

## 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

*Chris Chang*  
AUTHORIZED SIGNATURE

Christopher Chang, Executive Director  
PRINT NAME AND TITLE

1/23/2026  
DATE

I, Chris Chang, certify all signatures in this document are mine and have been completed and uploaded using Adobe's E-Sign features on Adobe Acrobat. If original Adobe PDFs are required, please contact [chris@alohatreealliance.org](mailto:chris@alohatreealliance.org).



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:** ALOHA TREE ALLIANCE

**Issue Date:** 01/21/2026

**Status:** Compliant

Hawaii Tax#:   
 New Hawaii Tax#: ██████████   
 FEIN/SSN#: ██████████   
 UI#: XXXXXX4922   
 DCCA FILE#: 319707

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Waived
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, Hawai'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, Hawai'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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'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.
- 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, Hawai'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.

Aloha Tree Alliance	
(Typed Name of Individual or Organization)	
<i>Chris Chang</i>	1/23/2026
(Signature)	(Date)
Christopher Chang	Executive Director
(Typed Name)	(Title)

### 3. Public Purpose

The non-profit group the Aloha Tree Alliance (ATA) is requesting \$89,778 in grant funds for a public purpose, pursuant to [Section 42F-102, Hawaii Revised Statutes](#), as outlined within the grant document below.

## **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;

The mission of Aloha Tree Alliance (ATA) is to mitigate climate change and protect local Oahu watersheds by advancing resilient urban forests. Founded in 2020, ATA partners with local community groups, forest services, and forestry experts to revitalize the mountains and watersheds of Eastern Oahu, mitigating the dangers of invasive grass-fed wildfires and flash floods to local communities. We utilize traditional Hawaiian forest management techniques that engender community engagement, long-term ecological resilience, and improved forestry management. Over the last five years, ATA has planted over 8,200 native trees in over 2.8 acres of land cleared of invasive species and prepped for restoration. During ATA's most recent 2024-25 planting season, over 2,500 native plants were reintroduced in the Kuli'ou'ou project zone, representing the work of +1,250 volunteers and 5,000 cumulative volunteer hours.

ATA is dedicated to educating community groups, schools, and students across Oahu in reforestation practices that promote watershed awareness and environmental stewardship. Through hands-on learning, service projects, education programs and training initiatives, we aim to inspire the next generation of conservation leaders while expanding pathways for careers in natural resource management and environmental restoration.

2. The goals and objectives related to the request;

The Kuli'ou'ou watershed is one of the critical sources of water for Honolulu, the state's most populated urban area. Its native forests are severely imperiled—nearly half of these ecosystems have been lost, and those that remain are threatened by non-native ungulates, invasive plants, and climate change. These pressures have disrupted watershed function, increased erosion and sedimentation, and degraded both freshwater and near-shore marine environments.

Aloha Tree Alliance has been working to restore the Kuli'ou'ou watershed and strengthen the ecological resilience of Eastern Oahu since 2020, enhancing access to the Kuli'ou'ou Ridge Trail, which is popular with locals and visitors to the area (17,000+ visitors each year). Using traditional Hawaiian forest management practices such as *kipuka* restoration methods, ATA promotes long-term watershed health, community engagement, and improved forestry stewardship. In addition to hands-on restoration, ATA has built a strong educational program that engages local schools, youth, and community groups in native forest restoration and watershed awareness. These educational efforts are critical to cultivating the next generation of conservation leaders and fostering community ownership of restoration outcomes.

ATA's capacity to deliver and expand these programs has been significantly reduced due to limited funding. Many of the schools and community partners we work with have also experienced budget cuts, reducing their ability to support transportation and participation costs. As a result, ATA often absorbs the expenses associated with hosting student and community groups, providing educational materials, and staffing field-based learning experiences. Without dedicated funding, our ability to sustain this vital educational outreach, and the broader community impact it creates, remains at risk.

