

**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:

Kahua Pa'a Mua, Inc

Amount of State Funds Requested: \$400,000

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

KPM Statewide Food Alliance and follow up professional development for Ag Food Natural Resources (AFNR) educators in 30 schools. KPM will build teachers skillsets through a 3 day teacher institute on Oahu. Outreach objectives will provide agriculture workforce curriculum, on demand site consultations by master teachers and mini grant funding will be offered based on merit and student projects.

Spring Institute on professional development:

- Regional Food Hub implementation
- Animal Husbandry swine and poultry
- Soil Science fundamental
- Agriculture Mechanics and farm equipment maintenance training
- FFA Entrepreneurship and Supervised Ag Experience (SAE) project preparation

Amount of Other Funds Available:

State: \$

Federal: \$

County: \$

Private/Other: \$

Total amount of State Grants Received in the Past 5

Fiscal Years:

\$200,000

Unrestricted Assets:

\$268,641

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 896

City:

Kapaau

State:

HI

Zip:

96755

Contact Person for Matters Involving this Application

Name:

Carol Fuyertes

Title:

Sec./Treas.

Email:

kpmine808@gmail.com

Phone:

(808) 345-4610



Authorized Signature

David Fuyertes, 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



AUTHORIZED SIGNATURE

Carol Fuentes, Sec/Trea

PRINT NAME AND TITLE

1/15/2025

DATE

**I. Certification**

**1. Hawaii Compliance Express Certificate**

Attached

**2. Declaration Statement**

Attached

**3. Public Purpose**

Our purpose is to provide professional development for agriculture teachers so they can best prepare FFA students to join the evolving agricultural workforce and marketplace to address the public need to overcome food insecurity.



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:** KAHUA PA`A MUA, INC.

**DBA/Trade Name:** KAHUA PA`A MUA, INC.

**Issue Date:** 01/08/2025

**Status:** Compliant

Hawaii Tax#:

New Hawaii Tax#: GE-0347815936-01

FEIN/SSN#: XX-XXX2506

UI#: No record

DCCA FILE#: 229098

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	Exempt
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 REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; 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.

**Kahua Pa'a Mua, Inc**

(Typed Name of Individual or Organization)



(Signature)

**1/15/2025**

(Date)

**David Fuentres**

**1/15/2025**

(Typed Name)

(Title)

## **II. Background and Summary**

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

Kahua Pa'a Mua (KPM) is a 501c3 entity that serves as a training hub that teaches sustainable and regenerative agriculture, leadership, animal husbandry and Korean Natural Farming to educators, K-12 students, families and other communities throughout the State of Hawaii. Since its founding in 2010, KPM has contributed to food security, economic growth and community resiliency by teaching young people to grow food in the unique growing conditions of their schools and homes.

KPM's reach is statewide, and the organization practices economically and culturally sustainable agriculture and natural resource conservation. KPM has also trained K-14 agricultural educators in classroom and service learning projects that incorporate Hawaiian food traditions and culture.

KPM has advised the Hawaii Legislature and members of Hawaii's congressional delegation on food policy. Further, KPM founder David Fuertes received the Honorary American FFA Degree from the National Future Farmers of America (FFA) Organization in October 2022 for lifetime commitment to growing the next generation of leaders that are changing the world. This successful body of work has positioned KPM for transforming secondary (7-12) agriculture and FFA programs to prepare an informed workforce for a broad base of government and private sector careers.

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

The goals and objectives of this GIA application are aligned with the Hawaii Board of Education strategic priorities of High Quality Learning, High Quality Teacher Workforce and Efficiencies at all levels, and with the Board of Education HA policy E3 which seeks to promote a sense of belonging, responsibility, excellence, Aloha, total well-being and the essence of Hawaii in everything we teach. Our project is also aligned with the goals of the Hawaii State Agriculture Teachers Association (HSATA) strategic plan.

Our GIA goals are to:

- Build teachers' skillsets through an Agriculture Teacher Institute, and
- Support student agriculture production entrepreneurial projects.

Our GIA objectives are to provide professional development outreach in:

- Regional Food Hub
- Animal Husbandry (Swine and Poultry) breeding and production best practices
- Soil Science (Soil Assessment and Management) Fundamentals
- Agriculture Mechanics and Farm Equipment Maintenance Training
- FFA Entrepreneurship and the Supervised Ag Experience (SAE) project preparation
- Networking with University of Hawaii and private sector ag partners



### **3. The public purpose and need to be served**

Our purpose is to provide professional development for agriculture teachers so they can best prepare FFA students to join the evolving agricultural workforce and marketplace to address the public need to overcome food insecurity.

The Future Farmers of America program is not a club, but an integral part of the Natural Resources (Agriculture) Career and Technical Education (CTE) curriculum. The FFA curriculum teaches leadership and business and community development through the medium of agricultural education. The agriculture education philosophy is captured in the FFA Motto of "Learning to Do, Doing to Learn, Earning to Live, Living to Serve."

