

## 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

Josiah Akau  
AUTHORIZED SIGNATURE

Josiah Akau  
PRINT NAME AND TITLE

01/17/2025  
DATE

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

## **II. Background and Summary**

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

1. A brief description of the applicant's background;
2. The goals and objectives related to the request;
3. The public purpose and need to be served;
4. Describe the target population to be served; and
5. Describe the geographic coverage.

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

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

1. Describe the scope of work, tasks and responsibilities;
2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;
3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and
4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

#### **IV. Financial**

##### **Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
123,670	123,670	123,670	123,670	494,681

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.
4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.



5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2026 for program funding.
6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.

## **V. Experience and Capability**

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

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

### **2. Facilities**

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

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

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

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

### **2. Organization Chart**

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

### **3. Compensation**

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



## **VII. Other**

### **1. Litigation**

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

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

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

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

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

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

The applicant shall provide a plan for sustaining after fiscal year 2026 the activity funded by the grant if the grant of this application is:

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

**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:

Kinai 'Eha

Amount of State Funds Requested: \$494,681

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

See page attached.

Amount of Other Funds Available:

State: \$

Federal: \$

County: \$

Private/Other: \$876,222

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

\$250,000

Unrestricted Assets:

\$232,500

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:

346 Keaniani Street

City:

Kailua

State:

HI

Zip:

96734

Contact Person for Matters Involving this Application

Name:  
Josiah Akau

Title:  
Executive Director

Email:  
admin@kinaieha.org

Phone:  
808-781-8191

  
Authorized Signature

Josiah Akau, Executive Director  
Name and Title

01/17/2025  
Date Signed

## **Description of Request**

Kinai 'Eha, a Native Hawaiian owned and staffed organization, provides workforce and life skills training for the State of Hawai'i's most vulnerable 'ōpio (youth), including incarcerated and furloughed 'ōpio. The program provides a stream of learning opportunities for 'ōpio that have dropped out of high school, come from low socio-economic backgrounds, and have experienced high levels of trauma. Hale Ka Hana, our residential facility, offers transitional housing for young men who are struggling with challenges such as homelessness, substance abuse, and justice system involvement. For 'ōpio living in Hale Ka Hana and coming for the day program, we offer a range of programs including substance abuse and anger management counseling, GED classes, vital document obtainment, and fitness courses.

Core to our programming is our workforce training program which includes hands-on training in skills such as construction, landscaping, janitorial trades, and farming. As part of our workforce training program, youth complete relevant certifications such as CPR and OSHA. Kinai 'Eha staff are all trained in trauma informed care and provide youth with an individualized hands-on experience. Kinai 'Eha is requesting an Operating Grant to be used to maintain our training program. With the allotment of this funding, Kinai 'Eha will continue to provide programs and services to vulnerable 'ōpio in the State of Hawaii, therefore our proposed budget includes personnel and direct program costs.





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:** KINAI `EHA

**Issue Date:** 01/16/2025

**Status:** **Compliant**

Hawaii Tax#:

New Hawaii Tax#: GE-1544730624-01

FEIN/SSN#: XX-XXX6272

UI#: No record

DCCA FILE#: 276244

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

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

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

Kinai 'Eha

(Typed Name of Individual or Organization)

Josiah Akau  
(Signature)

01/17/2025  
(Date)

Josiah Akau

(Typed Name)

Executive Director

(Title)



## Public Purpose

The need for alternative programs focused on assisting justice involved youth in Hawai'i has been a clear priority of the State for over a decade. In 2013, David Hip, the Office of Youth Services Executive Director at the time, emphasized the need to reallocate resources away from incarcerating youth at the Hawai'i Youth Correctional Facility (estimated to cost over \$200,000 per youth per year) and into the local community. As described by Hip, the State's goal was to "reallocate those resources out in the community and serve a much greater number of kids than the limited numbers that we are able to serve at HYCF" ([Mendoza, 2013](#)). Reallocating these resources to community programs such as Kinai 'Eha positively impacts youth who are on the Pathway to Prison due to intergenerational incarceration or unsuccessful performance in the traditional public school system.

