

## 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

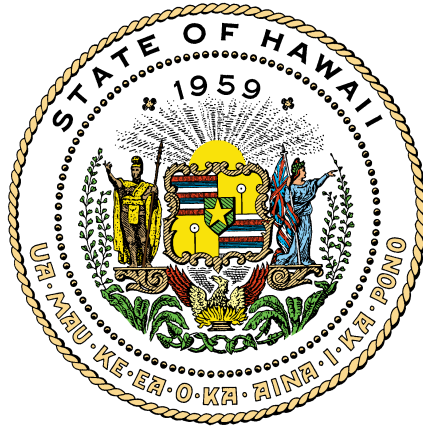


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AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

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

#### SURFRIDER SPIRIT SESSIONS

was incorporated under the laws of Hawaii on 12/08/2009 ;  
that it is an existing nonprofit corporation; and that,  
as far as the records of this Department reveal, has complied  
with all of the provisions of the Hawaii Nonprofit Corporations  
Act, regulating domestic nonprofit corporations.



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

Dated: January 17, 2025

Director of Commerce and Consumer Affairs

## 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.

The Certificate of Good Standing from the Department of Commerce and Consumer Affairs is attached.

2. Declaration Statement

The Declaration Statement affirming compliance with Section 42F-103, Hawaii Revised Statutes, signed by the Executive Director of Surfrider Spirit Sessions, is attached.

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to § 42F-102, Hawaii Revised Statutes, Applications for grants.

Surfrider Spirit Sessions (SSS) serves the public purpose of supporting at-risk youth to overcome their challenges and reach their potential. This purpose is in compliance with 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

SSS is a non-profit organization founded in 2006 by members of the juvenile justice system to serve at-risk and adjudicated youth 13-17 on O'ahu. SSS is a catalyst for change—we leverage the power of Hawaiian culture and the stoke of surfing to promote positive youth development and build and maintain a strong local community. We bring state and community resources together and surround teens with a support network and healthy role models to help youth recognize their inherent value and build character strengths to become "Champions" of positive change. We catch waves to change lives!

We believe our youth are powerful untapped resources (Champions in training), and we are coaches who support them. We push them when needed and cheer them on to transformations and achievements. We encourage and help them to face their fears, work hard and persevere, give back to community and in the process, build self-esteem, confidence and strengthen life skills. We know that, given opportunity and appropriate guidance, our youth have the stamina, strength and courage to succeed.

2. The goals and objectives related to the request.

Goal: SSS will provide culturally relevant, high-value programs for at-risk youth to overcome their trauma, build resilience, and promote their positive development.

Objectives: SSS will serve 75 at-risk youth with these activities:

- Core Surf Mentoring program: 45-65 youth served in 3-5 cohorts
- Adult mentors: 45-65 youth will be supported by adult mentors
- Community service (beach clean-up): 65-75 youth will attend one or more of 3-5 events
- Junior Mentors: 5-8 youth will be employed as Jr. Mentors
- Surfari Adventures: 35-50 youth and their mentors attend special events

3. The public purpose and need to be served;

COMMUNITY NEED. Surfrider Spirit Sessions (SSS) was created in collaboration with members of the Hawai'i Family Court system in response to the critical need and dire lack of any appropriate and effective services for troubled youth. While there are many youth service programs and services for youth that require intensive residential or in-home support, we are not aware of any other similar programs that serve the population in-between.

SSS began in response to a need expressed by Hawaii State Family courts and our programs were developed by a cadre of professionals that included a judge, youth probation officers, therapists, child advocate, an environmental scientist, a facilitator/strategic planner, a former CPS agent and was refined and enhanced by input from the teens themselves.

SSS has been endorsed by the state and the communities we serve including a notable an Ola Pono Award for excellence in promoting safe, healthy, and drug-free lifestyles from the U.S. Department of Education, Safe and Drug-Free Schools, and Communities Program and the Coalition for a Drug-Free Hawai'i.

“Aunty, you guys are the best. You calmed me down but pushed me at the same time and you never let me give up. And now guess what? I learned to push like that at school and now my grades went up!” ~ T, 14 year old youth from DOE

#### 4. Describe the target population to be served; and

Surfrider Spirit Sessions (SSS) serves youth facing significant challenges, including trauma, marginalization, and a lack of support, and who often fall through the cracks. They struggle with isolation, depression, are at risk for bullying, self-harm, substance abuse, and/or involvement with the law.

Referrals are received from the following:

- 24% are DOE ESL State Department of Education, English Learner students with limited English proficiency, primarily Chuukese, living in public housing and facing bullying and discrimination.
- 20% are referred by DOJ and DOH the courts or State Dep't of Health including Family Court, probation officers, child welfare case managers, or therapists. (mel if we separate them its probably about 50/50...6% from courts, 14% from CWS...spplitting make the number less strong so maybe leave together?)
- 17% are DOE students flagged by the Panorama Survey as being at-risk for issues like bullying and suicidal ideation and subjects of bullying.
- 15% are from military families and are suffering from being bulliedbullying, transition disorder, or PTSD-related trauma.
- 14% are referred by youth-serving agencies, including Hale Kipa and Spill the Tea Café, supporting youth with mental health challenges and trauma.
- 10% are referred by private therapists in the community.
- 58% come from Low income families.

While SSS does not receive detailed background information on each youth referred to us, we know through our interactions and mentor reports that:

- 98% face bullying, discrimination, or marginalization.
- 75% lack adequate adult guidance or support.
- 50% live in public or low-income housing.
- 65% suffer from depression and isolation.
- 15% have experienced suicidal thoughts or self-harm.
- 7% have attempted suicide.
- 11% are in foster care, and .
- 15% have experienced abuse or neglect.
- 13% struggle with substance abuse or live in homes where substance use is prevalent.
- 10% face anger management issues., and
- 15% are involved with the legal system.
- 60% struggle academically., and

- 43% report having no friends.

"I really thought life sucked before I came here. Kids at school were mean and I was ready to just end it and check out. But you guys gave me a reason to smile, and taught me how to keep trying and to not let the wipe outs and tough stuff get me down. Now life knocks me down, I just get back up and paddle."

