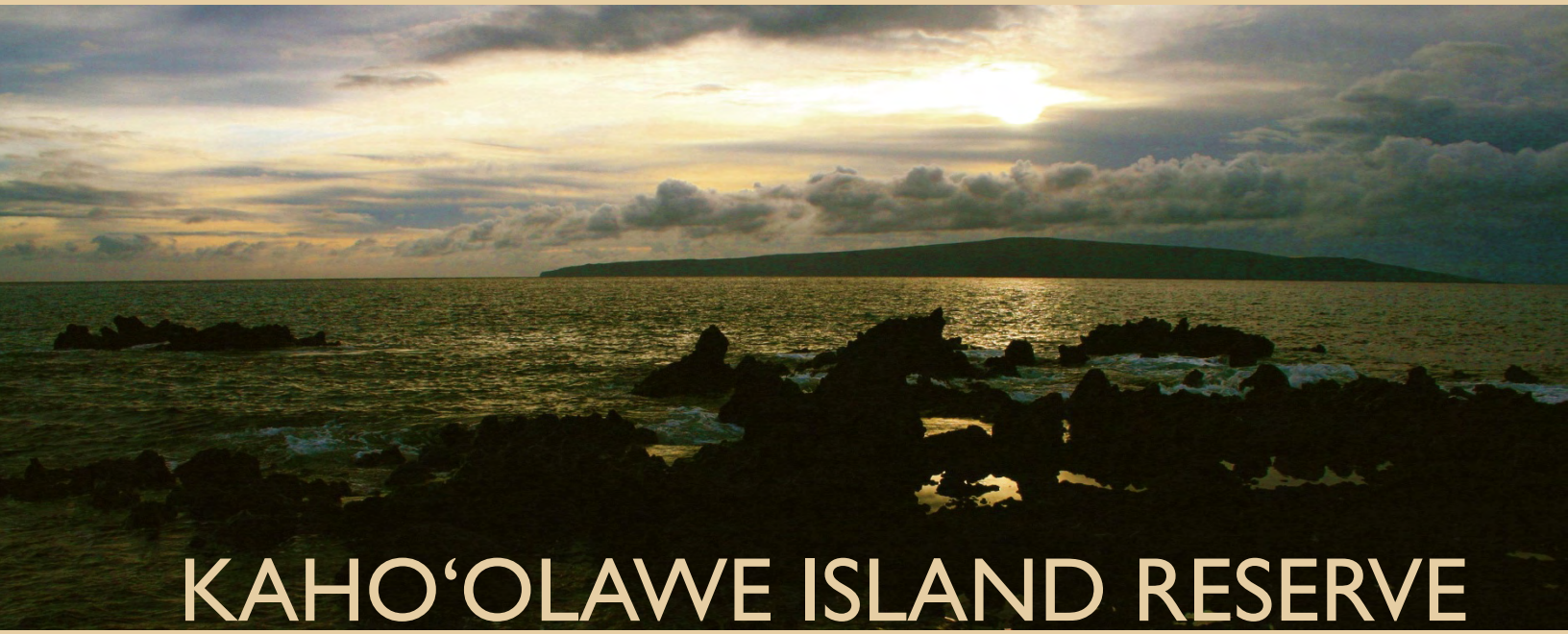
Kaho‘olawe Island Reserve Commission



# KAHO‘OLAWE ISLAND RESERVE
# YEAR IN REVIEW

## FY 2008

JULY 2007 to JUNE 2008

*“Kūkulu ke ea a Kanaloa”*
The life and spirit of Kanaloa

# Message from the Executive Director

We see Kaho'olawe as the *piko* of Hawai'i, not only in its geographic location, but as central to the hearts and minds of the people of Hawai'i who work to restore its slopes and surrounding waters. We see Kaho'olawe as the perpetuation of Hawaiian cultural practices, as those who work to rebuild the island's ecosystems are also rebuilding the pride and unity of a Hawaiian nation. Finally, we see Kaho'olawe as a *wahi pana* — a storied or sacred place, not only for its intact cultural riches that connect present to past, but in its contemporary role as the focal point for resurgence of a Native Hawaiian cultural identity — and as a *pu'uhonua*, a place of ancestral refuge, reborn today as a refuge for our native ecosystems as they recover from past degradation and the relentless pressures of modern society.

The primary focus of this agency today is to prepare the Kaho'olawe Island Reserve for the future. We have learned how to protect and restore the island, now we must preserve these efforts for the next generation. Today our work endeavors to develop sustainable funding sources that will carry island operations into the future; to protect our cultural and historic sites as an investment for our children; to establish and maintain sustainable infrastructure; and to reduce our operational dependence from outside of the Reserve — all as we prepare for the day we may welcome a sovereign Native Hawaiian nation home.

This *Year in Review* for FY 2008 — and those to follow — will provide a snapshot of our work on Kaho'olawe, allowing us to regularly mark and measure our progress in this historically and culturally critical endeavor as we ask for your continued support.

Aloha,

Michael K. Nāho'opi'i
Executive Director
Kaho'olawe Island Reserve Commission

## Table of Contents


| | |
|---|---|
| History | 2 |
| Restoration Program | 4 |
| Ocean Program | 8 |
| Cultural Program | 12 |
| Reserve Operations | 16 |
| Volunteer Program | 20 |
| Commissioners | 24 |
| Staff | 26 |


## Kaho'olawe Vision Statement

*The* kino *of Kanaloa is restored. Forests and shrublands of native plants and other biota clothe its slopes and valleys. Pristine ocean waters and healthy reef ecosystems are the foundation that supports and surrounds the island.*

Nā po'e Hawai'i *care for the land in a manner which recognizes the island and ocean of Kanaloa as a living spiritual entity. Kanaloa is a* pu'uhonua *and* wahi pana *where Native Hawaiian cultural practices flourish.*

*The* piko *of Kanaloa is the crossroads of past and future generations from which the Native Hawaiian lifestyle spreads throughout the islands.*

