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IA-0000000677

Individual Application

Application ID	IA-0000000677	Account	AUW Grants Management
Application Status	Submitted	Contact	Sara Bowen

ACT 310 - Application for Grants

Legal Name of Requesting Org/Individual	Malama Huleia	DBA	
Type of Business Entity	501 (C)(3) Non-Profit Corporation	Existing Service(Presently in Operation)	Yes
Mailing Address	Lihue, Hawaii 96766 United States	Amount of State Funds Requested	\$750,000.00
Island	Kauai		

Program Overview

Program 1 Overview Grant ID: G-2401-27492
Administering Organization: NDN Collective
Program: Justice40 Initiative (federally aligned Environmental Justice funding)
Original Grant Period: October 1, 2024 – September 30, 2025
Original Award Amount: \$750,000

Description and Loss:

Mālama Hulē'ia was awarded a \$750,000 grant through the NDN Collective's federally supported Justice40 Initiative to advance environmental justice, watershed restoration, and community education at Alakoko Fishpond. The award was intended to support staff, equipment, and programming that expand loko i'a restoration and 'āina-based learning opportunities for Native Hawaiian and underserved communities.

On May 5, 2025, the NDN Collective formally terminated the grant by mutual agreement due to the federal funding freeze and redirection of Justice40 allocations. This termination was beyond Mālama Hulē'ia's control and unrelated to performance or compliance.

The sudden loss of funds created immediate delays in restoration scheduling, education program delivery, and planned equipment purchases. The organization has since pivoted operations by scaling back project timelines, adjusting staffing, and pursuing alternative funding to keep essential restoration and community engagement work moving forward.

Mālama Hulē'ia is applying to Act 310 as a Directly Affected Provider to stabilize operations, rehire essential staff, and continue delivering the restoration and education services that were to be supported by the Justice40 grant.

(Official termination letter from NDN Collective dated May 5, 2025, is attached as documentation.)

Program 2 Overview**Program 3 Overview****Department Notes**

Agency Eligibility

Recipient of Terminated Federal Funding	Yes	Able to Provide Documentation Evidence	Yes
Serves Negatively Impacted Populations	Yes	Narrative	N/A
Date Funding Stopped	5/5/2025		

Amount of Other Funds Available

State Fund Total Amount	\$0.00	County Fund Total Amount	\$10,000.00
Federal Fund Total Amount	\$295,000.00	Private/Other Fund Total Amount	
Total Amount of State Grants	\$275,000.00	Unrestricted Assets	

Contact Person for Matters Involving this Application

Applicant Name	Sara Bowen	Applicant Title	Executive Director
Applicant Phone	(360) 820-0979	Applicant Email	sara.ed@malamahuleia.org

State of Hawaii Eligibility

Organization is Licensed or Accredited	Yes	Nonprofit is a 501c3	Yes
Complies with Anti-Discrimination Laws	Yes	Nonprofit has Governing Board	Yes
Will not Use State Funds for Lobbying	Yes	Is Incorporated Under Laws of State	Yes
Will Allow Access to Audit Records	Yes	Has Bylaws and Policies	Yes

Account Information

Organization Name	Malama Huleia	Organization DBA	
EIN		Street	Alakoko Fishpond Hulemalu Road
Account Email	sara.ed@malamahuleia.org	City	Lihue
Account Phone	(360) 820-0979	State	HI
Website	https://malamahuleia.org/	Zip	96766
Mission Statement	Mission: Mālama Hulē'ia advocates, educates, and leads community efforts to remove mangrove along the Hule'ia river, re-establishes native wetland ecosystems, manages Alakoko fishpond, and creates environmental stewardship programs honoring Hawaiian values. Vision: A free-flowing, healthy and productive Hulē'ia ecosystem sustaining our community culturally, physically, and spiritually, perpetuating community pride.		

Point of Contact

Point of Contact First Name	Sara	Point of Contact Last Name	Bowen
Point of Contact Title	Executive Director	Point of Contact Email	sara.ed@malamahuleia.org

Point of Contact
Phone (360) 820-0979

Leadership

Leadership First Name	Sara	Leadership Last Name	Bowen
Leadership Title	Executive Director	Leadership Email	sara.ed@malamahuleia.org
Leadership Phone	(360) 820-0979		

