

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

Blake Parsons

Blake Parsons (Jan 23, 2026 12:09:37 HST)

AUTHORIZED SIGNATURE

CEO/Scout Executive

PRINT NAME AND TITLE

1/23/26

DATE



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: BOY SCOUTS OF AMERICA, ALOHA COUNCIL

DBA/Trade Name: BOY SCOUTS OF AMERICA, ALOHA COUNCIL

Issue Date: 01/13/2025

Status: **Compliant**

Hawaii Tax#: [REDACTED]
New Hawaii Tax#: [REDACTED]
FEIN/SSN#: [REDACTED]
UI#: XXXXXX0188
DCCA FILE#: 2239

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

Status Legend:

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

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

The undersigned authorized representative of the applicant certifies the following:

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

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

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

Boy Scouts of America, Aloha Council (DBA Scouting America, Aloha Council _____
(Typed Name of Individual or Organization)

Blake Parsons _____ 1/23/26 _____
Blake Parsons (Jan 23, 2026 12:09:37 HST)
(Signature) (Date)

Blake Parsons, CEO/Scout Executive _____
(Typed Name) (Title)

Boy Scouts of America, Aloha Council Public Purpose Statement

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

This grant will be used for a public purpose as outlined in [Section 42F-102, Hawaii Revised Statutes](#).

The public purpose of this grant is to expand the capacity of Camp Pupukea to be used as a disaster resiliency center in times of crisis in Hawaii. It will also serve a year-round function as a gathering place for a diverse range of users from different geographic areas and demographic backgrounds throughout the State.

This will be further discussed in Section II.3 in the enclosed grant application

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, 2025.

See enclosed

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes.

See enclosed

3. Public Purpose

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

This grant will be used for a public purpose, as described in Section II.3 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;

Boy Scouts of America, Aloha Council (DBA Scouting America, Aloha Council) is a 501c3 non-profit committed to fostering youth development and leadership across Hawaii. Serving over 4,000 local youth per year through programs such as Cub Scouts, Scouts BSA, Sea Scouts, Venturing, and Exploring, scouting emphasizes character, citizenship, and personal wellness. The Aloha Council is based in Honolulu, and serves youth on four islands through units, programs, and camps.

The Aloha Council owns and operates three camps, including Camp Pupukea on Oahu. The 70-acre property sits ~1000ft above sea level on Oahu's North Shore. In addition to serving as a key venue for youth development, the camp has for generations been used by area residents as a safe gathering point during storms, flooding, and other incidents or threats.

2. The goals and objectives related to the request;

Camp Pupukea, originally built by the U.S. military in the 1920s, serves youth, families, schools, and civic groups, and can function as long-term shelter during natural disasters.

The goal of this grant is to support Scouting America, Aloha Council's project to build five rustic cabins with 25 beds each at Camp Pupukea. Grant funding would allow the Aloha Council to complete the pre-construction phases (I-III) of the overall project and enable the organization to move forward with cabin construction.

When complete, these cabins will enable Camp Pupukea to be put into immediate use as a disaster resiliency site, with bed capacity for 125 individuals and existing tent capacity for up to 800 more. The project will expand our community's disaster resiliency and enable the Aloha Council to "Be Prepared" to serve residents in times of need.

Completed cabins will also be used year-round for scouting groups, community groups, first responder training, volunteer activities, school retreats, and more. The cabins will meet the needs of users of all ages, backgrounds, and abilities seeking to stay at Camp Pupukea.

The project will be completed in phases, with the first two phases already complete. The subject of this grant is Phase III, which will pave the way for future construction of the cabins.

