robust with the addition of critical information on scientific and capacity building needs as well as how to fill them which will help provide better guidance for other communities and regions who may have differing levels of knowledge about their reef system. RWR will be able to provide specific information on tools, costs, implementation, and value of data yielded.

3. The public purpose and need to be served.

Climate change is a major threat to Hawai'i, especially to its vulnerable coral reefs. Reefs provide hundreds of millions of dollars in economic benefits every year to the state of Hawai'i, to say nothing of their value in protecting Hawaii's shores, as well as their recreational and cultural importance. With no intervention, studies predict upwards of 90% of all reefs will be dead in the next 20 years. For Hawaii's reefs to survive and provide all the benefits and services we value now, we need to promote the growth of reefs that will survive the projected warming trends.

The significance of this project cannot be understated.

Maunalua Bay's coral reef system is degraded. Based on NOAA estimates, the reef is 0-10% live coral compared to up to 50% decades ago. The loss of healthy coral reef, in conjunction with inappropriate fishing and land-based runoff, has impacted the Bay's fisheries. Fishers, divers, surfers, and others come from across the island to Maunalua Bay for food, livelihoods, and recreation.

Further, East O'ahu comprises narrow coastal valleys surrounding the southern portion of the Ko'olau Mountains. The only artery linking eastern O'ahu with the rest of the island is Kalaniana'ole Highway. In storms such as the New Year's Eve flood (1987) and Tropical Storm Lane (2019), the communities of eastern Oahu were essentially isolated by the road closures with thousands of drivers stranded due to a flood of standing water for hours, and thousands without power. After heavy rain ended, roads remained flooded, there was a brown water and high surf advisory.

As temperatures warm, reefs will bleach and die. As reefs die, they erode and eventually disappear. Live reefs, because they serve as essentially a wall to waves, reduce wave energy by as much as 90%. Without the reefs reducing that wave energy, waves will be breaking on shore, eroding the beaches and increasing the reach of the sea inland. That not only threatens critical infrastructure along the coast, but will increase the already serious flooding occurring in the Maunalua Bay area.

A further effect of the death of reefs is the loss of the thousands of species that depend on it, including economically and recreationally important food species, like uhu and tako. The majority of fishers in Maunalua Bay do so for subsistence purposes, with catches being consumed by friends and families. The loss of reefs eliminates a critical protein source for the population, at a time the state is focused on food security. It also eliminates the recreational value for divers and snorkelers in the region, which are associated with millions of dollars in tourist dollars to local businesses.

Increasing the impact of the RWR project in Maunalua Bay is the pilot project for the state. The lessons learned and the methods developed will be exported across the state to improve coral restoration statewide. The better Mālama Maunalua and its partners are funded, the better the project can be established, which will lead to easier and more effective implementation statewide.

4. Describe the target population to be served; and

The project targets populations at different scales:

1. By restoring the coral reef ecosystem of Maunalua Bay, the project directly serves the Maunalua Bay region communities (10 watersheds of 50,000 residents), mainly by safeguarding residential and municipal infrastructure from natural hazards and reviving a treasured resource that provides food, livelihoods, and recreation value.
2. The ways in which the project builds community kuleana serves all of O'ahu.
3. The issues of coral reef degradation and warming ocean temperatures are widespread across the state. RWR will work with communities across the state to implement projects, thereby helping other island communities.

In addition, the State of Hawai'i will be served. The Division of Aquatic Resources considers Maunalua Bay as a critical test case for how the marine 30x30 initiative can be implemented. Success in Maunalua Bay, is a success for the state.

Mālama Maunalua hopes that the successes of coral reef restoration in an urbanized area can provide inspiration and motivation for others, thus exponentially expanding the impact of the project.

5. Describe the geographic coverage.

The project specifically covers Maunalua Bay, which is situated along the southeastern coast of O‘ahu. It is one of the largest and most heavily used bodies of water in the main Hawaiian Islands. Encompassing a coral reef system with an extensive back reef flat habitat, it is a biological and cultural treasure of Hawai‘i. The change in the Maunalua region from rural to highly suburban has significantly altered the Bay's ecology. Research finds a severely damaged marine ecosystem, including: lowest levels of total fish biomass compared to elsewhere monitoring; areas of the Bay listed as impaired waters by the State Dept. of Health pursuant to the Clean Water Act; evidence of fishing pressure on target species: Catch size small, average time to catch one fish high, a high percentage of fish caught under the legal size, and catch for preferred species decreased 32-76% ; invasive alien algae inundating the nearshore reef flat, smothering coral reef habitat, out-competing native algae and seagrass, and altering circulation; and low coral cover estimated at 0-10% versus 40% decades ago.

Still, residents from across O‘ahu depend upon the Bay for food, livelihood, cultural preservation, and recreation, which makes its restoration critical.

The project will also be actively working with the community organizations in West O‘ahu, one of the most heavily tourist-visited sites in the state, meaning it not only is heavily impacted, but having a healthy reef brings with it millions of tourist dollars.

### **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;

Mālama Maunalua will further cutting-edge coral reef restoration by coordinating and leading scientific research and the community to produce a rigorous, lasting project and a comprehensive guidebook. The tasks and responsibilities are as follows:

#### **Objective 1: Build scientific understanding of environmental conditions in the ecosystem health, in general, and coral, in particular, in Maunalua Bay to ensure the efficiency of the project**

- a. *Task 1: Implement a suite of research and monitoring tools to collect necessary data to identify optimal “healthy” planting sites and determine efficacy of restoration projects.*

Mālama Maunalua will work with the team of relevant experts to set up and implement:

- Visual survey monitoring, with support from DLNR and KCR continue to work with the community (residents and dive operators) to monitor unknown areas of the Bay and outplanted restoration sites on a regular basis.