In Hawai'i, justice system involvement significantly influences local communities. As indicated by research from the National Council on Crime and Delinquency, the children of incarcerated parents are "five to six times more likely to become incarcerated than their peers", and Native Hawaiian and Pacific Islander (NHPI) youth are overrepresented in all aspects of the justice system. NHPI youth experience high levels of homelessness, trauma, loss of loved ones, broken relationships, depression, substance abuse, sex trafficking, and economic instability. These experiences put youth at risk of incarceration and are worsened by confinement. Incarcerated NHPI young adults are particularly susceptible to recidivism with a re-offense rate higher than the overall State rate. Considering these factors, the young people in Hawai'i need access to cultural-based programming that provides them alternative pathways to success in our communities.

With this sentiment in mind, Kinai 'Eha was created to provide the alternative programming needed to serve Hawai'i's most vulnerable youth. Kinai 'Eha is a Native Hawaiian nonprofit in the State of Hawai'i that addresses root causes of disenfranchisement, truancy, absenteeism, poor academic performance, behavioral issues, and re-traumatization of at-risk Native Hawaiians and Pacific Islanders that have dropped out of high school. Kinai 'Eha's goal is to provide an alternative education option to 'ōpio (youth) that need and seek purpose and personal empowerment. Kinai 'Eha serves youth on the windward side of O'ahu through education programs, workforce training, community service and leadership. We believe in identifying and building upon the strengths of the 'ōpio, connecting them to our larger lāhui, and ultimately developing their individual level of self-sufficiency.

Through Hawaiian culture-based education and trauma-informed approaches, Kinai 'Eha lays a kahua (foundation) that develops the two critical success elements of our program: pu'u honua (safe place) and 'ohana (significant and meaningful personal connections). Our C.A.S.E. Management pillars of clarity, awareness, significance, and empowerment guide all our programs, services, and interventions. We operate a 24/7 residential facility for the 'ōpio in our workforce development programs, thereby removing the stress of homelessness and improving permanency of gains. Kinai 'Eha uplifts our local community through building partnerships and integrating our youth in service. Through the hard work of our staff, youth, and partners, Kinai 'Eha continues our mission to uplift Native Hawaiian and Pacific Islander youth and to provide opportunities for positive engagement with the community.



## II. Background and Summary

Kinai 'Eha is a 501(c)(3) non-profit organization. Founded in 2017, Kinai 'Eha utilizes Hawaiian culture-based programming and workforce development to empower our State's most vulnerable youth and young adults. Kinai 'Eha translates from Hawaiian to mean "to extinguish pain". Building upon their strengths and demonstrated efforts, Kinai 'Eha aims to provide a second chance to at-risk 'ōpio (youth) and young adults through critical personal development, support in attaining a high school diploma equivalency, workforce preparation through various trades, vocational learning opportunities, leadership training and community service. Kinai 'Eha works with youth in several capacities including through our residential program, Hale Ka Hana, through nonresidential workforce development, and by offering community youth school break internships.

Hale Ka Hana is Kinai 'Eha's ten bed facility that houses young men who are justice system involved or at risk of system involvement. We provide safe housing and life skills training including hygiene, nutrition, and cleaning. Youth who live in our shelter also are provided diversion case management and supported in meeting their legal requirements including submitting paperwork, checking in with their probation officers and attending court dates. Kinai 'Eha helps youth obtain vital documents such as birth certificates, social security cards, and State issued IDs.

Kinai 'Eha's training program provides workforce training in construction, landscaping, and custodial trades as its foundation. High school diploma equivalency attainment, leadership opportunities, and especially service to our community help to change youth mindsets to giving back versus taking. The skills learned at Kinai 'Eha allow participants to work, providing value, purpose, direction, as well as self-worth and significance in society. A huge part of the program is training students to extinguish the pain in their own lives and beyond that, teaching them how to make pono (moral, upright) choices that will not cause pain in the lives of others. The program is currently located at the Kawaihoa Youth and Family Wellness Center in Kailua and serves approximately 60 of our state's most at-risk 'ōpio annually.