PRE-CONSTRUCTION PHASES I-III:

1. Phase I: Master Plan and Approvals (complete)
 - a. Create Camp Pupukea Master Plan
 - b. Secure CDUA from State of Hawaii DLNR
2. Phase II: Cabin Project Design (complete):
 - a. Outline cabin project goals and deliverables
 - b. Partner with local architect to secure cabin design concepts
 - c. Select cabin design
 - d. Create initial project budget
3. **Phase III: Site Planning and Preparation (The subject of this grant)**
 - a. **Finalize site drawings**
 - b. **Put contract out to bid**
 - c. **Extension of fire access road**
 - d. **ADA access**
 - e. **Utility Access**
 - f. **Turnarounds**
 - g. **Trenching**
 - h. **Drainage**
 - i. **Cleaning and Grubbing**
 - j. **Utility Duct Banks**
 - k. **Pads and Foundation Prep**
 - l. **Erosion Control**
 - m. **Tree Work**
4. PHASE IV: CONSTRUCTION (2027-2029)

During Phase IV, the Aloha Council will construct the five cabins, according to the plans and specifications created throughout the pre-construction phases.

Phase III, Site Preparation is critical to ensuring that the cabins can be constructed. It will ready the site for building; and ensure access, safety, and stability of the future cabins.

Note that this project is included in the Camp Pupukea Master Plan reviewed and approved by the State of Hawaii's Department of Land and Natural Resources (DLNR) in October 2014. New cabins are covered by the Conditional Use Permit awarded at that time. Other recently completed elements of the Master Plan include a new pool shower house, septic system, and fire access road.

3. The public purpose and need to be served;

As a member of Hawai'i VOAD (Voluntary Organizations Active in Disaster), the Aloha Council is actively pursuing a Memorandum of Understanding with the Hawai'i Emergency Management Agency (HIEMA) to designate Camp Pupukea as a disaster response and sheltering site. Expanding permanent lodging capacity is a critical step in achieving this objective and enhancing statewide emergency readiness.

In July of 2025, when Hawaii was bracing for the impact of an expected tsunami, several hundred local families drove up to Camp Pupukea to escape the potential destruction from the wave and expected flooding. This tsunami warning experience reaffirmed the importance of the camp's strategic location for the community and the public service the Aloha Council can serve in times of crisis. Should the tsunami event have been more significant, the camp could have been used to house displaced residents or first responders, just as the Aloha Council's Camp Maluhia was in the wake of the Maui wildfires in 2023.

Camp Pupukea will also continue to be used as a training ground for non-profit Team Rubicon, "a veteran-led humanitarian organization that serves global communities before, during, and after disasters and crises." Team Rubicon volunteers come to Camp Pupukea to learn proper use of chainsaws and other sophisticated tools to help communities prepare for and respond to crises such as wildfires, tsunamis, or hurricanes. Additional bed capacity means more volunteers can be trained during each training session.

In addition to these important disaster resiliency roles, the cabins will serve a broad range of visitors from across the islands year-round. They will serve Scouts and Scouting families on weekend campouts, Camporees, Summer and Winter Camps, National Youth Leadership Training events, and more. They can also be utilized by community organizations seeking space for meetings, retreats, celebrations, and more. With these cabins, Camp Pupukea can be opened to the greater community, including those with mobility concerns, for whom the current campsites are limiting.

4. Describe the target population to be served; and

The population to be served at this site includes:

- 1) ~ 900 individuals at any given time during or in the wake of natural disasters. This could include:
 - a. Those seeking refuge from natural disaster or other threats
 - b. First responders who are serving the North Shore area and need short-term shelter/lodging
- 2) ~ 150 Team Rubicon volunteers who visit camp for week-long disaster preparation and response training
- 3) > 4000 community members annually who use Camp Pupukea for scouting activities, camps, and retreats. This includes visitors to the following events:
 - a. Scout Summer Camps (~ 500 youth)
 - b. Scout Winter Camp (~ 250 youth)
 - c. Camp-O-Rees (~ 600 youth)
 - d. National Youth Leadership Training Program (~ 80 youth)
 - e. Cub Scout Overnights (~ 1400 youth and families)
 - f. Church Retreats (~ 400 adults and youth)
 - g. Community/Corporate Gatherings (~ 600 individuals)
- 4) Once the cabins are built, they can also house larger school groups for overnight excursions. The Aloha Council will outreach to schools state-wide to encourage camp use for this purpose, similar to how Kilauea Military Camp on Hawaii Island is used today. This could reach thousands of additional youth each year.