**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 2024.

| Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Total Grant |
|-----------|-----------|-----------|-----------|-------------|
| \$60,379  | \$60,379  | \$60,380  | \$60,380  | \$241,518   |

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2024.

| Source                                | Amount             |
|---------------------------------------|--------------------|
| National Fish and Wildlife Foundation | \$<br>1,038,896.00 |
| City and County of Honolulu           | \$<br>200,000.00   |
| Long Foundation                       | \$<br>50,000.00    |

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.

MM has not received any federal or state tax credits.

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 2024 for program funding.

See attached.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2022.

- eDNA sampling, with support from HIMB and the community, collect water samples at strategic locations in the bay (e.g. hard to access by boat or scuba) to identify coral reef-associated species in the vicinity.
  - Multiparameter probes, with support from the local University of Hawai'i created business, Hohonu, to construct and deploy a series of probes at strategic locations (e.g., stream mouths, coral reef restoration site) to identify oceanographic and land-sea metrics.
  - Assess low-cost methods to utilize remote video camera, with support from ORBTL AI, utilize a newly coded computer algorithm to identify fish and other species.
- b. *Task 2: Catalog, synthesize, and share data collected.* With support from interns, MM will input data into databases, construct ArcGIS maps, and share findings with the community via social media, blogs, and/or newsletter. MM will also share the lesson learned from the monitoring with other communities who are interested in conducting similar research.
- c. *Task 3: Share multiparameter data on the internet.* Work with Hohonu, PacIOOS, and the state of Hawai'i Department of Land and Natural Resources to determine how the information collected at the buoys can be streamed to an online portal for the community – boaters, fishers, surfers, and others.
- *Responsibility:* The MM Director of Science and Planning (DSP) will lead this effort in conjunction with support from MM's Executive Director (ED). MM's Outreach and Education Coordinator will also be involved with data sharing. MM's Intern Coordinator will also be involved regarding intern involvement with the tasks..

**Objective 2: Build capacity to ensure long-term protection of the RWR project in the Maunalua Bay region.**

- a. *Task 1: Train dive operators to help continue coral monitoring and coral collection, with support from NOAA's Blue Star Diving and Green Fins Programs, develop a program.*
- Construct a program to train dive centers on a set of agreed upon environmental code of conduct for daily operations. Phase one will be a scoping study to work with Blue Star and Green Fins on lessons learned, identifying dive operators willing to test protocols and sign on to such a program, training MM staff to be a trainer, and receiving training from Green Fins.
  - Involve dive centers on stewarding and monitoring the coral nursery table and outplant sites, serving as guardians
    - *Responsibility:* The MM Director of Science and Planning (DSP) will lead this effort in conjunction with support from MM's Executive Director (ED). This will be a two-year program with year one focused on scoping, application, and capacity building.

**Objective 3: Build community kuleana and knowledge in other communities around the State.**

- a. *Task 1: Train interested communities and organizations on how to undertake the RWR work.* A major component of the RWR is to take the lessons learned and export them to other interested communities. Maui in particular has already expressed interest, as has Kealakekua on Hawai'i Island. A guidebook has been developed to help, but Mālama Maunalua will do personal mentorship for those communities, as well as others interested in coral restoration.
- b. *Task 2: Develop an on-going community kuleana opportunity in the Maunalua Bay region, with support from Dolphin Quest and Kahala Hotel.*
  - Develop the Kahala Hotel/Waialae Beach Park as a Hana Pukoa event site and operate routine coral fragmentation days.
  - Utilize Dolphin Quest/Kahala Hotel pools as holding tanks for fragmented corals with signage to educate guests and Maunalua Bay residents about RWR.
- c. *Task 3: Community talk stories to share about RWR in general and the work in Maunalua Bay, in particular*
  - Participate in the quarterly 'By the Bay' series hosted at the Kahala Mall
  - Hold a community talk story hosted by Mālama Maunalua to update the community about the project and outcomes gained from the collective work.
  - *Responsibility:* The MM Director of Science and Planning (DSP) and Outreach and Education Coordinator will co-lead this effort in conjunction with support from MM's Executive Director (ED).

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

#### Objective 1

##### Task 1

- Month 1: Identify surveying methods, timing, and staff support
- Month 2-4: Collect eDNA samples
- Month 5: test eDNA samples
- Months 6-10: Collect eDNA samples
- Month 11: test eDNA samples
- Months 2-12: Periodically undertake surveying techniques based on the schedule established in Month 1.

##### Task 2

- Month 12: Compile in a report the results of all of the various testing methods

##### Task 3

- Months 6-11: Work with relevant companies and organizations to determine best method for sharing data. Begin creating viewer once determined.
- Month 12: Share all data via the appropriately determined viewer.

#### Objective 2

##### Task 1

- Months 1-4: Work with relevant dive companies and researchers to develop the ideal dive certification program based on lessons learned, needs, and local conditions.

- Month 5-12: Train relevant divers and implement the program.
- Months

### Objective 3

#### Task 1

- Months 1-12: update the guidebook as appropriate, and work with interested communities to answer questions, and guide similar work in their area.

#### Task 2

- Month 1: Work with Dolphin Quest and the Kahala Hotel and Resort to identify partnership opportunities
- Months 2-3: Conduct environmental assessments in the Kahala Lagoon to determine ideal species, and locations for corals and oysters to be housed.
- Month 4-12: Periodically house corals and oysters in the Lagoon for bioremediation in the Lagoon, and as a holding station for the RWR fragmented corals.

#### Task 3

- Months 3, 6, 9, 12: Hold talk story sessions at the Kahala Hotel and Resort with the community about RWR, the bay, and what they can do.