~ G, 14 year old youth referred by DOE

#### 5. Describe the geographic coverage.

Youth referred to SSS come from all areas/districts on O'ahu. Most of our youth and referral partners are in Waianae, Ewa Beach, Waipio, Waimanalo, Hawaii Kai, Kalihi-Kapalama, Wahiawa, Aiea, Kailua, Kaneohe, Kailua and Central Honolulu (Moiliili, Kaimuki, etc.).

Our mentors live across the island including Waipio, Nanakuli, Waikiki, Kailua, Kaneohe, Mililani, Downtown, Salt Lake and Kaimuki.

### **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.

The unique blend of SSS activities includes adult-youth mentoring, environmental stewardship/community service, and Native Hawaiian cultural practices that collectively provide youth with a year-long holistic experience that has an 18 year track record of improving self-confidence and potential for the future.

**Mentoring.** We recruit and train volunteer adult mentors who commit time to teens. All mentors must clear FBI and CWS background checks, are fingerprinted, trained, coached and supervised. Mentors include business owners, health care professionals, therapists, attorneys, military officers, graduate students and more. See mentor value chart.

**Referrals.** Teens are referred SSS by a wide range of service providers that work with at-risk youth, and we help coordinate interagency wraparound services as needed. Our referral partners include:

- Family Court of the First Circuit, State of Hawai'i
- Hawai'i Girls Court
- Juvenile Drug Court
- Honolulu Police, Probation Officers

- Hawai'i Department of Human Services, Child and Welfare Services
- Hawai'i Department of Education, teachers and counselors (Aiea Intermediate, Jefferson Intermediate, Kailua Intermediate, Kaimuki High School, Kalani High School, Campbell High School and more)
- Youth-Serving Agencies: Hale Kipa, Spill the Tea Cafe, Lili'uokalani Trust, Kalihi Connection Coalition, and more
- Private therapists and medical professionals

**Spirit Sessions Core Program.** SSS programs are interconnected and begin with our core program. Teens paired with mentors participate in 8 4-hour long surf sessions with up to 15 youth, 15 mentors, 3-4 staff and 2-4 junior mentors, 1-2 guest speakers with up to 40 people at each session. Sessions feature themes with talk circles that relate surfing to life, stretching/yoga circle, surf lesson, surfing, lunch, journaling, environment or Hawaiian culture lessons and beach clean-ups. Teen surveys help measure program impacts.

Teens come to love learning, healthy activity and new identities in our Surf 'Ohana of "cool people". Surfing has cultural significance and deep meaning: to surf is to invigorate one's spirit, build joy and mana (personal life force). We leverage the "cool factor" and stoke of surfing to empower youth with positive experiences and connections to people, place and culture. As teens learn to surf they learn to ask for help, conquer fears, work hard, and realize the joy of success when they achieve the "impossible" of flying on water.

**Community service.** Teens participate in community service activities, such as beach clean-ups. They learn to mentor keiki in these community service events and discover their value as positive forces while they learn to give back.

**Junior Mentors (JM) Program.** Former mentees are trained to help run programs, be peer mentors, and help build relationships among teens and mentors. These experiences provide them the opportunity to assume positions of leadership and responsibility. Interns earn Junior Mentor status to be paid and strengthen their communication and pre-employment skills.

We also partner with other organizations and agencies for community service events and core program lessons. Current and past partners and include:

- State Dep't of Land & Natural Resources, Division of Aquatic Resources.
- Kids Hurt Too
- Creative Commons
- Sustainable Coastlines
- Sex Abuse Treatment Center (Respect Program)
- Surfrider Foundation

“Our child had attempted suicide several times. We have been working with so many groups but something about Spirit Sessions and the group bonding really amplified the impact and changed everything. In 2 short months we saw radical improvements and our kid wants to live now. Seriously without Spirit Sessions this would have taken us at least 2 years or more.”

~ Parent of 14 year old SSS youth

#### Service Activities and Service Hours Summary

<b>SSS Service Activity</b>	<b>Number (Annual)</b>	<b>Service Hours (Not including SSS Staff time or youth/mentor engagement outside of structured programs)</b>
Total Community Involvement Total number of community members involved in SSS annual programming (not including staff, funders or donors)	180-297	9,152 to 17,472 hours serving youth annually
State & Agency Partners	40-75	960 to 1,800 hours
Partner with referral sources across O‘ahu, including: <ul style="list-style-type: none"> <li>• Family Courts of the First Circuit, State of Hawai‘i, Girls Court, Juvenile Drug Court &amp; probation officers</li> <li>• State Dep’t of Education</li> <li>• State Dep’t of Health</li> <li>• Child Welfare Services</li> <li>• Other youth-serving agencies</li> </ul>		24+ hours of intake and coordination support per youth = 960 to 1,800 hours
Volunteer Adult Mentors	40-75	2,080 to 3,900 hours
<ul style="list-style-type: none"> <li>• Adult volunteers are recruited, screened and trained to serve as mentors and role models for at-risk and adjudicated youth</li> <li>• Mentors must clear an FBI and CWS background check, are fingerprinted, and complete orientation and training</li> <li>• Mentors receive ongoing support and supervision for the duration of the match</li> <li>• Mentors may participate in Surfari Adventures and Surf ‘Ohana events to maintain connection with youth and other mentors</li> </ul>		Mentors invest 52 hours per youth annually = 2,080 to 3,900 volunteer hours
At-Risk or Adjudicated Youth (Ages 13-17)	45-75	5,280 to 10,800 hours
<ul style="list-style-type: none"> <li>• Youth Mentor Matching: Provide each youth</li> </ul>		52-80 hours of programming



with a dedicated adult mentor, plus access to 12+ additional adult mentors through group mentoring <ul style="list-style-type: none"> <li>• Conduct 3-5, 8-week core surf mentoring programs incorporating surfing, Hawaiian culture, environmental stewardship, (beach clean-ups), life skills training</li> <li>• Conduct 3-5 community service events</li> <li>• Conduct 5-12 Surfari Adventures/Surf 'Ohana networking events</li> <li>• Recruit and train 8-12 Junior Mentors (youth peer leaders)</li> </ul>		per youth = 2,080 to 6,000 hours of programming. PLUS, access to 12 other mentors (not included in total above)  Each Junior Mentor receives 400 hours = 3,200 to 4,800 hours of pre-employment and leadership training and experience
At-Risk or Vulnerable Keiki (Ages 5-12)	40-75	160 to 300 hours
<ul style="list-style-type: none"> <li>• Collaborate with partner agencies to provide community service surf days where SSS youth and mentors support younger at-risk keiki.</li> </ul>		4+ hours support and programs per Keiki = 160 to 300 hours
Board of Directors	12	672 hours
<ul style="list-style-type: none"> <li>• Volunteer board members meet monthly to provide programmatic and organizational guidance, and spearhead the annual golf tournament fundraiser.</li> </ul>		Average 56 hours of service time per board member = 672 hours

