

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:

Amount of State Funds Requested: \$ _____

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

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ _____

Private/Other: \$ _____

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

\$ _____

Unrestricted Assets:

\$ _____

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:

City:

State:

Zip:

Contact Person for Matters Involving this Application

Name:

Title:

Email:

Phone:

Xaavier Staub

Authorized Signature

Name and Title

Date Signed

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- ☒ 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- ☒ 2) Declaration Statement
- ☒ 3) Verify that grant shall be used for a public purpose
- ☒ 4) Background and Summary
- ☒ 5) Service Summary and Outcomes
- ☒ 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- ☒ 7) Experience and Capability
- ☒ 8) Personnel: Project Organization and Staffing

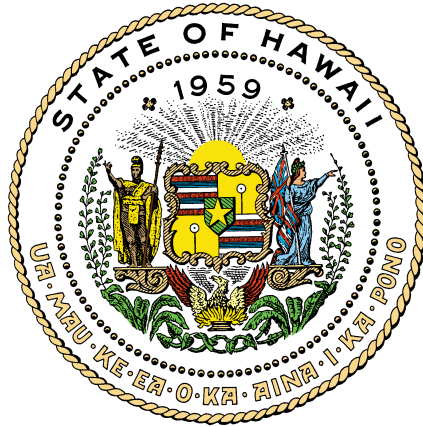
Xaavier Staub, President WCAAM

01-14- 2025

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

WAIANAE COAST AIKIDO AND MOVEMENT CENTER

was incorporated under the laws of Hawaii on 04/21/2014 ;
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 10, 2025

Director of Commerce and Consumer Affairs

Organization Background, Service Summary, Outcomes, Financial

I. Certification

3. Statement that grant will serve a public purpose

This project will serve a public purpose, as it is intended to stop bullying of students, which is a major challenge for students, and which can seriously affect their mental health, well-being, and school performance.

II. Background and Summary

1. Organizational Purpose

The mission statement of the Wai'anae Coast Aikido and Movement Center is to cultivate and enhance the mind, body, and spirit of keiki and adults through the practice of the traditional non-competitive art of Aikido. The Waianae Coast Aikido and Movement Center [WCAAMC] began holding Aikido classes for children, teens, and adults at the Wai'anae District Center in 2005. When the extra-curricular rooms at the center were condemned, the instructors were forced to find another location. WCAAMC received 501(c)3 tax exempt status in 2014 and raised funds to construct a dojo (training hall). Classes are conducted at this dojo on weekdays after school.

2. Goals and Objectives

Goal: The goal of this initiative is to demonstrate and establish a **sustainable** Aikido training program to empower youth on the Wai'anae Coast, equipping them to prevent or respond effectively to bullying.

Objectives:

1. Engage at-risk youth in Aikido training to enhance personal development and self-defense skills.
2. Document program success through participant feedback and measurable outcomes.
3. Share findings with community stakeholders and educators to encourage broader adoption.
4. Secure long-term funding to ensure program stability and expansion.

3. Public Purpose and Need to be Served

Bullying is a significant issue in Hawaii, with surveys indicating that nearly 1 in 3 public school students have been victims of bullying or harassment. This has led to serious mental health challenges, including elevated rates of anxiety, depression, and suicide among youth. On the Waianae Coast, incidents of bullying have escalated, as exemplified by violent confrontations at schools.

The Department of Education has struggled to manage this crisis, leaving students vulnerable and their needs unmet. Studies have consistently shown the long-term negative impacts of bullying, including physical and mental health issues, reduced educational outcomes, and difficulty forming healthy relationships in adulthood.

For Native Hawaiian and Pacific Islander youth, the problem is compounded by intergenerational trauma, cultural marginalization, and economic inequities. However, studies have shown that strengthening cultural identity and employing holistic, culturally relevant approaches to mental health and empowerment can be effective protective factors against adversity.

Aikido, a non-competitive martial art emphasizing self-defense, self-discipline, and harmony, aligns with these principles and offers a holistic approach to addressing the bullying crisis by enhancing self-confidence, emotional resilience, and physical safety skills. First year outcomes confirmed effectiveness of this approach in increasing student confidence in bullying situations as well as improvements in general behavior.

