

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

K Hermstad
AUTHORIZED SIGNATURE

KIRSTEN HERMSTAD
PRINT NAME AND TITLE

EXECUTIVE DIRECTOR 01/29/2026
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: HAWAIIAN LIFEGUARD ASSOCIATION*

DBA/Trade Name: Hawaiian Lifeguard Association

Issue Date: 01/21/2026

Status: **Compliant**

Hawaii Tax#: [REDACTED]

New Hawaii Tax#:

FEIN/SSN#: [REDACTED]

UI#: No record

DCCA FILE#: 88925

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, 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.

Hawaiian Lifeguard Association
(Typed Name of Individual or Organization)

K Hermstad
(Signature)

1/18/2024
(Date)

Kirsten Hermstad
(Typed Name)
Rev 8/30/23

Executive Director
(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.

2. Declaration Statement

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

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](#).

If awarded, this grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. The public purpose for the grant, the services to be supported by the grant, the target group, and the cost of the grant and budget are provided in the following sections and attachment.

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 Hawaiian Lifeguard Association (HLA) is a nonprofit organization established in 1992 to advance drowning and injury prevention statewide by delivering advanced training, education, essential support services to professional lifeguards, and coordinated, community-based water safety initiatives. For more than three decades, HLA has served as the statewide coordinating body and technical authority for Hawai'i's ocean safety professionals, supporting County Ocean Safety Bureaus, Junior Lifeguard programs, and community education efforts across all islands.

HLA's Board of Directors is uniquely composed of Ocean Safety Bureau leadership from all four counties, military lifeguard services, active-duty lifeguards, and at-large community members with expertise in public safety, water safety, and nonprofit governance. This structure enables HLA to coordinate across jurisdictions, standardize best practices, and deliver consistent, high-quality water safety education statewide.

In 2025, the Hawai'i Water Safety Coalition (HWSC) formally became part of HLA, strengthening the organization's role as Hawai'i's central water safety coordinating body. HWSC is a multi-sector coalition initiated by bereaved families and leaders from across healthcare, education, government, the visitor industry, and water safety fields to address drowning through culturally grounded, data-driven strategies. Its integration into HLA unified policy development, community engagement, and program implementation under a single statewide entity.

As part of this collaboration, HLA and HWSC jointly developed the Hawai'i Water Safety Action Plan, officially published in January 2025. The Plan provides Hawai'i's first comprehensive, statewide framework to eliminate drowning through prevention, education, workforce development, and coordinated messaging. In 2025, HLA/HWSC were honored with the *Safe Kids Champion for Children Award* at the Safe Kids Worldwide International Childhood Injury Prevention Convention (PrevCon), recognizing its national leadership in childhood injury prevention and drowning reduction. This award places Hawai'i among a select group of nationally recognized leaders in water safety systems change.

In further recognition of Hawai'i's leadership in culturally grounded, data-driven drowning prevention, the National Drowning Prevention Alliance (NDPA) has confirmed that a Hawai'i delegation led by the HLA will present a panel discussion titled "Creating a Culture of Water Safety in Hawai'i, Where Native Hawaiians/Pacific Islanders Face Higher Risks" at the International Aquatics & Water Safety Conference and Exposition, February 16–19, 2026, in Colorado Springs, Colorado. This invitation reflects growing national interest in Hawai'i's coordinated approach to equity-centered water safety and implementation of the Hawai'i Water Safety Plan.

2. The goals and objectives related to the request;

The goal of this request is to support the statewide delivery and expansion of HLA's Comprehensive Water Safety Education Program, while accelerating implementation of priority actions identified in the Hawai'i Water Safety Plan. Specifically, the objectives are to:

- Reduce preventable drownings and aquatic injuries among Hawai'i residents and visitors;

- Increase water safety knowledge, self-rescue skills, and emergency response capacity across all age groups;
- Address documented disparities affecting Native Hawaiian and Pacific Islander population;
- Strengthen Hawai'i's lifeguard workforce pipeline through Junior Lifeguard and internship programs; and
- Implement coordinated, culturally appropriate, and evidence-based water safety education aligned with the Hawai'i Water Safety Plan.