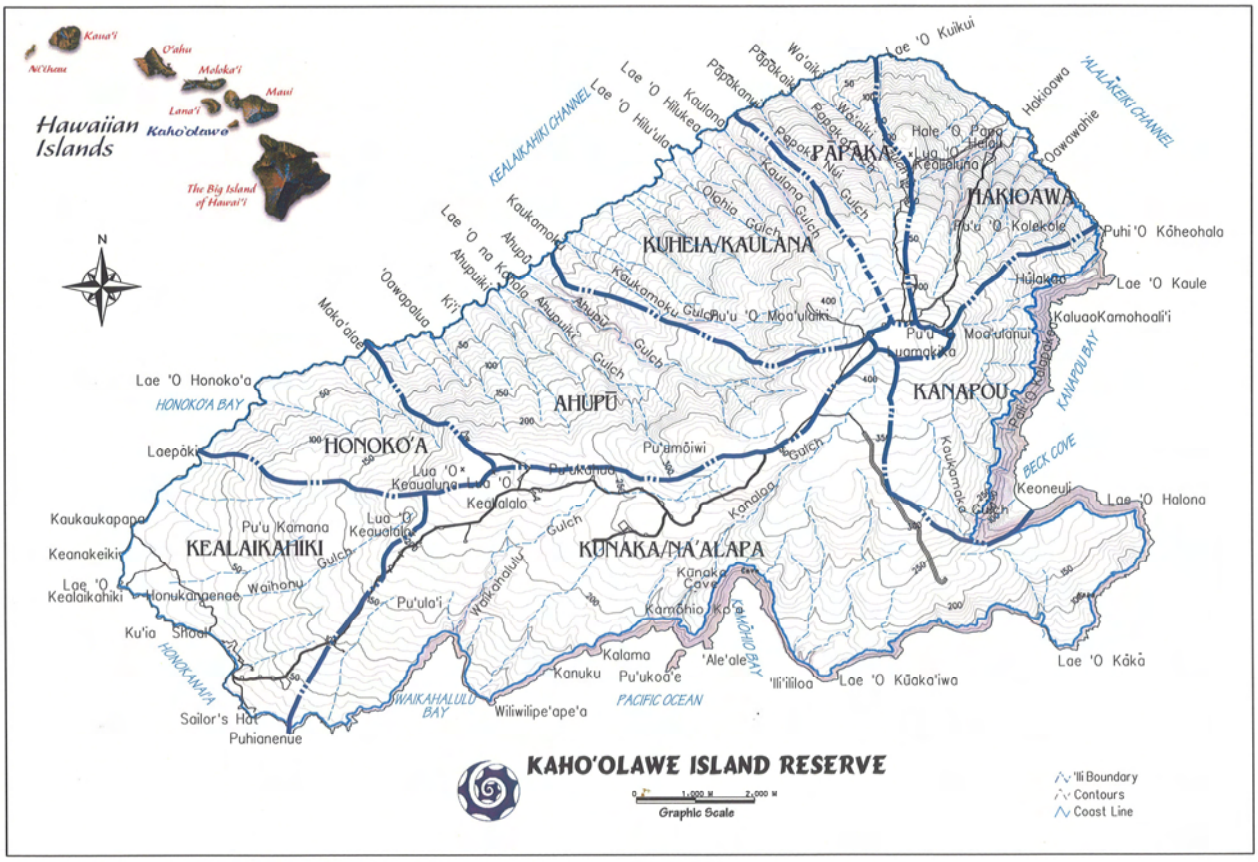
*— Developed and Adopted in 1995*

## History of Kaho'olawe

From 1941 to 1994, Kaho'olawe and its surrounding waters were under the control of the U. S. Navy (Navy). Both the island and waters of Kaho'olawe were used by the Navy and allies of the United States as a live-fire training area.

Despite recent clearance efforts, unexploded ordnance (UXO) is still present and continues to pose a threat to the safety of anyone accessing the island or its waters.

A decades-long struggle by the people of Hawai'i, particularly the Protect Kaho'olawe 'Ohana (PKO), succeeded in stopping the bombing of Kaho'olawe and helped to spark the rebirth and spread of Native Hawaiian culture and values. An act of Congress in 1994 conveyed the island back to the State of Hawai'i, although the Navy — responsible for a ten-year cleanup of UXO on Kaho'olawe — retained control over access to the island until November 2003.



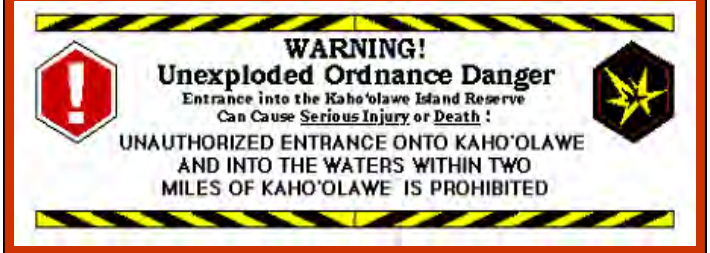

A treasured resource for all of Hawaii's people, Kaho'olawe is of tremendous significance to Native Hawaiians. In recognition of the special cultural and Historic status of Kaho'olawe, the island and the waters within two nautical miles of its shores were designated by the State of Hawai'i as the Kaho'olawe Island Reserve (Reserve).

The Reserve, composed of undeveloped rugged shoreline, arid landscape and expansive cliffs, was established for the preservation of traditional Native Hawaiian cultural, spiritual and subsistence purposes, rights and practices, including: preservation of Kaho'olawe's archaeological, historical, and environmental resources; rehabilitation, revegetation, habitat restoration; education; and fishing.

The Kaho'olawe Island Reserve Commission (KIRC) was established by the State of Hawai'i — under the Hawai'i Revised Statutes, Chapter 6K — to manage Kaho'olawe, its surrounding waters, and its resources, in trust for the general public and for a future Native Hawaiian sovereign entity.

The KIRC gives dimension to its purpose within its Vision Statement, which calls not only for the Reserve's environmental restoration, but also for the restoration and growth of Native Hawaiian cultural practices through human access and interaction within the Reserve.

Following a decade of ordnance removal, control of access to Kaho'olawe was transferred to the State of Hawai'i in 2003. Today, the KIRC is solely responsible for the restoration and sustainable management of the island until it can be transferred to a federally and state recognized sovereign Native Hawaiian entity.