We will improve production and project management practices for pertinent food groupings identified in the Regional Food Hub framework. Production will emphasize what can be best grown in our environmentally diverse island communities. Production types will also be informed by proximity to processing and distribution networks.

A related need is a higher education degree program for agriculture teachers. When the University of Hawaii closed its Agriculture Education Degree Program due to lack of teacher demand, agriculture programs lost a pipeline of locally-trained and certificated agriculture teachers. In the years following closure, agriculture education professional development also declined as centralized staffing was downsized. As we wait for reinstatement of a Career and Technical Education (CTE) degree program with content-specific degrees (Agriculture, Business and Finance, Health Services, etc.), it will be up to groups like KPM to provide agricultural educators at secondary schools throughout the state with updated agricultural skills training in partnership with higher education and ag-friendly agencies and businesses.

In conversations with agriculture teachers and with the State Department of Education CTE leadership, we know that preparing students for agricultural professions can be a daunting task. Today's agriculture teacher must cover all aspects of the agricultural landscape from production to distribution and marketing. Teachers must also prepare students for opportunities in research and knowledge transfer, regulatory and occupational safety, biosecurity and food safety, equipment maintenance and energy and water resource management, weather tracking and meteorology, and more. These diverse needs simply cannot be provided by the educational system alone.

Agriculture education requires multiple skill sets. In order to address food insecurity, we need to empower our high quality agriculture teacher workforce with updated professional development. This application fully supports Priority II (Goal 2.1) of the State of Hawaii Public Education 2023-29 Strategic Plan and Implementation Plan and KPM joins the HDOE to advance high quality programs through a highly qualified teacher workforce.

#### **Priority II**

Goal 2.1: All students are taught by effective teachers who are committed to quality teaching and learning for all.

Lastly, a major finding and teacher recommendation from the 2023-24 KPM GIA for agriculture teacher professional development was to continue the program. Although we did not apply for 2024-25 GIA support, this application is responsive to the unanimous and ongoing agriculture teacher call for professional development.

KPM staff and leadership have over 75 combined years of experience in agricultural science and technology programs and possess extensive knowledge of state standards and have long-standing relationships with local schools and teachers. KPM will connect new with experienced teachers to co-learn agricultural content and address the aforementioned Goal 2.1.

#### **4. Describe the target population to be served**

We will serve up to 30 secondary agriculture teachers with active Agriculture and FFA programs from across the state. This includes engaging middle schoolers in co-curricular activities as stated in the BOE strategic implementation plan.

#### **5. Describe the geographic coverage**

Our geographic coverage is statewide and participating schools come from rural and urban communities on the islands of Kauai, Oahu, Molokai, Maui and Hawaii. Our service base is growing and there are now 43 secondary schools on five islands with natural resources and two more middle schools are expected to join by SY 2025-26.

Although we will not be able to reach the entire service base this year, we are hopeful that the system will secure the services of one Full Time Equivalent professional agricultural and FFA support staff person to mentor new teachers and coordinate future professional development for the growing ag teacher workforce.

Meanwhile, this application will work to fill critical professional development needs.



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

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

KPM will bring together secondary agricultural educators from across the state to enrich the agricultural workforce curriculum delivery for their students. KPM will provide professional development in partnership with master teachers and successful agriculture producers and entrepreneurs. KPM will also conduct on-demand site consultations to provide teachers with technical guidance. In addition to mini-grant funding for student projects, teachers will receive stipends or per diems for training and project development conducted beyond normal school work days.

The KPM program will culminate in a three day and two night spring institute on the island of Oahu. Participants will be teachers who successfully completed and documented food production and value-added supervised agricultural experience (SAE) projects and who have active FFA members who participated in district and state FFA events. In addition, participants will include new teachers from schools offering Natural Resources who commit to start active FFA programs. These teachers will receive consultative site visits by KPM staff to include how to register students for FFA membership and how to develop an annual Program of Work.

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

First Quarter Zoom Workshops:

- Mandatory information on goals and objectives by staff
- FFA leadership and entrepreneur with master teachers and regional food hub concept and business opportunities
- Supervised Agricultural Experience (SAE) with master teachers, staff and funding government opportunities for farmers by USDA-NRCS
- Poultry production workshop with Asagi Hatchery, Inc.

Second Quarter:

- Funding proposals evaluated and awarded

Third Quarter:

- KPM staff and master teachers consult with individual schools on SAE objectives and monitor supplies funding.

Participation in the 3 day spring institute will be based on SAE and FFA programs merits. Participants will be teachers who successfully completed and documented food production and value-added supervised agricultural experience (SAE) projects and who have active FFA members who

participated in district and state FFA events. In addition, participants will include new teachers from schools offering Natural Resources and who commit to start active FFA programs.