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

Mālama Maunalua works closely with leading researchers to ensure that all work is scientifically valid, and rigorous. Every task identified in this proposal will be reviewed by a team of planners, MM staff, and researchers to ensure that it has a high likelihood of success. MM staff will closely monitor the success of the projects by asking partners, doing internal weekly reviews with the Executive Director, and conducting scientific assessments to ascertain the health of species involved. Any sign a project is falling short of expectations will prompt a meeting to determine if it is temporary, or a change needs to be made.

The specific success measures are:

- # of Hana Pukoa community days held
- # of Partners engaged outside Maunalua Bay
- Completion of an updated RWR guidebook
- Completion of a protocol for monitoring health through remote cameras
- # of surveys conducted in Maunalua Bay
- # of community talk story sessions completed
- # of coral fragments planted



See attached

## **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.

Mālama Maunalua is an extremely well regarded and respected organization operating in Hawai'i since 2005. Its staff have undertaken work similar to that being requested. Since 2019, it has received \$164,000 from the Hawai'i Institute of Marine Biology (HIMB) to implement the coral fragmentation work. It has been so successful in undertaking the work, that HIMB has brought MM on as a co-lead for the project.

Further, the staff on hand have been in their positions for several years (10 years for the DSP, and 6 for the ED) and are very familiar with project implementation. The DSP has a PhD in Marine Science. The ED has a J.D. and Masters in Urban Planning. Together, they have over 40 years of relevant work experience in the environmental fields, and project management.

The organization's work led to the Fish and Wildlife Service listing Maunalua Bay as a Water to Watch. The designation was one of only 10 nationally in 2022, and is given to areas where a community organization or the community is showing exemplary work in restoring a waterbody. Further demonstrating its capabilities:

- MM has created an on-line database for scientific and management documents related to Maunalua Bay. It is a first of its kind for the Bay.
- MM creates hands-on restoration opportunities for over 2,000 volunteers annually. In 2022, there were over 2,000 volunteers dedicated to restoration efforts in the Bay. Furthermore, core volunteers spend an average of 500 hours a year monitoring the worksites and updating the data for the Habitat Restoration Program.
- MM has made significant progress at maintaining IAA at one of the three most highly infested areas in the Bay, 28 acres of nearshore habitat at Paiko Beach, through monthly large-scale community restoration events. Research shows that the removal of the IAA allows for the sediment to flow to the open ocean, thereby promoting the return of native algae and seagrass.
- In 2009-2011, MM and The Nature Conservancy were awarded a \$3.4-million NOAA grant to implement large-scale removal of invasive alien algae in Maunalua Bay. This was one of approximately 50 awards out of 800 proposals in the country. The project met all of its objectives on time and on budget. As a result of this project's success, NOAA awarded MM the Environmental Heroes Award.

- In 2012, MM was awarded the one of only 46 (and the only award in Hawaii) Urban Waters grants by the Environmental Protection Agency to install major demonstrations of best practices run-off reduction methods at Koko Head District Park (in partnership with the City & County of Honolulu Departments of Urban Forestry and Environmental Services) and at Koko Marina Shopping Center.
- In 2009-2010, MM was awarded and implemented a grant from the Hawaii Department of Health to develop a plan for the Wailupe Watershed.
- MM has been recognized for our work, including C&C Good Neighbor Award and the Betty Crocker Award.
- MM has managed multiple grants awarded by the Hawaii Community Foundation, including the Wallace Alexander Gerbode Foundation, Harold K.L. Castle Foundation, and the Atherton Family Foundation among others.
- MM has over 7 years of experience in leading community invasive algae removal, such as proposed in this Grant Activity. In addition, MM has developed and implemented maintenance and monitoring protocols to produce meaningful science regarding the effectiveness of the program.
- MM is viewed as a leader in the community on decisions involving the Bay. Our staff is involved with numerous regional committees including Scenic Highways, PacIOOs advisory group, Hawaii Conservation Alliance Watershed Snapshot, Maunalua Recreational Advisory Council, plus attends neighborhood board meetings and others gatherings as needed.
- MM is strong partners with groups and academia in the region, including Hui Nalu, Polynesian Voyaging Society, Livable Hawaii Kai Hui, Hawaii Kai Chamber of Commerce, Fishpond Heritage Center, Division of Aquatic Resources, Hawaii Pacific University, Kapioloni Community College, University of Hawaii, National Oceanic and Atmospheric Institute, Conservation International, and the Nature Conservancy.

## **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.

Mālama Maunalua will not require any facilities for the implementation of this project. Where space is needed for meetings or workshops, MM will work with partners to secure available space

MM also has a storage unit at a residence in Niu Valley should it be needed.

## **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.

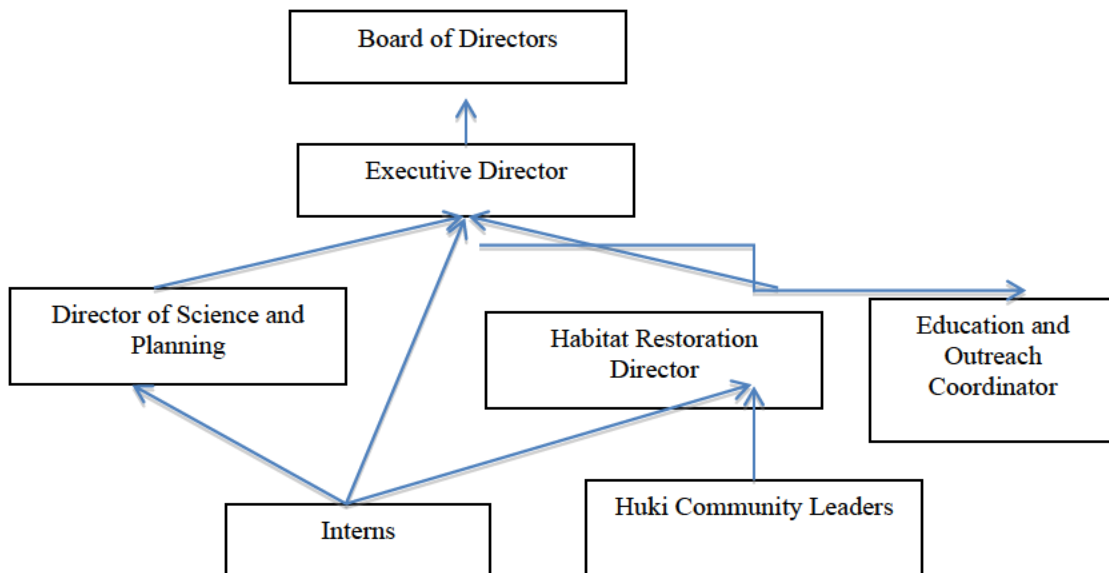
Oversight of the project will be undertaken by the Board of Directors. The Board, through monthly meetings with the Executive Director, will provide quality assurances to ensure that the project is on-time, on budget, and meeting its objectives.