***Access and use of the Kaho'olawe Island Reserve is managed by the State of Hawaii, Kaho'olawe Island Reserve Commission.***

***Unauthorized entry into the Reserve is strictly prohibited and will be enforced pursuant to applicable provisions of the law.***

# OUR ROLE

The first step in our comprehensive strategy for the healing of the *kino* or body of Kanaloa is the restoration of native land-based habitats and watersheds.

Environmental restoration begins with regeneration of soils, native plant and animal life and replenishment of natural water systems. Strategies addressing erosion control, botanical and faunal restoration and the enhancement of the island's natural water systems are currently underway in the Reserve.

Kaho'olawe's geographic isolation has resulted in the absence of many — although not all — alien plant and animal pests. Once grazing animals were removed, the island began, albeit slowly, its natural recovery process. Continuing restoration efforts offer an unrivaled opportunity for people to contribute their expertise, time, and resources to this great work.

Through continuing cultural ceremonies and practices, the healing of Kaho'olawe is a spiritual renewal as well as an environmental one, and Restoration Program staff and volunteers alike understand and support the cultural and spiritual underpinnings, responsibilities and mandates of the restoration of the Reserve.

Restoration Program responsibilities include:

- Slow down and reduce soil erosion throughout the Reserve;
- Re-establish native plant cover;
- Increase native plant diversity;
- Control alien flora and fauna;
- Protect threatened and endangered native flora and fauna; and
- Continuously monitor and evaluate restoration efforts to measure their effectiveness.

*Native dryland shrubs reclaim and stabilize the highly eroded slopes of Moa'ulanui.*

# STATUS REPORT

As restoration managers, we are confronted by numerous environmental, logistical, and financial challenges. An estimated 1.9 million tons of soil is lost annually to erosion. Severely eroded landscapes cover approximately one-third of the island.

Only 25 inches of rain falls annually at the summit, with perhaps less than 10 inches per year at the coast. Most plants on Kaho'olawe are hardy alien species that easily outcompete the few, fragile native plant populations for water and nutrients.


*Evidence of past soil levels are a reminder of the ecological damage that has occurred on Kaho'olawe.*

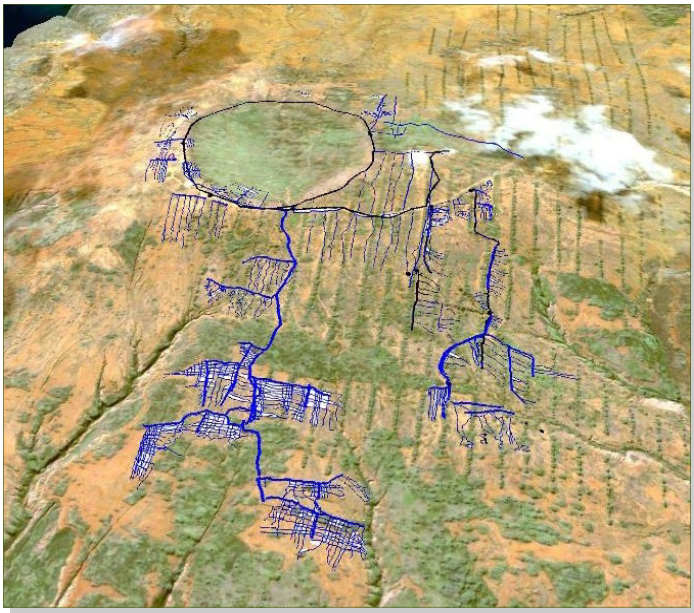
# RESTORATION PROGRAM

To reduce soil erosion and run-off, large-scale planting efforts have been undertaken in the Kaulana and Hakioawa watersheds. Since September 2003, KIRC restoration staff and volunteers have planted more than 150,000 native grasses, shrubs, and trees.

With funding from the U.S. Environmental Protection Agency (EPA) and the Hawai'i State Department of Health (DOH), three monitoring methods were established to record baseline data and measure the progress in reducing the amount of sediment entering the ocean.

First, in collaboration with the U. S. Geological Service (USGS), Pacific Science Center in Santa Cruz, California, two AQUAlogger 210TY turbidity monitors were deployed in Kaulana and Hakioawa bays. These units measure suspended sediment in ocean water by measuring optical backscatter. Bio-fouling, due to algal growth, is an ongoing problem, that sometimes prevents the units from detecting rainfall events.

Second, in 2006, personnel from the USGS Pacific Island Water Science Center in Honolulu installed two gauging stations near the mouths of Kaulana and Hakioawa streams. Each station automatically recorded stream water levels and discharge, and collected water samples during rain events. Data were sent via a satellite communications to the USGS, processed, and made available on the internet at http://waterdata.usgs.gov/nwis.



*Google Earth image of Moa'ulanui showing over 26 km of irrigation lines laid to accommodate more that 150,000 native plants.*

Third, partnering again with the USGS Pacific Island Water Science Center, 75 soil erosion pin transects were established in the Kaulana and Hakioawa watersheds to measure soil erosion. Monitored biannually, from January 2007 to June 2008, final pin data will be made available at http://geopubs.wr.usgs.gov/docs.

# OUR GOALS FOR FY 2009

Our restoration efforts in 2009 will focus on meeting the objectives of our three current grant projects:

- U.S. Natural Resources Conservation Services (NRCS) Wetland Restoration Project;
- Hawai'i Department of Health (DOH) Soil Erosion Control Project (Phase II); and,
- U.S. Fish and Wildlife Service (FWS) Fauna Restoration Project.