Bullying is a significant problem in Australia as well. Aikido organizations in Australia have been providing services to bullied youth with good results. The proposed project has also shown good results in the first year of implementation. With few resources to support Hawaii youth in dealing with this issue, it is time to afford them with support in confronting bullying.

4. Target Population to be Served

The target population will include students aged 6-18, who attend schools on the Waianae Coast, who are experiencing difficulties related to bullying.

5. Geographic Coverage

Services will be provided to eligible students on the Waianae Coast, from Nanakuli to Makaha.

III. Service Summary and Outcomes

The Ho‘oi’kaika Youth Empowerment Project seeks to empower Waianae Coast students aged 6–18 who are at risk of or have experienced bullying. Through Aikido training, participants will develop personal confidence, conflict resolution skills, and the physical ability to protect themselves without causing harm.

Aikido training will be provided every weekday after school for all eligible students. If appropriate, separate classes may be organized for teenage students and younger students. Instructors interact with students as a group and on an individual basis to enhance their performance. Brain Gym training, and discussions related to bullying are provided. Instructors conduct testing of all students according to their belt level on a quarterly basis. Test information is included in evaluation outcomes for students. Interviews are conducted with students at intake and quarterly to identify status.

1. Scope of work, tasks, responsibilities

- Qualified instructors will conduct Aikido training sessions five days a week after school from 4:15-5:15 for youth aged 6–18.
- The program will provide uniforms and belts, recognizing students' progress.
- Instructors will facilitate mentoring opportunities for advanced students to assist in teaching.
- Referrals are now coming from families of current students, as they share their experience of this program with other parents. Instructors and Board members will seek to expand referral networks, including schools and community organizations, to identify and refer participants.
- Board members and staff will raise awareness of this resource through community outreach and social media.

2. Projected timeline

This project is already in progress. Applicants will enroll aligned with the school year timeline, as students attend after school and seldom continue during breaks, although the dojo is open. Progress is assessed and recorded on a quarterly basis. Community outreach and engagement activities will be conducted throughout the year.

3. Describe Quality assurance, how will monitor effectiveness

Monitor attendance, visual assessment of behavior and progress.

Instructors visually monitor the performance and progress of students on a daily basis, coaching individual students as appropriate. The Board secretary has established a sign-in process for monitoring attendance|

4. List measures of effectiveness, a standard way for the State to assess achievements or effectiveness.

Program success will be assessed using a combination of quantitative and qualitative methods:

- **Performance Metrics:** Quarterly testing for belt achievements and skill progression is conducted quarterly and documented.
- **Baseline and Quarterly Assessments:** Participants and parents will complete surveys rating student confidence levels in regard to bullying as well as their ability to handle bullying situations. This is measured on a Likert scale of 1-5, with 1 being no confidence and 5 being strong confidence. The board secretary administers the scale on a quarterly basis, usually at the time of performance testing and belt awards and asks the student for comments on their experience.
- **Interviews:** The board secretary also interviews the parents, asking them for feedback on the changes observed in their children.

Evaluation findings are used to refine the program and share with stakeholders. For example: Good outcomes were achieved in the first year of piloting this program. **A review of attendance records as of December 30 reveals the following:**

Number of children registering for the program.

Number of children receiving an award belt	36
Number who are continuing to work towards an award	20
Number who have dropped out of the program (4 moved)	11
Number newly enrolled; no eval data	15

Quantitative measures of success for pilot project year 2024

- Of 27 yellow-belt students evaluated during the first period, 23 reported improvements in confidence and ability to address bullying.
- Qualitative feedback highlights increased self-esteem, discipline, and positive social interactions among participants.

Interview results for 27 students receiving a yellow belt in 2024 were close to a normal “bell curve”. The results of the interviews are collated as follows: Number of students rating their experience at:

1 = No change	4 students
2 = Some confidence dealing with bullying	8 students
3 = More confidence	9 students
4 = Significant confidence	1 student
5 = Strong confidence in dealing with bullying	5 students

Some of the individual responses of both students and parents are noted below. A program video also provides insight into what the kids are learning and their enthusiastic participation. Our premise that Aikido training can be a strong protective factor in dealing with bullying is proving to be accurate! Students and parents reported other benefits as well.