Further, the Executive Director will be the direct project manager overseeing the actions of the Director of Science and Planning (DSP). The ED will meet weekly, at a minimum, with the staff to assess progress and challenges, make modifications as necessary to successfully implement the project, and keep the Board informed.

The ED and the DSP are both already on staff and have a track record of successes. Their Curricul Vitae are attached. The position of Outreach Coordinator is currently being advertised by MM and will be on board by the start of the State GIA.

## 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.



## 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.

The highest paid employees of MM are:

- Executive Director: \$105,000
- Director of Science and Planning: \$85,000

## **VII. Other**

### **1. Litigation**

There is no active or pending litigation against Malama Maunalua, its staff, or its Board of Directors.

### **2. Licensure or Accreditation**

N/A

### **3. Private Educational Institutions**

The grant will not be used to benefit a sectarian or non-sectarian private educational institution.

### **4. Future Sustainability Plan**

The work is split up into two categories: continuing project implementation, and discreet projects with a limited timeframe. For the former, it involves the implementation of the coral planting initiative, and outreach around the project – both to the community and to partners. The project is a core initiative for MM, so it will be the highest priority for funding. MM has a 15 year track record of success, so it is anticipated the organization will be able to secure funding to it for years to come. Further, much of the project is run by volunteers, meaning it is easier to implement should funding be challenging.

The deployed sensors will require minimal money for maintenance, and therefore will be easy to continue.

The second part of the overall project involves discreet aspects, like the development of an algorithm to assess species in the water. These types of projects are one-off projects that do not require continuing operations and maintenance costs.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2023 to June 30, 2024

App

Malama Maunalua

| BUDGET CATEGORIES                       | Total State Funds Requested<br>(a) | Total Federal Funds Requested<br>(b)                                     | Total County Funds Requested<br>(c) | Total Private/Other Funds Requested<br>(d) |
|---|------------------------------------|--|-------------------------------------|--|
| <b>A. PERSONNEL COST</b>                |                                    |  |                                     |  |
| 1. Salaries                             | 76,000                             | 144,434  | 136,000                             | 50,000                                     |
| 2. Payroll Taxes & Assessments          | 14,318                             | 27,211   | 43,790                              |  |
| 3. Fringe Benefits                      | 17,200                             | 28,845   | 12,932                              |  |
| <b>TOTAL PERSONNEL COST</b>             | <b>107,518</b>                     | <b>200,490</b>   | <b>192,722</b>                      | <b>50,000</b>                              |
| <b>B. OTHER CURRENT EXPENSES</b>        |                                    |  |                                     |  |
| 1. Airfare, Inter-Island                | 4,000                              | 1,108  |                                     |  |
| 2. Insurance                            |                                    |  |                                     |  |
| 3. Lease/Rental of Equipment            |                                    |  |                                     |  |
| 4. Lease/Rental of Space                |                                    |  |                                     |  |
| 5. Staff Training                       |                                    |  |                                     |  |
| 6. Supplies                             |                                    | 26,589   | 7,278                               |  |
| 7. Telecommunication                    |                                    |  |                                     |  |
| 8. Utilities                            |                                    |  |                                     |  |
| 9 Contractual                           | 115,000                            | 810,709  |                                     |  |
| 10                                      |                                    |  |                                     |  |
| 11                                      |                                    |  |                                     |  |
| 12                                      |                                    |  |                                     |  |
| 13                                      |                                    |  |                                     |  |
| 14                                      |                                    |  |                                     |  |
| 15                                      |                                    |  |                                     |  |
| 16                                      |                                    |  |                                     |  |
| 17                                      |                                    |  |                                     |  |
| 18                                      |                                    |  |                                     |  |
| 19                                      |                                    |  |                                     |  |
| 20                                      |                                    |  |                                     |  |
| <b>TOTAL OTHER CURRENT EXPENSES</b>     | <b>119,000</b>                     | <b>838,406</b>   | <b>7,278</b>                        |  |
| <b>C. EQUIPMENT PURCHASES</b>           |                                    |  |                                     |  |
| <b>D. MOTOR VEHICLE PURCHASES</b>       |                                    |  |                                     |  |
| <b>E. CAPITAL</b>                       |                                    |  |                                     |  |
| <b>TOTAL (A+B+C+D+E)</b>                | <b>226,518</b>                     | <b>1,038,896</b>   | <b>200,000</b>                      | <b>50,000</b>                              |
| <b>SOURCES OF FUNDING</b>               |                                    | Budget Prepared By:  |                                     |  |
| (a) Total State Funds Requested         | 226,518                            | Doug Harper <span style="float: right;">808.285.7509</span>              |                                     |  |
| (b) Total Federal Funds Requested       | 838,406                            | Name (Please type or print) <span style="float: right;">Phone</span>     |                                     |  |
| (c) Total County Funds Requested        | 200,000                            |  |                                     |  |
| (d) Total Private/Other Funds Requested | 50,000                             | Signature of Authorized Official <span style="float: right;">Date</span> |                                     |  |
| <b>TOTAL BUDGET</b>                     | <b>1,314,924</b>                   | Doug Harper, Executive Director<br>Name and Title (Please type or print) |                                     |  |