To address this gap, funding from the State Legislature will support a full-time Education and Communications Manager position and to cover program expenses related to school and community engagement. This staff member, working closely with the Executive Director, will focus on the strategy for the expansion of ATA's educational scope and the delivery of educational programs that connect students and residents with native reforestation practices, climate resilience, and career pathways in conservation. Legislation in Hawai'i (e.g., House Bill 1491, 2025) has been proposed to integrate climate education, environmental sustainability, and Indigenous knowledge into K-12 curriculum. By investing in ATA's educational capacity, this funding will cover the costs of high-quality environmental education programming, increased opportunity for access and higher-education career-focused initiatives, for communities and students who need this curriculum the most.

3. The public purpose and need to be served;

A recent survey of Native Hawaiians showed that over 75% of respondents considered mountains, nature, and water sources sacred places; 96% said that sacred places should be protected and accessible. This project serves the public by restoring the urban forests of the Kuli'ou'ou watershed while expanding equitable access to environmental education and future workforce development across Oahu. Hawai'i's public schools face persistent budget pressures, with reductions of over \$140 million in recent years leading to cuts in staffing and extracurricular programs, limiting student access to enrichment opportunities. Many of the schools ATA partners with are Title I, serving predominantly low-income populations, and rely on community organizations to provide hands-on environmental and cultural learning. Funding will enable free, high-quality environmental education for the private and charter schools that ATA works with.

By funding a full-time Communications and Education Manager and supporting the costs of hosting school and community groups, this project will expand public access to hands-on environmental learning opportunities and foster greater understanding of a re-imagined Ahupua'a, watershed function, climate resilience, native ecosystem restoration, and the cultivation of Native Hawaiian plants in biodiverse ecologic systems. These programs provide vital educational experiences to students and residents across Oahu, many of whom represent underserved schools and communities, while inspiring future careers in conservation and natural resource management. In doing so, Aloha Tree Alliance strengthens the community's capacity to steward Oahu's natural resources, reduces long-term environmental risks such as wildfire and erosion, and contributes to a healthier, more sustainable island for all.

4. Describe the target population to be served; and

The project will serve students and community members across Oahu through hands-on reforestation and watershed education programs. In 2024–2025, ATA engaged over 400 students and 1,250 volunteers in restoration activities. Funding will allow ATA to increase the number of students reached by approximately 30% through increased capability for outbound outreach and coordination. This project will expand our capability to support at least 8 school site visits to the Kuli'ou'ou Ridge Trail program site, and 8 classroom visits during the 2026 calendar year across public, private, and charter schools. Funding will enable ATA to provide free, high-quality environmental education to public and charter institutions, which have historically lacked the budget to support field-based trips and projects (target: >60% of total field visits featuring public and charter school partnerships). ATA is targeting an increase of 10% in the numbers of students and volunteers served in this calendar year.

Content and curriculum will be redeveloped by the Education Manager to be culturally grounded and science-based, ready for facilitation in school visits, ATA's *'Āina Allies* high school internship program (10-12 students), and college-level research partnerships (1-2 natural resource management projects). By expanding equitable access to environmental education, ATA aims to inspire youth and empower communities to steward Oahu's native forests and watersheds for the future.

5. Describe the geographic coverage.

Aloha Tree Alliance's Educational reach spans the island of Oahu. Our current limiting factors include staff availability and range of age-specific curriculum, which this funding will enable.

### **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;

This project will fund a full-time Education & Communications Manager to oversee program development, school and community engagement, and volunteer coordination. We plan to conduct at least 8 school site visits to the Kuli’ou’ou Ridge Trail program site, and 8 classroom visits during the 2025–2026 planting season across public, private, and charter schools, prioritizing Title I schools that serve low-income populations. Additionally, this individual will manage ATA’s 3<sup>rd</sup> ‘Āina Allies high school internship program (10-12 students), and support college-level research partnerships (1-2 natural resource management projects). Students and community members will participate directly in reforestation, watershed stewardship, and native plant propagation through our work on Kuli’ou’ou Ridge Trail, as well as work at our Native Hawaiian Plant Nursery in Kamilo Nui Valley.