Background and Summary

Applicant Background	Mālama Hulē'ia is a Native Hawaiian-led, community-based nonprofit stewarding the 102-acre Alakoko Fishpond and surrounding Hulē'ia watershed on Kaua'i. Founded in 2015, the organization unites ecological science and Hawaiian cultural practice to heal the land and water while strengthening community connection. Guided by its 2022–2027 Strategic Plan and Master Plan, Mālama Hulē'ia focuses on restoring the 40-acre fishpond, 2,700-foot kuapā (fishpond wall), reopening 'auwai and punawai to natural hydrologic flow, expanding native wetland habitat (important for endangered water birds), and nurturing the next generation of caretakers through education and service. Over the past decade, the organization has built a skilled local workforce and a deeply engaged volunteer network. Thousands of learners, especially Native Hawaiian and rural youth, participate annually through school partnerships, internships, and community workdays. In 2023 alone, more than 6,000 participants joined restoration and cultural learning activities, including traditional stone-setting and native planting along the restored shoreline. In late 2023, Mālama Hulē'ia received a federal Justice40 award to expand these efforts through additional restoration, education, and cultural programming. When that award was terminated in May 2025 due to federal funding shifts, the organization lost essential capacity: skilled positions, field readiness, and program stability. Despite the setback, Mālama Hulē'ia has continued work on the kuapā, hydrological reconnection, and education partnerships by leveraging private philanthropy and community support. Act 310 funds will ensure that this proven program of environmental justice and cultural restoration remains strong, sustaining both people and 'āina through a period of national funding uncertainty.
Funding Request Purpose	Goal 1 — Restore and maintain the ecological health of Alakoko loko i'a and the Hulē'ia watershed. Continue coordinated fieldwork to remove invasive mangrove, restore 'auwai and punawai flow, and stabilize sections of the kuapā as part of the larger loko i'a restoration system. Protect and enhance wetland habitat for native plants, fish, and waterbirds through regular site care, monitoring, and adaptive management aligned with tidal and seasonal cycles. Document ecological progress through field logs, photo records, and partner collaboration to demonstrate improvements in tidal flow, water quality, and species habitat. Goal 2 — Deliver culturally grounded, 'āina-based education and community engagement. Host monthly community workdays and ongoing school huaka'i that integrate Hawaiian values, ecological science, and stewardship practice. Provide learning experiences for DOE teachers and students that connect classroom curriculum with hands-on restoration and cultural protocols at the loko i'a. Deepen community participation through volunteer training, intergenerational mentorship, and opportunities to learn traditional skills such as uhau humu pōhaku and limu cultivation. Goal 3 — Sustain local employment and cultural leadership. Retain and support a skilled team whose combined expertise in restoration, education, and cultural practice keeps the loko i'a active, safe, and thriving. Offer professional development to strengthen staff capacity and ensure long-term organizational resilience in restoration and education delivery. Mentor interns and emerging practitioners to build future leadership in loko i'a and wetland restoration across Kaua'i. Goal 4 — Strengthen community resilience and shared kuleana. Host monthly community workdays and restoration workshops that invite residents, schools, and partner groups to learn and contribute directly to loko i'a care, reinforcing a steady cycle of community participation throughout the year. Continue collaborative cultural events—such as Pōhaku Ka Pāpale—that bring hundreds of volunteers together to rebuild, learn, and celebrate stewardship milestones. Foster partnerships with schools, agencies, and cultural practitioners that connect people through care for place and shared responsibility for the Hulē'ia watershed. Encourage sustained community pride, participation, and intergenerational learning as essential components of environmental, cultural, and community health.
Geographic Coverage Served	The project takes place at Alakoko Fishpond and the surrounding Hulē'ia watershed on the island of Kaua'i, encompassing approximately 102 acres of culturally and environmentally significant land. This area includes a 40-acre loko i'a, native wetlands, and riparian zones that connect to the Hulē'ia River and Nāwiliwili Bay. Primary beneficiaries are located in the LThu'e and Niumalu districts, though participants regularly come from across the island through partnerships with schools and community organizations. By improving ecological health and access within the Hulē'ia watershed, this project supports regional resilience that benefits the broader Kaua'i community and coastal ecosystems downstream.
Public Purpose or Need Served	Mālama Hulē'ia's work fulfills a clear public purpose by restoring a vital cultural and ecological resource while providing community-based education, workforce development, and climate resilience benefits.

The Alakoko loko i'a and the Hulē'ia watershed serve as a living classroom and green infrastructure system—protecting coastal ecosystems, improving water quality, and supporting endangered species. Act 310 funding will allow Mālama Hulē'ia to sustain this community-led restoration effort, retain local jobs, and keep the site accessible for school groups, volunteers, and cultural practitioners. The public directly benefits through increased environmental literacy, safer and healthier wetland environments, and the preservation of one of Hawai'i's most significant historic fishponds. By stabilizing this work during a period of lost federal support, Act 310 funds will protect ongoing restoration progress that contributes to statewide goals in climate adaptation, native species recovery, and cultural perpetuation.