State funding will allow HLA to scale proven programs, ensure equitable statewide access, and move Hawai'i from isolated interventions toward a coordinated, prevention-focused water safety system.

Together, these programs form Hawai'i's only comprehensive, statewide drowning prevention system—integrating education, workforce development, and coordinated messaging.

This request does not fund county lifeguard operations; it supports statewide education, workforce development, and prevention activities that fall outside county operational mandates.

3. The public purpose and need to be served;

Drowning and aquatic injuries are a severe and preventable public health and public safety crisis in Hawai'i.

- Hawai'i has the second-highest resident drowning rate in the United States.
- Drowning is the leading cause of death for Hawai'i's children ages 1–15.
- Native Hawaiians and Pacific Islanders represent approximately 36% of drowning deaths, despite comprising about 27% of the population.
- Drowning is the leading cause of death for visitors to Hawai'i, posing risks not only to human life but also to the State's tourism economy.

County-specific drowning data compiled by the Hawai'i Department of Health is provided in the attached appendix to illustrate the relevance of this request to each legislative district.

Despite having world-class professional lifeguards, Hawai'i lacks a fully resourced, statewide system for comprehensive water safety education and drowning prevention. Many residents and visitors enter Hawai'i's aquatic environments without the basic skills to recognize hazards, self-rescue, or respond effectively in an emergency. Less than two percent of Hawai'i's second graders demonstrate the basic skills necessary to avoid or recover from drowning.

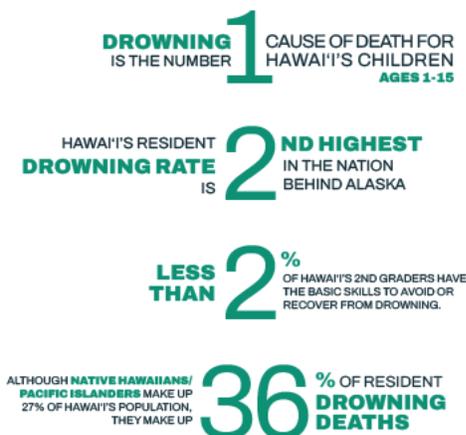
HLA's programs are distinct from traditional swim instruction. While swim lessons are essential and typically require multiple sessions over time to build proficiency, HLA's water safety education focuses on risk recognition, decision-making, self-rescue, and bystander response in real-world aquatic environments. These skills, including floating to conserve energy, recognizing rip currents, and knowing how to respond before first responders arrive, can be acquired in short, targeted trainings and are critical to preventing drowning. HLA collaborates with nonprofit partners that provide swim instruction to ensure a complementary, statewide approach to drowning prevention.

The consequences extend beyond fatalities. Non-fatal drowning incidents frequently result in severe neurological injury, lifelong disability, and significant emotional and economic costs to families, communities, first responders, and the healthcare system.

The Hawai'i Water Safety Plan identifies the need for coordinated education, culturally grounded messaging, visitor engagement, and sustained public investment. The Plan emphasizes that drowning prevention requires public commitment, systems-level coordination, and reliable funding, consistent with international best practices identified by the World Health Organization and the International Life Saving Federation.

Drowning prevention is a public health and public safety responsibility that directly affects emergency response systems, healthcare costs, and Hawai'i's reputation as a safe destination.

This request serves a clear public purpose: to reduce preventable deaths and injuries, promote equity, protect keiki and families, support emergency response systems, and enhance visitor safety through education rather than reaction.



4. Describe the target population to be served; and

HLA's Comprehensive Water Safety Education Program serves diverse populations statewide, including:

- Infants, children, and families;
- Native Hawaiian and Pacific Islander communities;
- Pre-teens and teenagers through Junior Lifeguard programs;
- Young adults through Junior Lifeguard internships and workforce development;
- Kupuna and community members of all ages;
- Visitor industry professionals; and
- Visitors to Hawai'i.

Programs are designed to meet participants where they are, with culturally relevant content and age-appropriate skill development, ensuring broad accessibility and measurable impact.