### Kinai 'Eha Goals and Objectives

#### Goal 1: Disrupt the "Pathway to Prison" – Survival to Self-Sufficiency

- Objective 1: Provide inreach and outreach services to youth who are justice system involved.
- Objective 2: Advocate for youth and act as allies in navigating the justice system.
- Objective 3: Provide justice involved youth with opportunities to work and reintegrate with community.

#### Goal 2: Realign the Moral Compass – Values focused and Purpose Driven Lives

- Objective 1: Provide youth with trauma informed care and mental health services.
- Objective 2: Connect youth with community service opportunities that instill a sense of kuleana.

#### Goal 3: Develop a Qualified and Skilled Workforce - Supporting Hawai'i's construction industry and other sectors; Earn while they Learn

- Objective 1: Train youth in various skills that lead to employment.
- Objective 2: Support youth along their career journey from preparation to obtainment.
- Objective 3: Partner with local companies and create mutually beneficial relationships.

#### Goal 4: Act with Hawaiian Values – aloha (unconditional love), mālama (care), 'ohana (family), and ma ka hana ka 'ike (learning by doing).

- Objective 1: Ensure that Hawaiian Values are central to all Kinai 'Eha programming.
- Objective 2: Contract Native Hawaiian cultural practitioners and kūpuna to lead cultural protocols and lessons.

## **The Public Purpose**

Kinai 'Eha exists for the purpose of strengthening our local communities through uplifting our youth and instilling Hawaiian cultural values in the next generation. The challenges facing Hawai'i's young people are immense including high levels of poverty, homelessness, drug abuse and addiction, and mental health struggles. Kinai 'Eha supports our youth in overcoming these challenges through hard work and community service. Kinai 'Eha uplifts the whole community through our work with youth, ensuring that our 'ōpio become positive members of their communities and contribute to the future of Hawai'i.

## **Target Population**

Kinai 'Eha serves vulnerable youth between the ages 14 to 24. Most of Kinai 'Eha's participants are of Native Hawaiian or Pacific Islander ancestry. Kinai 'Eha's program is especially designed for youth who have dropped out before completing high school or are needing a pu'uhonua - a safe place for learning and self-development. Kinai 'Eha participants come from low-income families, may be currently or formerly in foster care, homeless or living independently from their family, often have a history of drug or alcohol use, possibly have diagnosed or undiagnosed learning differences and social/emotional disorders. Many of our youth have a history with the criminal justice system and have experienced incarceration either at HYCF or at OCCC with Kinai 'Eha providing a safe transition for young people reintegrating into society. 'Ōpio self-select into the program and are often referred by campus programs like Hawaii Youth Correctional Facility, Kupa Aina Farm, RYSE young adult shelter, and/or probation officers and our Honorable Judges.

## **Geographic Coverage**

We focus our hana in the Ko'olau Poko region, with most of our 'ōpio coming from the Waimanalo Hawaiian Homestead or nearby beaches and parks along the coast. However, participants also come from neighbor islands, other O'ahu geographies, or from homeless communities across the island.



### III. Service Summary and Outcomes

Kinai 'Eha believes in identifying and building upon the strengths of the program participants, connecting them to the larger community and ultimately developing their individual level of self-sufficiency. Through construction, landscaping, and custodial trades training, Hawaiian culture-based education, and trauma informed approaches, Kinai 'Eha lays a kahua, foundation, that develops two critical success elements of our program: pu'uhonua (safe place) and 'ohana (significant and meaningful personal connections). Our C.A.S.E. Management pillars of clarity, awareness, significance, and empowerment guide all our programs, services, and interventions. These four pillars construct the essential characteristics required for healthy and thriving individuals along with connection, direction, truth, attitude, and gratitude. We extinguish the pain of others by giving back instead of taking through service to the community. Youth develop significance and self-worth – they go from being zeros to heroes. We also host numerous educational, health and safety trainings which includes trauma first aid training, AED, CPR and OSHA certifications, along with offering high school equivalency classes.

As a small nonprofit with a large mission, there is always more need than resources – we depend on multiple grants to ensure we can provide our program and services. If awarded, Kinai 'Eha plans to use this GIA to support our workforce training program. This includes the work of our training staff, support for programming such as GED preparation, certifications, and stipends to pay our young people. Kinai 'Eha also continues to offer a wide range of programming that will not be funded by this grant including our residential housing, Hale Ka Hana, cultural workshops, and mental health support among other services.