Fourth Quarter: Spring Institute Schedule

- Day 1: Agriculture Mechanics (welding, small engine repair, maintenance and safety)
- Day 2: Soil Science and fundamentals of crop and animal production, assessment and management with USDA-Natural Resources Conservation Service, Jackie Freitas Master teacher host.
- Day 3: Animal Husbandry at the SK Natural Farms swine operation
- Evenings:  
Regional Food Hub framework, FFA leadership and chapter development, the Supervised Ag Experience (SAE) project and entrepreneurship.

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

Each school will keep records of projects including production goals, hours worked, fixed and variable costs, specific skills learned and the total costs per pound of production.

The advisory board will serve as the evaluation team on this project. This board will meet with the project team at the outset of the project and will be provided with quarterly reports during the year. The board will reconvene for an end-of-project evaluation

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

KPM seeks to empower teachers to apply STEM and traditional best practices to food production and community service.

Teacher Training Measures of Effectiveness

- Number of training sessions attended
- Number of contact hours with master teachers and consultants
- Number of Supervised Agricultural Experience (SAE) mini-grant entrepreneurial projects

- Anecdotal teacher reports on the effects of the KPM intervention and recommendations for improvement of both content and methods of training.
- Number of FFA chapters started (for new programs only)

KPM staff will meet twice monthly as a management team and on-demand with teacher participants throughout the duration of the project. Teacher questions and input will be tracked and documented using Google Forms, a practice familiar to all HDOE teachers.

#### **IV. Financial**

##### **1. Budget**

- a. Budget request by source of funds
  - i. Attached
- b. Personnel salaries and wages
  - i. Attached
- c. Equipment and motor vehicles
  - i. Attached
- d. Capital project details
  - i. Attached
- e. Government contracts, grants, and grants in aid
  - i. Attached

##### **2. Quarterly funding request for the fiscal year 2026**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$50,000	\$150,000	\$150,000	\$50,000	\$400,000

##### **3. All other sources of funding for fiscal year 2026**

Kamehameha Schools Funding Ulu Hou \$85,000  
Kamehameha Schools Ulu Mau Summer Boost \$31,000  
State GIA - Professional Development AFNR ( proposed)

##### **4. State and Federal tax credits granted within prior three years. And state and federal tax credits they have applied for or anticipated applying for**

- a. N/A

##### **5. Federal, state, county government, contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2026**

- a. KPM State GIA - Education Development AFNR \$200,000 (Sep23-May24)  
OCID-ISB-Standards Support Section

##### **6. Balance of unrestricted current assets as of December 31, 2024**

The balance of unrestricted current assets as of 12/31/24 is \$95,113.89

# BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Kahua Pa'a Mua, Inc

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	93,750			
2. Payroll Taxes & Assessments				
3. Fringe Benefits	28,125			
TOTAL PERSONNEL COST	121,875			
B. OTHER CURRENT EXPENSES				
1. Institute Instructors	10,500			
2. Online Workshop Instructors	4,000			
3. Airfare- RT interisland	5,250			
4. Mileage on Oahu	5,175			
5. Ground transp RAC	1,365			
6. Lodging (37 attendees)	18,900			
7. Follow up consultations (25)	6,000			
8. Staff training	3,000			
9. Inst. (3) day per diem, meal, parking, etc	25,250			
10. Use of Facility - Mtg & Workshops	6,000			
11. Wrkshp - Inst. materials & supplies	16,000			
12. Office supplies	1,685			
13. Presentation (Holke) mrktng.	13,000			
14. Supplies - microgrants (SAE)	122,000			
15. Farm - Maint irrigation	0			
16. Admn 10 % incl ins	40,000			
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	278,125			
C. EQUIPMENT PURCHASES	0			
D. MOTOR VEHICLE PURCHASES	0			
E. CAPITAL	0			
TOTAL (A+B+C+D+E)	400,000			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	400,000	Carol Fuent, Sec/Treas. (808) 345-4610		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	0	1.15.2025		
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official Date		
TOTAL BUDGET	400,000	David Fuent, Exec. Dir Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Kahua Pa'a Mua, Inc

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Director	FTE . 25	\$100,000.00	25%	\$ 25,000.00
Professional Development	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Grant Administrator	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Fiscal Manager	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Assit Program Mgmt	FTE . 25	\$50,000.00	25%	\$ 12,500.00
<b>Total Personnel</b>				\$ 93,750.00
Fringe 30% with Third party payroll service: TDI, Worker's Comp, State & Fed Taxes, FICA & Medicare				\$ 28,125.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				121,875.00
JUSTIFICATION/COMMENTS:				



## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Kahua Pa'a Mua, Inc

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	0	\$0.00		0
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	0	0		0
JUSTIFICATION/COMMENTS:				

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Kahua Pa'a Mua, 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	N/A					
DESIGN	N/A					
CONSTRUCTION	N/A					
EQUIPMENT	N/A					
<b>TOTAL:</b>	0	0	0	0	0	0
JUSTIFICATION/COMMENTS:						

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

Applicant: Kahua Pa'a Mua, Inc

Contracts Total:

591,850

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Kamehameha Schools - Ulu Hou educational program. Aloha Aina to grow Oihi leaders by using Kupuna & Kumu as mentorships.	2024-2026	Kamehameha Schools	Pvt. Foundation	170,000
2	Ulu Mau Summer Boost - support Aina learning opportunities for age 8yr-12yr NH learners and increase identity, kulueana, to Hawaiian culture	2024-2026	Kamehameha Schools	Pvt. Foundation	61,000
3	Dorrance Foundation - to provide farm labor support for programs in crops and animal production.	2024-2025	Dorrance Foundation	Pvt. Foundation	70,000
4	Malama Aina Foundation - Soil amendment development prog. With supplies and support in installation of 75+ garden boxes on Hawaii Island with KNF input soil & irrigation.	2023-2025	Malama Aina Foundation	Foundation	90,850
5	Hawaii State GIA - Prof development, consultation, supplies, for Ag Food Natural Resources Instructors - Statewide DOE	2023-2024	Dept of Education	State of Hawaii	200,000
6					
7					
8					
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10					
11					
12					
13					
14					
15					
16					
17					
18					
19		10			Application for Grants

## **V. Experience and Capability**

### **1. Necessary Skills and Experience**

KPM believes that every person can produce food. KPM supports the cultivation of the food groups suited to the specific climates, altitude and water resources near school and the surrounding communities in order to grow trees and perennials that are resilient and resistant to climate change, such as breadfruit, coconut, ginger, kalo, sweet potato, rice, ulu, buckwheat and other foods from the Regional Kitchen food groupings. 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.

- 2023 KS Ulu Hou I - Conducted Strategic Planning weekend with 4 Hawaii Island Schools: Kohala HS, Keaau HS, Kau HS, and Hilo HS. Program development of Oihi Native Hawaiian students in leadership and cultural values. Aina Based value added production of crop/animal production. First year.
- 2023-2024 Dorrance Foundation - Yearly labor funding for farm development in Crop and Animal production. End of 2024 - Moved Hoea farm to new farm (KAPA) - Lost 8 yr lease from private owner and moved all operations to Halawa, No. Kohala
- 2023-2024 KPM State GIA - Professional development with Ag, Food Natural Resources teachers in 23 Dept. of Education on five islands (statewide). Successful in increasing FFA Chapters from 11 in 2022 to currently 28 chapters statewide. Doubled student participation and SAE projects in all schools.
- 2024 Ulu Hou II - KS Funded second year after successful first year with four island schools. Added Honokaa HS with new FFA Chapter.
- 2024 Ulu Mau - Kamehameha Schools funding 2nd and 3rd years for Summer Boost program. 4 weeks x 5 days of cultural and agriculture hands on summer experience at KAPA farm. Mentored students ages 8 to 10 yrs old In Natural Farming methods of Crops and animal production.
- 2023-2024 Malama Aina Foundation - two years of installation and supplies for 25 sites (75+ garden boxes) throughout Hawaii Island. Soil Amendment development program.

### **2. Facilities**

The planning and administrative functions are not facilities-dependent and will be done in staff's home or business offices. The actual training and consulting will be done

through in-person site visits and workshops. The on-site visits will be at agriculture facilities serving students in grades 7-12.

These facilities range from generic classrooms with some outdoor gardening space to full-service high school agriculture facilities with classrooms and associated tool and storage rooms, agricultural mechanics shops, outdoor land laboratories (school farms), greenhouses and aquaculture tanks.

Our participating schools will have an opportunity to apply for mini-grants for students to experiment with growing more food locally. This will prepare the future workforce for the unpredictable impacts of future supply chain disruptions and climate events.

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

### **1. Proposed Staffing, Staff qualifications, Supervision and Training**

The KPM team has over 60 collective years of experience teaching, job coaching, leading and managing curriculum development in agricultural science and technology in local schools. The team is also familiar with the state Department of Education's core standards for the Agriculture, Food and Natural Resources pathway.

The Program Director oversees all aspects of the project; convenes monthly planning meetings with the core team; provides direction and administrative counseling and interventions as needed. Ensures compliance with grant expectations and collects, documents and reports measures of effectiveness and evaluations for end-of-project reporting.

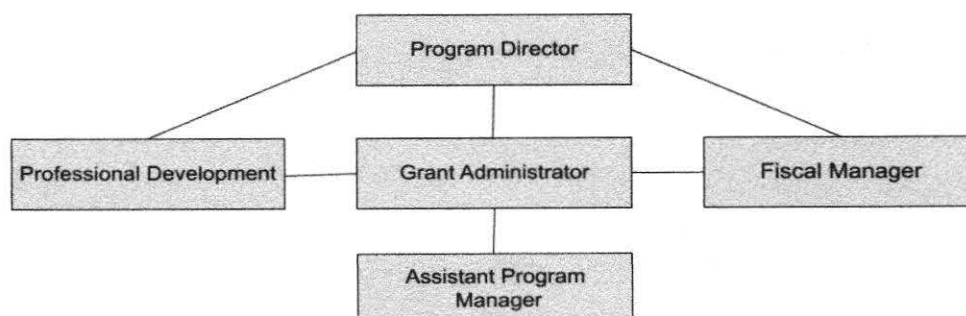
The Professional Development maintains a record of activities based on teachers and student interviews; captures and documents impressions and stories for the project record, sharing with other teachers, and media outreach. Professional Development teaches business entrepreneurship at school level to encourage employment opportunities.