5. Describe the geographic coverage.

All components of the Comprehensive Water Safety Education Program are delivered statewide, across all four counties, including O'ahu, Kaua'i, Maui County (Maui, Lāna'i, and Moloka'i), and Hawai'i Island. Programming prioritizes equitable access for all communities and supports consistent water safety messaging across jurisdictions.

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 Hawaiian Lifeguard Association (HLA) is the primary implementing entity responsible for the delivery, management, evaluation, and reporting of all components of the Comprehensive Water Safety Education Program. This request supports both the continuation of proven statewide programs and the expanded implementation of priority actions identified in the Hawai'i Water Safety Plan.

HLA's scope of work includes statewide coordination, direct program delivery, workforce development, quality assurance, and performance reporting. All programs are delivered using evidence-based, culturally appropriate curriculum aligned with United States Lifesaving Association (USLA) standards and the Hawai'i Water Safety Action Plan.

HLA Responsibilities Include:

Program Leadership and Administration

- Overall program oversight and implementation
- Program Development – new programs
- Fiscal management, bookkeeping, and insurance
- Instructor recruitment, contracting, scheduling, and supervision
- Transportation and logistics coordination
- Data collection, evaluation, and reporting to the State
- Development and maintenance of curriculum and training materials
- Implementation of safety protocols and risk management procedures

Program Delivery

HLA directly implements the following statewide program components:

- **SAFce (Safety Aquatic Family & Community Education):** Classroom, pool or beach education for Hawai'i residents focused on hazard recognition, self-rescue skills, emergency response, and drowning prevention.
- **SAVE (Safety Aquatic Visitor Education):** Classroom, pool or beach training for visitor industry professionals to improve visitor guidance, hazard awareness, and emergency response.
- **Beach Guardian Workshops:** Hands-on, skills-based workshops conducted at beaches and pools for residents and visitors, emphasizing risk assessment, self-rescue techniques, and bystander response strategies.
- **Junior Lifeguard Programs (ages 12–18):** Junior Lifeguard Programs (ages 12–18): Summer Junior Lifeguard programs are operated by County Ocean Safety Bureaus in each of Hawai'i's four counties. The Hawaiian Lifeguard Association supports these county-run programs by providing trained Junior Lifeguard interns who assist county instructors during summer sessions. Interns provide instructional support, help supervise activities, and reinforce safety protocols, enabling county programs to increase participant capacity while maintaining instructional quality and safety standards.

In addition to expanding program capacity, intern participation provides valuable leadership, teaching, and professional development experience for emerging lifeguards. Under HLA oversight and mentorship, interns gain hands-on experience supporting instruction, managing groups, and modeling safe ocean practices. This structure strengthens county Junior Lifeguard programs while advancing HLA's

statewide workforce development pipeline, without supplanting county staffing or funding.

- **Junior Lifeguard Internship Program (ages 16–18):**

The Hawaiian Lifeguard Association implements a statewide, Junior Lifeguard Internship Program designed to prepare emerging lifeguards for professional service while providing meaningful support to County Ocean Safety Bureaus. Interns are placed with county agencies under HLA oversight and mentorship, where they apply advanced training in real-world operational environments.

Interns gain practical experience supporting instruction, assisting with daily operations, reinforcing safety protocols, and participating in supervised rescue and emergency response activities appropriate to their training level. This hands-on experience allows interns to translate classroom and skills-based learning into real-world decision-making, situational awareness, and professional judgment.

For county agencies, the internship program provides additional trained support personnel during peak operational periods and creates a pipeline of candidates who are already familiar with agency standards, procedures, and expectations. This reduces future training burdens, strengthens workforce continuity, and supports succession planning without supplanting county staffing or funding.

The Junior Lifeguard Internship Program benefits both participants and agencies by building a prepared, experienced workforce while enhancing public safety capacity across Hawai'i.

Together, these programs form Hawai'i's only comprehensive, statewide drowning prevention system—integrating education, workforce development, and coordinated messaging.