#### Scope of Work

- Stabilize basic needs, such as housing, food, clothing, health care, and transportation.
- Employment readiness. Provide training, certifications, and hands-on skills in the construction, landscaping, custodial and janitorial trades.
- High School Diploma attainment through GED preparation classes and tutoring.
- Implement individual service plan that addresses continued basic living needs, social/emotional health, and learning challenges.
- Provide positive mentorship for youth throughout all aspects of the program

#### Tasks, Activities, and Responsibilities

- Assessment social/emotional level of trauma, diagnose any underlying disorders, and/or learning differences that impact success at school and the world of work.
- Creation of individual service plans.
- Aid youth in obtaining vital documents, medical insurances/providers, and transportation to appointments as needed.
- Diversion case management
- GED preparation classes three times per week.
- Weekly training in landscaping, construction, farming, and custodial trades.
- Certification courses as needed including CPR/First Aid/AED and OSHA10.
- Regular community service opportunities including bi-weekly volunteering at the Waimanalo Food Bank, weekly beach clean-ups, and as needed community event setup.
- Hawaiian cultural workshops including Hawaiian dance two times per week, 'ōlelo Hawai'i once a week, ku'i 'ai workshops bi-weekly, and weekly lo'i kalo cultivation.



## Projected Annual Timeline

Program enrollment is ongoing and rolling, with no set start or end dates. Therefore, the projected annual timeline for accomplishing all results or outcomes of the service will follow the fiscal calendar year of July 1 through June 30.

## Objectives, Measures, and Evaluation

There are four main objectives in Kinai 'Eha's workforce training program.

1. Provide participants with the content knowledge and test taking skills needed to pass the GED.
2. Provide youth with the experience and training needed to obtain living wage employment.
3. Prepare youth for leadership roles within their places of employment and the local community.
4. Manage successful transitions out of program and into independent living.

Participant success is measured through a level system. There are 3 levels a participant must attain: Kōkua, Mālama, and Koa. New participants begin at the Kōkua level, remaining here for ten consecutive working days. The Kōkua level focuses on "mental toughness", in which 'opio must meet PAUH criteria (Punctuality, Attendance, Uniform, Hana). During Kōkua level youth are assessed for specific needs and an individualized care plan is established. After the successful completion of Kōkua, 'opio advance to the Mālama level. At this level 'opio build basic life and work skills and begin their educational and certification trainings. Advancement to Koa level occurs when 'opio have successfully completed certification trainings and have identified their career goals. Throughout Koa level 'opio engage in job specific hands-on training and begin to develop and cultivate values-focused and purpose driven lives. Once the youth is ready, they are supported in all aspects of the transition process from job applications to obtaining housing. After a youth graduates from our program, they remain in our 'ohana and continue to receive after care until they are 25 years of age.

Program evaluation at Kinai 'Eha is conducted using traditional and culturally responsive evaluation methods. This includes the collection of quantitative data such as enrollment and attendance tracking to ensure youth participation. Demographic data is collected to ensure that participants are provided individualized support unique to their cultural identity. However, the most meaningful evaluation takes place through qualitative data such as mentor observations and informal youth interviews. Youth are also required to fill out a daily Pau Hana self-assessment sheet. Kinai 'Eha runs our programs as an 'ohana and therefore there is constant communication with participants throughout the program. This means that problems are identified as they occur and staff are regularly problem solving to ensure the best possible experience for our youth. Strategic planning meetings between staff members occur bi-weekly and are used to assess the program and plan for the coming weeks.

## Measures of Effectiveness for GIA

OBJECTIVE	MEASURE/EVIDENCE	TARGET
Provide participants with the content knowledge and test taking skills needed to pass the GED.	Percentage of eligible youth enrolled in GED classes	100% of eligible youth are enrolled in GED
	Percentage of eligible youth attending GED courses	80% of enrolled youth attend at least one full session of GED courses or successfully test out.