The Grant Administrator works with individual school SAE Supervised Agricultural Experience programs to ensure project goals and objectives are being met. Review and assist in budgetary matters, use of supply funding based on microgrant goals and objectives.

The Fiscal Manager operates personnel costs and submits documentation for cyclical reimbursements from the host agency; documents and compiles all fiscal transactions for end-of-project reporting.

The Assistant Program Manager helps the team on logistical arrangements for online contacts, and set up institute registrations.

### **2. Organization Chart**



### **3. Compensation**

#### **a. Attached**



## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Kahua Pa'a Mua, Inc

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Director	FTE . 25	\$100,000.00	25%	\$ 25,000.00
Professional Development	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Grant Administrator	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Fiscal Manager	FTE . 25	\$75,000.00	25%	\$ 18,750.00
Assit Program Mgmt	FTE . 25	\$50,000.00	25%	\$ 12,500.00
<b>Total Personnel</b>				\$ 93,750.00
Fringe 30% with Third party payroll service: TDI, Worker's Comp, State & Fed Taxes, FICA & Medicare				\$ 28,125.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				121,875.00
JUSTIFICATION/COMMENTS:				

**VII. Other**

**1. Litigation**

N/A

**2. Licensure or Accreditation**

N/A

**3. Private Educational Institutions**

N/A

**4. Future Sustainability Plan**

The Kahua Paa Mua 2023-2024 State GIA focused on professional development in adding value to agricultural commodities grown by AFNR students throughout the state. This 2025-26 application will continue to grow a quality agricultural workforce.

The State Regional Food Hub framework will bring jobs and our students must be prepared for these opportunities. Our State's food system will soon see an unprecedented demand to build an employment-ready agricultural workforce.

The immediate need is for at least one full time FFA Program administrator dedicated to professional development (PD) to support our highly qualified agriculture teachers. This work must be informed and nurtured through relationships with the National FFA Organization, Ag-friendly organizations, the private sector, State and Federal agriculture and workforce development agencies, and State Department of Education and higher education Farm-to-School programs. These entities want to help but quality coordination is needed and this work cannot rely on volunteers alone.

We are hopeful that the system will find ways to maintain a permanent and rigorous program of agriculture educator professional development and that future GIA requests for this purpose will not be needed.

**Appendices**

1. Staff Biographies
2. KPM Organizational Chart
3. USDA-AFNR Professional Development Work Plan
4. Zoom Workshop Schedule
5. Institute Workshop Schedule
6. Guiding Plans and Policies

## Staff Biographies

David Fuertes (Program Director) has national, state and county community economic development experience. He worked closely with the late Senator Daniel K. Inouye on several Farm Bills when the Senator was Chair of the Appropriations Committee; he has advised state and municipal agencies on policies to invest in workforce development trends in agriculture and farming; and he has facilitated many strategic planning sessions. David has been recognized by local and national media for his endless capacities to share the magic of agriculture, his deep community involvement and decades of agriculture and aloha. He has directed numerous youth and adult training programs and workshops on the island of Hawaii and across the state.