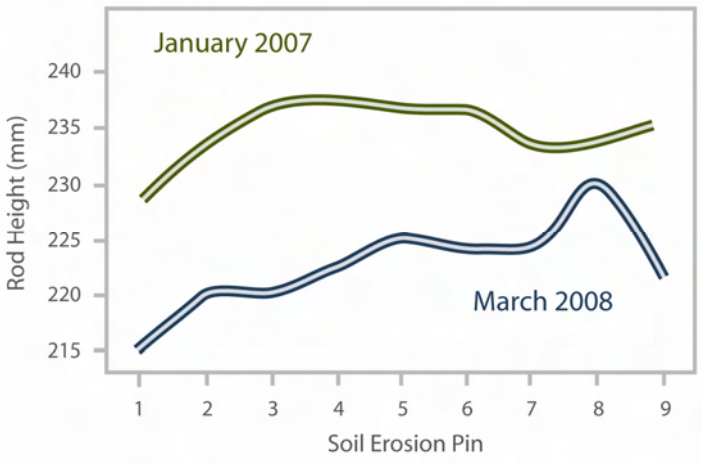
NCRS Wetland Restoration Project goals include: constructing a 10,000 gallon water storage and irrigation system; establishing control of 20 acres of alien kiawe (*Prosopis pallida*) and kikania (*Xanthium stumarium*); out-planting native flora at Kealialalo; and controlling kiawe in the wetland area at Kaukaukapapa.

In the DOH Soil Erosion Control Project (Phase II), restoration staff will maintain previous planting areas; continue alien plant removal efforts; in-fill native plantings with additional native grasses and low shrub species; and continue the irrigation program to help establish out-plantings.

To initiate our FWS Faunal Restoration Project, we are conducting invasive mammal surveys and establishing monitoring transects, assessing the dietary components of and disease prevalence among feral cats, and working with state wildlife professionals to develop an abatement plan for introduced mammals on Kaho'olawe.

Additionally, restoration staff will focus on reestablishing native coastal vegetation at Honokanai'a through alien plant control and regular maintenance of past and recent native flora plantings to encourage their spread.

Finally, a significant goal for FY 2009 is the planting and cultivation of traditional native plants used for food and ceremony. Three trial sites at Moaulanui will each include 30 kalo plants (*Colocasia esculenta*) and 'uala (*Ipomoea batatas*). Five 'ulu trees (*Artocarpus altilis*) will also be planted.




*Sample pin data from Hakioawa shows an overall soil erosion loss for the past year.*

Overall, 79% of the transects in the Kaulana Watershed (33 total transects) and 74% of transects in the Hakioawa Watershed (42 total transects) showed clear evidence of decreased erosion between the sampling dates of January 2007 and March 2008.

The success of Kaho'olawe's restoration planting is the result of a program of regular watering during the critical establishment period. With regular watering we have seen our on-island planting success rate jump from 5% without watering to 80% with initial watering.

Our primary source of restoration irrigation water is a one-acre catchment panel system, located at the summit of Moa'ulanui, that has a water storage capacity of a half-million gallons.

*A one-acre water catchment in combination with a half –million gallon storage capacity is key to restoration planting success.*

# RESTORATION PROGRAM ACHIEVEMENTS FOR FY 2008

**Erosion Control:** In FY 2008, more than 1,000 pili grass (*Heterpogon contortus*) bales were installed to aid erosion control. Arranged into planter boxes or broken into flakes and scattered in barren areas, the planters allowed for the accumulation of wind-borne soil and organic matter in areas that prohibit digging due to the residual UXO danger. We have noticed a remarkable increase in pili colonies across the island due to the expanded use of pili bales.

*Remote gauging station within the Kaulana Stream bed.*

**Alien Species Control:** Restoration staff and volunteers removed 60 acres of ironwood, planted as windbreaks from 1979 to 1993, along the rim and slopes of Moa'ulanui. These invasive alien plants are spreading and pose a major threat to native flora on the island. Other species removed were: koa haole (*Leucaena leucocephala*), lantana (*Lantana camara*), and sourbush (*Pluchea spp.*). We also continue periodic monitoring of the fountain grass (*Pennisetum setaceum*) population at Kealialalo in order to keep it contained.

*Data gathered from mice transects will develop and island-wide eradication program.*

*Pili grass bales form a reservoir for wind blown soil allowing native plants to establish a toe-hold in the barren landscape.*

**Erosion Monitoring:** Continued monitoring of erosive forces on Kaho'olawe — through regular data collection from turbidity monitors and stream gauges in Kaulana and Hakioawa streams — produced significant data indicating that sediment loads into the island's surrounding waters reach 1.2 million ton/year.

*Power tools are needed to clear invasive kiawe trees.*

**Faunal Restoration:** In an effort to better understand rodent population cycles and the factors affecting them, we have established six index line transects and two drift fence transects in different habitat types throughout the island. Transects are monitored for two consecutive nights each month and consist of live-capture mouse and rat traps spaced at regular intervals. Preliminary data (diet analysis, morphometrics, disease testing, and distribution) are also being gathered on feral cats (*Felis catus*), a significant predator of native wildlife and obstacle to future faunal restoration efforts.

# OUR ROLE

The KIRC plays an unique role within the main Hawaiian Islands in that we manage an entire island ecosystem — in addition to land-based habitat and watersheds we also manage Kaho'olawe's surrounding coastal waters.

Extending two nautical miles from the Island's shoreline, and comprising 80-plus square miles of ocean, all marine resource management is the responsibility of the KIRC's Ocean Program.

As with each of the islands within the Hawaiian archipelago, Kaho'olawe's marine environment is rich in its shoreline diversity: from sheer cliffs that fall sharply into the deep waters along its southern coast, to the fringing reef that slopes out along the northern and western leeward sides, to the extensive sandy beach at Honokanai'a – each individual marine ecosystem has its resources and its needs.

Within these challenging systems, it is our Ocean Program's mission to develop and implement a comprehensive ocean resource management regime that emphasizes ancestral and traditional knowledge – a cultural approach of respect and connectivity to the environment – that integrates ancient and modern resource management techniques.

In our unique role as caretakers of Kaho'olawe, it is hoped that the conservation and restoration we undertake today – both culturally and scientifically – will one day provide for traditional and customary Native Hawaiian cultural and spiritual practices and as a source for an abundance of educational opportunities.

It is our vision that through careful and cooperative stewardship – traditional Hawaiian values of resource care and management (mālama) blended with contemporary marine science – Kaho'olawe will become a living conduit between past and future generations of Hawaii's people, where traditional resource values will again take root, producing ever greater resources for our future.