#### **Anticipated Results and Outcomes:**

- **Educational Impact:** Increase Education program reach by 30%, targeting over 550 students this planting season, expanding exposure to environmental science, cultural knowledge, and conservation career pathways. ATA aims to increase community outreach by 10%, impacting over 1,500 community volunteers
- **Ecological Impact:** Plant at least 2,500 native trees and plants in the watershed, improve forest structure, enhance stormwater capture, and increase wildfire resilience. Increase student education around seed collection and propagation at Native Hawaiian Plant Nursery.
- **Community Engagement:** Drive participation in Monthly Community Workdays and weekly Friday Watering events, providing hands-on experience and fostering stewardship of the ahupua’a. Community engagement numbers are measured by the volume of community volunteers. Create and send annual Community Report , ATA’s capstone project reflecting annual engagement.
- **Educational Curriculum:** Delivery of new ‘Āina Allies program scope for 2027 cohort which will support 10-12 high school students. Creation of 3 new modules for presentation to school groups grades 4-12, including activities and materials. Bespoke support for college-level research projects.
- **Equitable Access:** Provide free, high-quality environmental education to underserved schools, bridging gaps created by public school funding cuts.

#### **Measures of Effectiveness:**

- Number of school visits conducted and students engaged (>60% public / charter).
- Number of volunteers participating in restoration and educational activities.
- Number and survival rate of native plants planted in restoration sites.
- Feedback from students, teachers, and community participants through surveys assessing environmental knowledge, cultural understanding, and stewardship behaviors.
- Internship and college project outcomes, including student retention, skills development, and community contributions.
- 150 Community Reports designed, printed, posted to volunteers, community leaders, partners and donors.

By combining ecological restoration with culturally grounded education, ATA strengthens watershed resilience, provides equitable access to experiential learning, and cultivates a new generation of environmental stewards.

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

#### **July – August 2026**

- Close ATA's 2025-26 plant season (Oct – July, following O'ahu's rainy season). Utilize data to plan for upcoming calendar year, offseason and planting season
- Prepare nursery operations for the upcoming planting season, including propagation of native plants and inventory management. Organize summer volunteer schedules
- Develop strategy for 2026-27 academic calendar year: schools for targeted outreach, 'Āina Allies Cohort 3, University of Hawaii Natural Resource Management outreach
- Audit curriculum for school visits, 'Āina Allies internships, and college-level projects.
- Coordinate schedules with partner schools and community groups, prioritizing Title I schools in the region
- Host weekly volunteer workdays on Fridays and monthly Community Workday events to engage community members in maintenance and planting efforts

#### **September–December 2026:**

- Conduct the first series of school & field visits (approximately 4 of each), integrating hands-on reforestation, watershed education, and culturally grounded lessons
- Identify 1-2 college-level project collaborations
- Kickoff planting 2026-27 planting season (October – June). Execute major planting events in the Kuli'ou'ou watershed, targeting at least 2,500 native trees and plants. Host weekly volunteer workdays on Fridays and monthly Community Workday events to engage community members in maintenance and planting efforts

- Create and send annual Community Report, ATA's capstone project reflecting annual engagement
- Distribute surplus nursery plants (300+) to schools and community members to support local restoration and backyard conservation
- Collect data on program participation, plant survival, and educational outcomes through surveys and direct observation. Develop projects for student assistance

**January – July 2027:**

- Begin 3<sup>rd</sup> Cohort of *Āina Allies* high school internships
- Conduct remaining school & field visits (apprx 4 of each) providing a complete season of hands-on learning and stewardship activities
- Host weekly volunteer workdays on Fridays and monthly Community Workday events to engage community members in maintenance and planting efforts
- Conclude the planting year (with full documentation of results, outcomes, and impact metrics, ensuring readiness for the next phase of restoration and educational programming)
- Prepare end-of-year report summarizing ecological impact, student and community engagement, and lessons learned for program refinement and future planning

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

Aloha Tree Alliance will monitor and evaluate its programs to ensure effectiveness and continuous improvement. Participation in school visits, internships, and volunteer events will be tracked, alongside ecological outcomes such as native plant survival and site restoration success. Pre and post-program surveys will assess student learning, cultural understanding, stewardship behaviors, and interest in conservation careers. Volunteer feedback and community engagement metrics will measure program reach and satisfaction, including participation across public, private and charter schools.

The Education & Communications Manager will review data quarterly to refine curriculum, volunteer activities, and nursery operations, adapting strategies to improve both ecological and educational outcomes. Annual reporting will summarize lessons learned, highlight successes, and guide future program planning, ensuring sustained impact on Oahu's students, communities, and watersheds.

