

**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.

Amount of State Funds Requested: \$ 410,370

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

Amount of Other Funds Available:

State: \$ \_\_\_\_\_

Federal: \$ \_\_\_\_\_

County: \$ 150,000

Private/Other: \$ 125,000

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

\$ 384,000

Unrestricted Assets:

\$ (\$74,000)

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:

Kapolei

State:

HI

Zip:

96707

Contact Person for Matters Involving this Application

Name:

Aaron Kamau

Title:

Executive Director

Email:

aaron@kamphawaii.org

Phone:

(808) 271-6390

  
Aaron Kamau (Jan 16, 2025 11:00 HST)

Authorized Signature

Aaron Kamau, Executive Director

Name and Title


1/15/2025

Date Signed

## 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) Hawaii Compliance Express Certificate (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

  
Aaron Kamau (Jan 16, 2025 11:00 HST)  
AUTHORIZED SIGNATURE

Aaron Kamau, Executive Director  
PRINT NAME AND TITLE

1/16/2025  
DATE



STATE OF HAWAII  
STATE PROCUREMENT OFFICE

**CERTIFICATE OF VENDOR COMPLIANCE**

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

**Vendor Name:** KAMP HAWAII, INC.

**DBA/Trade Name:** KAMP HAWAII, INC.

**Issue Date:** 01/13/2025

**Status:** **Compliant**

Hawaii Tax#: 70984009-01

New Hawaii Tax#:

FEIN/SSN#: XX-XXX2425

UI#: XXXXXX3668

DCCA FILE#: 213286

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Compliant
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

**Status Legend:**

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

**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.

**KAMP Hawaii Inc.**

(Typed Name of Individual or Organization)

  
Aaron Kamau (Jan 16, 2025 11:00 HST)

(Signature)

**Aaron Kamau**

(Typed Name)

**1/15/2025**

(Date)

**Executive Director**

(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. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2024.

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

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

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

The grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. It directly supports the public by: improving access to essential services; facilitating community development; ensuring inclusivity and equity; and strengthening local nonprofit organizations' capacity to serve. These outcomes align with the broader goal of enhancing the well-being, quality of life, and sustainability of Hawaii's communities.

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

#### **1. Briefly describe applicant's background;**

The Kids At-Risk Mentoring Program (KAMP) Hawaii, founded by Aaron and Michele Kamau in 2005, is a vital initiative dedicated to supporting at-risk, economically disadvantaged, and special needs youth across Oahu. Recognizing the struggle faced by many children in their community, KAMP aims to empower these vulnerable populations to grow into confident, caring, and contributing members of society. Over its 20-year journey, KAMP has successfully assisted more than 100,000 youth, reflecting its deep commitment to comprehensive community engagement and personal development.

KAMP operates six distinct programs within public schools and city parks in Oahu, all designed to address the urgent needs of at-risk youth. These programs emphasize the importance of anti-bullying, social skills development, and emotional regulation, providing essential interventions that promote resilience and personal growth. On an annual basis, KAMP serves approximately 3,674 youth, with its success measured through participation rates, feedback surveys from participants and families, and observable improvements in behavior, confidence, and social interactions.

Under the supervision of experienced senior staff, youth mentorship is a core element of KAMP's effective programming. At-risk Youth Mentors, often consisting of student athletes referred by their coaches, teachers, and counselors, work directly with participants, delivering the programs while simultaneously benefiting from the mentorship experience themselves. These mentors not only gain

valuable skills but also play a pivotal role in reinforcing positive behaviors among the youth they work with, fostering an environment of growth and encouragement.

The scope of KAMP's programs includes:

1. Anti-bullying Lunchtime Program: Specifically designed for students in grades 3-5 and middle school, this program involves KAMP staff and trained volunteer student athletes visiting schools four times a month. Each engaging hour-long session incorporates team sports like flag football, volleyball, kickball, and soccer. These activities are coupled with discussions on health goals and crucial life skills such as cooperation, communication, decision-making, teamwork, and leadership. Mentors also address sensitive topics related to bullying and harmful behaviors, equipping students to handle negative situations.
2. Classroom Outreach Program: This initiative reaches grades 3-12, with KAMP mentors engaging students four times a month for hour-and-15-minute sessions. The curriculum is tailored to foster essential life skills and address the specific challenges faced by the students.
3. Special Needs Classroom Outreach Program: This program serves students with disabilities in grades 3-12 and collaborates with Farrington High School's Community Based Instruction (CBI) and Life Skills programs. It focuses on mentoring students who face learning disabilities, both intellectual and physical, by offering hands-on activities that help enhance leadership, communication, cooperation, and teamwork skills. This year-round program also assists students in becoming job-ready and productive members of society. Notably, KAMP employs eight CBI students for eight weeks in its Summer Healthy Lifestyle Program, helping prepare them for future success.
4. Alternative Learning Center Outreach Program: This program targets high school students who may be secluded from the main student body either on-site or at alternative locations. KAMP mentors meet with these students three to four times weekly, providing support tailored to their educational and emotional needs.
5. Outdoor Outreach Program: Conducted in spring from March through May, this program offers a field trip experience for students, allowing them to engage in experiential learning outside the classroom. Participants can opt for a one- or two-night stay, enhancing community and friendship bonds through shared experiences.
6. Summer "Pride and Victory" Healthy Lifestyle and Enrichment Program: This annual initiative supports youth ages 5-13, supplementing the Department of Parks and Recreation's Summer Fun Program. Participants engage in five hours of daily activities that are fun, educational, and geared towards physical well-being.

KAMP Hawaii is fiercely dedicated to nurturing resilience and community involvement among at-risk youth. By equipping participants with the necessary tools and support to overcome various challenges, KAMP empowers them to thrive both individually and collectively, resulting in a more engaged and caring community.

## 2. Project's goals and objectives:

### Project 1 - Purchase 15-Passenger Van:

Goal: Purchase a 15-passenger van to ensure program participants can attend mentoring sessions, workshops, and activities across Oahu, improving program reach and reducing transportation barriers for 3,674 youth annually.

Objective: To enhance accessibility and participation in KAMP Hawaii's year-round programs by providing reliable transportation for at-risk, economically disadvantaged, and special needs youth.

Project 2 - Hire Additional Staff Members:

Goal: Hire 1 Executive Director; 1 Program Director; 1 Office Manager; 3 Program Specialists; 1 Assistant Program Specialist.

Objective: To enhance KAMP Hawaii's capacity to deliver high-quality mentoring programs and ensure efficient administrative operations enabling seamless coordination and support for KAMP's services benefiting 3,674 youth annually.

Project 3 - Hire Year-Round Youth Mentors: 18 Youth Mentors

Goal: Hire and train a team of 18 dedicated Youth Mentors to deliver high-quality, year-round mentoring programs, including summer sessions, impacting the lives of 3,674 participants annually through targeted support and guidance.

Objective: To provide consistent, year-round mentorship for at-risk, economically disadvantaged, and special needs youth, fostering their personal growth and community engagement.

3. Public purpose and need served;

The KAMP proposal serves a vital public purpose by addressing the needs of at-risk, economically disadvantaged, and special needs youth in Hawaii. Through its programs, KAMP promotes:

1. Youth Development: Equipping vulnerable children with essential life skills, confidence, and emotional resilience to overcome challenges and thrive.
2. Education and Mentorship: Providing structured mentoring programs that foster social skills, anti-bullying awareness, and community engagement.
3. Inclusion and Equity: Ensuring access to supportive resources and opportunities for youth who face socioeconomic and developmental barriers.
4. Community Strengthening: Empowering participants to grow into caring, contributing members of society, thereby enhancing the overall well-being and cohesion of Hawaii's communities.
5. Improved Outcomes: Measurable improvements in confidence, social skills, and emotional regulation among participants, creating a positive ripple effect for families and communities.

This proposal aligns with the public interest by investing in Hawaii's future through the development and empowerment of its youth, reducing long-term social and economic disparities.

4. Target population to be served: Oahu's low-to-moderate-income household at-risk, economically disadvantaged, and special needs' youth aged 5-18.
5. Describe geographic coverage. Island of Oahu.

### **III. Service Summary and Outcomes**

Describe: scope of work; tasks; and responsibilities;

Purchase 15-Passenger Van Scope of Work: The purchase of a 15-passenger van will enhance KAMP Hawaii's ability to transport at-risk, economically disadvantaged, and special needs youth to program sites, workshops, and events across Oahu. This project ensures equitable access to year-round mentoring programs and reduces transportation barriers for participants, contributing to program success and youth development.