*Four documented Hawaiian monk seal pups have been born on Kaho'olawe.*

# STATUS REPORT

Coral beds surrounding Kaho'olawe provide a rare glimpse of what the main Hawaiian Islands' (MHI) reefs might look like if fishing activities were more stringently controlled and marine resources better protected and managed. As the only uninhabited island reserve within the MHI, the island graphically illustrates human impacts on island ecosystems and marine environments. When comparing Kaho'olawe to others of the MHI and the more remote Northwest Hawaiian Islands (NWHI), unique elements of Kaho'olawe become more apparent.

In comparing the total density of fish biomass between the MHI for example, Kaho'olawe clearly has the highest biomass of fish, averaging 1.28 tons/hectare (Friedlander and DeMartini, 2002). Whereas Kaua'i, with the lowest density, hosts only 0.41 tons/hectare, and O'ahu, 0.64 tons/hectare — average within the MHI.

Another interesting difference is in the proportion of each consumer guild (herbivores, secondary consumers, and apex predators — the largest predators) within the MHI.

Of the MHI, Kaho'olawe had the lowest proportion of herbivores, highest proportion of secondary consumers, and highest proportion of apex predators. Kaho'olawe's apex predators represent 12% of total population and Maui was next highest in proportion of MHI apex predators with 2.4% (Friedlander and DeMartini, 2002).

# OCEAN PROGRAM

When comparing the MHI to NWHI there is an obvious difference, with total fish biomass density greater in the NWHI, along with a significantly higher proportion of apex predators (Friedlander and DeMartini, 2002). Illustrated with the grand mean fish standing stock biomass, the NWHI is 260% greater than the MHI, and the proportion of apex predators in the NWHI is 54% versus a meager 3% in the MHI.

Considering where the MHI stand within the entire archipelago, and where Kaho'olawe stands within the MHI, it is no surprise that the island's biomass is most similar to Kure Atoll (part of the NWHI) than others in the Hawaiian archipelago. Kaho'olawe is an important link revealing what the rest of the MHI could look like if fishing was better controlled and human impacts on marine ecosystems reduced.

Our research efforts track population abundance and distribution of marine species as well as general habitat health. Currently, we have monitoring projects for protected species including nai'a (dolphins), 'ïlioholoikauaua (Hawaiian monk seals), honu (sea turtles) and koholā (whales), and 'opihi (limpets); a majority of near-shore, bottom and pelagic fish species; coral health (bleaching, disease and sedimentation); sea birds; manō (sharks); rays (hāhālua, hīhīmanu, lupe); and, marine debris accumulation.

| FY 2008 Monitoring Programs | Methodology | Management Implications |
|---|---|---|
| **Invasive Limu Monitoring** | Coastal and inter-tidal searches for presence of non-native algae (limu) | Early warning indication of invasive algae species that severely damage ecosystem |
| **Underwater Baseline Surveys** | 30 min. fish surveys and 25m benthic transects at multiple sites and depths | Determining and monitoring levels of near-shore sustainable fishing |
| **'Opihi Monitoring** | Permanent photo-quads, individual tagging and transects | Determining and monitoring the sustainable levels of 'opihi harvesting |
| **Protected Species Monitoring** | Data collection using aerial, in-water, and coastal surveys | Monitoring conflicts between land use and protected species habitat; identifying distribution and abundance trends |
| **Bottomfish Monitoring** | Remote sensors used to map and observe bottomfish habitat and population | Determining whether the Reserve is helping to replenish neighboring waters with bottomfish species. |
| **Ulua Tagging** | Opportunistic catch, tag and release. data shared with other aquatic agencies | Determining the Reserve's ability to replenish neighboring waters |
| **Marine Debris Cleanup** | Quantify accumulations since previous beach cleanups | Removal of marine debris to prevent habitat degradation and threats to marine life |

# OUR GOALS FOR FY 2009

Our continuing mission is to keep the marine resources of the Reserve in a state of sustainable health for a future sovereign Native Hawaiian entity and the generations that will inherit those resources. We believe this can only be done through proper management and community support.

To accomplish this we must first complete a baseline assessment of the Reserve's marine resources, consolidate and analyze previous years' monitoring data, and prepare a baseline resource status report.

We also intend to develop traditional Native Hawaiian marine observations, consolidate these data with scientific observation, and identify and remove threats to the health of Reserve including marine debris and invasive species.

As we expand and clarify guidelines for traditional subsistence fishing, we will also identify and validate appropriate fishing practices and standardize procedures.

Regular review of catch reports and monitoring data will help us evaluate the appropriateness and effectiveness of our ocean management program, allowing us to become more self reliant in conducting marine research by expanding our capacity in scientific diving and vessel operations.

In FY 2009, we will develop an ocean users education program that emphasizes vessel registration to reduce unauthorized take from the Reserve.

Finally, we will expand our partnerships with other agencies to help advance our program goals with support in areas of funding, expertise and networking.

A major threat to coral reef health within the Reserve is sedimentation. More than 200 years of de-vegetation on Kahoʻolawe — from the introduction of grazing animals including the omnivorous goats, through the ranching period, and followed by 50 years of bombing — has yielded hundreds of acres of barren, hard-pan slopes and massive erosion washing soil into our marine environment and onto the coral reefs, often leading to coral bleaching.

The reefs surrounding Kahoʻolawe are the foundation habitat that supports all near-shore life within the Reserve. Combining their efforts, both the Ocean and Restoration programs are working together to monitor the erosion-controlling effects that restoration plantings are having on the ocean environment.

Due to relatively minimal disruptive human activity compared to the other MHI, the endemic Hawaiian monk seal (ʻīlioholoikauaua) utilizes Kahoʻolawe's protected habitats. This Hawaiian species is among the most endangered of all seals worldwide and, due to its plight, was named Official State Mammal of the State of Hawaiʻi. In the past eight years, four pup births have been documented on the island — significant events in the perpetuation of the species.

Due to its geographic location and the patterns of prominent currents around the island, Kahoʻolawe is a sink for marine debris accumulation. This ʻōpala (rubbish) is both local and international in origin. The often-toxic properties of ocean debris are contributing to rising pollution levels of our oceans and coastal lands. Marine debris poses serious entanglement and ingestion hazards for marine life of all sizes, from coral polyps to whales, and is responsible for an unknown number of deaths to these creatures.