Instruction for these programs is provided by qualified, USLA-certified lifeguards engaged by HLA, including off-duty county lifeguards and other certified professionals. When county lifeguards participate, they do so outside of their county employment, ensuring that no county resources are supplanted and that program implementation remains the responsibility of HLA.

Partnerships and Coordination

County Ocean Safety Bureaus, community organizations, schools, military installations, and visitor industry partners support coordination, outreach, and workforce development.

County Ocean Safety Bureaus (all for counties)

County Government Leadership (mayors, county councils and departments of recreation)

Hawai'i Water Safety Coalition (HWSC)

Hawai'i Department of Health
United States Lifesaving Association
Marine Corps Base Hawai'i
Nation Drowning Prevention Alliance
Outrigger Duke Kahanamoku Foundation
Alex and Duke DeRego Foundation
Japan Water Patrol
Float to Survive Australia

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

HLA programs are delivered year-round, with seasonal emphasis aligned to school calendars, peak visitor periods, and ocean conditions.

Year-Round:

- SAFcE community education workshops
- SAVE visitor industry professional trainings
- Beach Guardian workshops
- Junior Lifeguard Internship Program
- Ongoing data collection, evaluation, and reporting
- Implementation activities aligned with the Hawai'i Water Safety Action Plan

Summer Months (June–August):

- Junior Lifeguard programs in all four counties
- Junior Lifeguard State Championships
- Increased community and visitor education during peak ocean use

Quarterly:

- Program evaluation and performance reporting
- Geographic and demographic analysis to ensure equitable statewide reach
- Continuous improvement of curriculum and delivery methods

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

Quality assurance is embedded across all program components and guided by nationally recognized standards and evidence-based practices.

- All instructors are USLA-certified lifeguards trained in CPR/AED, First Aid, and Emergency Medical Response (EMR).
- Curriculum is reviewed regularly to ensure consistency with USLA standards and the Hawai'i Water Safety Plan.

- Safety protocols are enforced for all classroom, pool, and beach-based activities, with USLA certified lifeguards on duty at every event.
-

Evaluation Methods Include:

- Pre- and post-program participant assessments to measure knowledge and skill acquisition
- Instructor assessments of participant performance
- Participant feedback surveys evaluating program quality and relevance
- Ongoing review of outcomes to inform program improvements

Evaluation metrics align with nationally recognized drowning prevention best practices, which associate improved water competency and hazard awareness with reduced drowning risk.

Evaluation data is used not only to assess program effectiveness, but also to inform ongoing implementation of the Hawai'i Water Safety Plan and to identify gaps in access, equity, and geographic coverage.

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.

HLA will report quarterly or as directed, to the State agency through which grant funds are appropriated. Measures of effectiveness will include, but are not limited to:

- Number of participants trained by program type (SAFCE, SAVE, Beach Guardian, Junior Lifeguards, Internship Program)
- Participant demographics, including age, county, and community served
- Percentage of participants demonstrating improved water safety knowledge and self-rescue skills through pre- and post-assessments
- Number of visitor industry professionals trained to provide accurate water safety guidance
- Number of youth completing Junior Lifeguard and Internship programs
- Workforce pipeline outcomes, including participants pursuing lifeguard or public safety careers
- Geographic distribution of programs to ensure statewide and neighbor island access
- Improved statewide consistency in water safety messaging and training standards

If the level of appropriation differs from the amount requested, measures of effectiveness will be adjusted accordingly and transmitted 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](#)) See attached
 - b. Personnel salaries and wages ([Link](#)) See attached
 - c. Equipment and motor vehicles ([Link](#)) Not applicable
 - d. Capital project details ([Link](#)) Not applicable
 - e. Government contracts, grants, and grants in aid ([Link](#)) Attached

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 |
|-----------|-----------|-----------|-----------|-------------|
| 35,643.25 | 35,643.25 | 35,643.25 | 35,643.25 | 142,573.00 |

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

The Hawaiian Lifeguard Association (HLA) supports its operations through a diversified mix of funding sources, including State and County grants, foundation and corporate support, individual donations, earned income from training and certification programs, branded merchandise and licensing agreements, and occasional federal or public health grants. This diversified funding approach allows HLA to maintain program continuity, respond to emerging public safety needs, and responsibly steward public funds while reducing reliance on any single funding source.