#### Tasks:

1. Research and Procurement:
  - Identify and evaluate vehicle options that meet program needs (capacity, safety features, fuel efficiency).
  - Obtain competitive quotes from local dealerships.
  - Purchase the selected 15-passenger van.
2. Vehicle Preparation:
  - Register, insure, and equip the van with any necessary safety and accessibility features.
  - Schedule regular maintenance and create a vehicle use policy.
3. Transportation Logistics:
  - Develop and implement a transportation schedule to coordinate participant pick-up and drop-off for year-round programs.
  - Train staff or volunteers on vehicle use and safety protocols.

#### Responsibilities:

- Program Manager: Oversee project implementation, including procurement, budgeting, and compliance with safety and transportation regulations.
- Administrative Staff: Manage procurement documentation, insurance, and registration processes.
- Drivers: Ensure safe transport of participants and adherence to the established transportation schedule.
- Maintenance Personnel: Perform regular maintenance and ensure the vehicle remains in good working condition.

This comprehensive scope of work ensures the efficient acquisition and use of the van to support KAMP Hawaii's mission.

Hire Additional Staff Members' Scope of Work: The hiring of additional staff members, including a full-time program staff member and a part-time Office Administrator, will enhance KAMP Hawaii's capacity to deliver high-quality programs, improve organizational efficiency, and better meet the needs of at-risk, economically disadvantaged, and special needs youth. This project addresses the need for increased staffing to support expanded program delivery, participant engagement, and administrative operations.

#### Tasks:

1. Recruitment and Hiring:



- Develop job descriptions and qualifications for the full-time program staff member and part-time Office Administrator.
- Advertise positions through appropriate channels and conduct interviews.
- Select and onboard qualified candidates.
- 2. Program Delivery (Full-Time Program Staff):
  - Plan, coordinate, and implement year-round mentoring programs and activities.
  - Engage with participants to ensure program objectives are met.
  - Monitor and evaluate program effectiveness and participant outcomes.
- 3. Administrative Support (Office Administrator):
  - Manage administrative tasks, including scheduling, communications, and record-keeping.
  - Ensure compliance with grant reporting requirements and maintain program documentation.
  - Support financial management tasks, such as processing invoices and budget tracking.
- 4. Training and Development:
  - Provide orientation and training to new staff members on KAMP's mission, policies, and programs.
  - Facilitate ongoing professional development opportunities for staff.

#### Responsibilities:

- Executive Director:
  - Oversee recruitment, hiring, and onboarding processes.
  - Monitor staff performance and provide supervision and support.
- Full-Time Program Staff Member:
  - Design and implement program activities aligned with KAMP's mission.
  - Build relationships with participants, schools, and community partners.
  - Report on program outcomes and feedback.
- Part-Time Office Administrator:
  - Maintain organizational efficiency through effective administrative and operational support.
  - Ensure timely and accurate communication between staff, participants, and stakeholders.
  - Manage documentation for grants, reports, and other program needs.

This staffing expansion will ensure the smooth operation and continued success of KAMP Hawaii's programs, benefiting the youth it serves.

Hire Year-Round Youth Mentors' Scope of Work: The hiring of year-round Youth Mentors will strengthen KAMP Hawaii's ability to provide consistent and impactful mentoring to at-risk, economically disadvantaged, and special needs youth. This project ensures that mentoring programs are adequately staffed to foster personal growth, social skills, emotional regulation, and community engagement among participants. The scope includes recruiting, training, and employing Youth Mentors to deliver programs throughout the year, including summer sessions.

#### Tasks:

1. Recruitment and Hiring:
  - Develop job descriptions and qualifications for Youth Mentor positions.

- Advertise roles, conduct interviews, and select qualified candidates.
- Onboard and train new hires on KAMP's mission, values, and program goals.
- 2. Program Implementation:
  - Facilitate mentoring sessions and activities, including anti-bullying workshops, social skills training, and emotional regulation exercises.
  - Engage with participants to build trust and provide guidance and support.
  - Monitor participant progress and tailor mentoring approaches to individual needs.
- 3. Participant Engagement:
  - Foster a positive and inclusive environment that promotes confidence and community engagement.
  - Lead group activities that encourage teamwork and personal growth.
  - Serve as role models and advocates for youth development.
- 4. Evaluation and Reporting:
  - Track attendance and participation in programs.
  - Collect feedback through surveys and observe behavioral improvements among participants.
  - Provide regular updates to the Program Manager on participant outcomes and program effectiveness.