*Marine debris from around the world collects on Kahoʻolawe.*

# OCEAN PROGRAM ACHIEVEMENTS FOR FY 2008

*Teachers working on lesson plans after a day in the field.*

### B-WET Marine Education Grant:

We completed our National Oceanic and Atmospheric Administration (NOAA) Bay Watershed Education and Training (B-WET) grant. This project consisted of eight educator site visits to the Reserve that developed 21 standards and place-based lesson plans focusing on core subjects: language arts, science, and social studies.

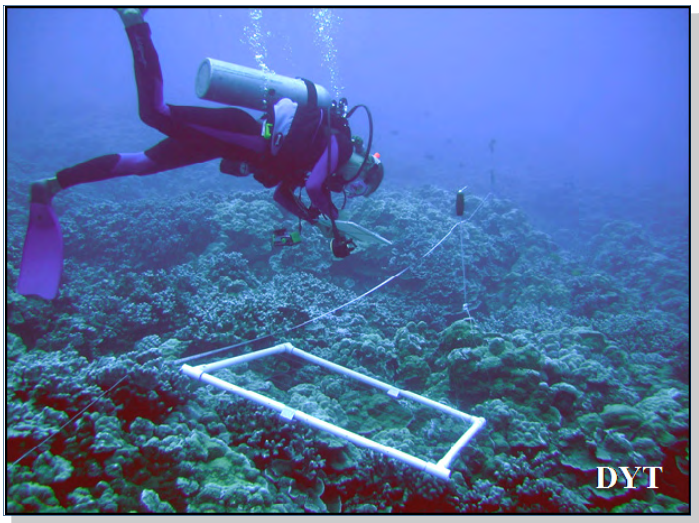
Contributing teachers represented four schools (Kaiser High School, Nānā'ikapono, Kawaihona, La Pietra) and Kupu Nā Leo, a UH cohort school.

With participating cultural specialists — Kapono'ai Molitau, Atwood Makanani, Walter Ritte, Kaliko Baker, and Eddie Cashman — educators developed lesson plans that blended Western scientific principles with traditional Hawaiian cultural knowledge and practices.

### Ocean Research Projects

Two major research projects were completed in FY 2008, contributing to our understanding and management of our marine resources. The first studied the transmigration of 'ōpakapaka (*Pristipomoides microlepis*) in and out of Reserve waters. The five-month study, using acoustic tracking, revealed that 'ōpakapaka are leaving the Reserve and helping to restock Maui's fishing areas. This supports our management belief and objective that protecting the Reserve's waters results in repopulating over-fished, neighboring waters in a "spill over" effect.

The second study, in partnership with the UH Marine Option Program (MOP), conducted coral reef surveys. Three-weeks of intensive diving yielded data on fish populations and coral health at ten sights within the Reserve. The resultant information, added to previous years' data, created a baseline from which to measure the future state of health of the Reserve's coral reefs.




*Underwater transects monitor the health and species diversity of Kaho'olawe's coral reefs.*

### Vessel Registration

We initiated our vessel registration program, required of all boaters during monthly "open waters" trolling. Formal registration reinforces the rules and restrictions within the Reserve and reminds users of potential penalties. Registration has been successful through an increased outreach program focusing on personal communications, community, and public service announcements. In 2009 we will implement a permit and decal process to better identify boater in compliance with Reserve rules.


*A boater registration decal will be required for all future Reserve users.*

# OUR ROLE

The Cultural Program is responsible for the care and protection of Kaho'olawe's cultural resources — including archaeological and historic remnants of the island's early inhabitants — and for expanding the meaningful cultural use of the island.

In addition, the Cultural Program plays a major role in integrating a Native Hawaiian cultural perspective into the daily operations of the KIRC staff and its programs.

The cultural foundation for all present and future KIRC activities was established through the development and implementation of an island-wide cultural use plan.

Working closely with the Hawai'i Department of Land and Natural Resources' Historic Preservation Division (SHPD), we oversee the preservation of Kaho'olawe's burial sites as well as significant archaeological, historic and cultural sites through a committed incorporation of applicable federal and state historic preservation laws and Native Hawaiian cultural practices.

We are expanding the meaningful cultural use of the island by developing Native Hawaiian cultural projects that augment cultural access and use of the Reserve. Since many of these undertakings are large-scale endeavors, our role focuses on project and resource management to assist our volunteers and partnering stewardship organizations who work hard to accomplish the heavy work of these projects.

Finally, we facilitate the cultural uses of the Reserve by providing a central point of contact for all cultural and educational visits and by establishing the cultural perspective used to orient all Reserve users, visitors, volunteers, contractors, and employees to the resources fundamental to the KIRC's cultural mandate.

*The rain* ahu, *or alter, is used during Native Hawaiian ceremonies to denote the start of the rainy season and, for us, the beginning of the restoration planting season on Kaho'olawe.*