5. Describe the geographic coverage.

As noted above, Camp Pupukea is used year-round for a vast range of activities, from scouting adventures to church and corporate retreats. These groups come from all areas of the islands. Scout camp participation includes scouting units from neighbor islands as well as the mainland US. Last year, the camp welcomed groups from the Big Island for the National Youth Leadership Training Program, and from Maui and California for Summer Camp. In 2026, Camp Pupukea will be the only Hawaii scout camp to host Scout Summer Camp, and scouts from across the state will be invited to Oahu to participate in week-long camps.

When the cabin project is closer to completion, the Aloha Council will also engage public and private school leaders from across the state to host overnights for students.

In their disaster resiliency function, camp cabins may be used by any individual from across the state who is seeking refuge and needs short to mid-term lodging. This could include North Shore residents, other Oahu residents, neighbor-island residents who have been displaced from their homes, and/or first responders brought in from other areas to serve local communities.

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 scope of work for this project includes design finalization, planning, site access, and site preparation for five rustic cabins at Camp Pupukea. This project will expand disaster resiliency and emergency shelter space at the Camp, while also expanding the camp's ability to serve as a hub for connection and learning for scouts and community members alike.

Key tasks and responsibilities for this project include:

Project Planning and Design:

- Finalize site drawings
- Put contract out to bid and select contractor(s) to complete each project phase

Prepare site for building

- Extend fire access road to cabin site and create turnarounds as needed
- Create ADA access
- Create Utility Access
- Complete Trenching Work
- Conduct Drainage Work
- Prepare site by Cleaning and Grubbing
- Create Utility Duct Banks
- Build Pads and Foundation Prep
- Conduct Erosion Control and Tree Work

Project Management and Oversight: Manage contractors, schedules, and budgets

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

In the first twelve months, we will complete the designs, plans, site work, fire access road extension, utility access, tree removal, and ADA access.

Months 1–3:

- Designs finalized
- Permits initiated
- Contractor bids secured

Months 3-6:

- Site work begins
- Fire access road work begins
- Tree removal begins

Months 6-12

- Complete all preliminary project phases

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

Scouting America, Aloha Council will ensure quality and accountability through established project management, inspection, and evaluation practices.

Quality Assurance:

- Use licensed and insured contractors with relevant experience
- Conduct regular site inspections during construction
- Ensure compliance with all applicable safety, and accessibility standards

Monitoring and Evaluation:

- Track project milestones, budget expenditures, and construction progress

Continuous Improvement:

- Gather feedback from staff, emergency partners, and users following each project phase
- Incorporate new facilities and access points into emergency procedures, maintenance plans, and future capital improvements

- 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.**

The following measures of effectiveness will be reported to the State. These measures provide objective, quantifiable indicators of program success:

- Design Plans Completed
- Permits secured
- Contractor selected
- Fire access road expanded
- Trees removed or pruned to allow foundation work to begin
- Additional task completion statuses

Should the level of appropriation differ from the amount requested, the Aloha Council will revise the measures of effectiveness accordingly and submit updated metrics to the expending agency.

IV. Financial

Budget

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

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

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$275,000	\$275,000	\$275,000	\$275,000	\$1,100,000

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

Requested:

- **Department of Defense – Innovative Readiness Training:** Labor to build cabins at Camp Pupukea
- **Honolulu County GIA:** Parking Lot Expansion, Tree Removal, and Team Rubicon Disaster Response Training at Camp Pupukea
- **Cooke Foundation:** New Outdoor Challenge Activities at Camp Pupukea

Intent to Request:

- **Bell Charitable Foundation:** Improved internet accessibility at Camp Pupukea
- **Private Donors:** Additional capital requests through Capital Campaign to fund cabin construction and other capital improvement needs at the Camp.
- **In-Kind Support** from Contractors and Volunteers

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.**

See enclosed for full listing.