Responsibilities:

- Executive Director/Program Manager:
  - Oversee the recruitment and hiring process.
  - Provide supervision, training, and support to Youth Mentors.
  - Ensure that mentoring programs align with organizational goals and grant requirements.
- Youth Mentors:
  - Deliver high-quality mentoring and program activities.
  - Build meaningful relationships with participants to encourage growth and positive outcomes.
  - Report on program progress and participate in staff development opportunities.

This initiative ensures that KAMP Hawaii's mentoring programs are consistently staffed with dedicated Youth Mentors who play a critical role in the positive development of Hawaii's youth.

1. Project Timeline:

July 2025:

- Assess needs and finalize specifications for the 15-passenger van, determining model and features.
- Begin recruitment process for the Executive Director role, including drafting a job description and posting on relevant job boards.

August 2025:

- Conduct outreach to local dealerships for van pricing and availability to secure the best deal.
- Continue the hiring process for the Executive Director, including interviews and final selection.

September 2025:

- Finalize the purchase of the 15-passenger van, ensuring all necessary documentation and

insurance are in place.

- Begin recruitment for the remaining administrative positions: Program Director, Office Manager, and Program Specialists.

October 2025:

- Complete hiring for the Executive Director and initiate orientation and onboarding process.
- Conduct interviews and select candidates for the Program Director and Office Manager positions.

November 2025:

- Hire Program Director and Office Manager, beginning their onboarding process.
- Start recruitment for 18 Youth Mentors, concluding initial outreach efforts through schools and community organizations.

December 2025:

- Finalize hiring of Program Specialists (3) and Assistant Program Specialist (1), beginning their onboarding.
- Interview and select 18 Youth Mentors, ensuring a diverse group representative of the youth they will mentor.

January 2026:

- Execute contracts and complete onboarding of all new staff members, including training on KAMP's mission, values, and programs.
- Finalize logistics for the integration of the newly purchased van into daily operations, including scheduling and routes for program activities.

February 2026:

- Conduct staff training sessions focusing on program delivery, mentoring skills, and best practices for engaging with at-risk youth.
- Begin developing an annual calendar for mentoring sessions, workshops, and outreach activities utilizing the new transportation.

March 2026:

- Launch an awareness campaign to inform the community about KAMP's expanded capacity and new transportation options to improve accessibility.
- Initiate mentoring sessions using the new 15-passenger van, transporting at-risk youth to various programs and workshops.

April 2026:

- Evaluate the effectiveness of the new transportation program through feedback from participants and staff, assessing areas for improvement.
- Conduct ongoing training sessions for Youth Mentors, focusing on targeted support strategies for economically disadvantaged and special needs youth.

May 2026:

- Host a community event showcasing success stories from participants who have benefited from the mentoring programs, highlighting the role of the new van in enhancing accessibility.
- Gather feedback from mentors and staff on the overall program delivery and areas for future development.

June 2026:

- Review the project's overall success against the initial goals and objectives set for the year.
- Prepare a report summarizing the impacts of the newly hired staff and transportation services on program reach and youth engagement, projecting future needs and opportunities for growth.

This timeline ensures a structured approach to achieving the goals outlined for KAMP Hawaii's projects, effectively enhancing the organization's capacity to serve its community and increasing accessibility for at-risk youth.

## 2. Quality Assurance And Evaluation Plan:

### MONITOR:

- Develop a Monitoring and Evaluation (M&E) Plan: KAMP will create an M&E plan at the project's outset. This will include defining: indicators of success; determining how to collect data; setting a timeline for review; and identifying who will be responsible for the monitoring tasks.
- Regular Reviews and Check-Ins: KAMP will hold regular meetings to: review progress on tasks; address challenges; and make necessary adjustments to ensure project remains on track.
- Surveys and Feedback: Regular feedback will be collected from staff, volunteers, and project beneficiaries, using methods such as: questionnaires; focus group discussions; and one-on-one interviews.
- Documentation and Reporting: To maintain accountability and transparency, KAMP will document all project aspects.