Papaleo Age 11 #5 on scale. “My confidence is a lot more confident because most of the Aikido skills work on them. So I felt confident going to a new school!”

Zeto Age # 5 on scale “I was getting bullied, and I remember my Aikido and pinned him to the ground.”

Seigi Age? #2 at intake, #4 at 3 months “I feel more power and can fight if I need to”

Kaeo Age? Entry #2 April test #5 “I feel stronger”

Minsaa Age? Entry 2 April 5 “I feel confident since joining Aikido and I felt happy to join this program to protect myself “

Ash Age 8 “It helps me stop my friend from messing with me and I am growing confidence a bit faster”

Chevin Age 6. Nov assessment # 4. “stop, watch listen, tell someone that can help the bully and the victim. The teachers, students classes are close in my community. This Aikido class is only one in our community and it’s free, safe and only 15 minutes away from home.

Parent testimonials emphasize the program's transformative impact on their children, including improved behavior, confidence, and a sense of belonging.

Parent of 2 children, ages 10, 11: “I have seem improvement in their listening, comprehension, positive interactions and following instructions as a result of participation. They have both worked on self-control and I have noticed an increase in their self-resect and respect for others as evidenced by routine bowing, responding to quiet comments, and supporting their partners as they work with the group”

Parent of a child aged 7: “Since my daughter joined Aikido, I notice how much more confident and happy she is outside the Dojo. She loves classes and loves and respects the Senseis. She feels that the Dojo is like home, as the atmosphere is very inviting, and she has made many friends. We would like to see the Dojo filled with students like my daughter for many years to come. Thank you for making this possible.”

Grandmother of 3 students (Zeto above), Board member: Three of my grandkids have grown a lot throughout the Aikido classes. They’ve shared a lot with each other through experiences that they achieve each day. They know how to use what they learn to help others and are more aware of their abilities. Thank you for the opportunity for them to learn and for the time the Senseis give.

Grandparent of children ages 10, 11: I have seen improvement in their listening, comprehension, positive interactions and following directions as a result of participation. They both have worked on self-control. I’ve noticed increased self-respect as they work with the group and Senseis as evidenced by routinely bowing, resounding to quiet commands, and supporting their partners as they practice moves, and quiet times, listening.

Parent of Ash, Age 8: Aikido gives him an outlet for energy and a way to control the direction his body is moving. He is more confident and more able to control his emotions without lashing out.

Parent of Seigi (above) : His confidence has increased. He is learning to be consistent at difficult things and to try again when he feels frustrated

IV. Financial

1.Budget (Relevant budget pages are attached.)

Instructor stipends	\$23,500
Space	5,560
Uniforms	440
Brochures, advertising, misc.	500
Total budget	\$30,000

2. Anticipated quarterly funding requests:

Quarter 1	Quarter 2	Quarter 3	Quarter 4
\$7,500	\$7,500	\$7,500	\$7,500

3. Funding for 2026: We are not yet seeking funding for FY 2026.

4.Receipt of tax credits: The organization has received no tax credits and has not applied for tax credits.

5.Funding received in 2024: The organizations received \$30,000 in a grant from the James and Abigail Family Foundation in 2024.

6.Unrestricted assets: The organization has no unrestricted current assets as of December 2024.

V. Experience and Capability

1. Necessary Skills and Experience

Shihan-level instructors G. Louise Tremblay and W. Xavier Staub lead the program. Shihan is the highest Aikido level. Xavier Staub began Aikido training at the University of Massachusetts, Amherst, and has taught Aikido for twenty-five years. Louise Tremblay has taught Aikido for 25 years after receiving training in San Diego. They co-founded Aikido of Santa Barbara, a 501(c)(3) non-profit community organization which is still thriving after 25 years. In 2005 they moved to Wai'anae, Hawai'i and taught Aikido at the Wai'anae District Center until 2015, when they inaugurated their own dojo. Xavier holds the Aikido rank of Shihan (expert instructor) and is a licensed acupuncturist with a master's degree in Oriental Medicine and PhD in Nutrition. Louise also holds the rank of Shihan and is certified in yoga, shiatsu massage, and Brain Gym. each with over 25 years of teaching experience.