"It truly takes a village. I appreciate the support [Surfrider Spirit Sessions] has provided my family. Through the program my son has gained not only the skills required to surf, but also valuable lessons about perseverance, focus and the importance of maintaining a positive mindset in the face of adversity"

~ Parent of 15 year old SSS youth

Evidenced-based youth mentoring best practices	Surfrider Spirit Sessions programs
<b>1. Build Strong, Trusting Relationships.</b>	<ul style="list-style-type: none"> <li>• Each youth is matched with a dedicated mentor.</li> <li>• Group mentoring sessions are designed to build trust and rapport with youth by showing genuine care, respect, and consistency and foster a safe, supportive, and nonjudgmental environment.</li> <li>• Regular check-ins with youth and mentor training and support help develop relationships.</li> </ul>

Evidenced-based youth mentoring best practices	Surfrider Spirit Sessions programs
<b>2. Strengths-Based, Trauma-Informed, Goal-Oriented Approach</b>	<ul style="list-style-type: none"> <li>• Program activities highlight and build on the youth's strengths and capabilities rather than focusing solely on their deficits or challenges. Achievements and successes such as catching a wave or making a new friend, are celebrated and praised. Youth are positioned as “Champions in Training” and are provided with resources and experiences to stretch and enhance their capabilities and resilience.</li> <li>• Recognize and address the impact of trauma on youth behavior and development.</li> <li>• Youth learn to set and achieve personal goals in structured journaling sessions and goal setting sessions with dedicated adult mentors.</li> <li>• Junior Mentors are selected and given work tasks based on their strengths.</li> </ul>
<b>3. Culturally Relevant</b>	<ul style="list-style-type: none"> <li>• Hawaiian and local cultural values, traditions and practices enhance relevance and engagement.</li> <li>• Foster respect all cultures and create supportive space for youth from different backgrounds or with limited English proficiency.</li> </ul>
<b>4. Structured, Consistent Interactions</b>	<ul style="list-style-type: none"> <li>• Offer, regular, scheduled, and purposeful mentoring sessions with clear objectives.</li> <li>• Deliver curriculum that included a mix of activities to maintain engagement, including surfing, yoga, journaling and lessons in environmental science, Hawaiian culture, life skills, community service, talk circles, and beach clean ups.</li> </ul>
<b>5. Leverage Multi-Modal Approaches</b>	<ul style="list-style-type: none"> <li>• Utilizes multiple modes of mentoring including one-to-one, group, and peer (youth) mentoring.</li> <li>• Incorporates healthy physical activity, experiential learning, eco-therapy, life skills, environmental stewardship (beach clean-ups) and community service.</li> </ul>
<b>6. Positive Role Modeling &amp; Effective Mentoring</b>	<ul style="list-style-type: none"> <li>• Mentors and staff are screened and deemed “safe” via background checked and trained.</li> <li>• Mentors and staff get comprehensive training on best practices, cultural competency, youth development, and managing challenges. Ongoing supervision and support ensures mentor effectiveness.</li> <li>• Mentors and staff are consistent and reliable and demonstrate and reinforce positive behaviors, attitudes, and decision-making.</li> <li>• Mentors, staff and Junior Mentors are examples of overcoming challenges, resilience, and prosocial behavior and share their stories with mentees and provide life skills guidance and support.</li> </ul>

Evidenced-based youth mentoring best practices	Surfrider Spirit Sessions programs
<b>7. Active Listening and Emotional Support</b>	<ul style="list-style-type: none"> <li>• Mentor, staff and Junior Mentors, are trained and act to focus on understanding and validating the mentee's feelings and experiences.</li> <li>• Teach and model emotional regulation and communication skills, especially in water and other interactive activities.</li> </ul>
<b>8. Teach Life and Social Skills</b>	<ul style="list-style-type: none"> <li>• Provide training in life skills such as communication, problem-solving, decision-making, and conflict resolution.</li> <li>• Activities such as journaling, learning to ask for help and anger or fear management</li> <li>• Foster a sense of identity and belonging.</li> </ul>
<b>9. Community Building and Service Learning</b>	<ul style="list-style-type: none"> <li>• Foster community connections through service learning and outreach projects.</li> <li>• Engage youth in meaningful community service projects to foster a sense of purpose and connection to their communities. Includes beach clean ups and community service events.</li> <li>• Promote prosocial behavior by involving youth mentees in activities that give back to the community and acknowledging their participation and meaningful contributions.</li> </ul>
<b>10. Evaluate and Adapt Programs</b>	<ul style="list-style-type: none"> <li>• Collect data and feedback to measure success and identify areas for improvement. Includes youth surveys, mentor interviews and referral partner meetings.</li> <li>• Use evidence and participant insights to refine mentoring practices and ensure impact.</li> </ul>

Source links: [en.wikipedia.org](https://en.wikipedia.org), [evidencebasedmentoring.org](https://evidencebasedmentoring.org), [mentoring.org](https://mentoring.org), [ojjdp.ojp.gov](https://ojjdp.ojp.gov), [pmc.ncbi.nlm.nih.gov](https://pmc.ncbi.nlm.nih.gov), [youth.gov](https://youth.gov).

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

The timeline is based on our ongoing annual schedule of activities which has been successfully executed over the past 18 years.

