

Brief Description of Request continued...

Grant funds will support the hiring of a Kahuali'i Coordinator to lead outreach, prepare participants utilizing the Kuder Assessment that assess the youth's values, skills and talents, and deliver financial literacy and life skills education while coordinating all workforce activities. Funding will also support a part-time farmer, strengthening instructional capacity and mentorship alongside Hale Kipa's existing full-time Farm Manager. This funding will help with infrastructure needs, including aquaponic systems, āina-based grow beds, supplies, security enhancements, and a backup generator that increases operational resilience while supporting the broader electrical grid in partnership with HECO.

Together, these strategic investments will allow Hale Kipa to fully operationalize the Kahuali'i project, significantly expand youth participation, and lay the foundation for a self-sustaining agricultural social enterprise that delivers lasting public benefit.



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: Hale Kipa, Inc.

DBA/Trade Name: Hale Kipa, Inc.

Issue Date: 01/15/2026

Status: **Compliant**

Hawaii Tax#: [REDACTED]
New Hawaii Tax#: [REDACTED]
FEIN/SSN#: [REDACTED]
UI#: XXXXXX1263
DCCA FILE#: 18427

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.

Hale Kipa Inc

(Typed Name of Individual or Organization)

Venus R Medeiros

(Signature)

Venus Rosete-Medeiros

(Typed Name)

1/22/2026

(Date)

President & CEO

(Title)

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.

Please see the attached Certificate of Vendor Compliance dated January 15, 2026

2. Declaration Statement

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

Please see the attached Declaration Statement of Applicant's for Grants Pursuant to Chapter 42F, Hawai'i Revised Statutes dated January 22, 2026

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](#).

Hale Kipa confirms that, if appropriated, these funds will be used for the public purpose of providing services for the youth, young adults, and families it serves.

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;
Founded in 1970, Hale Kipa, Inc. emerged in response to the urgent needs of runaway, homeless, abused, and neglected youth in Hawai'i. Over the past 56 years, the organization has grown into a cornerstone of the state's youth-serving safety net, now operating more than 20 residential, outreach, prevention, behavioral health, and workforce development programs statewide. Annually, Hale Kipa serves more than 1,500 unduplicated youth and young adults ages 5–27.

Hale Kipa's mission is to provide opportunities and environments that strengthen and encourage youth, their families, and communities to realize their potential and social responsibility. The organization is fully licensed by the State of Hawai'i,

accredited by the Council on Accreditation, and supported by a diversified funding base that includes federal, state, county, and private sources. Its leadership, board, and staff collectively bring decades of expertise in trauma-informed care, youth development, workforce readiness, and accountable program management.

In response to widening economic inequities and the complex barriers facing youth transitioning out of systems of care, Hale Kipa has intentionally expanded its workforce development efforts. The Kahuali'i Workforce Development Project was conceived as a forward-thinking solution—blending modern agricultural technology with cultural values, environmental stewardship, and experiential learning to create meaningful pathways to employment and self-sufficiency.

2. The goals and objectives related to the request;

The overarching goal of the Kahuali'i Workforce Development Project – Expansion to Self-Sustaining is to deepen and expand Hale Kipa's workforce-based agricultural training opportunities, enabling youth and young adults to successfully transition into employment, education, and long-term economic stability.

Many of the youth served by Hale Kipa face compounding challenges—educational disruption, housing instability, system involvement, and limited access to workforce preparation. Financial literacy and job readiness skills are especially critical for youth navigating these transitions. While financial literacy is offered in Hawai'i's K–12 system, it is not required for graduation, and many youth in Hale Kipa's care experience gaps in access due to displacement, legal involvement, or instability. Kahuali'i directly addresses these gaps by embedding workforce readiness, financial literacy, and life skills training into a supportive, hands-on learning environment.