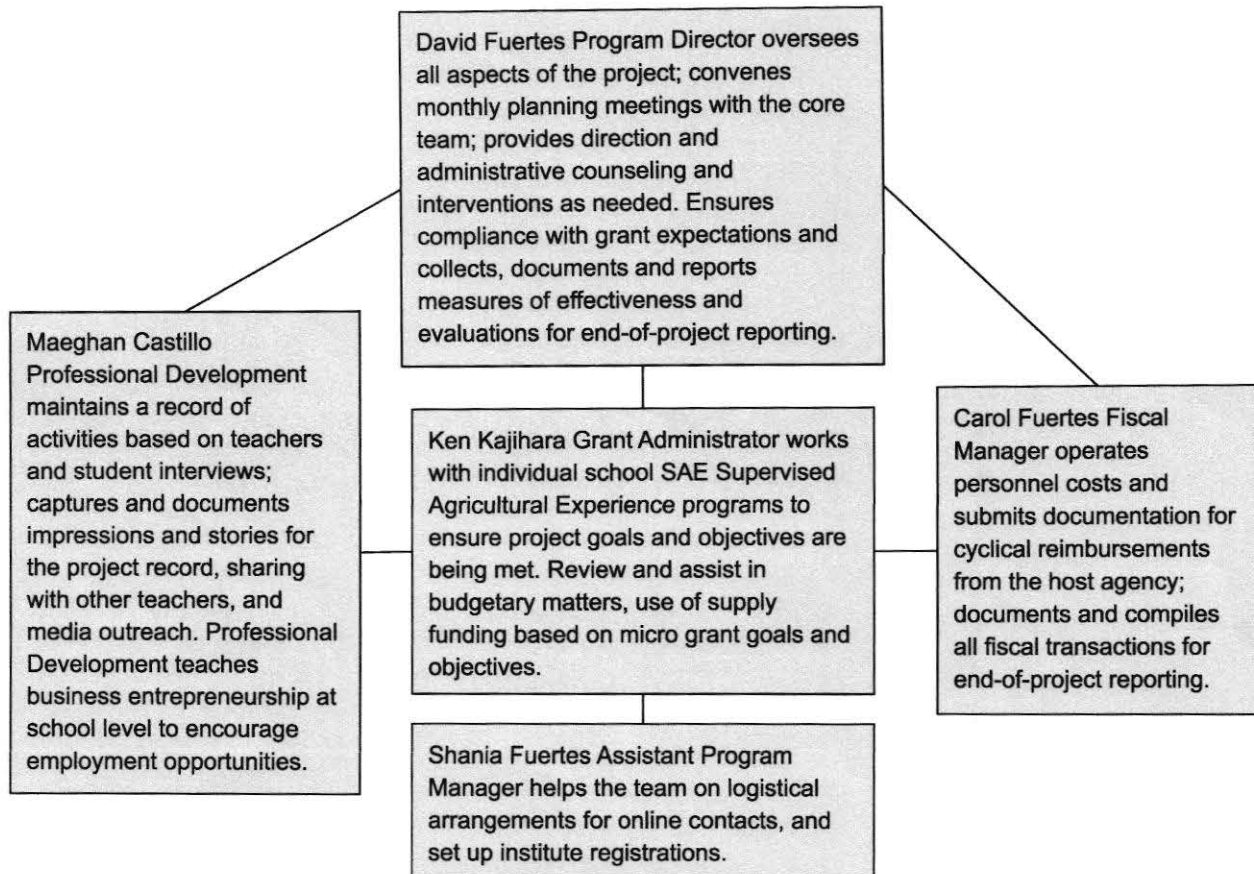
Ken Kajihara is a retired educator with experience teaching agriculture, math, science and sustainability for grades 7 to 12. He also served as a Hawaii State Department of Education program manager for the Future Farmers of America and environmental safety programs. He has a Bachelor of Science in Agriculture Technology (1975) and a Masters in Educational Administration (1998) from the University of Hawaii Mānoa. Since 2019, he has presented on diversity, equity and inclusion at conferences hosted by the Association of Teacher Educators, the National Career Academy Coalition, and the University of Hawaii Center on Disability Studies. Ken has also been an environmental safety manager and a school facilities planner.

Carol Fuertes (Fiscal Manager) She has served as Secretary/Treasurer of Kahua Pa'a Mua since its inception in 2010. Over the years, Carol has played many roles as program manager, financial manager, grant writer/reporter and general logistics head of all programs. She has over 40 years of financial experience as Head Teller of local banks, office manager for a local dental office; accounting clerk at a hotel, and payroll clerk for a private accounting firm. Carol has served as Past President of Kohala Elementary Parent/Teacher Association, advisor to the Kohala Filipino Club, State Commissioner of the Hawaii Hospital Management System, and organizer of many community events.

Meaghan Castillo brings over nine years of experience in outreach and education, community engagement and programs focused on conservation and workforce development in Hawaii. She has served as Program Coordinator, Assistant Program Manager, and now Donor Stewardship Manager in Philanthropy at KUPU, Hawaii's leading conservation and youth development organization. Maeghan holds a Bachelor's degree in Environmental Science (2011) and a Graduate Certificate in Nonprofit Management (2023) from the University of Hawaii at Manoa, reflecting her deep commitment to her community, conservation, indigenous equity, and educational innovation.

Shania Fuertes (Assistant Program Manager) holds a Bachelor's degree in Business Administration with a focus on Management from the University of Hawaii at Manoa's Shidler College of Business in 2023. As a part of her role at KPM, she serves as an administrative aide and manages a range of responsibilities, including website design and updates, correspondence, grant submissions and reporting, as well as accounting using QuickBooks Pro.

## Kahua Pa'a Mua Organization Chart for GIA Project



Kahua Paa Mua – STATE GIA  
AFNR (Agriculture, Food, Natural Resources) PROFESSIONAL DEVELOPMENT  
JUNE 2025 to JULY 2026  
WORK PLAN