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.

Applicant has not filed for or will receive any 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 form.

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

Total unrestricted assets are \$117,546.64

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 Hawaiian Lifeguard Association (HLA) possesses the experience, expertise, and organizational capacity necessary to successfully implement this request and steward state funds in support of statewide drowning prevention.

Founded in 1992, HLA was established in response to reductions in state and county funding for lifeguard services and Junior Lifeguard programs. For more than three decades, HLA has served as Hawai'i's primary nonprofit partner supporting professional ocean and aquatic safety, and community water safety education. HLA has continuously operated without interruption for over 30 years, demonstrating long-term organizational stability and commitment to public safety.

HLA's leadership structure is uniquely suited to statewide implementation. Its Board of Directors includes the Ocean Safety Bureau chiefs from all four counties, military lifeguard representatives, active-duty lifeguards, and at-large members with expertise in drowning prevention, public safety, education, and nonprofit governance. This structure enables HLA to coordinate across jurisdictions while maintaining consistent standards and accountability.

In 2025, the Hawai'i Water Safety Coalition (HWSC) formally became part of HLA, strengthening HLA's role as Hawai'i's central water safety coordinating and implementation entity. HWSC was initiated by bereaved family members and water safety leaders and has grown into a multi-sector coalition addressing drowning through culturally grounded, data-driven strategies. The integration of HWSC consolidated policy development, community engagement, and program implementation under a single organization, increasing efficiency and impact.

HLA and HWSC jointly developed the Hawai'i Water Safety Plan, officially published in January 2025. The Plan represents Hawai'i's first comprehensive, statewide framework to

eliminate drowning through prevention, education, workforce development, and coordinated messaging. In recognition of this work, HWSC received the *Safe Kids Champion for Children Award* at the 2025 Safe Kids Worldwide International Childhood Injury Prevention Convention (PrevCon), honoring its leadership in childhood injury prevention and drowning reduction.

Further demonstrating national recognition of Hawai'i's approach, the National Drowning Prevention Alliance (NDPA) has confirmed that a Hawai'i delegation led by HLA will present a panel titled "Creating a Culture of Water Safety in Hawai'i, Where Native Hawaiians/Pacific Islanders Face Higher Risks" at the International Aquatics & Water Safety Conference and Exposition, February 16–19, 2026, in Colorado Springs, Colorado. This invitation reflects national interest in Hawai'i's equity-centered, culturally grounded water safety strategy and the implementation of the Hawai'i Water Safety Action Plan.

Relevant Experience (Most Recent Three Years)

HLA has successfully managed and delivered a wide range of statewide and national water safety initiatives, that are informed by on-the-ground implementation in Hawai'i communities. including but not limited to:

- Implementation and facilitation of the Hawai'i Water Safety Coalition
- Development and publication of the Hawai'i Water Safety Plan (January 2025) a copy of the plan is attached.
- Statewide and international train-the-trainer programs delivering advanced lifeguard skills courses, including rescue techniques, emerging safety technologies, and personal rescue watercraft (PWC) operations and instruction
- Annual international lifeguard exchange programs, hosted by HLA, facilitating professional exchanges between Hawai'i lifeguards and international counterparts to share best practices in ocean safety, rescue operations, and training methodologies
- 2026 International Lifeguard Exchange: confirmed participation of professional lifeguards from Japan and Australia, strengthening global collaboration and advancing Hawai'i's role as a leader in open-water lifesaving and professional training
- Recipient, Safe Kids Champion for Children Award (2025)
- Invited national presentation at the 2026 International Aquatics & Water Safety Conference and Exposition (NDPA)
- Host - United States Lifesaving Association Fall Meeting and Education Conference (Waikiki, 2024)
- Statewide Snorkel Safety Study and publication
- Personal Watercraft Operators Manual (first and second editions)
- Statewide Junior Lifeguard State Championships (1992–present)
- Junior Lifeguard Internship Program (statewide, launched 2024)
- Beach Guardian and SAFcE/SAVE water safety education workshops (statewide)

- Military and visitor industry water safety training, including Marine Corps Base Hawai'i

This demonstrated experience confirms HLA's capacity to manage complex, multi-island initiatives, coordinate diverse stakeholders, and deliver measurable outcomes.