### EVALUATE:

- Internal Audits: KAMP will conduct regular internal audits to: ensure all operations are compliant with agreed standards; identify areas for improvement; and monitor the project's financial management.
- Risk Management: KAMP will continuously assess and manage project risks by identifying potential issues and developing strategies to mitigate them.
- Professional Development and Training: KAMP will provide staff ongoing professional development and training opportunities to ensure their skills and knowledge remain relevant to effectively manage the project.

### IMPROVE:

- Continuous Improvement: KAMP's Board of Directors will review the M&E data and audit results to identify trends, issues, and areas of improvement. They will use these insights to update strategies, approaches, and activities for the project's continuous improvement.
- Partner Collaboration: KAMP will collaborate on external project evaluation with partners and stakeholders to gather a broader perspective on the project's performance and identify potential improvements.
- Reporting to Funders: Regular reports will be prepared for the State GIA's funding

agency – and other stakeholders -- providing updates on: progress; spending; and challenges. Feedback from funders will help guide improvements and adaptations to the project.

### 3. Measures of Effectiveness:

#### Project 1: Purchase 15-Passenger Van:

1. Increased Accessibility:
  - Number of participants transported annually to mentoring sessions and activities (target: 3,674 youth).
  - Reduction in transportation-related barriers as reported in participant and parent surveys.
2. Operational Efficiency:
  - On-time transportation schedule adherence for programs and events.
  - Vehicle utilization rates (e.g., trips per month).

#### Project 2: Hire Additional Staff Members:

1. Program Delivery and Impact:
  - Increase in the number of mentoring sessions and activities conducted annually.
  - Participant satisfaction ratings from surveys on program quality (target: 85% positive feedback).
2. Administrative Efficiency:
  - Timely completion of administrative tasks, such as grant reporting and record-keeping.
  - Improved organizational operations as evidenced by reduced delays in program coordination and reporting compliance.

#### Project 3: Hire Year-Round Youth Mentors:

1. Participant Outcomes:
  - Improvements in participant confidence, social skills, and emotional regulation, as measured through pre- and post-program surveys and behavioral observations.
  - Number of mentoring hours delivered annually (target: consistent delivery throughout the year).
2. Mentor Engagement:
  - Retention rates of Youth Mentors and participation in professional development sessions.
  - Participant feedback on mentor effectiveness and program impact (target: 90% positive ratings).

#### Overall Program Metrics:

- Annual Reach: Number of youth served across all programs (target: 3,674 annually).
- Participant Progress: Positive change in behavioral and social metrics (confidence, social skills, emotional regulation) documented through surveys and observational data.
- Community Impact: Increased engagement and contributions by participants in school and community activities.

## **IV. Financial**

### **Budget**

1. Submit a budget, using enclosed budget forms, to detail request costs.
  - 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. Provide anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$95,222	\$134,963	\$84,963	\$95,222	\$410,370

3. List all other sources of funding applicant will seek in FY 26.  
City and County GIA, Federal Funding and Foundation Funding
4. List all state and federal tax credits granted within the prior three years. List all state and federal tax credits applicant has applied for or anticipates applying for pertaining to any capital project.  
N/A
5. List all federal, state, and county government List all federal, state, and county government contracts, grants, and GIAs applicant:
  - a) was awarded in 2022, 2023, and 2024; and  
City and County of Honolulu 10/2021-9/30/22  
State of Hawaii GIA 5/23-4/24  
State of Hawaii GIA 7/23 6/24  
City and County of Honolulu 10/24-9/25  
State of Hawaii GIA 7/24-6/25
  - b) will be receiving for program funding in FY 26.  
N/A
6. Provide balance of its unrestricted current assets as of December 31, 2024.  
  