Target Population Served

Mālama Hulē'ia's programs primarily serve Native Hawaiian and local residents of Līhu'e, Niumalu, and surrounding Kaua'i communities, particularly those in underserved and rural areas. Educational programs engage K–12 public and charter school students, teachers, and families, while community workdays and volunteer events attract a broad cross-section of residents—from kūpuna to keiki—working together in stewardship. Through restoration jobs, internships, and hands-on training, the program also supports local workforce development, offering pathways in conservation and cultural resource management. All activities are free and open to the public, with special outreach to Native Hawaiian families, DOE schools, and community organizations that represent frontline communities affected by environmental and economic challenges.

Summary and Outcomes

Measure(s) of Effectiveness

Intended Outcomes:

Act 310 funding will allow Mālama Hulē'ia to sustain active restoration and community education programs that protect the health of the Alakoko loko i'a and Hulē'ia watershed. Over the course of the grant period, the organization will:

- Maintain and improve ecological conditions through mangrove removal, kuapā stabilization, and native wetland planting.
- Provide hands-on 'āina-based education and community engagement for students, teachers, and volunteers.
- Retain skilled local staff and strengthen community capacity for long-term stewardship.
- Support partnerships that integrate cultural practice, ecological science, and workforce development.

Measures of Effectiveness:

Progress will be documented through a combination of quantitative and qualitative indicators, reported quarterly and annually to the expending agency.

- Ecosystem Health: Linear feet of kuapā stabilized or maintained; acres restored or maintained free of invasive species; number of native plants established and survival rate. (Reported quarterly)
- Education and Community Engagement: Number of community workdays, huaka'i, and workshops conducted; total participants served; qualitative feedback from educators and volunteers. (Reported quarterly)
- Workforce and Capacity: Number of staff positions retained; interns or apprentices mentored; professional development sessions completed. (Reported semi-annually)
- Partnerships and Cultural Impact: Number and diversity of partner organizations engaged; documented use of traditional knowledge or cultural practice within programs. (Reported annually)

If Act 310 funding is awarded at a different level than requested, Mālama Hulē'ia will update these measures proportionally and submit revised targets to the expending agency.

Projected Annual Timeline

The Act 310 funding period will begin upon contract execution (start date TBD) and continue for 12 months. Work will follow a quarterly implementation schedule aligned with natural tidal and seasonal cycles that govern safe and effective loko i'a restoration.

Quarter 1 (from start date – TBD):

Retain and train staff; initiate equipment use and site readiness; conduct early restoration and education activities; finalize monitoring and safety plans.

Quarter 2:

Implement intensive field restoration—mangrove removal, kuapā stabilization, and native planting—during optimal low-tide windows; host monthly community workdays and huaka'i; conduct midyear training for educators and volunteers.

Quarter 3:

Continue wet-season maintenance, hydrological flow monitoring, and habitat documentation; deliver

education programs and workshops; prepare midyear progress summary for partners and Act 310 reporting.

Quarter 4:

Conduct dry-season wall and wetland maintenance; evaluate outcomes and community participation; compile year-end documentation and plan the next restoration and education cycle.

Note: Restoration activities at Alakoko loko i'a are scheduled around the tidal cycles of Nāwiliwili Harbor and seasonal rainfall patterns to ensure safe access, efficient work, and minimal ecological disturbance.

Quality Assurance and Evaluation Plans

Mālama Hulē'ia maintains a structured evaluation system that tracks ecological, educational, and community outcomes throughout the project year. Monitoring focuses on measurable progress toward restoring the Alakoko loko i'a and the Hulē'ia watershed while ensuring safety, consistency, and program effectiveness.

Monitoring:

Field crews record daily restoration activities, areas maintained, and volunteer participation. Data such as feet of kuapā stabilized, native plants outplanted, and hours contributed are logged weekly and summarized quarterly. Photos and field notes provide a visual record of environmental improvements and community engagement.

Evaluation:

The Director of 'Āina & Community Engagement compiles quarterly progress summaries combining restoration metrics, education participation, and qualitative feedback from staff and partners. These are reviewed by the Executive Director and used to assess whether objectives are on track.

Continuous Improvement:

Quarterly staff and partner check-ins identify lessons learned and inform adaptive adjustments to work plans and community programming. This approach ensures continuous quality improvement, accountability to funders and stakeholders, and alignment with Mālama Hulē'ia's long-term restoration and education goals.