HLA's lean staffing model is supported by standardized systems, certified instructors, and long-standing partnerships, allowing statewide reach without proportional administrative growth.

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.

HLA does not require dedicated office facilities to implement this request. Programs are intentionally delivered in community-based settings, including beaches, pools, classrooms, schools, community centers, military installations, and partner facilities statewide.

This distributed model ensures accessibility, cost efficiency, and relevance by delivering education and training directly within the environments where water safety risks occur. HLA secures appropriate permits and permissions and maintains insurance and safety protocols for all program locations.

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.

The Hawaiian Lifeguard Association (HLA) has the staffing structure, professional expertise, and supervisory capacity necessary to successfully implement this request and deliver services statewide.

Proposed Staffing Pattern and Service Capacity

HLA's staffing model is designed to support statewide implementation with lean, highly qualified personnel, supplemented by certified instructors and interns as needed to meet service demand.

Core staffing for this request includes:

- **Executive Director / Program Director (Paid Position):**
Responsible for overall organizational leadership, program implementation, fiscal management, grant administration, evaluation, and reporting. The Executive Director oversees all program components, ensures alignment with the Hawai'i Water Safety Action Plan, supervises staff and contractors, and provides administrative direction for statewide operations.
- **Education Coordinator (Proposed Paid Position – contingent upon funding):**
If funding is received, HLA will hire an Education Coordinator to support day-to-day coordination and delivery of water safety education programs. This position will be responsible for curriculum implementation, instructor scheduling, logistics, community outreach, and program evaluation.

HLA currently engages an individual in this role on a volunteer basis to support workshops and program delivery. This individual has been trained in HLA curriculum, safety protocols, and evaluation procedures, ensuring continuity of operations and the ability to transition efficiently to expanded responsibilities if funding is awarded.

- **Certified Instructors and Safety Supervisors (Contract / Part-Time):**
HLA engages qualified, USLA-certified lifeguards—including off-duty county lifeguards and other certified professionals—under separate contractual arrangements to deliver instruction, supervise in-water activities, and ensure participant safety. Staffing levels are scaled based on program demand and geographic distribution.
- **Junior Lifeguard Interns:**
Interns support program delivery, instructional assistance, logistics, and workforce development while gaining advanced training and professional experience under HLA supervision.

This staffing model allows HLA to responsibly scale service capacity based on available funding while maintaining consistent quality and safety standards.

Staff Qualifications and Experience

HLA's leadership and instructional personnel bring extensive experience in water safety, public safety education, and nonprofit management.

- **Board Leadership:**
The organization is led by President David “Kalani” Vierra, who has over 29 years of experience as a professional lifeguard, water safety educator, and rescue watercraft operator and trainer. He has served as the Kaua'i Ocean Safety Bureau Chief for 10 years and as President of the United States Lifesaving Association (USLA) Pacific Region since 2016. His credentials include advanced rescue

instruction, emergency medical training, and leadership in statewide, national and international water safety initiatives.

- **Executive Director:**

HLA's Executive Director brings more than 20 years of nonprofit experience, including service as a board member, marketing and program development director, and executive/program director. This experience supports effective grant management, staff supervision, partnership coordination, and accountability to the State.

- **Education Coordinator (Proposed):**

Upon hire, the Education Coordinator will be a certified deep-water rescue lifeguard with experience in curriculum development and public speaking, ensuring high-quality program delivery and participant engagement.

- **Instructors and Supervisors:**

All course instructors and safety supervisors are certified lifeguards in Hawai'i. Each County Ocean Safety Bureau in Hawai'i is certified by the United States Lifesaving Association (USLA), ensuring standardized training in CPR/AED, First Aid, Basic Lifesaving, and Emergency Medical Response (EMR). HLA instructors meet or exceed these certification standards.