June – August 2025: Summer Sessions

- Process youth outcomes surveys from Spring
- Junior Mentor training
- Mentor orientation & training
- Prep session materials, partner presentations, food, etc.
- Summer Core Program: 1-2 cohorts, serve approx. 15-25 youth, 15-25 Mentors and 10-15 keiki (in community service days); employ 3-4 Junior Mentors

- Mentor recruitment and screening
- Partner outreach and youth intake for Fall
- 1 Surfari Event

August – September 2025: Strategic Planning & Fall Session prep

- Board and staff annual strategic planning retreat
- Staff strategic pre-planning session
- Process youth outcomes surveys from Summer
- Junior Mentor training
- Mentor orientation and training
- Prep session materials, partner presentations, food, etc.
- Fall Core Program: 1 cohort, serve approx. 15 youth, 15 Mentors and 10-15 keiki (in community service days); employ 3-4 Junior Mentors
- Mentor recruitment and screening
- Partner outreach for youth intake for Spring
- 1 Surfari Event

October – November 2025: Fall Session

- Fall Core Program: 1 cohort, serve approx. 15 teens, 15 Mentors and 12 keiki (in community service days); employ 3-4 Junior Mentors
- Prepare for holiday outreach and promotions
- Prepare for fundraising event
- Process youth outcomes surveys
- 1 Surfari event

December 2025 – February 2026

- Staff planning meeting: year-end debrief, next year goal setting
- Junior Mentor meetings to plan for Surfari
- Partner outreach and youth intake for Spring
- Mentor recruitment and screening
- Staff performance reviews
- Produce annual Youth Impact Report
- Mentor appreciation event
- 1-2 Surfari events
- Golf Tournament fundraiser

March – May 2026: Spring Session

- Junior Mentor training
- Mentor orientation and training
- Prep session materials, partner presentations, food, etc.
- Spring Core Program: 1-2 cohorts, serve approx. 15-25 teens, 15-25 Mentors and 10-15 keiki (in community service days); employ 3-4 Junior Mentors
- Mentor recruitment and screening
- Partner outreach and youth intake for Summer

- 1 Surfari Event

June – August 2026: Summer Session

- Process youth outcomes surveys from Spring
- Junior Mentor training
- Mentor orientation & training
- Prep session materials, partner presentations, food, etc.
- Summer Core Program: 1-2 cohorts, serve approx. 15-25 youth, 15-25 Mentors and 10-15 keiki (in community service days); employ 3-4 Junior Mentors
- Mentor recruitment and screening
- Partner outreach and youth intake for Fall
- 1 Surfari Event

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

SSS monitors and evaluates our results through a comprehensive approach that includes regular assessments, real-time feedback, and active communication with our partners. This ensures that we adhere to evidence-based best practices, which have been proven to deliver the most effective outcomes for youth and promote long-term success. Our quality assurance and evaluation plan includes the following components:

**Evaluate Youth Progress.** SS tracks youth progress through attendance, retrospective surveys, surf logs, and mentor reports and weekly staff meetings. Youth journal weekly to reflect on emotional and cognitive growth, while mentor feedback provides valuable insights into their development. This data ensures we are continuously measuring and adapting to meet the needs of each youth and improve outcomes.

**Evaluate Youth Impact.** Designed by an evaluation specialist, Youth Retrospective Pre-Post Surveys are administered at the end of each Core Program. These surveys allow youth to self-assess the lasting impact on their emotional well-being, behavioral changes, and personal development. The surveys are used to measure the effectiveness of our evidence-based practices.

**Feedback Loop.** Real-time feedback from mentors, teens, journals, and partners informs program adjustments, ensuring we better meet the needs of our youth. This feedback loop guarantees that we continuously improve our programs to foster positive change, strengthen community resilience, and align with best practices in youth development.

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.

Reports will be submitted to the State will include the following measurements:

- Program attendance records (including mentors, staff and youth)
- Executive Summary of program activities
- Youth Impact surveys (pre/post) that will show 90-100% of youth participants experience positive shifts in 3 or more areas:
  - Increased Self-Esteem
  - Acquisition of Prosocial Networks and Support Community
  - Community Service
  - Connection to Hawaiian Culture
  - Environmental Stewardship
  - Interest in Learning

#### **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)

The required budget documents are attached to this proposal.

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
\$85,000	\$75,000	\$75,000	\$75,000	\$ 310,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.

Alaska Airlines Foundation  
 Aloha United Way  
 Atherton Family Foundation  
 City and County of Honolulu  
 Elks Club  
 Harold K.L. Castle Foundation  
 Hawai'i Community Foundation  
 Hawai'i Women's Legal Foundation  
 Kosasa Foundation  
 Thomas & Vera Long Foundation  
 McInerney Foundation  
 Rev. Takie Okamura Foundation  
 Outrigger Duke Kahanamoku Foundation  
 State of Hawai'i  
 G.N. Wilcox Trust  
 Individual donations  
 Fundraiser event  
 Online store

In addition to the above listed funders the time and effort contributed by adult mentors from the community is valued at almost \$450,000 in the last year. See the list of mentors and calculations attached.

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.

Covid Related Employee Retention Credits 2020: \$23,011.16

Covid Related Employee Retention Credits 2021: \$15,341.47

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.

At this time, no other funds have been secured for 2026. The following funds were secured in the prior years:

- State Dep't of Human Services, Office of Youth Services,  
OYS Contract No. DHS-25-OYS-504 (Aug 2024 to July 2025, \$99,999)  
City & County of Honolulu, GIA Contract No. 2024 CT-DCS-2400060  
(Sept 2023 to Oct 2024, \$175,475)  
City & County of Honolulu, GIA Contract No. 2022 CT-DCS-2100076  
(Sept 2021 to Aug 2022, \$98,529)

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.