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2023 to June 30, 2024

Applicant: Malama Maunalua

| POSITION TITLE   | FULL TIME EQUIVALENT | ANNUAL SALARY A | % OF TIME ALLOCATED TO GRANT REQUEST B | TOTAL STATE FUNDS REQUESTED (A x B) |
|--|----------------------|-----------------|--|-------------------------------------|
| Executive Director   | 0.4                  | \$105,000.00    | 40.00%                                 | \$ 42,000.00                        |
| Director of Science and Planning   | 0.4                  | \$85,000.00     | 40.00%                                 | \$ 34,000.00                        |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
|  |                      |                 |  | \$ -                                |
| <b>TOTAL:</b>  |                      |                 |  | <b>76,000.00</b>                    |
| <b>JUSTIFICATION/COMMENTS:</b> Both these individuals are leading the project and will serve as the primary implementors of all described tasks. All tasks will be overseen by both individuals, and the success of the project will be dependent on them. |                      |                 |  |                                     |

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2023 to June 30, 2024

Applicant: Malama Maunalua

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

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

# BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2023 to June 30, 2024

Applicant: \_\_\_\_\_ Not Applicable

| 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: 2021-2022                                | FY: 2022-2023 | FY:2023-2024          | FY:2023-2024                     | FY:2024-2025                         | FY:2025-2026 |
| PLANS                    |  |               |                       |                                  |                                      |              |
| LAND ACQUISITION         |  |               |                       |                                  |                                      |              |
| DESIGN                   |  |               |                       |                                  |                                      |              |
| CONSTRUCTION             |  |               |                       |                                  |                                      |              |
| EQUIPMENT                |  |               |                       |                                  |                                      |              |
| <b>TOTAL:</b>            |  |               |                       |                                  |                                      |              |
| JUSTIFICATION/COMMENTS:  |  |               |                       |                                  |                                      |              |



**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Apf Malama Maunalua Contracts Total: 594,411

|    | <b>CONTRACT DESCRIPTION</b>                    | <b>EFFECTIVE DATES</b> | <b>AGENCY</b>                                   | <b>GOVERNMENT ENTITY<br/>(U.S./State/Hawaii/<br/>Honolulu/ Kauai/<br/>Maui County)</b> | <b>CONTRACT VALUE</b> |
|----|--|------------------------|---|--|-----------------------|
| 1  | Grant in Aid for Coral and Algae Restoration   | 9/22-10/23             | Community Services                              | City and County of Honolulu  | 200,000               |
| 2  | Grant in Aid for Nearshore Habitat Restoration | 9/20-10/21             | Community Services                              | City and County of Honolulu  | 124,905               |
| 3  | Grant for Nearshore Habitat Restoration        | 8/21-9/23              | Fish and Wildlife Service                       | U.S.   | 52,294                |
| 4  | Grant for Nearshore Habitat Restoration        | 8/22-9/23              | Fish and Wildlife Service                       | U.S.   | 67,355                |
| 5  | Bay Watershed Education and Training           | 8/22-2/24              | National Oceanic and Atmospheric Administration | U.S.   | 149,857               |
| 6  |  |                        |   |  |                       |
| 7  |  |                        |   |  |                       |
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| 19 |  |                        |   |  |                       |
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| 22 |  |                        |   |  |                       |
| 23 |  |                        |   |  |                       |

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| 30 |  |  |  |  |  |

**Malama Maunaloa**  
**Balance Sheet**  
As of December 31, 2021

11:55 AM  
08/31/2022  
Accrual Basis  
Dec 31, 21

|   |                          |
|---|--------------------------|
| <b>ASSETS</b>                           |                          |
| <b>Current Assets</b>                   |                          |
| <b>Checking/Savings</b>                 |                          |
| 1100 · FHB Checking #2076               | 739,347.57               |
| <b>Total Checking/Savings</b>           | <u>739,347.57</u>        |
| <b>Accounts Receivable</b>              |                          |
| 1150 · Accounts Receivable              |                          |
| 1152 · Grants Receivable                | 182,060.11               |
| <b>Total 1150 · Accounts Receivable</b> | <u>182,060.11</u>        |
| <b>Total Accounts Receivable</b>        | <u>182,060.11</u>        |
| <b>Total Current Assets</b>             | 921,407.68               |
| <b>Other Assets</b>                     |                          |
| 1870 · Security Deposits Asset          | 1,040.00                 |
| <b>Total Other Assets</b>               | <u>1,040.00</u>          |
| <b>TOTAL ASSETS</b>                     | <u><u>922,447.68</u></u> |
| <b>LIABILITIES &amp; EQUITY</b>         |                          |
| <b>Liabilities</b>                      |                          |
| <b>Current Liabilities</b>              |                          |
| <b>Accounts Payable</b>                 |                          |
| 2000 · Accounts Payable                 | 26,691.07                |
| <b>Total Accounts Payable</b>           | <u>26,691.07</u>         |
| <b>Total Current Liabilities</b>        | <u>26,691.07</u>         |
| <b>Total Liabilities</b>                | 26,691.07                |
| <b>Equity</b>                           |                          |
| 3000 · Opening Balance Equity           | 93,547.16                |
| 3200 · Temporarily Restricted           | 156,473.00               |
| 3300 · Unrestricted Net Assets          | 465,574.53               |
| Net Income                              | 180,161.92               |
| <b>Total Equity</b>                     | <u>895,756.61</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>   | <u><u>922,447.68</u></u> |

## DOUGLAS R. HARPER

3445 Edna Street • Honolulu, HI 96815 • (808) 285-7509 • DHarper@malamamaunalua.org

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### Selected Qualification Highlights