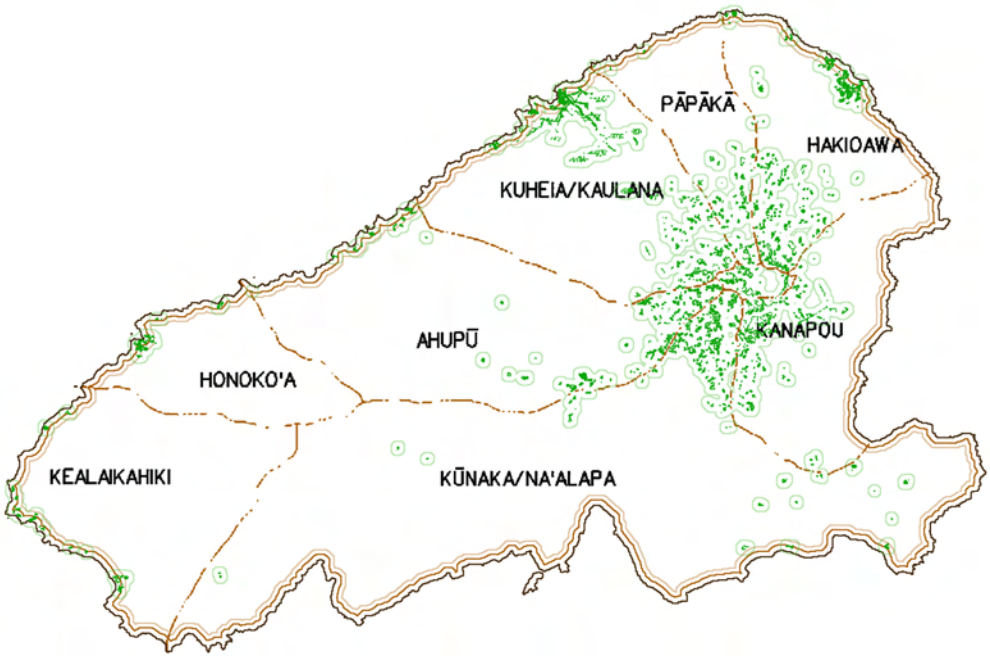
# STATUS REPORT

On March 18, 1981, based upon an island-wide archaeological survey implemented as a result of the *Aluli v. Brown* consent decree, the entire island of Kaho'olawe was listed on the National Register for Historical Places and designated the "Kaho'olawe Archaeological District." The District contains 544 recorded archaeological/historic sites and more than 2,400 features, as well as previously unrecorded features associated with traditional and historic Hawaiian land use, ranching, and military activities.

Since those original archaeological surveys — and subsequent site inventories (1997-2003) undertaken during the Navy's UXO cleanup — Kaho'olawe's archaeological features have been exposed to the destructive effects of erosion and weather. Several of these are in dire need of stabilization to protect their irreplaceable cultural content. Numerous previously identified burials sites are also threatened with exposure due to erosive forces. In addition to requiring stabilization, these sites may also require the re-interment or relocation of the remains.

In FY 2008, we identified and prioritized 12 previously surveyed archaeological sites where important cultural remains appear threatened by continued exposure to the elements. Additionally, we developed a island-wide plan to preserve the remains and are working with our historic

# CULTURAL PROGRAM




*The Kaho'olawe Archaeological District contains more than 540 historic and archeological sites and 2,400 features.*

Edith Kanaka'ole Foundation (EKF) headed by Pualani Kanahele.

The final Kaho'olawe Cultural Use Plan will serve as a primary guide for everyone accessing the Reserve. The Cultural Use Plan will also teach culturally appropriate protocols and uses of this most precious resource to the current and future generations who will experience Kaho'olawe.

In support of our 2009-2013 strategic plan, we produced a Cultural Restoration Action Plan that focuses on the restoration of cultural sites and the fostering of culturally appropriate and meaningful use of the island.

preservation and cultural practitioner partners to craft site-specific plans to re-inter these treasured cultural remains. Once plans are approved, we will work with our stewardship partners and SHPD to ensure implementation in a culturally appropriate manner.

Coordinating the cultural use of the Reserve remains a high priority. We continue our work in developing an island-wide cultural use plan with our cultural consultant, the

The initial planning and field work on building an *alaloa*, or circum-island trail, was undertaken. Working with the Protect Kaho'olawe 'Ohana (PKO), we devised a process to jointly plan, design, implement, manage, and construct what will become a multi-year trail project. Before the end of FY 2008, the first leg of the *Alaloa*, from Honokanai'a to Keanakeiki, was underway.

We completed the second of a three-year U.S. Department of Education (USDOE) grant — the Mālama Kaho'olawe Project. A joint undertaking among the KIRC, Pacific

# OUR GOALS FOR FY 2009

Our focus for FY 2009 is the conversion of our Cultural Program to project-based management. Listed below are projects we have set out to accomplish during the next fiscal year:

- Restoration and stabilization of significant cultural and archaeological sites are essential. A prioritized list of critically exposed cultural sites has been developed and we are working closely with our stewardship partner, the PKO, to accomplish this critical work. The top three sites will be stabilized and preserved in FY 2009.
- A stabilization plan for an archeological rock formation located on the plateau above Kanapou — known as the "Loa'a Stone" and believed to have had an astronomical purpose — is also due in 2009.
- Our second project tier expands the meaningful cultural use of the island. The Alaloa Project (circum-island trail) will require deft coordination between staff and volunteers. Our goal is to complete the portion of the trail that runs from Honokanai'a in the southeast, one quarter of the way around the northern coast to Honoko'a.
- Together with the PKO, we will build a *mua,* or stone platform, in Honokanai'a to mark the 20th anniversary of the cessation of bombing on Kaho'olawe.
- We will complete our Mālama Kaho'olawe educational program work, expanding the number of teachers trained in these valuable curricula, providing a place to conduct training by completing our on-island educational center, thereby making it available for all programs to use.
- Finally, we will work closely with our cultural contractors to complete and implement the Kaho'olawe Cultural Use Plan.

American Foundation (PAF), PKO, Polynesian Voyaging Society (PVS), and Hawai'i DOE, the Mālama Kaho'olawe Project created Kaho'olawe-focused, culture and place-based academic curricula that addresses both Hawai'i and federal DOE standards in math, science, social studies, language arts, and vocational education for grades 7-12.

Thirty teachers participated in the pilot training program held on Maui and Kaho'olawe. An estimated 600 students will directly benefit from the curricula. Year three of the project will expand the number of teachers trained in the curricula as well as implement a Kaho'olawe-specific vocational education program.

*Coordinating cultural use of the Reserve remains a high priority for the Cultural Program.*

*The building of an alaloa, or circum-island trail, will expand cultural use of the Reserve.*

# CULTURAL PROGRAM ACHIEVEMENTS FOR FY 2008


*Our on-island education facility is used for volunteer training and educational programs.*

**Education Center:** As we increase on-island educational opportunities through curriculum development, a dedicated space on Kaho'olawe will house educational materials for our volunteers, staff, and stewardship partners. This space will have the capacity for a library, archaeological display, computer, virtual tour software with updated images of each *'ili* (or, land section), and multimedia access.

**Curriculum Development:** In partnership with the PAF, PKO, PVS and Hawai'i DOE, our Mālama Kaho'olawe Team completed seven program units of five lessons each. Our pilot training sessions included teachers from across the state who planned to implement the curriculum during the upcoming academic year.