Specific objectives include:

- Expanding hands-on workforce training through freight farming, aquaponics, and 'āina-based food production
- Increasing youth participation in structured, supervised workforce experiences that build transferable job skills
- Preparing youth for employment through the Kuder Assessment that assess the youth's values, skills and talents, financial literacy education, and life skills training
- Hiring a dedicated Kahuali'i Coordinator to oversee outreach, preparation, and program coordination
- Hiring a part-time farmer to provide technical expertise, mentorship, and daily training support
- Establishing critical infrastructure to ensure safe, efficient operations and program reliability

3. The public purpose and need to be served;

Youth served by Hale Kipa often face significant barriers to employment, including disrupted education, limited work history, housing instability, and the absence of consistent adult mentorship. Without targeted workforce opportunities, many struggle to achieve economic independence—heightening the risk of homelessness, unemployment, and long-term reliance on public systems.

The Kahuali'i Workforce Development Project serves a clear and compelling public purpose by:

- Expanding access to workforce readiness and job training for youth with limited traditional employment pathways
- Strengthening Hawai'i's local food system through sustainable, technology-forward agricultural practices
- Promoting environmental stewardship and a culturally grounded connection to 'āina
- Supporting economic self-sufficiency and reducing long-term public costs associated with unemployment and system involvement

By investing in Kahuali'i, the State affirms its commitment to youth opportunity, food sustainability, and economic resilience—yielding benefits that extend far beyond individual participants.

4. Describe the target population to be served;

The primary target population includes youth and young adults ages 12–27 who are:

- Residing in Hale Kipa's emergency shelters, transitional living, and independent living programs
- Transitioning out of foster care, homelessness, or other systems of care
- Experiencing barriers to employment, education, or training

These youth often carry the weight of trauma, educational disruption, and limited exposure to career pathways. Kahuali'i is intentionally designed to meet participants where they are—providing structured, supportive workforce experiences that build confidence, competence, and a sense of purpose.

5. Describe the geographic coverage.

Program activities will be anchored at Hale Kipa's main campus in 'Ewa Beach, O'ahu, utilizing on-site hydroponic freight farming, aquaponic pods, and 'āina-based grow beds integrated throughout residential shelters and campus facilities. Youth engaged in Hale Kipa's O'ahu-based programs will have direct access to Kahuali'i, with expanded opportunities through existing partnerships with the Department of Education and institutions such as UH Leeward Community College and potentially Windward Community College.

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 Kahuali’i Workforce Development Project equips youth with the practical skills, professional habits, and cultural grounding necessary to thrive in today’s workforce. Beyond job training, the program intentionally integrates cultural strengthening—fostering identity, resilience, and belonging.

The approach prepares them for professional success and instills a deeper understanding of their cultural identity, empowering them to navigate their personal and professional lives with confidence and resilience. Cultural activities, regardless of ethnicity, build resilience and a stronger sense of self and strengthen youth’s overall identity. Collective community and stewardship are intrinsic values in Hawaiian and indigenous cultures. A highlight of the program is the intentional integration of opportunities for youth to deepen their mana’o (knowledge) and ‘ike (understanding) of aloha ‘āina (the literal translation is “love of the land”). It includes mālama (stewardship), respect and well-being. It connects the importance of a reciprocal relationship we share with ‘āina on multiple levels and identifies the concept of lōkahi: a harmonious or unbroken relationship as essential to well-being. The traditional practice of mālama is aligned with modern approaches to hydroponic freight farming, aquaponics and ‘āina based farming. It honors ancestral wisdom and respectfully utilizes modern technology to promote sustainable food practices. Hale Kipa has a unique opportunity to serve youth facing the adversities a chance to see beyond their current circumstances through immersive, culturally sound, hands-on learning.

Kahuali’i Workforce Development Project Expansion to Self-Sustaining implementation will include the following core activities:

- Recruitment, hiring, and supervision of a Kahuali’i Coordinator responsible for outreach, participant screening, Kuder Assessment that assess the youth’s values, skills and talents, and workforce readiness preparation.
- Delivery of structured workforce readiness programming, including financial literacy and life skills education.
- Coordination of youth participation in freight farming, aquaponics, and ‘āina-based agriculture.
- Recruitment and supervision of a part-time farmer to provide technical instruction, crop planning, and daily operational support.
- Installation and operationalization of aquaponics systems, grow beds, and related infrastructure.
- Coordination of interns and volunteers in collaboration with partner organizations and educational institutions.

- Oversight of infrastructure improvements, including security systems, electrical upgrades, and generator installation.
- Development of operational procedures to support a future self-sustaining business model.