Supervision, Training, and Administrative Direction

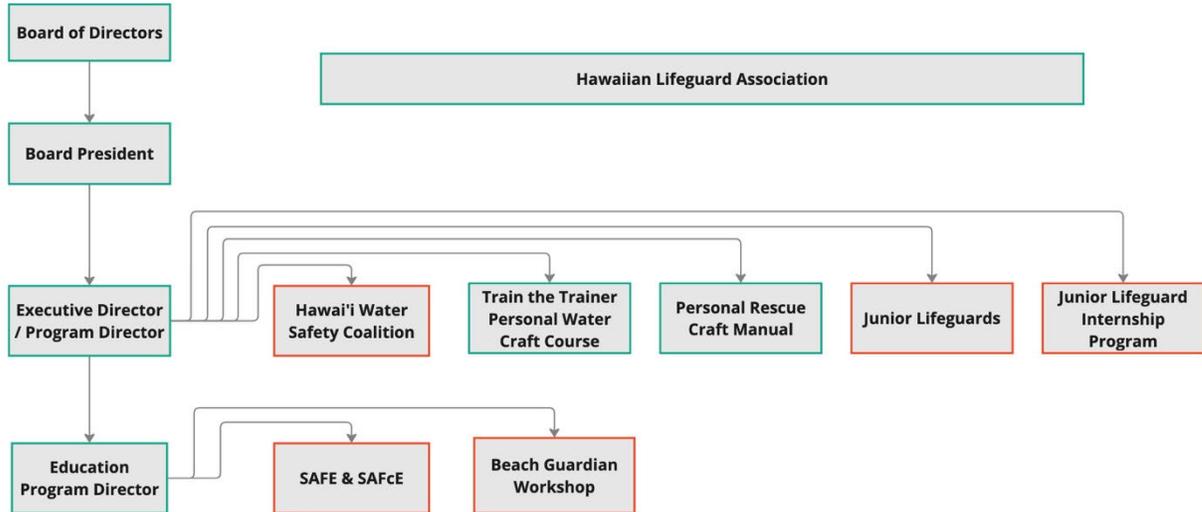
HLA maintains clear lines of supervision and accountability across all program components.

- The Executive Director / Program Director provides direct supervision of instructors, interns, and, if hired, the Education Coordinator, and oversees compliance with grant requirements.
- Standardized curriculum, safety protocols, and evaluation tools are used statewide to ensure consistency and quality.
- Instructors and interns receive orientation, ongoing guidance, and performance feedback.
- Program data, participant assessments, and evaluations are reviewed regularly to support continuous improvement.

This structure ensures that HLA can responsibly supervise personnel, deliver services at scale, and provide effective administrative and fiscal oversight for this request.

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.



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.

Executive Director/Program Director is currently (.5) FTE at \$36,400. There are no other paid staff at this time.

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.

The applicant 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.

All lifeguard instructors are certified by the United States Lifesaving Association (USLA). This certification includes basic lifesaving, first aid, CPR/AED, and EMR Emergency Medical Responder certification.

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.

The applicant is not 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:

The Hawaiian Lifeguard Association (HLA) recognizes the importance of long-term financial sustainability and responsible stewardship of public funds. State of Hawai'i grant-in-aid funding is viewed as a strategic investment that enables HLA to scale proven programs, implement the Hawai'i Water Safety Plan, and build durable capacity for statewide drowning prevention.

(a) Received by the applicant for fiscal year 2027, but

If grant funding is received for FY27, HLA will utilize state funds to strengthen core program infrastructure, expand statewide access to water safety education, and accelerate implementation of priority actions identified in the Hawai'i Water Safety Plan. Grant funding will support:

- Direct delivery of comprehensive water safety education programs in all four counties;
- Workforce development through Junior Lifeguard and Internship programs;
- Program evaluation, data collection, and reporting to support continuous improvement; and
- Coordination and implementation activities aligned with statewide drowning prevention goals.