Note that the following award was made but the contract phase has not yet been completed.

Federal/USDA - \$1M to support the reconstruction of the dining hall at Camp Maluhia

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

\$5,302,101

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2026 to June 30, 2027

Applicant: Boy Scouts of America, Aloha Council

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:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS	30,000	20,000	42,000	50,000		
LAND ACQUISITION						
DESIGN	10,000		200,000	65,000	25,000	
CONSTRUCTION			858,000		2,100,000	1,200,000
EQUIPMENT						
TOTAL:	40,000	20,000	1,100,000	115,000	2,125,000	1,200,000

JUSTIFICATION/COMMENTS:

Funding through FY2027 will complete the pre-construction Phases (I-III) of the cabin project. Future year funding (proj.) will be for the cabin construction - Phase IV.

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Ap Boy Scouts of America, Aloha Council

Contracts Total: 850,000

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Honolulu County - Scoutreach Grants	10/1/2023 - 3/31/2026	OCS	C&C Honolulu	200,000
2	Camp Pupukea Shower House	7/1/2024 - 12/31/2026	DAGS	State of Hawaii	400,000
3	Camp Alan Faye Trading Post	7/1/2024-12/31/2026	DAGS	State of Hawaii	250,000
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30		10			Application for Grants

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.

The Aloha Council brings a wealth of experience and expertise to successfully manage and implement construction projects across its diverse properties. At the end of 2025, the Aloha Council finalized two large construction projects at Camp Pupukea – the development of a new Environmental Education Center (aka “Nature Center”) and the demolition and construction of a new Pool Shower House Building. Each project was managed with tight adherence to budget, health and safety, and desired project outcomes. The projects are overseen by Scout Executive/CEO Blake Parsons and by the Aloha Council’s volunteer Properties Committee, comprised of staff and board members (listed below).

Key highlights of the Aloha Council’s capital project capacity include:

Construction Project Management:

The Aloha Council has a robust track record of managing both large and small construction projects across its diverse properties.

The experience includes overseeing the entire project lifecycle, from planning and design to construction and completion.

County and State Funding Collaboration

The Aloha Council has a long-standing history of successfully collaborating on building projects with County and State funding.

We have a strong understanding of navigating governmental processes, compliance requirements, and leveraging public funds effectively.

Construction Professional Collaboration

Collaboration with construction professionals from Hawaii's leading firms enhances the Aloha Council's ability to ensure highest standards of excellence.

The integration of diverse perspectives and expertise contributes to successful outcomes.

Dedicated Volunteer Properties Committee:

The Aloha Council boasts a committed Volunteer Properties Committee comprising construction professionals from Hawaii's most prominent construction firms.

This committee contributes valuable industry insight, ensuring that construction projects align with industry best practices and standards.

Volunteer Properties Committee Description

The Volunteer Properties Committee serves as a vital advisory body for Scouting America's Aloha Council. This dedicated group of professionals provides guidance on the planning, development, and maintenance of the Council's camp and service center facilities. Their collective expertise spans construction, architecture, engineering, project management, and community engagement. The committee meets monthly—or more frequently as needed—to ensure our properties remain safe, functional, and welcoming spaces for Scouts and the broader community. Members play a key role in prioritizing capital projects, evaluating proposals, and maximizing the impact of resources to align with Scouting's mission.

Volunteer Properties Committee Members:

- Blake Parsons – Scouting America, Aloha Council CEO/Scout Executive
- Billy Rayl – Scouting America, Aloha Council Field Director
- Nick Basler – Scouting America, Aloha Council Camp Pupukea Ranger
- Leif Adachi – Scouting America, Aloha Council Camp Maluhia (Maui) Ranger
- Eric Hashizume – Committee Member (HDCC)
- Declan McCarthy – Committee Member
- Jason Takeuchi – Committee Member (Ferraro Choi)
- Corey Matsuoka – Committee Member (SSFM International)
- Lyle Tabata – Committee Member (BT Contractors LLC)
- Wes Segawa – Committee Member (Wes Segawa & Associates)
- Charles Y. Kaneshiro – Committee Member (G70)
- Gene Fukushima – Committee Member
- Wayne Castro – Committee Member (HDCC)

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.