\$156,159.28

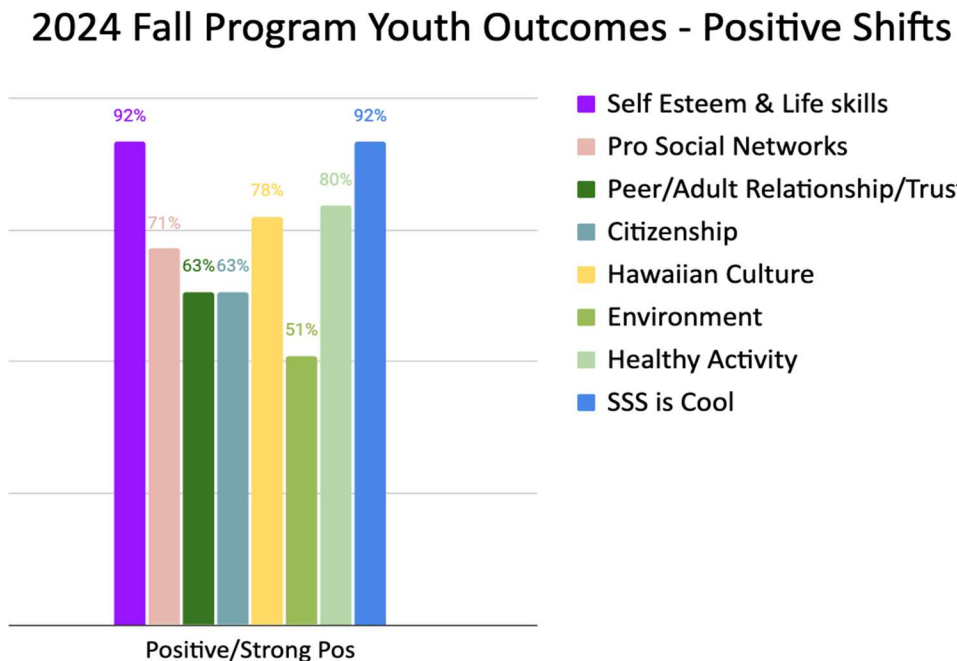


## **V. Experience and Capability**

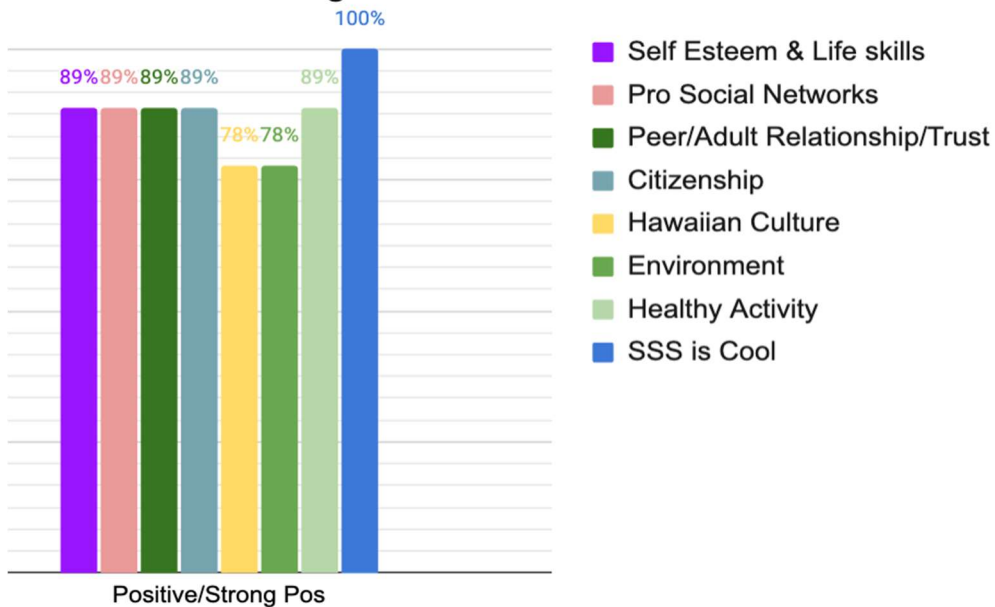
### **1. Necessary Skills and Experience**

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.

**Proven success.** With over 18 years of proven success, SSS has consistently delivered measurable positive outcomes. With the support of adult mentors and our Surf 'Ohana network, youth increase self-esteem and self-confidence, make better choices, reduce risky behaviors, strengthen relationships with family, and increase connection to school and lifelong learning. Importantly, youth are exposed to new ways of thinking and being, and begin to aspire to a brighter future as productive, contributing members of the community. Most recent 2024 cohort results are presented on the graphs below:



## 2024 Summer Program Youth Outcomes - Positive Shifts



Junior Mentors report an increase in leadership skills, feel more confident speaking in public, and have a resume that can be used for future employment or educational attainment. Mentors report a sense of satisfaction and pride for their role in supporting SSS teens and our community.

“Our kids have been bullied, marginalized and struggle academically, then they come to Spirit Sessions, find out they can fit in with really great adult mentors and peers and find out they can do cool things like surf. So now they walk with their head high as the cool surf kids, and are all getting better grades.”

~ Jess Lobo, Aiea Intermediate School ESL Teacher

**Unique, Youth-Centered Model.** SSS stands apart because of its unique integration of evidence-based best practices, mentorship, athletics, Hawaiian culture, life skills training, and environmental stewardship. We collaborate with youth, courts, therapists, and partners to co-develop curricula and activities that are responsive to the needs of each cohort. By working closely with licensed therapists, water safety organizations, and community partners, we address safety, trauma and mental health concerns in a holistic manner.

**Youth-Driven and Responsive.** Junior Mentors, youth with lived experience, help shape the curriculum and co-develop activities, ensuring that the program is relevant, engaging and responsive to the needs of participants. Mentors and staff work closely

with referral partners to adapt programs, maintaining flexibility while addressing the evolving needs of each youth and cohort.

**Experienced Leadership and Staff.** SSS is led by a volunteer Board of Directors and its President, Judge Karen Radius (ret.), Founder and Presiding Judge of Hawai'i Girls Court. Our Board of Directors and Advisory Board are comprised of committed individuals from the community, including clinical psychologists, curriculum experts, and Hawaiian culture advisors, safety compliance professionals, financial planners, and business leaders. Our diverse staff includes a former Child Welfare parenting coach, an experienced surf instructor, a school counselor/MSW, a strategic planning consultant, and a marketing specialist.