Provide youth with the experience and training needed to obtain living wage employment.	<p>Number of youth participating in skills training weekly with Kinai 'Eha</p> <p>Percentage of youth earning certifications.</p> <p>Percentage of participants demonstrating increased knowledge and skills through increased participation levels</p>	<p>At least 12 youth participate in skills training each week.</p> <p>A minimum of 60% of Kinai 'Eha youth who remain in program for at least one month complete OSHA-10, Pediatric First Aid/CPR/AED and any other certifications required for employment.</p> <p>70% of Kinai 'Eha youth who remain in program for over one month move up at least one program level.</p>
Prepare youth for leadership roles within their places of employment and the local community.	<p>Number of community service hours completed by youth weekly.</p> <p>Number of different community service projects implemented by Kinai 'Eha</p> <p>Percentage of youth who reach the next level in the program.</p> <p>Percentage of youth that are elected to be foreman for the day.</p> <p>Number of youth lead activities/events</p>	<p>100% of Kinai 'Eha youth will complete at least 4 hours of community service each week.</p> <p>Kinai 'Eha will participate in at least 4 different community service opportunities each quarter.</p> <p>80% of youth who stay in program for more than one month are able to move to the next level.</p> <p>80% of Mālama level Kinai 'Eha youth are provided the opportunity to be foreman for the day.</p> <p>Kinai 'Eha hosts at least 5 youth lead activities/events over the course of the fiscal year.</p>
Manage successful transitions out of program and into independent living.	<p>Percentage of eligible youth who receive a housing voucher.</p> <p>Percentage of graduated youth who receive aftercare services.</p> <p>Percentage of youth who gain employment before graduating from the program.</p>	<p>At least 60% of eligible youth receive a housing voucher.</p> <p>90% of graduated youth receive aftercare services.</p> <p>100% of youth gain employment before graduating from the program.</p>



## IV. Financial

### Budget

See enclosed budget forms:

- 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

### Anticipated Quarterly Funding Requests

For The Fiscal Year 2026

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
123,670	123,670	123,670	123,670	494,681

### Other Sources Of Funding Kinai 'Eha Is Seeking In For Fiscal Year 2026

1. Kinai 'Eha has submitted a request for extension on OJJDP grant that was received in 2022. We intend to use this grant to continue our collaborative work at the Kawaihoa Youth and Family Wellness Center. The grant extension is for \$200,000.
2. Kinai 'Eha has submitted a request for funding letter to Nā 'Ōiwi Kāne for the amount of 400,000 to be used to fund our Hawaiian culturally programming and potential neighbor island expansion.

### State and Federal Tax Credits from Prior Three Years

Kinai 'Eha has not obtained or applied for State or Federal Tax Credits in the last three years.



## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

Applicant: Josiah Akau, Kinai 'Eha

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	323,440			
2. Payroll Taxes & Assessments	43,241			
3. Fringe Benefits	46,800			
<b>TOTAL PERSONNEL COST</b>	<b>413,481</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9. GED Fees and Bus Passes	1,200			
10. Curriculum, supplies, certifications	12,000			
11. Participant Stipends	50,000			
12. Training Costs	18,000			
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>81,200</b>			
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>494,681</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	391,427	<div style="display: flex; justify-content: space-between;"> <span>Josiah Akau</span> <span>808-781-8197</span> </div>		
(b) Total Federal Funds Requested		<div style="display: flex; justify-content: space-between;"> <span>Name (Please type or print)</span> <span>Phone</span> </div>		
(c) Total County Funds Requested		<div style="display: flex; justify-content: space-between;"> <span><i>Josiah Akau</i></span> <span>01/17/25</span> </div>		
(d) Total Private/Other Funds Requested		<div style="display: flex; justify-content: space-between;"> <span>Signature of Authorized Official</span> <span>Date</span> </div>		
<b>TOTAL BUDGET</b>	<b>391,427</b>	<div style="display: flex; justify-content: space-between;"> <span>Josiah Akau, Executive Director</span> <span></span> </div>		
		Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Josiah Akau, Kinai 'Eha