Scouting America, Aloha Council owns the 64.8-acre Camp Pupukea property on the North Shore of Oahu.

Camp Pupukea has been used by local Scouts for overnight camping and recreational use since the early 1960s. This former military training area is the largest and busiest Scout activity center in the Pacific. Camp Summer programs host troops from throughout Hawaii and the United States Mainland. The camp operates year-round, with events varying

depending on the season.

Camp Pupukea is comprised of various cabins, campsites and outdoor physical fitness and recreational facilities.

Existing facilities at Camp Pupukea include:

- Four campsites with tents on platforms (82 tents total)
- Five primitive campsites
- Two shower buildings
- Dining Hall
- Craft building/trading post
- Nature hut with fire access road (NEW! Completed December 2025 in part with State GIA funds)
- Swimming pool
- Pool Shower House (NEW! Completed December 2025 in part with State GIA funds)
- Health lodge
- Quartermaster building
- Eight staff cabins
- Camp director cabin
- Ranger's residence
- Pole barn garage
- Two water tanks
- Campfire bowl gathering area
- Two ropes courses (pending repairs in order to reopen)
- Indigenous plants yard
- A rifle and archery range with a pavilion and storage building
- Chapel (open gathering area)
- Multiple trails for hiking and biking
- Gaga ball pit

This project leverages the existing site and footprint to expand overnight bed capacity. The cabins will create an additional 125 beds for guests, ensuring a comfortable sleeping option for those for whom tent camping is not practical or desired.

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.

Blake Parsons, CEO / Scout Executive:

Role: Oversight of overall project management, budgeting, and organizational leadership.

Qualifications:

15 years of experience managing budgets and projects.
Extensive background in managing construction trade associations in Hawaii and on the mainland.

Expertise:

Proven leadership in budget management and project execution.
Background in construction trade associations enhances understanding of project intricacies.

Nick Basler, Camp Pupukea Ranger

Role: Onsite coordination and project oversight.

Qualifications:

Oversees volunteer projects, all camp-based projects and grant awards

Expertise:

Extensive knowledge of the Aloha Council's operations and construction projects.
Successful track record in project management and grant administration.

Volunteer Properties Committee:

Composition:

Full-time construction professionals from Hawaii's leading firms, such as G70, Hawaiian Dredging Construction Company, Ferraro Choi, BT Contractors LLC, and more.
Dedicated to overseeing and advising on construction projects.

Role:

Collaborate with the CEO, Director of Field Services, and other staff.
Provide industry expertise, ensuring projects align with construction standards.

Expertise:

Diverse construction backgrounds enhance project oversight.
Volunteer commitment reflects a strong dedication to Scouting and community service.

This proposed staffing pattern is anchored by the extensive experience of Blake Parsons and Nick Basler, complemented by the industry expertise of the Volunteer Properties Committee. Their combined leadership ensures effective project management, adherence to budgets, and successful execution of capital improvement projects.

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.