Scope of Work

Act 310 funding will help close the gap created by the loss of federally aligned Justice40 funds, allowing Mālama Hulē'ia to sustain its year-long program of loko i'a and wetland restoration, education, and community engagement within the Hulē'ia watershed. The funding ensures continuity of essential staff, field operations, and educational activities that would otherwise be scaled back.

Core tasks include:

Conducting invasive mangrove removal, 'auwai and punawai clearing, and stabilization of portions of the 2,700-foot kuapā to maintain the ecological function of the Alakoko loko i'a.

Re-establishing native wetland vegetation and monitoring hydrological flow, sediment movement, and habitat health in coordination with agency partners.

Hosting monthly community workdays, school huaka'i, and restoration workshops that blend cultural practice and ecological learning.

Training and mentoring local staff, interns, and volunteers in restoration techniques, safety procedures, and tide-aware scheduling.

Maintaining essential equipment and site infrastructure to ensure efficient and safe operations.

Responsibilities are shared between the Executive Director (program oversight), the Director of 'Āina & Community Engagement (field supervision, monitoring, and reporting), and program staff (implementation, community engagement, and education).

This support will allow Mālama Hulē'ia to maintain restoration momentum, community participation, and site stewardship capacity that were directly impacted by the loss of federal Justice40 funding.

Financial Information

Q1 Requested Amount	\$250,000.00	Q3 Requested Amount	\$175,000.00
Q2 Requested Amount	\$200,000.00	Q4 Requested Amount	\$125,000.00
Sources of Funding	Historic Hawaii Foundation: \$80,000 for wall stabilization completion Hau'oli Mau Loa Foundation: \$175,000 for continued education programs We are currently seeking alternative large-scale watershed restoration funding to replace the \$4 million NOAA—	State and Federal Tax Credits	N/A

DAR proposal, which was lost due to the discontinuation of federal program funds.

State and Federal Contracts and Grants	County of Kauai Mayor's Grant-In-Aid (FY 25/26): \$10,000 State Grant-In-Aid (FY 23/24): \$275,000 Federal National Fish Habitat Partnership - U.S. Fish & Wildlife Service (USFWS). Oct. 1 2023 to Sep 30 2027: \$125,345 National Coastal Wetlands Restoration - USFWS. Jan.31, 2023 to Jan. 31, 2027: \$625,000. Originally contracted for Jan. 2023 through Dec. 2024. Delayed due to landowner agreements and permits. Forested Community Schoolyards Program - U.S. Forest Service/Trust for Public Lands. Feb. 5 2024 to Dec. 31 2028. \$300,000	Prior FY Balance of Unrestricted Assets	\$312,700
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Experience, Capability, and Personnel

Skills and Experience	Mālama Hulē‘ia has more than a decade of experience leading large-scale, community-based restoration, education, and cultural stewardship projects on Kaua‘i. The organization’s work integrates ecological science, Indigenous knowledge, and sound fiscal management to restore the Alakoko loko i‘a and the Hulē‘ia watershed. Since 2015, Mālama Hulē‘ia has successfully managed more than \$7 million in combined public and private funding for restoration, education, and community engagement. Major accomplishments include: • Acquisition of the 102-acre Alakoko Fishpond property and completion of a comprehensive Master Plan centered on ecological and cultural restoration. • Completion of a 26-acre mangrove removal project surrounding the fishpond, followed by an ongoing coastal wetlands restoration phase in partnership with state and federal agencies. • Progressive growth of internal staff capacity—from a volunteer-based effort to a professional team that now includes full-time restoration technicians, cultural educators, and operations personnel—creating living-wage jobs in the environmental and cultural sectors for Hawai‘i residents. • Development of hands-on educational programming that reaches thousands annually through K–12 partnerships, internships, and community workdays, integrating Hawaiian values with science-based restoration. • Implementation of multi-year restoration and education grants with agencies and foundations including the U.S. Fish & Wildlife Service, DLNR, County of Kaua‘i, Kamehameha Schools, and Hau‘oli Mau Loa Foundation. The leadership team—composed of experienced cultural practitioners, educators, and conservation professionals—ensures readiness, community engagement, and accountable project delivery. Mālama Hulē‘ia’s proven ability to scale its staff, programs, and outcomes demonstrates the skills and capacity required to successfully implement the proposed Act 310 activities.
Facilities	Mālama Hulē‘ia operates primarily from the 102-acre Alakoko Fishpond property in the Hulē‘ia watershed on Kaua‘i, which serves as both an active restoration site and outdoor classroom. The loko i‘a includes a 40-acre fishpond, 2,700-foot kuapā, native wetland areas, and riparian zones used for education, volunteer workdays, and habitat restoration. Field operations are supported by secure on-site storage containers, shaded work areas, and equipment staging zones used for tools, materials, and safety gear. Administrative coordination, financial management, and program planning occur through office and shared workspace in Līhu‘e, with digital systems for communication, recordkeeping, and reporting. All facilities are fully functional and adequate for implementing the proposed Act 310 activities. Site infrastructure continues to be improved through ongoing restoration and maintenance to ensure safe, efficient, and culturally appropriate operations.
Proposed Staffing and Service Capacity	Mālama Hulē‘ia’s organizational structure provides clear lines of responsibility and communication: The Executive Director reports directly to the Board of Directors and provides leadership across all programs. The Executive Director also oversees administrative support and bookkeeping, ensuring sound financial management, reporting, and compliance.