The Waianae Coast Aikido and Movement Center (WCAAMC) has been dedicated to cultivating the mind, body, and spirit through Aikido since 2005.

2. Facilities

The 2,200-square-foot dojo in Makaha is fully equipped with training areas, dressing rooms, and restroom facilities, ensuring a safe and supportive environment for participants. WCAAMC constructed this dojo to provide a permanent training space and acquired 501(c) (3) IRS status.

VI. Personnel, Project Organization Project Staffing

1. Proposed Staffing, qualifications and Training

As noted above, the Shihan instructors will conduct this project. Each have over 25 years of teaching experience. Both instructors bring extensive expertise in Aikido and related disciplines, including nutrition, yoga, and other holistic healing practices. The Shihans have significant experience in providing training and managing dojo operations.

2.Organizational chart

Board of
Directors

Shihan Xavier Staub

Shihan Louise Tremblay

Shihan Staub oversees students and dojo operations. The Board of Directors meets monthly to review student enrollment and Aikido activities. Shihans report to the board related to students enrolled, overall project progress and any issues which may arise.

3. Compensation:

Instructors are compensated for actual time spent in Aikido training in the dojo, and with students before and after class, roughly 20 hours/week. Classes are conducted Monday through Friday for one hour, primarily when public school is in session. Additional classes will be scheduled as needed.

VII. Other

1.Litigation None.

2.Licensure, Accreditation: As noted, Shihans are duly licensed.

3.Private educational Institutions: NA

4.This project is still in a demonstration phase. It is hoped that the DOE, which has responsibility for safety and mental health of students, will be interested in supporting this service in the future.

The Ho‘oi’kaika Youth Empowerment Project addresses a critical need in Hawaii by empowering youth to overcome bullying through the practice of Aikido. With support from the Legislature, we aim to expand and sustain this program, fostering resilience and confidence in the next generation and reaching as many students as possible on the Coast.

We welcome the opportunity to discuss this proposal further and to partner in creating a brighter future for Hawaii’s youth.

**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.

(Typed Name of Individual or Organization)

Xavier Staub

(Signature)

(Date)

(Typed Name)

(Title)

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

App

Waiānae Coast Aikido Movement Center

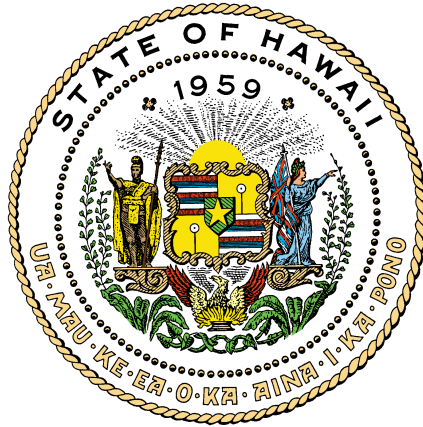
BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	23,000			
2. Payroll Taxes & Assessments	0			
3. Fringe Benefits	0			
TOTAL PERSONNEL COST	23,000			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	0			
2. Insurance	0			
3. Lease/Rental of Equipment	0			
4. Lease/Rental of Space	5,550			
5. Staff Training	0			
6. Supplies	500			
7. Telecommunication	0			
8. Utilities	0			
9. Advertising, misc.	450			
10. Accounting	500			
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	7,000			
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	30,000			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	30,000	Gail Breakey, Board member 808-852-1871		
(b) Total Federal Funds Requested	0	Name (Please type or print) Phone		
(c) Total County Funds Requested	0	Xavier Staub, President WCAAM 1/14/25		
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official Date		
TOTAL BUDGET	30,000	Xavier Staub, President WCAAM Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Waiane Coast Aikido and Movement Center

POSITION TITLE		FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Instructor Xavier Staub		NA	\$11,500.00		\$11,500
Instructor, Louise Tremblay		NA	\$11,500.00		\$11,500
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
TOTAL:					23,000.00
Allocations are for stipends, rather than salaries. Instructors teach/are with students for around 2 hours a day, 5 days a week, except for school holidays,					



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

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of the State of Hawaii, do hereby certify that

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was incorporated under the laws of Hawaii on 04/21/2014 ;
that it is an existing nonprofit corporation; and that,
as far as the records of this Department reveal, has complied
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