**Commitment to Safety and Excellence.** SSS has served over 1,200 youth and partnered with more than 30 agencies and organizations to deliver a comprehensive and impactful program. Our curriculum draws on expertise from over 20 professionals and organizations, ensuring a well-rounded approach to mentorship, life skills, and personal growth. We prioritize safety through initiatives like ocean safety and rescue classes, providing vital skills that complement our mentorship programs. With over 600 active mentors from diverse professional backgrounds, we ensure thorough background checks, continuous training, and robust support for all mentors. In 2024, volunteers contributed over 2,280 hours to mentoring, board activities, and special events, reinforcing our commitment to excellence in all aspects of the program.

Our success in catching waves and changing the lives of the youth we serve, has garnered strong community support. Endorsed by the Hawai'i State Courts and other state agencies, SSS has been recognized with the Ola Pono award from the Coalition for a Drug-Free Hawai'i, for its innovative, evidence-based surf mentoring program.

## 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.

SSS's core program is held in public space on Kūhio Beach under the watchful eye of Hawai'i State Lifeguards and the Police Sub-Station nearby. We lease office and storage space at Church of the Crossroads, 1212 University Avenue, Honolulu. This includes use of a large conference room and smaller meeting rooms for mentor training, staff meetings and junior mentor work sessions, as well as storage for program supplies and equipment, i.e., 30 long board surf boards from Kamehameha Schools. The space comes with a 50% in-kind donation off standard rates. All locations are compliant with the American with Disabilities Act, as amended, and are within walking distance to public transportation.

## **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.

Surfrider Spirit Sessions has the experience, staff, board and community support to succeed. Our highly experienced professional staff includes:

**Executive Director, Cynthia Derosier** - Cynthia co-founded SSS with Hawai'i Girls Court and a coalition of professionals. With expertise in strategic planning, communications and community building, experiential learning and team building, her professional clients include state and county organizations and other nonprofits. Cyn developed the SSS curriculum, led the organization for its first 8 years and returned in late 2023. She oversees operations, program development, manages staff, oversees finances and fundraising to ensure organizational success.

**Director of Operations & Administration, Tina Hau** - A former project manager at a Fortune 500 company who joined SSS in 2016, Tina manages day-to-day administrative, financial and logistical functions and ensures all legal forms, including youth intake forms and waivers and mentor background checks, are properly filed. She also coordinates financial management and reporting with our CPA, Jack Chen Associates.

**Program Manager & Ocean Safety, Sam Rodrigues** - A Kūpuna, retired fireman, former CPS worker, and longtime Waikiki Beach Boy, who has been with SSS since its inception, Sam coordinates partner referrals and youth intake and leads surf instruction and safety.

**Program Specialist & Mentor Support, Trent Fish, MSW** - A former mentor and currently a counselor with the State Dep't of Education, Trent leads beach sessions, monitors and supports mentor-mentee interactions and provides training, coaching and support to mentors.

**Program Assistant (vacant)** - This position will provide administrative and logistical support to program staff and SSS programs including Spirit Sessions surf mentoring (core program), Junior Mentor Program, Surfari Adventures, and Surf 'Ohana network.

**Junior Mentor Manager, Madison Gagnon** - A medical student, former lifeguard and mentor, youth tutor and studies coach, Madison provides administrative support to Sam and Trent, supervises the Junior Mentors and runs Surfari.

**Junior Mentors** - Former mentees with lived experience serve as youth leaders and peer mentors. They are selected and trained via a 10+ week internship. Junior Mentors provide logistical support for core programs, help facilitate relationships between youth and mentors, provide insights to the curriculum and co-develop Surfari Adventures.

**Communications & Outreach Coordinator, Savannah Murray** - A digital media specialist, writer, and associate facilitator, Savannah manages SSS social media, website and newsletters and leads new mentor recruitment.

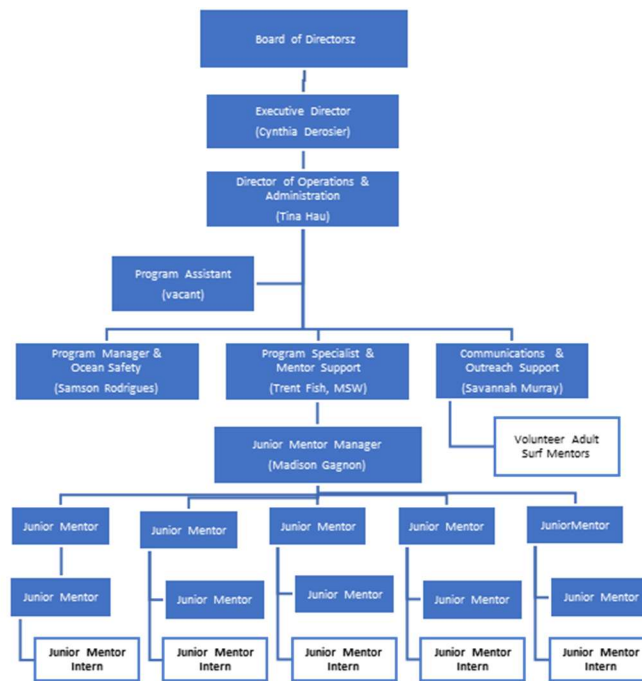
**Volunteer Mentors** - SSS has a roster of hundreds of mentors, all of whom have cleared background checks, been trained and have dedicated at least 52 hours to their youth mentee.

**Board of Directors** - Comprised of founding members, mentors and professionals who serve without pay, the Board guides the organization and spearheads our annual golf tournament fundraiser.

## 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.

Surfrider Spirit Sessions Organizational Chart



### 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.

Position	Salary range
Executive Director	\$85,000 - \$105,000
Director of Operations & Administration	\$55,000 - \$87,000
Program Manager & Lead Surf Instructor	\$45,000 - \$68,000

**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.

N/A

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.

N/A

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.

N/A

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.

SSS is committed to ensuring long-term sustainability through a diversified funding base, including government and community grants, corporate sponsorships, individual donors, earned income, and the support of hundreds of volunteers and partners. If funding is received in FY2025, but be discontinued after that period, we will continue to seek alternative funding sources and adjust our service levels and goals to align with available resources, thereby ensuring that SSS will continue to make a meaningful and lasting impact in the future.