- Over 20 years experience in community planning and resource management, 14 of which focused in the Pacific
- Principles of planning for island biodiversity conservation
- Ridge-to-Reef resource management in a culturally and locally sensitive manner
- Skilled in resource management problem solving

### Selected Accomplishments

- Planning/Management
  - Provides strategic leadership and guidance for Malama Maunalua. Has drafted multiple management plans covering topics as diverse as runoff pollution to coral restoration.
  - Drafting a management plan for a soon-to-be designated Fisheries Management Area in Maunalua Bay.
  - Co-coordinator of NOAA's Habitat Focus Area ridge-to-reef initiative to protect and restore native habitat. Initiative has secured over \$3 million in funding and is working on linked terrestrial and near-shore restoration in West Hawaii.
  - Coordinated NOAA's Sentinel Site Program managing a network of watersheds to restore traditional practices, restore habitat integrity and adapt to climate change. Focus is Hawaii with two locations identified by President Obama as exemplary examples of community-led partnership initiatives addressing climate change.
  - Technical advisor to numerous Pacific communities as they draft, implement, and evaluate strategies for environmental and community resilience activities.
  - Served as a liaison to communities seeking advice on Coastal Marine Spatial Planning and was NOAA's Office for Coastal Management's point of contact on the subject.
  - Manage President Obama's Resilient Land and Waters Initiative. Partner with the Department of Interior and Environmental Protection Agency to identify key climate adaptation activities in Hawai'i on an ecosystem-wide scale.
  - Created a redevelopment plan and helped lead redevelopment efforts in American Samoa post-2009 tsunami.
  - Led training exercises in Hawai'i and Suncheon Bay, South Korea on Coastal Marine and Spatial Planning;
- Project and Program Management
  - Created multiple project and new programs for Malama Maunalua, including coral restoration, a large scale, multi-partner runoff education campaign, and creating a multi-organizational scientific and marine restoration working group.

- Created strategic planning documents for the American Samoan Coastal Management Program, NOAA's Coastal Storms Program, Sentinel Site Program, Habitat Focus Area, and American Samoa's Planning Division.
  - Coordinate NOAA's Sentinel Site Program's Hawai'i Cooperative. Organize and lead a team of federal, state, and community scientific and management organizations to address climate change and resilience in Hawai'i.
  - Coordinate NOAA's Habitat Focus Area. Identify management solutions and scientific needs to address habitat degradation and climate change impacts in West Hawai'i. Lead a multi-sectoral team addressing the issues, working to translate needs between the groups.
  - Coordination – *Two Samoas Initiative*, helping manage natural resources for the entire Samoan Archipelago.
- Legal and Policy
    - Reviewed the legal holes and challenges with Hawaii's adaptive management laws.
    - Reviewed the legal strength of conservation management areas in American Samoa.
    - Assisted with the legal filings of a court case protecting critical habitat in American Samoa.
    - Assisted with the revision of Hawaii's Ocean Resource Management Plan, Hawaii's Climate Change Policy, American Samoa's Rose Atoll Monument request and a process review of its permitting system.
    - Developed American Samoan regulatory recommendations for improved redevelopment post-2009 tsunami.
    - Reviewed and recommended changes to the American Samoa Coastal Management Program's code.
    - Drafted a policy white paper for NOAA's National Marine Sanctuaries Office on Bioprospecting.
- Community Engagement
    - Created and led a successful large multi-organizational and community-based climate change resilience planning effort.
    - Facilitated risk assessments for several Hawaiian and American Samoan communities.
    - Organized and led numerous community meetings related to ecosystem management. The community agreed to undertake .
    - Co-led the Pacific Resilience Forum, a web-based Pacific-focused series bringing together managers, researchers, and experts to share management lessons and science on planning related topics.
    - Developed community-driven strategies for environmental and community resilience activities in the face of climate change impacts, hazard identification and assessment, and resource management.
- Scientific
    - Organized and led a multi-agency team that acquired LIDAR for Hawai'i Island.
    - Led and participated in GPS-based and line-leveled elevation assessments.
    - Co-authored reef resilience study.
    - Conducted scientific needs assessments on a host of issues, including flooding, coral resilience, erosion, and sea level rise.
    - Led a team to assess the ecological health of an American Samoan Lagoon.

- Translates scientific principles and findings for management and community understanding.

## **Work History**

- 2017-Current Malama Maunalua  
Executive Director, Honolulu, HI
- 2010-2017 Senior Coastal Planning Specialist  
The Baldwin Group/NOAA, Honolulu, HI
- 2008-10 Territorial Planner  
American Samoa Government, Pago Pago, AS
- 2007-08 Environmental Planner  
American Samoa Government, Pago Pago, AS
- 2004-07 Coastal Management Specialist  
Perot Systems/NOAA, Washington, D.C.

## **Education and Training**

- B.S. Environmental Studies University of Kansas, 1999
- M.A. Urban and Environmental Planning University of Kansas, 2002
- J.D. International and Environmental Law Emphasis University of Kansas School of Law, 2002
- Certified FEMA Trainer: Coastal Community Resilience, and Tsunami Awareness
  - Trainer in Coastal and Marine Spatial Planning
  - NOAA trained facilitator
  - Certified Open Water Diver
  - Member, American Planning Association
  - Member, Kansas Bar Association
  - Member, IUCN World Commission on Environmental Law

**PAMELA A. WEIANT**

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**EDUCATION**

**UNIVERSITY OF CALIFORNIA – SANTA BARBARA, Santa Barbara, California**

Ph.D., Interdepartmental Graduate Program in Marine Science, 2005

Thesis: A political ecology of marine protected areas: case of Cabo Pulmo National Park, Gulf of California, Mexico

**YALE UNIVERSITY, New Haven, Connecticut**

M.E.S., School of Forestry and Environmental Studies, 1996

Thesis: Defining meta-population dynamics of the West Indian Manatee (*Trichechus manatus*) in Florida

**VASSAR COLLEGE, Poughkeepsie, New York**

B.A., Geography, 1992 (Honors)

Thesis: The conflict within today's environmental movement: A study of PCB contamination of the Hudson River.