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.

### Intended Outcomes:

- **Increased Student Engagement and Environmental Literacy:** Students gain knowledge of native forests, watershed health, and conservation practices.
- **Enhanced Community Stewardship:** Community members actively participate in restoration and maintenance activities, fostering long-term environmental stewardship.
- **Expanded Access to Environmental Education:** At least 8 (primary, middle, high) schools, including Title I schools, receive hands-on learning experiences, reducing inequities in access to conservation education.
- **Targeted Access to Environmental Education:** Completion of the 2nd ‘Āina Allies Highschool Internship program and subject matter support for college-level natural resource management projects.
- **Improved Ecological Health of Kuli‘ou‘ou Watershed:** Native trees and plants are successfully planted and maintained, improving forest structure, stormwater capture, and wildfire resilience.
- **Development of Future Conservation Leaders:** High school and college participants gain skills and knowledge that support careers or further education in environmental science and natural resource management.

### Measures of Effectiveness:

- **Number of Students Participating:** Total students engaged in school visits, internships, and community programs.
- **Number of Community Volunteers:** Total volunteers participating in planting, maintenance, and stewardship activities.
- **Number of Schools Served:** Total school visits completed, including breakdown by public, private, charter, and Title I schools.
- **Number of Native Plants Planted and Survival Rate:** Total native plants planted and monitored for survival over the season.
- **Educational Outcomes:** Pre and post-program surveys measuring student knowledge gain, cultural understanding, and stewardship behaviors. Completed internships and special projects with ATA.
- **Volunteer and Community Feedback:** Surveys or interviews assessing satisfaction, engagement, and perceived value of participation.

## IV. Financial

### Budget

- 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

#### **BUDGET REQUEST BY SOURCE OF FUNDS**

Period: July 1, 2026 to June 30, 2027

Applicant: Aloha Tree Alliance

<b>BUDGET CATEGORIES</b>	<b>Total State Funds Requested (a)</b>	<b>Total Federal Funds Requested (b)</b>	<b>Total County Funds Requested (c)</b>	<b>Total Private/Other Funds Requested (d)</b>
<b>A. PERSONNEL COST</b>				
1. Salaries	\$ 76,320.00			
2. Payroll Taxes & Assessments				
3. Fringe Benefits (7.65%)	\$ 5,838.48			
<b>TOTAL PERSONNEL COST</b>	<b>\$ 82,158.48</b>			
4. Supplies (next page for details)	\$ 6,120.00			
5. Lease/Rental of Space	\$ 1,000.00			
6. Indirect Costs	\$ 500.00			
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>\$ 7,620.00</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>89,778</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	\$89,778	Christopher Chang 808-491-7051		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		<i>Chris Chang</i> 1/23/26		
(d) Total Private/Other Funds Requested		Signature of Authorized Official Date		
<b>TOTAL BUDGET</b>	<b>\$89,778</b>	<b>Christopher Chang, Executive Director</b>		
		Name and Title (Please type or print)		

<b>Other Current Expenses</b>	<b>Amount Allocated to GIA</b>
Community Report - Design Contractor	\$ 1,500.00
Community Report - Postage	\$ 450.00
Community Report - Printing	\$ 1,700.00
Community Report - Remittance Envelopes	\$ 270.00
Community Report - Supplies (Shipping Envelopes, etc)	\$ 200.00
Lease - Space rental for internship/education events	\$ 1,000.00
Program Activity Supplies (Food/drink for volunteers @ \$100/event - 20 school events)	\$ 2,000.00
***Indirect Costs (Printer Ink)	\$ 500.00
<b>TOTAL GRANT ACTIVITY COSTS</b>	<b>\$ 7,620.00</b>

b. Personnel salaries and wages

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2026 to June 30, 2027

Applicant: Aloha Tree Alliance

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Communications and Education Manager	1	\$60,320.00	100.00%	\$ 60,320.00
Executive Director	1	\$80,000.00	20.00%	\$ 16,000.00
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<b>TOTAL:</b>				<b>76,320.00</b>
<b>JUSTIFICATION/COMMENTS:</b> Full time salary for Communications & Education Manager, Executive Director will support strategic work for EDU programs for 20% of time.				

c. Equipment and motor vehicles

Not Applicable

d. Capital project details

Not Applicable

e. Government contracts, grants, and grants in aid

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

Applicant: Aloha Tree Alliance

Contracts Total: 153,734

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	The Maunalua Watershed Alliance: A Call to Action	10/1/23-9/30/26	NOAA	U.S.	153,734
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30		10			Application for Grants

- The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2027.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$22,444	\$22,444	\$22,444	\$22,444	\$89,778

- The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2027.