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

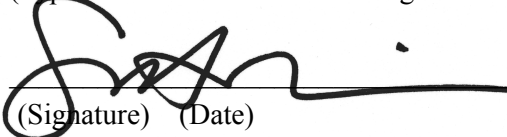
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F 103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F 103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

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

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

Surfrider Spirit Sessions, 501(c)(3)

(Typed Name of Individual or Organization)

 Jan 7, 2025  
(Signature) (Date)

Cynthia YH Derosier, Founder, Executive Director

(Typed Name) (Title)



# BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

App

Surfrider Spirit Sessions

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	100,000	0		34,090
2. Payroll Taxes & Assessments	14,700	0		5,011
3. Fringe Benefits	0	0	0	0
<b>TOTAL PERSONNEL COST</b>	<b>114,700</b>	<b>0</b>		<b>39,101</b>
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	0	0	0	0
2. Insurance	12,000	0	0	553
3. Lease/Rental of Equipment	0	0	0	0
4. Lease/Rental of Space	15,000	0		600
5. Staff Training	1,000	0	0	0
6. Office Supplies	2,400	0	0	2,985
7. Telecommunication	2,400	0	0	1,500
8. Utilities	0	0	0	0
9 Professional Fees & Contractor Staff	99,650	0	0	85,910
10 Program Activities (renewable) Supplies	45,000	0	0	6,349
11 Public Education	3,000	0	0	1,850
11 Auto Costs & Parking	4,000	0	0	870
13 Postage & Shipping	0	0	0	450
14 Travel (Incl mileage)	0	0	0	1,600
15 Membership dues	0	0	0	450
16 Misc	0	0	0	1,000
17 Business Lisc	0	0	0	195
18 Webserver, Database, Internet	5,000	0	0	2,656
19 Junior Mentor (youth) Stipends	5,850	0	0	1,474
20 Fundraising Expense + GET	0	0	0	42,120
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>195,300</b>	<b>0</b>	<b>0</b>	<b>150,562</b>
<b>C. EQUIPMENT PURCHASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>E. CAPITAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL (A+B+C+D+E)</b>	<b>310,000</b>	<b>0</b>	<b>0</b>	<b>189,663</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	310,000			
(b) Total Federal Funds Requested	0	Name (Please type or print)		Phone
(c) Total County Funds Requested	0			
(d) Total Private/Other Funds Requested	189,663	Signature of Authorized Official		Date
<b>TOTAL BUDGET</b>	<b>499,663</b>	Name and Title (Please type or print)		

## BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Please note that several of our staff are hired as contractors the Page 6 budget form separates  
salaried employees from contractors, but both are included here.

Applicant: Surfrider Spirit Sessions

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director,CEO (Contractor)	1	\$ 105,000	75.00%	\$ 78,750.00
Director of Operations, COO	1	\$ 56,000	75.00%	\$ 42,000.00
Core Program Manager	0.5	\$ 28,000	75.00%	\$ 21,000.00
Programs Assistant	0.5	\$ 25,000	60.00%	\$ 15,000.00
Junior Mentor Program Leader	0.5	\$ 20,000	60.00%	\$ 12,000.00
Programs Specialist & Mentor Support (Contractor)	0.5	\$ 26,000	60.00%	\$ 15,600.00
Communications & Outreach (Contractor)	0.75	\$ 40,000	75.00%	\$ 30,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				214,350.00
JUSTIFICATION/COMMENTS: Staff are critical to implementing services, programs and community building.(See job descriptions for more details.)				

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: Surfrider Spirit Sessions

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
2021 Toyota Tundra: Maintenance, fuel and auxillary parking	1.00	\$478.00	\$ 4,870.00	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 4,870.00	
JUSTIFICATION/COMMENTS:				

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: Surfrider Spirit Sessions

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	n/a	n/a				
LAND ACQUISITION	n/a	n/a	n/a				
DESIGN	n/a	n/a	n/a				
CONSTRUCTION	n/a	n/a	n/a				
EQUIPMENT	n/a	n/a	n/a				
TOTAL:							
JUSTIFICATION/COMMENTS:							



**Family Court of the First Circuit – Juvenile Client Services – Intake & Probation**

THE JUDICIARY • STATE OF HAWAII • 902 ALDER STREET • HALE HILINA'I • HONOLULU, HAWAII 96814  
TELEPHONE (808) 539-4494 • FAX (808) 539-4486 • [www.courts.hawaii.gov](http://www.courts.hawaii.gov)

**Lori Ann M. Okita**  
CHIEF COURT ADMINISTRATOR

**Kristin L. Davidson**  
SOCIAL SERVICES MANAGER

**Dwight S. Sakai**  
DEPUTY CHIEF COURT ADMINISTRATOR

**Lisa A. Lovern**  
JIPS ADMINISTRATOR

February 14, 2023

To Whom It May Concern:

Surfrider Spirit Session's mission and work with youth on Oahu.

Since 2010, the Family Court Juvenile Client Services Branch began working with Surfrider Spirit Session (SSS) by successfully collaborating to ensure better outcomes for adjudicated and marginalized youth in Hawaii.

It is through these collaborative efforts and experiential learning that our youths gain a deeper meaning, appreciation, and connection with the ocean and about themselves. Some of our youths even expressed an interest in giving back by becoming a mentor to pass on that knowledge to others.

SSS is a unique youth serving organization that provides innovative, culturally aligned experiential mentoring programs that help support youths and their families in our community. SSS was able to continue to provide programs for youth throughout the COVID pandemic and has continued to provide much needed programming as youth reintegrate into community activities.

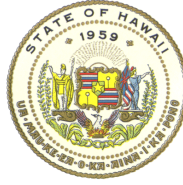
We look forward to continuing our beneficial relationship to help youth thrive in school, at home and in the community.

We are pleased to recommend Surfrider Spirit Sessions for this vital funding.

Sincerely,

A handwritten signature in blue ink, appearing to read "Derek Sumida".