Potential Outcomes:

Outcome 1	Example Objective/Indicators	Means of Measurement
80% of youth/young adults served in Kahuali'i Workforce Case Management will have increased workforce readiness	<ul style="list-style-type: none"> • Youth able to navigate the job market and secure employment or advance in trade, skill or career 	<ul style="list-style-type: none"> • Performance measures as indicated in their Workforce Development Case Management Success Plans
Outcome 2	Example Objective/Indicators	Means of Measurement
80% of youth/young adults referred to Kahuali'i classes/workshops will successfully participate in 80% of sessions offered.	<ul style="list-style-type: none"> • Monitor participation and engagement in the program 	<ul style="list-style-type: none"> • Attendance tracking, completion of program milestones/benchmarks, and pre/post-program surveys

Outcomes	Outputs
<ul style="list-style-type: none"> • 100% of youth enrolled in case management will develop a success plan based on their identified career goals. • 80% of youth enrolled in case management will successfully complete their success plans 	<ul style="list-style-type: none"> • 25 comprehensive workforce development assessments completed • 25 workforce development success plans completed • 4 Financial Literacy/Life Skills/Workforce Development Classes to be hosted.

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

Quarter 1 (July–September):

- Hire and onboard Kahuali'i Coordinator and part-time farmer.
- Continue outreach, recruitment, and Kuder Assessments.
- Finalize infrastructure plans and procure farming and security equipment.
- Introduce fish/shrimp into aquaponic system.
- Build and install 'āina-based grow beds.

Quarter 2 (October–December):

- Purchase and install backup generator.
- Expand youth participation and internship placements.
- Launch workforce readiness classes and hands-on training.
- Begin initial planting and production cycles for grow beds.

Quarter 3 (January–March):

- Conduct mid-year evaluation and program adjustments.
- Continue workforce training and production cycles.

Quarter 4 (April–June):

- Maintain operations and training.
- Evaluate participant outcomes and program effectiveness.
- Refine sustainability and social enterprise planning.

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

The Council of Accreditation evaluates a range of administrative (ethical, risk, fiscal, information technology/information systems) and program standards. Hale Kipa has consistently adhered to identified best practice standards. The following components highlight how Hale Kipa audits, evaluates, and improves: a) process of service delivery and b) outcomes.

It focuses on ensuring that internal procedures and contractual agreements are followed, how data collection is done, and how to use data to evaluate services and make course alterations as needed.

- Monthly Utilization Management (MUM): Hale Kipa conducts MUM reviews to ensure that documentation requirements and standards are met.
- Quality Case Review: This service review assures that client documentation is strength-based and complete, outcomes are observable, measurable, and participant-specific, and collateral services are evidenced. It supplements weekly supervisory and team meetings when participant progress and barriers are addressed
- Internal Program Development: Staff meet regularly to review and document the quality of program/service operations, structure, contractual/funding mandates, best practices, policies, procedures, learning opportunities, client trend analysis, and other topics. The Chief Program Officer (CPO) and/or Chief Clinical Officer (CCO) monitor adherence to the contracts and agency procedures in weekly supervision with the Program Directors, who do the same with the staff. Quarterly consumer satisfaction and Health, Engagement, and Wellness surveys are reviewed and used for program improvements.
- Continuous Quality Improvement Advisory Groups: Staff and Board of Director groups meet monthly to quarterly to review Hale Kipa's Continuous Quality Improvement Plan goals, outcomes, and activities.

Additional Quality Assurance/Quality Improvement Activities Related to Program Implementation and Evaluation:

- Internal compliance with COA and licensing policies, including strict confidentiality and incident report procedures.
- Timely documentation and approval process.
- Data collection tools (excel sheet, Electronic Health Records) that ensure Hale Kipa collects required data. Hale Kipa has been able to provide numbers and a backup for output and outcome statistics. Measures look at engagement, wellness, and progress.
- Quarterly progress reports allow the program to track milestones to determine its positive effect, and quarterly reflection enables staff to make program adjustments if progress is stalled or when faced with unanticipated barriers. The following outcomes will be tracked through the Electronic Health Records platform and tracking sheets completed by staff: Documenting all requests for shelter, quick admission of all eligible youth into shelter, and providing each of them with assessments and development of safety and service plans. Each resident will be linked to additional support services, assisted with meeting their goals and finding more permanent housing, and follow-up calls to assess the status of the youth post-discharge.