DATE/ TIMELINE	GROUP CATEGORY	WORK PLAN ACTIVITY	COST
June 2025	KPM STAFF	Organize monthly schedule and identify participants/schools. List contacts and draw up contracts for commitment to project	Payroll \$10,154 w/fringe
July 2025	KPM STAFF	Announce project to selected participants/schools with : Goals and objectives. 3 day Professional Development Institute and other instructional zoom conferences on additional related AFNR areas.	Payroll \$10,154 w/fringe
August 2025	KPM STAFF	Set dates with instructors, facilities, and zoom conferences for interested participants. Attendees for 3 day Professional Development Institute in Oahu will be selected from those committed to goals and objectives. Limited to 20 participants on Oahu and 17 from outer islands for summer of 2026 three day Institute of advanced specific areas of professional development. (2) Staff will travel 3 days, 2 nights to Seattle to view operations of Regional Hub to better understand concept for institute weekend.	Payroll \$10,154 w/fringe Travel (2) to Regional Hub facilities in Seattle. Program Director and Professional Development Staff. \$3,000
August 5th to October 6th 2025 first quarter of DOE school year. Fall Break to follow	KPM STAFF & SELECTED SCHOOLS CONTACTED.	Each school on list will be asked to attend 1 mandatory zoom mtg (all invitees) on Goals & Objectives for this grant. 2 workshops via zoom with instructions on FFA entrepreneurship, leadership, Regional Hub concept and business/ employment opportunities, and SAE Supervised Ag. Experience for students, Agriculture funding with Government agencies. Optional workshop in Poultry with Asagi nursery for those interested in	Payroll & fringe \$10,154 September \$10,154 October Instructors 4x \$1,000= \$4,000 (zoom)



		raising poultry. Each school will be given supply funding based on individual school based programs requests; involvement of students, and goals and objectives as requested to and approved by selection committee.	
October 11 to Dec. 20 2025 2 <sup>nd</sup> quarter DOE Winter break to follow	KPM FUNDING COMMITTEE	Consider each proposal for supply funding and award \$\$ to each school. Schools that receive funding will be invited to attend Summer Institute for Professional Development (2.5 days (2 nights) on Oahu. Invitees will be from each island. 20 (Oahu) (17) from Hawaii island, Maui, Molokai & Kauai.	Payroll \$10,154 Nov \$10,154 December Award \$122,000 supply funding based on submitted SAE plans
January to March 2026 3 <sup>rd</sup> quarter DOE. Fall break to follow.	KPM STAFF TO MONITOR SAE AND INDIVIDUAL SCHOOL PROJECTS FOR PLANNING AND EXECUTION, USE OF SUPPLY FUNDING.	KPM staff to monitor and consult with individual schools working on their SAE objectives. Also, monitor use of supply funding as they implement their plans. Staff will also start making arrangements for 3-day Institute on Oahu. Schools will sign up for workshops based on their SAE and whether they are raising animals or crops, have farm equipment, or need knowledge of welding, etc. All school participants will take the FFA entrepreneur and leadership workshop And SAE segment of professional development.	Payroll \$10,154 Jan \$10,154 Feb \$10,154 March Staff travel to monitor individual schools on projects \$8,000 Institute : Travel, Instructors, facilities rental, and office supplies. \$22,440 Consultant/Instructors \$8,500 Per diem meals, gas, etc Facilities rental, workshop supplies \$57,185.
April 2026	KPM STAFF 7 PARTICIPANTS OF INSTITUTE HELD ON OAHU	Evaluation of attendance and participation for 3 day institute on Oahu. Pros and cons of what was presented. Insight to future plans for their projects and implementation. Schools SAE project final Goals and Outcomes. Individual reports to compile on school based results on production.	Payroll \$10,154 April Additional funding for Hoike presentation for School, FFA, Community. Video/ meal/ program expenses. \$13,000

May 2026	KPM STAFF	Compiling year's accomplishments from each school. Final report to log Schools production of crops and animals , supply costs, and plans to continue programs and participate in regional hubs as Entrepreneurs.	Payroll \$10. 154 May \$40,000 last draw Final budget submission

Kahua Pa'a Mua – State GIA  
AFNR PROFESSIONAL DEVELOPMENT INSTITUTE  
WORKSHOP SCHEDULE

WORKSHOP VIA ZOOM WITH ALL INTERESTED SCHOOLS  
AUGUST 5<sup>TH</sup> TO OCTOBER 6<sup>TH</sup> - 1<sup>ST</sup> QUARTER DOE 2025

1. Mandatory – at least one from each school attends via zoom.  
Introductory information on Goals and Objectives. Tentative  
Schedule for 2025-2026 school year.  
Host: Program Mgr David Fuertes, Professional Development  
Coordinator Maeghan Castillo, and Grant Administrator Ken  
Kajihara (45 mins & 15 mins questions)
2. FFA Leadership & Entrepreneur with Host, Master teachers  
Ken Kozuma, David Fuertes, & Ken Kajihara (30 mins.)  
Regional Food Hub Concept and business opportunities with  
Maeghan Castillo, Sen Dela Cruz office (30 mins)
3. SAE – Supervised Agriculture Experience with Host, Master teachers  
Kaweni Ibarra, David Fuertes & Ken Kajihara (30 mins)  
Funding and government opportunities for Farmers – USDA-NRCS  
Natural Resource Conservation Service (30 mins)
4. Animals – Poultry Workshop with Asagi Hatchery, Inc.  
Master teacher host Jackie Freitas (2 hrs)  
Animal husbandry = proper care of Poultry Layers and Meat Birds.  
Curriculum:
  - 1) Breeds – characteristics
  - 2) Understanding chickens -behavior, nature, likes, dislikes, intelligence
  - 3) Types & Economics – Meats: broilers, fryers, stewing & Eggs
  - 4) Raising requirements for meat vs layers  
Brooding, Growing schedule  
Feeding, water & shelter  
Diseases  
Harvesting & storage & packing
  - 5) Types they also sell on site: Seeds and Fruit tree nursery