(74,000)

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant:   KAMP Hawaii  

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	274,900		103,300	
2. Payroll Taxes & Assessments	54,980		7,903	
3. Fringe Benefits	6,490		13,310	
<b>TOTAL PERSONNEL COST</b>	<b>336,370</b>		<b>124,513</b>	
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment			8,000	
4. Lease/Rental of Space				
5. Staff Training			1,500	
6. Program Activities and Supplies			3,987	125,000
7. Telecommunication				
8. Utilities				
9. Grant Mangement	24,000		12,000	
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>24,000</b>		<b>25,487</b>	<b>125,000</b>
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>50,000</b>			
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>410,370</b>		<b>150,000</b>	<b>125,000</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	410,370	Michele Kamau (808) 271-4392		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested	150,000	<i>Aaron Kamau</i> 1/16/2025		
(d) Total Private/Other Funds Requested	125,000	Signature of Authorized Official Date		
<b>TOTAL BUDGET</b>	<b>685,370</b>	Aaron Kamau, Executive Director Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

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)
Program Director		1.0	\$65,000.00	100.00%	\$ 65,000.00
Executive Director		1.0	\$90,000.00	65.00%	\$ 58,500.00
Office Manager		1.0	\$50,000.00	100.00%	\$ 50,000.00
Program Specialist		1.0	\$36,000.00	60.00%	\$ 21,600.00
Program Specialist		1.0	\$36,000.00	60.00%	\$ 21,600.00
Program Specialist		1.0	\$36,000.00	60.00%	\$ 21,600.00
Asst. Program Specialist		1.0	\$30,000.00	65.00%	\$ 19,500.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
Youth Mentor - Summer		1.0	\$1,900.00	50.00%	\$ 950.00
					\$ -
					\$ -
<b>TOTAL:</b>					274,900.00
<b>JUSTIFICATION/COMMENTS:</b> Executive will oversee the project. Program Director will oversee the entire program. Office Manager will oversee that all the students and youth mentors are taken care of. Program specialist work with the Program Director and the students. Youth Mentors assist with the students during the summer program.					



## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: \_KAMP Hawaii Inc\_\_\_\_\_

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

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
12 passenger van	1.00	\$50,000.00	\$ 50,000.00	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 50,000.00	
JUSTIFICATION/COMMENTS:				

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: \_\_KAMP Hawaii Inc. \_\_\_\_\_

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:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS	N/A					
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
<b>TOTAL:</b>						
<b>JUSTIFICATION/COMMENTS:</b>						

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

Applicant: \_\_\_KAMP Hawaii Inc.\_\_\_\_\_

Contracts Total: 651,700

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	City & County of Honolulu GIA - CT-DCS-2200036	10/1/2021-9/30/22	Dept of Community Services	C&C of Honolulu	\$117,700
2	State of HI GIA - OCS-GIA-23-68	5/1/2023-4/30/2024	DLIR - Office of Community Service	State of Hawaii	\$100,000
3	State of HI GIA - DHS-24-OYS-432	7/1/2023- 6/30/2024	DHS - Office of Youth Services	State of Hawaii	\$100,000
4	City & County of Honolulu GIA - CT-DCS-2200036	10/1/2024-9/30/2025	Dept of Community Services	C&C of Honolulu	\$150,000
5	State GIA DHS-25-OYS-508	7/1/2024-6/30/2025	DHS - Office of Youth Services	State of Hawaii	\$184,000
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## **V. Experience and Capability**

1. Necessary Skills and Experience: KAMP Hawaii's programs are delivered on a foundation of 20 years of experience as a nonprofit, and 28 years of program experience under the leadership team's belt.

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 and the addition of our Community Based Instructional students. To be selected to 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 majority of our Youth Mentors 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 represent the same ethnicities and cultural backgrounds as our participants, which allows both the campers and mentors to relate to one another.

The mentors are in touch with the community issues that participants face on a daily basis. Through 18 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 summer program has not been a problem because we have had longstanding relationships with park personnel who are familiar with the program, and we also have a high retention rate of Youth Mentors who return for multiple summers to work throughout their high school careers. They in turn pass on their knowledge and experience to incoming mentors. We have seen many of our mentors go off to college, receive their degrees, and start families as contributing members of society.

Over the years, we have had time to refine and adjust our program delivery, based on feedback from 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.

KAMP Hawaii's Program Coordinator, Program Specialists, and Youth Mentors are all trained to carry out our low-COPE course activities safely. We also have the budget in place to maintain and replace program equipment, as needed.

Thanks to our successful partnership with the Department of Parks, and Recreation Site Directors, KAMP Hawaii's Board of Directors continues to support the summer program, which remains a highlight of our annual fundraising gala, with a full buy-in from our stakeholders. Going the extra mile to ensure we are successfully delivering the best program possible remains at the heart of everyone involved with KAMP.