- NFWF Ahupua'a Partnership (Multi-year)- \$618,900
- C&C GIA 2027 (Solicitation No. RGP-DCS-GIA2027) - \$98,375
- Cooke Foundation - \$20,000

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.

Not 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 2027 for program funding.

- NOAA for FY2023-2026 - \$153,000
- GIA 2025 (Solicitation No. RGP-DCS-GIA2025) - \$98,453
- Kaulunani Urban and Community Forestry Program for FY2023-2024 - \$20,000

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2025.

\$377,914.70v

## **V. Experience and Capability**

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

Through its strong roots in the community and ever-expanding partnerships, ATA has a growing place in the local conservation community. At the core of ATA is a dedicated team of staff, volunteers, retirees, and research professionals, bringing a diversity of experiences and expertise from business, government, education, and environmental stewardship. Chris Chang, the Executive Director of ATA, is a former business leader in climate and entrepreneurship and an experienced manager of urban forest and watershed restoration projects and conservation education in the project area, having overseen extensive restoration efforts on the Kuli'ou'ou Ridge Trail. ATA staff bring over 30 years of experience managing and implementing watershed conservation projects on Oahu and have the cultural and scientific agility to implement native Hawaiian restoration practices in Kuli'ou'ou.

ATA currently hosts monthly community workdays, weekly tree watering activities, and has trained 57 next generation forest stewards in their Earth Stewards training program.

To date, ATA has established over 50 community partnerships, including the following: School for Examining Essential Questions of Sustainability (SEEQS), educational/outreach partner – we offer environmental/conservation programming within the school twice a year.

KUPU, volunteer/outreach partner – we partner with KUPU in workforce training for conservation and green jobs. KUPU empowers youth to serve their community through workforce training with local partners.

Malama Maunalua (Doug Harper), NOAA grant partner – together with a PPH (below), we form a Ridge to Reef collaborative to preserve the watersheds of Eastern Honolulu.

DOFAW/DLNR (Ryan Peralta and Heather McMillan), logistics and permitting partner as well as plant inspection and approval.

Protect and Preserve Hawaii (Tyrone Montayre), collaborative volunteer exchange and NOAA grant partner – Ridge to Reef collaborative.

Livable Hawaii Kai Hui - education/outreach partner

Maunalua Fishpond Heritage Center (Chris Cramer) – education/outreach partner

Through 2025, ATA has received over \$300,000 from local and national agencies for forest restoration efforts through state, including NOAA and Honolulu City and County.

## **2. Facilities**

Aloha Tree Alliance’s 1,440 sq-foot nursery within the Kamilo Nui Valley in Hawaii Kai will provide an educational hub for programs and a center for learning around native plant propagation and care.

ATA collaborates with the Department of Forestry and Wildlife (DOFAW) on reforestation efforts within the Kuli’ou’ou watershed. Within the watershed, ATA staff have reforested over 2.69 acres of restoration space for educational meeting and learning.