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.

Measures of effectiveness reported to the State will include:

- Number of youth participating in Kahuali'i workforce activities
- Number of youth completing Kuder career assessments and workforce readiness training
- Percentage of participants demonstrating increased workforce readiness and skill acquisition
- Number of interns and volunteers trained and supervised
- Successful installation and operation of aquaponics and 'āina-based farming systems

If the level of State appropriation differs from the amount requested, Hale Kipa will revise and submit updated measures of effectiveness 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
\$75,600	\$75,600	\$75,600	\$75,599	\$302,399

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

The following is a list of agency-wide funding sources being sought:

- Annual Pa’ina fundraiser
- Private foundations, including and not limited to Cooke Foundation, Atherton Foundation, Maui Strong, McInerney Foundation, Bank of Hawaii Foundation, Clarence T.C. Ching Foundation, Harry & Jeanette Weinberg Foundation, and other local and national foundations as appropriate.
- Federal grants and appropriations.
- Voluntary donations – All donations are welcomed and are used to support program operations.
- A UW and Combined Federal Campaign for program operations.

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. Hale Kipa is a 501(c)(3) not-for-profit organization, and as such, has not been granted any state and/or federal tax credits.

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 attached Government Contracts, Grants, and/or Grants In Aid

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

The balance of unrestricted current assets as of December 31, 2025 (unaudited) is \$14,595,796.

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.

56 years ago Hale Kipa began as an emergency shelter for runaway, abused and neglected girls and women and has provided a range of outreach, prevention, and residential programs for Hawaii's youth. Because of its service experience, resource array, and history of working successfully with State agency personnel, Hale Kipa has been able to offer pilot programs, such as our new endeavor to embed hydroponic and aquaponic farming into our daily curriculum and operations that support the youth we serve as well as their families and the community. Hale Kipa has a long history of collaborative relationships with other nonprofits, small businesses, State and County agencies, local universities, and our volunteers, including intern partnerships with UH Leeward Community College agriculture department.

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.

Hale Kipa owns nearly 4.25 acres of land at 91-2128 Old Fort Weaver Road in Honouliuli, Ewa Beach, Oahu, Hawaii. Hale Kipa completed the construction of the Campus in December 2019 and moved in January 2020. Hale Kipa built this facility to include two 8-bed emergency shelters providing easy access for our youth and young adults. The site hosts our Workforce Development and Farming initiative, including our hydroponic farming container, dual aquaponic pods, and future aina based farm beds, providing an accessible, and central location for youth, young adults, interns and volunteers.

In addition, Hale Kipa has two (2) transitional living programs and another independent living program for young adults within a mile of the Campus and three (3) other housing facilities within 10 miles of the Campus. Hale Kipa also leases an office at Kukui Center on

the edge of downtown Honolulu and an office in Hilo on Hawaii Island. In early spring of 2026 Hale Kipa will launch its Transitional Living and Housing Stabilization program on Hawaii island with Hawaii County's Office of Housing and Community Development.

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.

Hale Kipa's Chief Program Officer will directly oversee this project. Its Director of Program and Outreach will be responsible for executing the project and will supervise the Farm Manager during the expansion to self-sufficiency phase. The Farm manager oversees the farming operation, and the Kahuali'i Workforce manager oversees the development and coordination of the volunteer youth and young adult participants.

Ron Musch, Chief Program Officer, 5% FTE, supports and supervises the Director by providing administrative and supervisory assistance and direction. Providing staff training, development, guidance, and support to enhance their program management skills and abilities. Ron has a Master's degree and over four decades of international experience in nonprofit and government agencies.

Connie Bell-Mullen, Director of Prevention and Outreach, 10% FTE supports and supervises the Manager by providing administrative and supervisory assistance and direction, including monitoring outcomes, reporting, and integration with other agency programs and partners. Connie has a Master's degree and over 29 years of experience with youth and families.