During the FY27 funding period, HLA will continue to advance its long-term sustainability strategy by diversifying revenue sources, strengthening earned-income activities, and expanding partnerships with private, philanthropic, and institutional supporters. State

funding during FY27 will enable HLA to stabilize operations while transitioning toward greater financial independence.

(b) Not received by the applicant thereafter.

If grant funding is not received beyond FY27, HLA will continue to operate core program components at a reduced but sustainable level by leveraging diversified revenue sources and strategic partnerships. HLA has developed a multi-year revenue plan with the goal of covering a growing share of operating costs through non-government funding by 2028.

Sustainability strategies include:

- Expansion of earned-income activities, including training and certification courses for advanced lifesaving skills, train-the-trainer programs, and professional development offerings;
- Revenue from educational materials, curriculum licensing, and branded products;
- Continued fundraising from corporate sponsors, foundations, and individual donors aligned with public safety and injury prevention;
- Partnerships with public and private entities to support specific program components without duplicating government services; and
- Ongoing volunteer engagement and in-kind support to reduce administrative costs while maintaining program quality.

HLA's organizational structure, statewide partnerships, and integration of the Hawai'i Water Safety Coalition position the organization to adapt to changes in funding while continuing to advance drowning prevention and water safety education across Hawai'i.

The scope of services provided by HLA can be responsibly scaled to available funding levels without compromising organizational viability.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

App

Hawaiian Lifeguard Association

| 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 | 111,983 | | 1,560 | 41,682 |
| 2. Payroll Taxes & Assessments | | | | |
| 3. Fringe Benefits | | | | |
| TOTAL PERSONNEL COST | 111,983 | | 1,560 | 41,682 |
| B. OTHER CURRENT EXPENSES | | | | |
| 1. Airfare, Inter-Island | 8,340 | | | 38,400 |
| 2. Insurance | 1,500 | | | 700 |
| 3. Lease/Rental of Equipment | 0 | | | 0 |
| 4. Lease/Rental of Space | 0 | | | 0 |
| 5. Staff Training | 2,000 | | | 1,000 |
| 6. Supplies | 2,500 | | | 0 |
| 7. Telecommunication | 0 | | | 0 |
| 8. Utilities | 0 | | | 0 |
| 9. Printing / Copying | 500 | | | 0 |
| 10. Strategic Planning | 4,000 | | | 4,000 |
| 11. Advertising/Marketing | 5,000 | | | 5,824 |
| 12. Curriculum Development | 5,000 | | | 0 |
| 13. Publishing | 1,500 | | | 1,500 |
| 14. Transportation | 250 | | | 500 |
| 15 | | | | |
| 16 | | | | |
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| TOTAL OTHER CURRENT EXPENSES | 30,590 | | | 51,924 |
| C. EQUIPMENT PURCHASES | | | | |
| D. MOTOR VEHICLE PURCHASES | | | | |
| E. CAPITAL | | | | |
| TOTAL (A+B+C+D+E) | 142,573 | | 1,560 | 93,606 |
| SOURCES OF FUNDING | | Budget Prepared By: | | |
| (a) Total State Funds Requested | 143,602 | Kirsten Hemstad 808 977 0773 | | |
| (b) Total Federal Funds Requested | | Name (Please type or print) Phone | | |
| (c) Total County Funds Requested | | <i>Kirsten Hemstad</i> 1/22/2026 | | |
| (d) Total Private/Other Funds Requested | 92,577 | Signature of Authorized Official Date | | |
| TOTAL BUDGET | 236,179 | Kirsten Hemstad, Executive Director Name and Title (Please type or print) | | |

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Hawaiian Lifeguard Association

Contracts Total: 24,238

| | CONTRACT DESCRIPTION | EFFECTIVE DATES | AGENCY | GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County) | CONTRACT VALUE |
|----|--|------------------------|----------------|--|-----------------------|
| 1 | Community Water Safety Education | 10/15/2025-10/31/2026 | Mayor's Office | Kaua'i County | 5,238 |
| 2 | Hawaii Water Safety Coalition Coordination | 10/2025 - 6/2026 | Dept of Health | State | 19,000 |
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| 30 | | 10 | | | Application for Grant |