2. Facilities: KAMP Hawaii operates out of a home office. It carries out its various missions at: various Oahu public schools; 32 Oahu Community Parks; and at a North Shore campground.

## **VI. Personnel: Project Organization and Staffing**

### **1. Proposed Staffing, Staff Qualifications, Supervision and Training:**

#### **1. Executive Director:**

- Proven track record of over 30 years in youth mentorship and nonprofit leadership.
- Extensive experience in program development, fundraising, and community engagement.

#### **2. Program Director:**

- Required qualifications include experience in program coordination, staff supervision, and program management.
- Skilled in budgeting, record-keeping, and policy implementation.

#### **3. Program Specialist and Assistant Program Specialists:**

- Strong communication and leadership skills with experience working with diverse youth populations.
- Proven ability to coordinate with schools, deliver curriculum, and oversee program logistics.

#### **4. Youth Mentors:**

- High school or college students with recommendations from coaches or teachers.
- Must demonstrate a positive attitude, teamwork, and commitment to mentoring at-risk youth.

### **Supervision, Training, and Administrative Direction:**

- **Supervision:** The Program Director and Program Specialist oversee all program-related staff, ensuring accountability, adherence to KAMP policies, and high-quality program delivery.
- **Training:**
  - Staff undergo comprehensive training on KAMP's curriculum, policies, and participant engagement strategies.
  - Youth Mentors participate in two weeks of mandatory training, including CPR/First Aid certification and cross-training in multiple program areas.
- **Administrative Direction:** The Executive Director provides strategic oversight and ensures alignment with organizational goals, while the Office Manager ensures operational compliance and efficiency.

This staffing structure leverages experienced leadership and enthusiastic youth mentors to maximize program impact and operational efficiency.

## **2. Organization Chart**

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

## **3. Compensation**

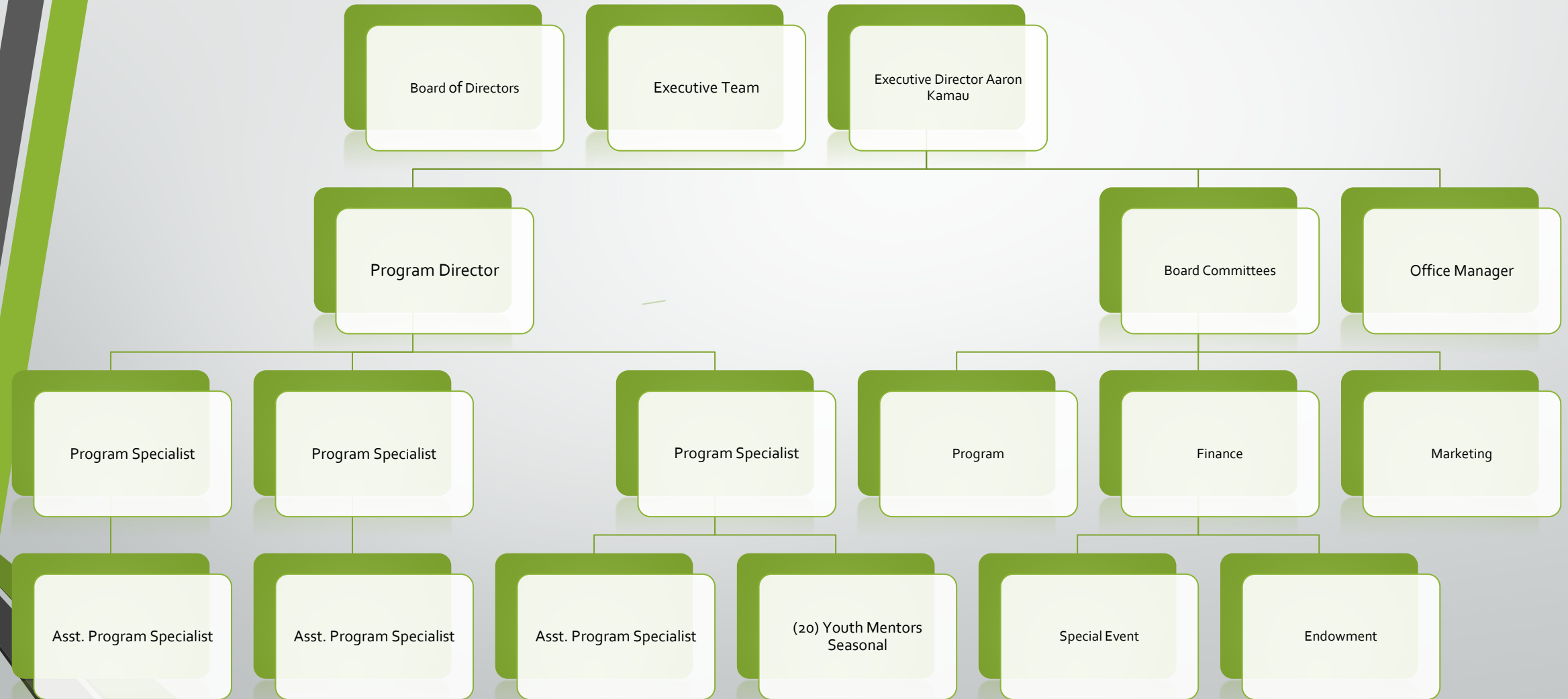
Provide annual salary range paid to three highest paid org officers, directors, or employees by position title, not employee name.