KAHUA PAA MUA STATE GIA PROPOSAL  
MARCH 2026

AFNR PROFESSIONAL

DEVELOPMENT INSTITUTE

WORKSHOP SCHEDULE

Dates to be determined Friday to Sunday tentative: 3/20-3/22/2026

Friday to Sunday March 20 – 22, 2026 Tentative  
Travel from all islands to arrive by 12 noon . Single rooms available  
For all outer island and Oahu participants. Two nights  
Pagoda Hotel check in (3pm)  
1525 Rycroft St Honolulu  
Lunch on own

**1pm Session One**

All participants meet at designated meeting room ( Meeting room at Pagoda Hotel conference Rm)

1pm to 4pm ( approx. 1hr each session)

- 1) FFA Leadership & Chapter Development - Instructor Ken Kozuma
- 2) SAE & Entrepreneurship – Instructor Kaweni Ibarra
- 3) Regional Food Hub concept – Presentation by Sen. Dela Cruz Staff

Friday pm : Dinner on own

Saturday: Breakfast on own (Pagoda serves 7am to 9:30am) or your choice

**Session Two 9 am to 1pm**

9am meet at Honolulu Community College

874 Dillingham Blvd Honolulu

Split sessions: 1) Agriculture Mechanics welding & Ag construction (Limited to schools with welding and construction facilities – Jackie Freitas & HCC

Instructor

2) Small engine Safety, Maintenance & repairs – HCC Instructor

Lunch 1pm to 2pm Move to Leilehua

**Session Three : 2:30pm- 5:30pm : Meet at Leilehua HS**

1515 California Ave A. Wahiawa

Soil Science – Fundamentals for Crop and Animal production and Assessment & Management

(at Leilehua HS School) with Jackie Freitas, USDA-NRCS and David

Dinner on your own

Sunday: Breakfast on your own Check out Hotel by 11am

**Session Four: Pagoda Meeting Room 8:30 to 10:30am All to attend**

Next steps with KPM staff : Goals and Objectives for final report & End of Yr Hoike

Lunch on your own or return home (Oahu) or Airport

**Session Five: Animal Husbandry – Swine (Optional)**

Sign up for Animal Husbandry – for schools with animal operation or interested in starting.

MOVE TO : 2 Lady Farmers dba SK Natural Farms, LLC

Mikilua Valley, Waianae

12:30pm -2:30 pm Animal Husbandry: Facility raised with NF methods, Swine operations from

Breeding, birthing, raised to market. Artificial Insemination demo.

Return home (Oahu) or Airport

## Guiding Plans and Policies

KPM values the missions of the host agency and we are guided and inspired by the following:

### Department of Education 2023-29 Strategic Plan and Strategic Implementation Plan

The Hawaii State Board of Education approved the 2023-29 Strategic Plan and the companion Implementation Plan in 2023. Along with a new mission and vision, the plan identified three priorities of High Quality Programs, High Quality Teacher Workforce and Efficiencies at all levels. KPM embraces these priorities and is committed to supporting high quality instruction through professional development.

### Department of Education Nā Hopena A'o, or HĀ Policy

The Na Hopena A'o BREATH framework develops skills and practices honoring the qualities and values of the indigenous language and culture of Hawaii across the entire public school system and their surrounding communities. These are social and emotional learning skills and academic approaches "to develop in its employees and students the skills, behaviors and dispositions that are reminiscent of Hawai'i's unique context and to honor the qualities and values of the indigenous language and culture of Hawaii as stated by the State Department of Education. Even before the development of this very comprehensive policy, members of the KPM team adopted Native Hawaiian Agriculture as a strategic goal three decades ago in 1992.

### Department of Education Sustainability Policy

We are also guided by Policy 301-9P, declaring that the Department of Education has a fundamental responsibility to educate students about sustainability and to model sustainability. Including: promoting material conservation and recycling across facilities; incorporating the importance of sustainability and environmental stewardship at the classroom level; conveying the mission of sustainability and environmental stewardship at faculty and staff level; working with local partners to collaborate on projects, as well as informing the public on the efforts being made by the Department.

### Hawaii State Agriculture Teachers Association (HSATA) 2023 Strategic Plan

KPM has incorporated professional development goals developed in the Hawaii State Agriculture Teachers Association Strategic Plan of February 2023. The teacher-generated plan is aligned with the HDOE High Quality Teacher Workforce goals.