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

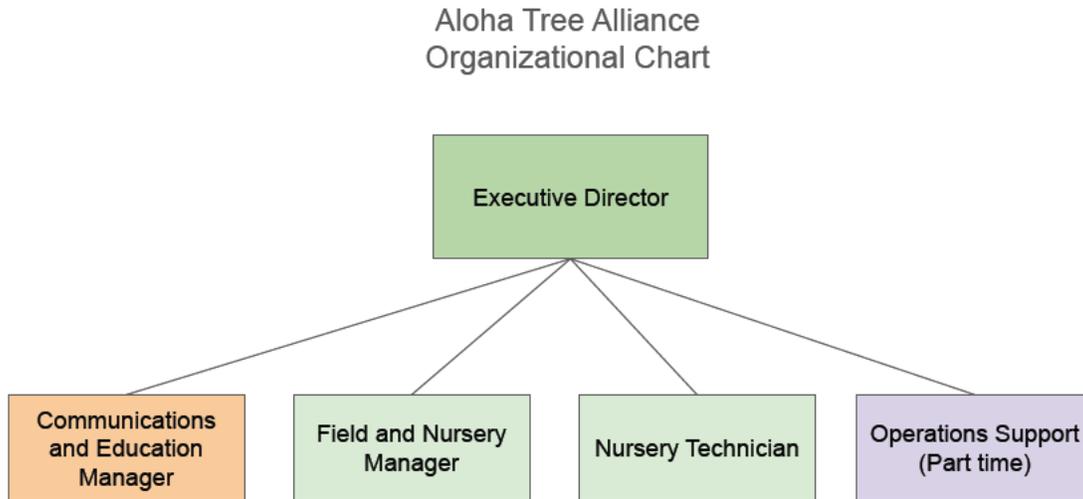
### **1. Proposed Staffing, Staff Qualifications, Supervision and Training**

**Education and Communications Manager, Sam Alvarado (1.0 FTE):** This position is a new hire that will be funded by the GIA grant. The Education and Communications Manager will lead ATA’s environmental education initiatives for youth and community

members, creating, managing, and delivering all of ATA’s education programs. The role requires strong organizational and writing skills, cultural sensitivity to Native Hawaiian values, and comfort working in both indoor and outdoor environments. In addition, the Education and Communications Manager will, along with the Executive Director, will consult regularly with institutions, organizations and partners to build strategic and sustainable relationships for the Education program.

**Chris Chang, Executive Director of ATA (.20 FTE):** Prior to his role as Executive Director, Chris had been a long-time ATA board member and team leader, playing a key role in the organization’s growth over the years. With over a decade of leadership experience in community-driven innovation and entrepreneurship, he now leads ATA into its next chapter—deepening its restoration efforts, strengthening partnerships, and navigating the evolving nonprofit landscape. Chris oversees ATA’s existing grant awards, for this project, Chris will manage the Communications and Educations manager, the grant budget and expenditures, as well as approve and submit all reports.

## 2. Organization Chart



## 3. Compensation

- **Executive Director** - \$80,000
- **Education and Communications Manager** - 62,732.80
- **Field and Nursery Manager** - \$60,320
- **Nursery Technician** - \$54,995.20
- **Part Time** - \$25/HR

## VII. Other

**1. Litigation**

Not Applicable

**2. Licensure or Accreditation**

Not Applicable

**3. Private Educational Institutions**

Not Applicable

**4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2027 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2027, but
- (b) Not received by the applicant thereafter.

ATA has established a track record of successful conservation programming and will ensure its longevity through continued fundraising efforts and community partnerships. Our team provides a depth of expertise in restoration, environmental management, and botany. Our restoration work is done in close partnership with DOFAW-DLNR and many other key partners who are collaborators in ATA’s long-term success.

If funding is received for fiscal year 2027, but not renewed thereafter, the Aloha Tree Alliance (ATA) will use this one-time support to establish a strong foundation for long-term program sustainability. The activities outlined by the present grant proposal will be a continuation and expansion of proven practices of holistic, culturally informed restoration, community engagement, and workforce training. Funding in FY 2025/2026 will enable the onboarding and first-year support of a full-time Education Coordinator to expand curriculum development, and strengthen school and community partnerships, building program capacity and systems that can operate efficiently beyond the grant period.

Following the completion of this funding cycle, ATA will maintain program operations through a diversified funding strategy that includes:

- Pursuing new grants from federal, state, and private foundations focused on conservation, education, and workforce development;
- Developing fee-for-service and partnership agreements with schools, universities, and environmental organizations to offset program costs;
- Expanding individual donor and corporate sponsorship programs to support educational activities and nursery operations; and

- Leveraging volunteer engagement and in-kind contributions to sustain school visits, community events, and restoration work.

By the end of FY 2027, ATA will have a proven education model, robust community and school partnerships, and measurable outcomes demonstrating program effectiveness—positioning the organization to attract continued investment and support from diverse funding sources, ensuring the long-term sustainability of Oahu’s reforestation and watershed education efforts.