The Executive Assistant supports the Executive Director and coordinates administrative systems, reporting deadlines, and internal communication among staff and partners.

The Director of 'Āina & Community Engagement oversees all field operations, restoration technicians, and seasonal crew, ensuring safety, quality, and cultural integrity in on-site work.

The Education Coordinator collaborates with the Director of 'Āina & Community Engagement to integrate education with restoration activities and supervises interns and volunteers.

Restoration Technicians, Education Assistant, and Field Support positions report to their respective program leads and carry out daily implementation and community engagement tasks.

Staff Position(s) and Compensation

The following represents the approximate annual salary ranges for the highest-paid positions within Mālama Hule'ia for FY 2025–2026:

- Executive Director: \$90,000 – \$105,000 per year
- Director of 'Āina & Community Engagement: \$65,000 – \$85,000 per year
- Education Coordinator: \$60,000 – \$70,000 per year
- Executive Assistant: \$60,000 – \$70,000 per year

All salaries are based on full-time equivalency, commensurate with experience, and consistent with nonprofit compensation levels for comparable environmental and cultural stewardship organizations in Hawai'i.

Other Information

Pending Litigation	N/A
Special Licensure or Accreditations	N/A
Private Educational Institutions	N/A

Confirmations

Documentation of Federal Impacts	☒		
Hawaii Compliance Express Certificate	☒	Active Status with the Hawaii AG	☒
IRS Determination Letter	☒	Certificate of Good Standing by the DCCA	☒
Records Retention Policy	☒	By-laws or Corporate Resolutions	☒
Authorized Representative Certification	☒	Signee Title	Executive Director

System Information

Application Type	Act 310 Nonprofit Grant Application	Applied Date	10/24/2025, 11:04 AM
Owner Name	Grants Management	Category	Grant Application
Created By	Sara Bowen, 10/22/2025, 3:27 PM	Created Date	10/22/2025, 3:27 PM
Last Modified By	Geneveive Kosay, 10/26/2025, 7:37 PM	Last Modified Date	10/26/2025, 7:37 PM

Federal Grants

Justice40 Initiative

Name of Program	Program 1
Original Funding Award	\$750,000.00
Amount Reduced or Cut	\$750,000.00
Grant Cycle of Award	October 1, 2024 - Sept. 30,2025

Files

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES Malama Huleia

Last Modified **10/24/2025, 11:02 AM**
Created By **Sara Bowen**

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES Malama Huleia

Last Modified **10/24/2025, 11:02 AM**
Created By **Sara Bowen**

501c3 IRS Determination Letter

Last Modified **10/24/2025, 10:54 AM**
Created By **Sara Bowen**

Bylaws 2025 Clean copy SIGNED

Last Modified **10/24/2025, 10:52 AM**
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MH Organizational Chart

Last Modified **10/24/2025, 10:25 AM**
Created By **Sara Bowen**

HCE certificate October 2025 (1)

Last Modified **10/24/2025, 7:53 AM**
Created By **Sara Bowen**

Mālama Hulē'ia – Future Sustainability Plan

Last Modified **10/23/2025, 5:06 PM**
Created By **Sara Bowen**

Budget Request By Source of Funds Malama Huleia

Last Modified **10/24/2025, 11:02 AM**
Created By **Sara Bowen**

Proof of Active Status (AG Office)

Last Modified **10/24/2025, 10:55 AM**
Created By **Sara Bowen**

Records Retention Policy Mālama Hulē'ia

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COGS_PDF-244307D2 Oct 2025

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Mālama Hulē'ia – Future Sustainability Plan

Last Modified **10/24/2025, 8:32 AM**
Created By **Sara Bowen**

Termination Letter for G-2401-27492 (signed)

Last Modified **10/24/2025, 7:50 AM**
Created By **Sara Bowen**

HCE certificate October 2025

Last Modified **10/22/2025, 4:11 PM**
Created By **Sara Bowen**