Derek Sumida  
JIPS Quality Assurance Specialist



**STATE OF HAWAII**  
**DEPARTMENT OF EDUCATION**  
**KA 'OIHANA HO'ONA'AUAO**  
KAILUA INTERMEDIATE SCHOOL  
145 South Kainalu Drive  
Kailua, HI 96734

Date: November 2, 2023

To Whom It May Concern:

My name is Scott LaBoy. I am the Positive Behavior Support Counselor at Kailua Intermediate School. We are blessed to have been in partnership with Surfrider Spirit Session (SSS) for the last year. This amazing program has allowed us to provide mentoring services and relationship building for our Tier 2 Emotionally Fragile Students. This collaboration has supported our students so they may overcome the barriers that prohibit them from being successful in school. This success has given them additional tools to be able to make healthy choices for their future. SSS is a unique youth-serving organization that is dedicated to building healthy, resilient communities through holistic, ocean-based mentoring programs. We are in full support of the work of Surfrider Spirit Sessions and their efforts to seek additional funding to ensure the continuation of their vital programs so that youth are inspired to live positive and fulfilling lives.

Sincerely,

Scott LaBoy

Positive Behavior Support Counselor

Kailua Intermediate School

### SSS Mentor Time Valuation (2023-2024)

**Average hourly rates** are determined by Hawaii Average Salary rates, or in some instances, are based on mentor salary. Where no standard rates apply, 2024 Federal Volunteer Rate of \$33.49 has been applied.

**Value of Mentor Time** is based on an average total of 52 hours for one core 8-week program hours (8 4 hour sessions = 24, plus 20 hours reporting training, background check and fingerprinting). It does not include out of program time with youth, not mentor participation in Surfari and Surf Ohana events.

Occupation	Average Hourly Rates	Value of Mentor Time	# of Core Programs Served	Total Time Value
Waiter	\$33.49	\$1,741.48	1	\$1,741.48
Tutor - Entrepreneur - Author - Coach	\$39.00	\$2,028.00	1	\$2,028.00
Business Owner	\$50.00	\$2,600.00	1	\$2,600.00
Regulatory Affairs Director for a Pharmaceutical Company	\$36.06	\$1,875.00	1	\$1,875.00
Retired Air Force, VA Medical Oversight Administrator	\$44.32	\$2,304.64	7	\$16,132.48
Social worker	\$41.21	\$2,142.92	1	\$2,142.92
Marketing Agent	\$33.49	\$1,741.48	1	\$1,741.48
Adolescent Substance Abuse Treatment Counselor	\$33.49	\$1,741.48	1	\$1,741.48
Speech Language Pathologist	\$45.00	\$2,340.00	1	\$2,340.00
Attorney - Trial	\$341.00	\$17,732.00	2	\$35,464.00
Graduate Students	\$33.49	\$1,741.48	1	\$1,741.48
Project Manager - Real Estate Development	\$51.88	\$2,697.76	3	\$8,093.28
Sales, Self Employed	\$55.00	\$2,860.00	3	\$8,580.00
Active Military - E 9	\$36.75	\$1,911.00	2	\$3,822.00
Active Coast Guard Officer	\$33.49	\$1,741.48	3	\$5,224.44
Attorney - Contracts & Disputes	\$350.00	\$18,200.00	2	\$36,400.00
Social Worker (Probation Officer)	\$36.23	\$1,883.96	7	\$13,187.72
Commercial Property Manager	\$38.31	\$1,992.12	1	\$1,992.12
Partner, Attorney - Personal Injury	\$112.82	\$5,866.64	7	\$41,066.48
Partner, Attorney	\$250.00	\$13,000.00	7	\$91,000.00
Sr Customer Success Account Manager	\$46.00	\$2,392.00	2	\$4,784.00
Sustainable Seafood Intern	\$33.49	\$1,741.48	1	\$1,741.48
Ocean Engineer	\$45.00	\$2,340.00	1	\$2,340.00
Physical Therapist	\$36.97	\$1,922.44	2	\$3,844.88
Graduate Student, (Former Military)	\$33.49	\$1,741.48	2	\$3,482.96
Graduate student	\$33.49	\$1,741.48	1	\$1,741.48
ATV Tour Guide	\$33.49	\$1,741.48	1	\$1,741.48
Certified Medical Assistant	\$33.49	\$1,741.48	1	\$1,741.48
Attorney - Litigation	\$425.00	\$22,100.00	2	\$44,200.00
Arbitration Administrator	\$39.00	\$2,028.00	2	\$4,056.00
School Psychologist	\$51.50	\$2,678.00	4	\$10,712.00
Army (Officer), Muay Thai Instructor	\$46.00	\$2,392.00	7	\$16,744.00
Lifeguard	\$18.00	\$936.00	2	\$1,872.00
Medical Student	\$33.49	\$1,741.48	2	\$3,482.96
Business Consultant, Dancer, Writer, Artist	\$85.00	\$4,420.00	1	\$4,420.00
Medical Student	\$33.49	\$1,741.48	2	\$3,482.96
Registered Nurse	\$53.40	\$2,776.80	1	\$2,776.80
(Marketing) Director of Brand Experiences	\$51.73	\$2,689.96	1	\$2,689.96
Property Manager	\$33.49	\$1,741.48	1	\$1,741.48
Aviation Industry General Manager	\$60.96	\$3,169.92	2	\$6,339.84
Intensive Care Nurse (RN)	\$75.00	\$3,900.00	1	\$3,900.00
Food Scientist	\$42.26	\$2,197.52	2	\$4,395.04
Managing Director	\$41.48	\$2,156.96	1	\$2,156.96
Financial Controller	\$54.25	\$2,821.00	1	\$2,821.00
Business Owner	\$35.00	\$1,820.00	1	\$1,820.00
NOAA observer program coordinator	\$45.64	\$2,373.28	1	\$2,373.28
DOE School Counselor	\$28.00	\$1,456.00	7	\$10,192.00
Graduate Student	\$33.49	\$1,741.48	1	\$1,741.48
Postdoctoral Wetland Hydrologist-Wai grantee	\$33.49	\$1,741.48	1	\$1,741.48
Graduate Assistant/resident services associate	\$33.49	\$1,741.48	1	\$1,741.48
Retired RN and Senior Care Specialist	\$45.00	\$2,340.00	6	\$14,040.00
<b>TOTAL Value Over 7 Core programs</b>				<b>\$449,772.84</b>
<b>Average Value per 8 week session</b>				<b>\$64,253.26</b>