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Peer Mentor	1	\$41,600.00	100.00%	\$ 41,600.00
Vocational Training Director	1	\$99,840.00	100.00%	\$ 99,840.00
Adminstration and Resource Director	1	\$99,840.00	100.00%	\$ 99,840.00
Vocational Skills Mentor	1	\$56,160.00	100.00%	\$ 56,160.00
GED and Hybrid College Instructor	1	\$104,000.00	25.00%	\$ 26,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				<b>323,440.00</b>

### JUSTIFICATION/COMMENTS:

Kinai 'Eha requires a talented training crew to ensure that our programs are effective. Each member of our crew is uniquely equipped to provide youth with the training needed for success in the workforce. Our staff is paid based on industry rates, their level of experience, and their responsibilities. The Training Instructor and Resource Manager are our highest paid positions due to their high level of responsibility. Both positions manage staff members and youth, design and evaluate programming, and maintain financials.



## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Josiah Akau, Kinai 'Eha

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

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

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Josiah Akau, Kinai 'Eha

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						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
<b>TOTAL:</b>						
<b>JUSTIFICATION/COMMENTS:</b>  N/A						



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

Applicant: Josiah Akau, Kinai 'Eha

Contracts Total: 410,000

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	State GIA	07-01-19 to 06-30-20	Office of Youth Services	State of Hawai'i	160,000
2	State GIA	04-01-23 to 03-31-25	Office of Community Services	State of Hawai'i	250,000
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## Experience and Capability

### Necessary Skills and Experience

Since its inception, Kinai 'Eha program participants have experienced behavioral, cultural, educational, vocational and life sustaining transformations as result of their engagement with our programs. A few of the significant changes and results resulted program participation:

- 12 participants secured transitional or permanent housing
- 18 hours per month of community service is provided via the Waimānalo Wednesday events, Foodbank kōkua and the Kailua and Waimānalo Neighborhood Board Meetings
- 100% participate in 40 hours or more per week in either construction, landscaping, and custodial education and training
- 43% earned at least one, often multiple, industry required credentials: Pediatric First Aid/CPR/AED, financial literacy, OSHA-10 Construction, GBAC and ISSA Basic.
- 32 hours a month spent building Hawaiian Hale
- 100% have individualized care plans, that include mental health and educational services, and other life stabilizing resources such as clothing, food, transportation, medical and dental care.
- All eligible participants without a high school diploma pursue their high school equivalency certificate by participating in the Waipahu Community School for Adults – Kalaheo Campus.
- Completed or In-Progress Construction, Renovation and Maintenance Projects:
  - Waimānalo Hawaiian Homestead - constructed wheelchair ramps and repaired stairways for kūpuna
  - Kamehameha Schools – Kawaiaha'o Plaza parking garage stairwell painting project Phase I
  - RYSE HI – Facility renovation
  - Mauna 'Ala, The Royal Mausoleum – Architectural planning, Engineering, Curbing, Irrigation and Trench work
  - Kawaiiloa Youth and Family Wellness Center – Landscaping and Building maintenance
  - Lunalilo Home – Residential demolition
  - Hale Mauiola – Ceiling and Flooring
  - Council For Native Hawaiian Advancement - Remodeling
  - Hui Mālama o Ke Kai Hawaiian Hale building
  - Mission Houses Hawaiian Hale building

Kinai 'Eha collaborates with key community partners to deliver essential program and service components to the participants. We are fortunate to have generous partnerships with the following organizations:

- Kamehameha Schools - Funding, Construction Work-based learning projects, Hawaiian culture-based education, Success Coaching, Capacity Building support
- Queen's Health System - Construction Work-based learning projects
- Lunalilo Home - Construction Work-based learning projects
- Building Industry Association of Hawai'i – Construction Industry Technical Support and Resources
- Diversified Contract Services - Construction Work-based Learning Opportunities
- Oceanit – Innovation & Entrepreneurship
- Education Incubator – Innovation & Entrepreneurship
- Partners in Development – Kūpa 'Āina – Mālama 'Āina and Honua
- Kawaiiloa Youth & Family Wellness Center – Classrooms, offices, meeting spaces and gym