Executive Director – \$90,000

Program Director – \$65,000

Program Specialist – \$36,000

# KAMP Hawaii Organizational Chart



## **VII. Other**

1. Litigation: Not Applicable
2. Licensure or Accreditation: Not Applicable
3. Private Educational Institutions: Not Applicable
4. Future Sustainability Plan:

Provide a plan for sustaining FY 26 activity funded by grant if the grant is:

- (a) Received for fiscal year 2026, but
- (b) Not received by the applicant thereafter.

KAMP Hawaii, with its well-rounded program structure and longstanding partnerships, has a robust track record spanning 20 years. We aim to perpetuate our annual Summer Pride and Victory Healthy Lifestyle and Enrichment Program in the future as well. The management of our programs relies on the funds generated annually from fundraisers, grants, and personal donations.

Our past experience empowers us with organizational expertise to oversee program implementation, manage our resources, and supply necessary materials for our activities. Our future objective is not just to persist with our six annual programs, but also to grow our summer program in accordance with the needs of fresh park personnel expressing an interest in incorporating our program into their Summer Fun initiatives.

Maintaining our program provides various enduring advantages. KAMP Hawaii cultivates secure spaces for children to interact and build enduring relationships within their community. Our programs not only empower the youth with critical life skills necessary for school, home, and community but also afford job training and employment prospects for our teenage Youth Mentors.

The acquired leadership competencies will be of immense benefit to participants and mentors in their future careers as active societal members. Furthermore, our curriculum motivates everyone involved to opt for healthier lifestyle choices, promising future emotional, physical, and economic stability.

Several of our Youth Mentors started as participants, evidence of the significant impact of KAMP Hawaii's program. It is with immense pride that we observe our past participants and mentors graduating college and transforming into active community members, passing on the valuable life skills and knowledge they acquired at KAMP to future generations.

Aware of the significance of long-term sustainability, KAMP is consistently working on diversifying our funding sources. Over the past year, we have engaged with several grant makers for financial support.



We are confident that we can increase our sustainability through a variety of strategies:

- Enhancing the fundraising skills of our board and staff through professional development opportunities
- Cultivating and maintaining relationships with local and mainland foundations
- Building stronger connections with local corporations and small businesses
- Expanding efforts to engage individual donors

To achieve this, we have brought on a grant writing team to devise and implement a strategic fundraising plan. We expect that their efforts, combined with ours, will result in a successful grant-seeking program that ensures our financial stability beyond the GIA funding period.

By fostering a comprehensive fundraising plan and an organizational culture of philanthropy, we aim to sustain, expand, and scale our programs. Our objective is to effectively serve Hawaii's disadvantaged youth community for the long term, beyond the scope of this GIA grant.

# KAMP Hawaii, Inc.\_410370\_OP

Final Audit Report

2025-01-16

Created:	2025-01-16
By:	Marie Villa (marivia7@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAjQQwzMiCSyuuos0CoBTAPUrBp-7kimfw

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-  Signer aaron@kamphawaii.org entered name at signing as Aaron Kamau  
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-  Document e-signed by Aaron Kamau (aaron@kamphawaii.org)  
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