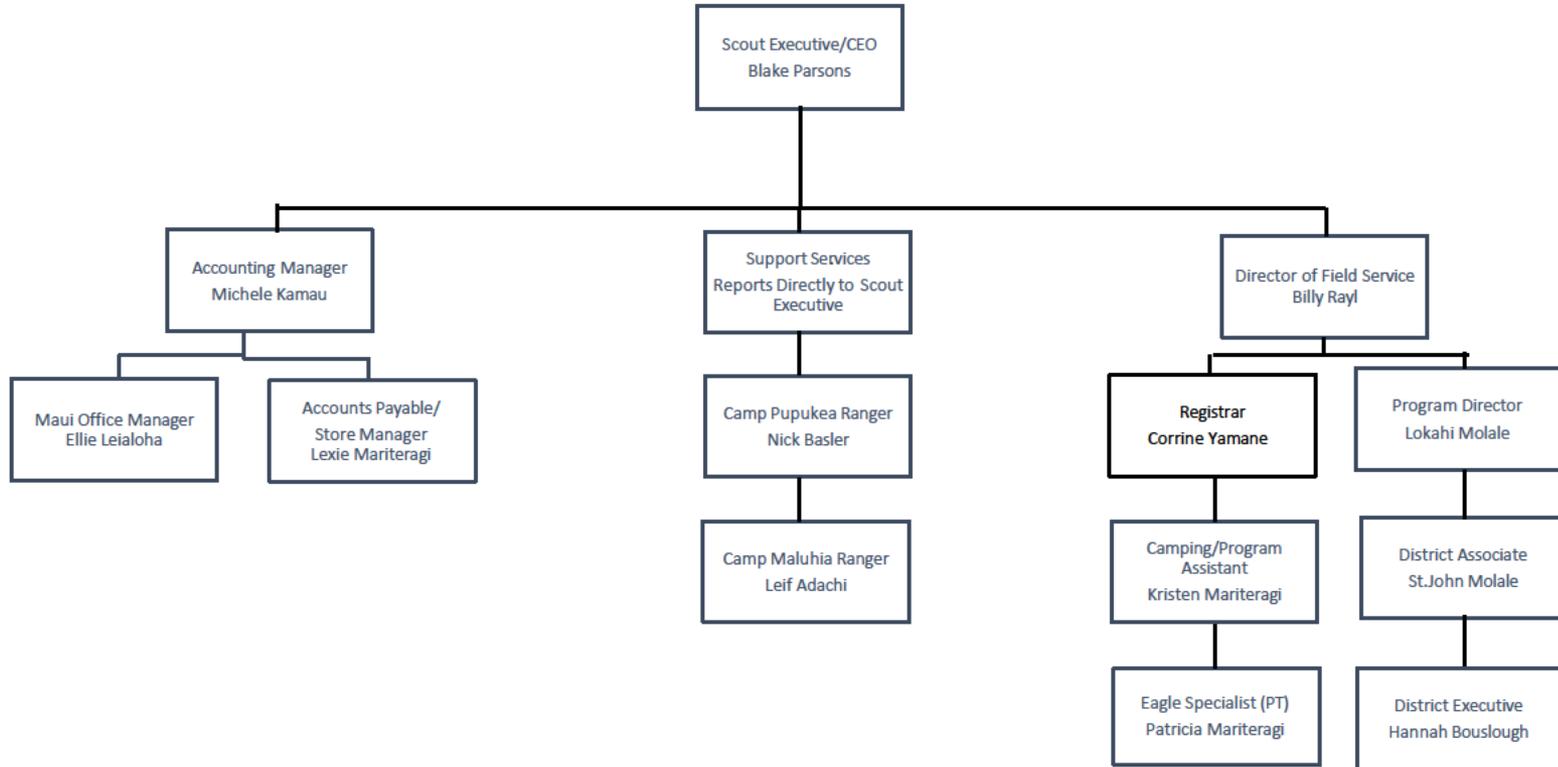
Enclosed

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.

CEO / Scout Executive - \$170,000-\$190,000
Director of Field Services - \$90,000-\$110,000
Controller - \$85,000-\$100,000

Boy Scouts of America, Aloha Council Staff Organization Chart January 2026



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.

Not Applicable

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.

Not Applicable

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.

This grant will not be used to support a private educational institution.

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.**

As this is for a Capital request, funding received will determine how much of the project can be completed in FY27.

Other sources of funds include: Private foundations, corporations, and individual donors through direct to donor fundraising, events, and private grantmaking.

Future project phases will be funded with contributions from other public and private funders. The Aloha Council soft-launched a capital campaign with selected major donors in late 2025 and will expand that campaign with a goal to secure commitments for the full cabin construction cost by the end of 2026.