Melissa Zogopoulos, Farm Manager 60% FTE manages and maintains the hydroponic, aquaponic and small aina based farming systems, ensuring its safe, efficient, and productive operation. The position supports sustainable agriculture efforts through hands-on system oversight, basic infrastructure upkeep, and innovation in alternative food production methods including curriculum development, workforce training, and food distribution. Melissa has degrees in Agriculture and sustainable food systems and 5 years of experience.

Kahuali'i Workforce Development Manager 100% FTE (to be hired) sustain and expand this comprehensive youth workforce development program that includes a workforce development curriculum, case management, financial literacy, and life skills classes, to support youth and young adults in acquiring critical skills and address their vulnerabilities.

Assistant Farm Manager (to be hired) 50% FTE (to be hired) provide support to the Farm manager, system production and workforce development coordination.

Program Support 10% FTE provides administrative support and coordination.

Laura Brucia Hamm, Chief Quality Improvement Officer, 5% FTE, oversees quality improvement and training related to the program. Laura holds a Master's Degree in Education and has played a pivotal role in advancing Hale Kipa's transformation into a Trauma-Informed Organization. She has over 30 years social services experience.

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.

See attached Organizational Chart

3. Compensation

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

CEO - \$184,720

CFO - \$116,699

CAO or CCO - \$106,090

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.

Litigation: Currently Hale Kipa does not have any pending litigation

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.

Hale Kipa has current, valid Child Placing Organization and Child Caring Institute licenses issued by the State of Hawaii as needed. In addition, Hale Kipa is accredited by the Council of Accreditation, a nonprofit Accreditor of Human Services, and has been in good standing since our original accreditation in 1999.

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.

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.

Hale Kipa has demonstrated, over more than five decades, the capacity to responsibly steward public and private funds while sustaining essential services for Hawai'i's most vulnerable youth and young adults. Since the 1970s, the organization has adapted to shifting funding environments, economic downturns, and evolving community needs—continuously maintaining service continuity and accountability. This long-standing operational resilience positions Hale Kipa as a strong and reliable investment partner for the State.

The Kahuali'i Workforce Development Project – Expansion to Self-Sustaining is intentionally designed to maximize long-term return on investment by reducing future public costs while increasing workforce readiness, employment potential, and economic self-sufficiency among participants. By equipping youth with practical job skills, financial literacy, and real-world work experience, the program directly addresses root causes of unemployment, housing instability, and system involvement—factors that otherwise place sustained demand on public resources.

Unlike short-term training initiatives, Kahuali'i integrates workforce development into Hale Kipa's existing residential and support infrastructure, allowing the program to operate efficiently while reaching youth who are already engaged in services. This model reduces duplication, leverages existing assets, and ensures that State funds enhance—not replace—current capacity. Investments in farming infrastructure, staff expertise, and operational systems have enduring value, supporting multiple cohorts of youth over time.

The expansion into freight farming, aquaponics, and 'āina-based agriculture further strengthens sustainability by laying the groundwork for a future agricultural social enterprise. As production capacity increases, the program will be positioned to offset operational costs through food production, partnerships, and community-based

distribution, reducing long-term reliance on public funding while continuing to deliver workforce training and public benefit.

Hale Kipa maintains a diversified funding base that includes federal, state, county, foundation, congregational, and individual donor support. Because no fees are charged to participants, the organization actively pursues supplemental funding to ensure program continuity and quality. Hale Kipa's Board of Directors and leadership play an active role in fundraising, donor cultivation, and financial oversight, meeting regularly to identify new funding opportunities and strengthen fiscal sustainability.

Should State GIA funding not be available in future years, Hale Kipa is committed to continuing the Kahuali'i program by alternative funding streams, adjusting internal resources as needed, and pursuing new revenue opportunities aligned with the project's mission. As demonstrated throughout its history, Hale Kipa will adapt responsibly to ensure that critical services remain available to the youth and young adults who rely on them.