**CONSERVATION PROFESSIONAL/RESEARCH EXPERIENCE**

**Mālama Maunalua / Marine Program Manager**

**2014 – Present**

**Honolulu, HI**

Oversee the organization's marine strategies to align with the organization's priorities launched in 2014.

- Develop community-based planning strategy to engage the community of Maunalua Bay region to develop management recommendations for the conservation of Maunalua Bay.
- Provide scientific guidance to create appropriate management recommendation.
- Create the first repository of knowledge on science for Maunalua Bay in Excel and ArcGIS.
- Build partnerships by serving as point of contact on regional efforts including PACIOOS, Hawaii Conservation Alliance, Maunalua Bay Management Advisory Council.
- Build internal capacity by orchestrating volunteer and paid internships, and strengthening volunteer partnerships with schools and businesses.
- Participate in fundraising strategies including grant writing and reporting, and building relations with business with capacities to donate money.
- Routinely present at conferences, workshops and trainings, and special events.
- Attend professional development training and workshops on a regular basis.

**Mālama Maunalua / Land-Based Program Manager**

**2012 – 2014**

**Honolulu, HI**

Oversee the organization's community-based programs, with emphasis on the Pulama Wai Program that is focused on reducing the amount of land-based pollution to the ocean. Main duties include:

- Develop strategies to mobilize the community in East Oahu, including public and private elementary and high schools, local colleges and universities, clubs and associations, businesses, commercial centers, and neighborhoods.
- Oversee community restoration activities, including partner cultivation, pre-event planning, event support, and post-event wrap up.
- Develop and utilize scientific monitoring protocol to measure the effectiveness of our work.
- Oversee the development of MM's outreach and education initiatives, including the construction of curriculum to further MM's objectives at our partner schools and the organization's monthly newsletter.
- Network with partner agencies, organizations, and academic institutions to develop cutting-edge opportunities to further our mission.
- Assist with the grant writing, grant reporting, and strategic planning.
- Oversee a program of three FTE, 2-7 volunteers, and 25 core volunteer leaders.

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- Routinely present at conferences, workshops and trainings, and special events.
- Attend professional development training and workshops on a regular basis.

**The Nature Conservancy - Hawai'i / Special Marine Projects 4/09-8/12 Honolulu, HI**

- Led TNC's effort to become a sponsor of an In-lieu Fee Sponsor for Hawaii – the first in the state and the first for coral reef ecosystem in the country. Responsible for timely delivery of application; coordinated internal and external meetings; built relationship with government agencies that comprise the Interagency Review Team (IRT) members, and assisted Micronesia Conservation Trust in completing the application for the Guam ILF program.
- Continued to lead the marine ecoregional assessment for the main Hawaiian Islands by furthering partner planning efforts at the state and regional levels. Responsible for data sharing, outreach and education, the coordination of new partnerships, and the implementation of new on-the-ground conservation efforts.
- Helped to develop the program's Coastal Marine Spatial Planning effort. Coordinated with local government and non-governmental agencies; facilitated expert-driven place-based spatial efforts.
- Worked with Philanthropy Department on foundation proposals.

**The Nature Conservancy – Hawai'i / Statewide Marine Planner 1/06-3/09 Honolulu, HI**

- Oversaw planning component of program, including ecoregional assessment, conservation action plans, operational plans, strategic plans, and Geographical Information System.
- Worked with USFWS to create marine management plan for Offshore Islets.
- Served on committees (Land-based Pollution Local Action Strategy, Climate Change and Coral Disease Local Action Strategy, Offshore Islet Restoration Committee).
- Conducted special projects and assisted on marine monitoring at community-based project sites.
- Organized monthly marine bag lunches.

**University of California at Santa Barbara / Dissertation and Pre-Dissertation Research and Field Work**

- A political Ecology of Marine Protected Areas (MPAs) Case of Cabo Pulmo National Park, Sea of Cortez, Mexico (1/03-6/05). A baseline study to determine the effects of the MPA and tourism on the well-being of the participating community and the marine environment, with attention toward the history and politics of the area. Research funded by University of California Pacific Rim Grant and PADI Foundation. Research included: Interviewed stakeholders; documented local marine ecological knowledge; recorded commercial fish catch; monitored the health of the coral reef ecosystem; trained community members on social and biological monitoring methodology.
- Rapid Evaluation of the Duduli/Reregana MPA in Roviana Lagoon, Solomon Islands (4/02-3/03). Conducted a rapid evaluation on the Duduli/Reregana MPA by measuring changes in household livelihood strategies and inner lagoon marine resource use. Research funded by PADI Foundation. Interviewed stakeholders (local households and female marine resource users); Documented the local female marine ecological knowledge; Biological monitored the health of the inner lagoon reef (substrate, fish, invertebrates); and Trained community members on social and biological monitoring methodology.
- Roviana and Vonavona Lagoons Resource management Project, Western Province, Solomon Islands (4/01-6/02). Field researcher. Led project to assess early effects of community based marine closures on two mangrove-associated mollusk populations by comparing trends in abundance and size over time between control and experiment sites. Research funded by Packard Foundation. Trained community on research and monitoring methodology; Monitored eight sites over two



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seasons; Created GIS database; Oversaw four University Research Expedition Program volunteers; and Co-authored reports, papers, and grants. [www.anth.ucsb.edu/faculty/aswani/packard/](http://www.anth.ucsb.edu/faculty/aswani/packard/).