- DOE Waipahu School for Adults – Kalaheo Campus – GED & HISET Diploma Program
- Hawai'i Youth Correctional Facility – Student Referrals
- Mililani Psychology Group – Trauma and Learning differences assessments and reports, Mental health after care
- American Job Centers (O'ahu) – Work experience funding, technical assistance
- Alu Like - Work experience funding, technical assistance, bus passes, uniforms, and tools
- Aloha Harvest – Food donations
- RYSEHI: Transitional shelter accommodations
- Department of Human Services - SNAP eligibility
- Kailua and Waimanalo Neighborhood Boards - Program Support
- Waimānalo Health Center – Medical and dental after care

### **Facilities**

Kinai `Eha is located on the 500-acre campus of the Kawaihoa Youth and Family Wellness Center at the base of Olomana. We occupy both Building 8 and 9, that includes:

- Ample space for multiple staff offices
- Classrooms
- Construction, landscaping, and custodial training areas
- Gymnasium
- Outdoor fitness center
- Storage for program and service delivery
- 3,344 square feet in Building 9 for Malama Hale, our 24/7 residential area for homeless youth participating in our programs

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

Kinai 'Eha has a talented staff with extensive experience. Our training team, essential for our Training Program, is made up of the following positions:

- Executive Director
- Vocational Training Director
- Vocational Skills Mentor
- Administration and Resource Manager
- Peer Mentor
- GED and Hybrid College Instructor

The Executive Director and founder of Kinai 'Eha is an active firefighter and also owns and operates Diversified Contract Services, a full-service consulting, demolition, new construction, repair, and renovation/remodeling contracting company. He holds a contractor's license and numerous other industry recognized certifications. With over 25 years of experience, he provides the strategic planning, day-to-day operational support, and staff guidance needed for the Training Program to be successful.

The Vocational Training Director oversees the Training Program and is the key facilitator of the daily activities. He comes with extensive experience in construction, project management, landscaping, custodial, and safety experience. He works closely with the youth. The Vocational Training Director also oversees several staff members including the Vocational Skills Mentor and the Hale Manager.

The Vocational Skills Mentor is a critical part of the team who works closely with the youth to ensure they learn the proper skills needed for these occupations. He also comes with many years of experience in construction, custodial trades, and landscaping. The Vocational Skills Mentor also supervises the Peer Mentor.

Kinai 'Eha's Administration and Resource Manager provides the team with the essential logistical support for projects including scheduling, obtaining supplies, managing the finances, communication between all involved parties, and ensures nonprofit compliance. She also serves as a resource for youth, registering them for certifications, helping them obtain vital documents, and making as needed health and wellness appointments. She oversees several staff members including the financial team, the program manager, and the Hawaiian cultural practitioners.

The Peer Mentor position at Kinai 'Eha was created to ensure that the youth have support from one who has successfully been through the program and can provide guidance in all aspects of life at Kinai 'Eha.

The GED and Hybrid College Instructor, a DOE teacher with a background as the principal of a local school, develops curriculum that supports the youth so they are set up for success to achieve their high school equivalency diploma. This includes preparing the at-risk youth for the testing required by the Waipahu Community School for Adults - Windward campus.

**Organizational Chart – See attached.**



## **Compensation**

1. Executive Director = \$51,840/year
2. Vocational Training Director = \$99,840/year
3. Vocational Skills Mentor = \$56,160/year
4. Resource Manager = \$99,840/year
5. Peer Mentor = \$41,600/year
6. GED and Hybrid College Instructor = \$26,000/year (part time capacity)

## **VII. Other**

**Litigation – We have no pending litigation.**

### **Licensure or Accreditation**

- State of Hawai'i General Contractors License
- CPR, First Aid and AED Certifications
- ISSA Clean Standards Certification
- GBAC Certifications
- Emergency Medical Technician Basic Certification
- Crisis Prevention Intervention certification
- Mental Health First Aid Certification
- National Center of Construction Education and Research Trainer Certification

**Private Educational Institutions – N/A**

### **Future Sustainability Plan**

Kinai `Eha continues to pursue a mix of funding streams through its advancement efforts, grants, construction contracts, and COVID-related disinfecting services to the community at large.

## KINAI 'EHA ORGANIZATION CHART