In summary, State investment in the Kahuali'i Workforce Development Project yields a high return: a skilled and prepared workforce, reduced long-term public expenditures, strengthened local food systems, and youth empowered to contribute meaningfully to Hawaii's economy and communities. This is not a one-time program expense, but a strategic investment in people, systems, and sustainability that will generate benefits well beyond the grant period.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

Applicant: Hale Kipa Inc

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	115,935			44,800
2. Payroll Taxes & Assessments	13,506			5,219
3. Fringe Benefits	27,348			10,568
TOTAL PERSONNEL COST	156,789			60,587
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance	6,000			
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training	700			
6. Supplies	37,500			
7. Telecommunication	2,520			
8. Utilities	21,600			
9. Contractual Services	10,200			
10. Publication/Printing	1,050			
11. Repair and Maintenance	3,000			
12. Youth Stipends	10,140			
13. Administration	20,000			
14. Subscriptions	5,000			
15.				
16.				
17.				
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES	117,710			0
C. EQUIPMENT PURCHASES	27,900			0
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	302,399			60,587
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	302,399	Gwen Okamoto 808-589-1829 x112		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		<i>Venus Rosete-Medeiros</i> 1/22/26		
(d) Total Private/Other Funds Requested	60,587	Signature of Authorized Official Date		
TOTAL BUDGET	362,986	Venus Rosete-Medeiros, President & CEO Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2026 to June 30, 2027

Applicant: ___ Hale Kipa, Inc _____

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Workforce Development Coordinator	1	\$55,000.00	60.00%	\$ 33,000.00
Hydroponic/Aquaponic Farm Manager	1	\$57,000.00	60.00%	\$ 34,200.00
Aina Based Farmer	0.5	\$50,000.00	100.00%	\$ 25,000.00
Director of Prevention & Outreach	1	\$92,700.00	10.00%	\$ 9,270.00
Program Support	1	\$45,000.00	10.00%	\$ 4,500.00
Chief Quality Improvement Officer	1	\$105,000.00	5.00%	\$ 5,250.00
Chief Program Officer	1	\$95,500.00	5.00%	\$ 4,775.00
				\$ -
				\$ -
TOTAL:				115,995.00

JUSTIFICATION/COMMENTS: Personnel costs support the staffing necessary to implement, manage, and elevate Hale Kipa's workforce development and agricultural programming. Salary allocations reflect the portion of each position's time directly dedicated to grant-funded activities. The Workforce Development and Agricultural is responsible for participant recruitment, training coordination, job readiness support, employer engagement and tracking workforce outcomes. The Hydroponic/Aquaponic Farm Manager (60%) oversees daily farm operations, participant training, crop production, and system maintenance. The Aina Based Farmer (0.5 FTE, 100%) provides hands-on instruction, cultural knowledge and land-based learning support in addition to maintaining the land-based farm. The Director of Prevention & Outreach (10%) provides strategic oversight, engages community partnerships and alignment with prevention and outreach goals. Program support (10%) assist with scheduling, data entry, documentation, and administration coordination for grant compliance. The Chief Quality Improvement Officer (5%) supports program evaluation, data quality, and outcome tracking. The Chief Program Officer (5%) provides direction and support with monitoring outcomes, reporting and integration with partners and internal agency programs. All salaries are consistent with Hale Kipa's established compensation structure and reflect reasonable, necessary costs for delivering high-quality services and achieving grant objectives.

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2026 to June 30, 2027

Applicant: ___Hale Kipa Inc_____

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Back up generator for hydroponic & aquaponic systems	1.00	\$24,000.00	\$ 24,000.00	24000
Storage Shed	1	\$1,200.00	\$ 1,200.00	1200
Commercial Refrigerator for produce	1	\$2,700.00	\$ 2,700.00	2700
		\$ -	\$ -	
		\$ -	\$ -	
TOTAL:	3		\$ 27,900.00	27,900

JUSTIFICATION/COMMENTS: A back up generator is necessary to ensure uninterrupted power for water circulation, aeration, and climate controls, protecting crops

and preventing system failure during power outages. The storage shed will provide secure, weather-protected space for tools, supplies and equipment. The commercial refrigerator is required to properly store harvested produce, maintain food safety standards, reduce spoilage, and allow for timely distribution and program use.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:			\$ -	

JUSTIFICATION/COMMENTS:

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2026 to June 30, 2027

Applicant: _____ Hale Kipa Inc _____

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						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: NOT APPLICABLE						



ORGANIZATIONAL CHART