**University of California at Santa Barbara / Assistantships 9/00-6/02 Santa Barbara, CA**

- **Teaching Assistant:** Introduction to Environmental Studies (Environmental Studies 1); The Environment and Developing Countries (Environmental Studies/Anthropology 130).
- **Research Assistant:** Ecotourism and marine based conservation strategies; Relationship between marine protected areas and local food security; Effects of aquaculture on food security in low income food deficit (LIFD) countries.

**The Nature Conservancy – California / Conservation Planner 1/97-9/00 San Francisco, CA**

Co-led five ecoregion-based planning efforts (e.g. Central Valley and Sierra Nevada) and two landscape-based planning efforts (e.g. eastern San Diego Mountains); Synthesized and integrated ecological and land use data; Conducted expert interviews and workshops; Interpreted mapped information and documents; Prepared GIS maps and documents for internal/external use; Oversaw consultants, volunteers, and team progress; Presented TNC's ecoregional planning methodology at universities and conferences; and Created national rapid ecoregion-based planning guidelines.

**National Biological Service- The Sirenia Project / Field Researchers 6/95-9/95 Gainesville, FL**

The West Indian Manatee soft-release enclosure program, Banana River, Kennedy Space Center, FL. Research funded by NBS and the Edna Bailey Sussman Fund. Monitored behavior and feeding habits of 9 semi-captive and 25 free-ranging manatees; Conditioned and rehabilitated captive manatees for release; co developed sound release guidelines; co-wrote reports for science recovery team; assisted in monthly medical examinations; and Supervised 10 volunteers; radio-tracked. Photo identified, and monitored free ranging manatees.

**PRIVATE PROFESSIONAL EXPERIENCE**

**Strategic Environmental Planning LLC (StEP) / Founder 2012-present Honolulu, HI**

Provide consulting services to improve organizational and institutional strategic and natural resource planning, mainly with the focus to improve the health of the marine system. Some recent contracts include: developing Micronesia Conservation Trust's application to be selected Sponsor of an In Lieu Fee Program for the marine resources of Guam, and assisting public and private institutions in Oahu County to develop project-based STEM programs.

**Jocapa Products LLC / Co-Founder and CEO 2003-2007 Boulder, CO**

Company manufactured and sold award-winning keepsake board games - Gamesakes. Managed all areas of the company, including marketing, communications, public relations, sales, product design, and customer relations, and gained extensive experience in building a small company.

**JOURNAL PUBLICATIONS/PRESENTATIONS**

Weiant P. 2012. Generations Connected to the Sea, Washed Away by Sandy  
<http://theblogaquatic.org/2012/11/19/generation-connected-to-the-sea-washed-away-by-sandy/>

Weiant P. 2012. The Political Ecology of Cabo Pulmo National Park, Gulf of California, Mexico. Anthropologies Issue 15, The Baja California Issue.  
<http://www.anthropologiesproject.org/2012/11/issue-15.html>

**PAMELA A. WEIANT**

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- Minton D., E. Conklin, P. Weiant, and C. Wiggans. 2012. 40 Years of Decline on Puakō's Coral Reefs A review of Historical and Current Data (1970-2010). Published for TNC and NOAA.
- Weiant P. and S. Aswani. 2006. Early effects of a community –based marine protected area on the food security of participating households. SPC Traditional Marine Resource Management and Knowledge Information Bulletin #19.
- Aswani S. and P. Weiant. 2004. Scientific evaluation in women's participatory management: monitoring marine invertebrate refugia in the Solomon Islands. Human Organization.
- Aswani S. and P. Weiant. 2004. Effects of MPAs on household livelihood strategies. Society for Applied Anthropology.
- Aswani S. and P. Weiant. 2003. Community-based management and conservation: shellfish monitoring and women's participatory management in Roviana, Solomon Islands. SPC Women in Fisheries Information Bulletin. #12: 3-11.
- Weiant P. 2003. Solomon Time: Village life in the Solomon Island. Part I (January editions) and Part II (February edition). Travel Outward 2(1) and 2(2). www.traveloutward.com
- Aswani S., R. Hamilton, M. Lauer, and P. Weiant. 2002. The Roviana and VonaVona Lagoons Marine Resource Management Project. Annual Report 2002, MacArthur Foundation.
- Aswani S., R. Hamilton, M. Lauer, and P. Weiant. 2001. The Roviana and VonaVona Lagoons Marine Resource Management Project. Annual Report 2002, MacArthur Foundation.
- Shelly J.P., P. Weiant, F. Beall, D. Mockus Lubin, and C. Rice. 1998. Assessment of urban/wildland biomass utilization and disposal options. FPL Internal Report No. 36.01.136. CA: Forests Products Laboratory.
- Weiant P. and S. Chasis. 1994. Testing the Waters IV: The Unsolved Problem of Beach Pollution in the United States. NY: Natural Resources Defense Council.

**COMMUNITY SERVICES**

Friend of Hanauama Bay Board Member (2015-present); Holy Nativity School Student Science and Conservation Club, Founder and Leader (2013-2014); Holy Nativity School PTO President (2012-2013); Holy Nativity School Cultural and Performing Arts Outreach Committee, Lead and Founder (2011-present); Holy Nativity School Conservation Chair (2011-present); Kamehameha Swim Club Team Parent (2012-present); Mālama Maunaloa volunteer/member

**RESEARCH GRANTS**

UC Graduate Dissertation Fellowship (2004); IGPMS Merit-based Fee Fellowship (2003); University of California Pacific Rim Region Research Grant (2002-2003); PADI Foundation Research Grant (2002-03); IGPMS Graduate Fee Scholarship (2001-2002); Yale University Scholar Exchange Program (1996); The Edna Bailey Sussman Fund (1995)

**COMPUTER SKILLS**

ArcGIS, Word/Excel, Illustrator, and social media