*Participants in Mālama Kaho'olawe teacher training learn restoration planting methodology from KIRC staff.*

*Cultural program volunteers learn about indigenous cultural practices from Native Hawaiian practitioners.*

**Cultural Activities:** Our program supported cultural access for 150 individual cultural practitioners in FY 2008. Working with our stewardship partner, the PKO, we completed a successful *Ka Holo i Ka Lani* planting ceremony, an annual observance signifying the start of the planting season.

**Cultural Use Plan:** Continued partnership with the EKF will finalize an eagerly awaited Kaho'olawe Cultural Use Plan. This plan will help define cultural uses for specific areas on the island as well as guide cultural protocols and training. Once the plan is completed and adopted by the Commission, the EKF will conduct training sessions for KIRC staff and PKO members.

*Aunty Pua Kanahele of the EKF briefs KIRC staff on the development and progress of the cultural use plan.*

# OUR ROLE

The long-term restoration of Kaho'olawe's natural and cultural resources is supported through environmentally sustainable and culturally appropriate infrastructure and logistics. Our group responsibilities are to:

- Provide safe and reliable transport of material, equipment, and people to Kaho'olawe to support restoration projects;
- Provide healthy and sound temporary overnight accommodations at our on-island facility for our staff, volunteers and visitors;
- Economically maintain and repair all field equipment and vehicles used by our field teams;
- Provide security and safety in the Reserve by regularly patrolling our waters for trespassers and poachers; and
- Provide general support and manpower, where needed, to ensure the timely and safe completion of our projects.

In addition to infrastructure and logistics, we are responsible for overall safety within the Reserve. This includes Unexploded Ordnance (UXO) safety maintained through regular UXO sweeps, providing UXO escorts when required, and developing UXO training and orientation guidelines for everyone who enters the Reserve.


*The 'Ōhua, built to the KIRC's specifications by ALMAR watercrafts, shown in its sea trails in waters off of Puget Sound.*

# STATUS REPORT

From Kīhei, Maui across 'Alalākeiki Channel to Kaho'olawe, our Reserve Operations division is responsible for supporting a diverse and dispersed range of projects. Our primary means of transporting material, equipment and people to project areas on Kaho'olawe is by way of our two work boats: *Hākilo* and *'Ōhua.* While retaining capacity to mobilize personnel, materials, and equipment via helicopter lifts, in 2008 we redirected KIRC operations to make the most of

*Honokanai'a Base Camp, located on the southeast end of Kaho'olawe, is our primary support facility.*

# RESERVE OPERATIONS

these two work boats at tremendous cost-savings to the KIRC.

*Hākilo,* a 30-foot, aluminum Almar dive boat capable of speeds up to 33 knots, primarily supports our Ocean Program's management and enforcement efforts. It provides the ideal platform for patrolling the more than 80 square miles of ocean and approximately 30 miles of coastline in our care.

*ʻŌhua*, a 40-foot aluminum landing craft with a front loading ramp, is capable of carrying up to 40 passengers or five tons of cargo. *ʻŌhua* is also able to land on beaches at Kahoʻolawe and allows up to a full-size pickup truck to drive off the boat.

On the southern end of the island, at Honokanaiʻa, we operate a 25-building camp and maintenance facility that provides the primary housing and equipment support center for the island. We regularly house and feed as many as 50 volunteers per week and, when needed, can support a short-term group of up to 100 persons.

Diesel generators currently provide electrical power for the camp but we are incrementally converting to alternative energy in order to improve the sustainability of the facility.

At Honokanaiʻa *kauhale* (village or camp) we generate potable water with a 1,800 gallon-per-day reverse osmosis distillation plant used primarily for cooking and cleaning, and we are developing plans to become increasingly water self-reliant.

Honokanaiʻa base camp staff maintains a fleet of more than 20 vehicles and heavy construction equipment used to move people and materials across Kahoʻolawe and to repair roads and trails.

Across the island we maintain overnight facilities that support volunteers and stewardship groups as they expand the traditional cultural uses of the island.

Our safety program is managed by our Navy Explosive Ordnance Disposal (EOD) qualified UXO Safety Specialist.

*This display of inert UXO is a constant reminder of Kahoʻolawe's past history and of the remaining dangers of unexploded ordnance and omnipresent field hazards.*

# OUR GOALS FOR FY 2009

In FY 2009, our focus is to redefine how we will support the long-term restoration and monitoring work on-island and in the Reserve's waters.

We are implementing energy savings in our Honokanai'a camp, first through a demonstration project to refurbish one building to enhance the natural air circulation, improve habitability, and reduce energy consumption.

We plan to expand solar energy use by replacing remaining electric water heaters with solar.

We will remove clutter and the excess and unusable materials left behind from the Navy cleanup and begin the conversion of the Honokanai'a military base camp into a more culturally appropriate and sustainable island village (*kauhale*).

On the other side of the island, we plan to expand Hakioawa usage by constructing a permanent *hale* that will support our stewardship organizations' cultural use of the island. Five years in planning and design, this project will finally come to fruition in 2009.

We will continue developing expertise with our landing craft and begin regular beach landings on Kaho'olawe.

We will continue to develop safer and more economical procedures to better transport fuel, materials and people to and from Kaho'olawe.

Finally, among our safety programs, we look to expand safety training for all Reserve users by re-establishing the UXO Access Guide Training Program, thereby providing an even greater level of safety for our regular users.

In 2003, twelve UXO Access Guides were trained to provide UXO safety support for island users. By the end of FY 2008, only seven of the original group were still active. This past year, we developed a revised and expanded training course for implementation in FY 2009 to expand both the number and capabilities of our specialized UXO Access Guide cadre.

Currently, we maintain and house our ocean operations from an eight-acre parcel located adjacent to the Kīhei Small Boat Ramp, on Maui's south shore. Our Kīhei Boathouse is the center of the KIRC's logistics operations where regular shipments of food, planting materials, and equipment are received and prepared to make the ocean crossing to Kaho'olawe on our vessels.

In the future, Kīhei will be the home of the KIRC Administrative and Education Center, creating a statewide focal point for environmental and cultural restoration.

*Computer rendering of the proposed pavilion and kitchen facility planned to replace the years of tarps used at Hakioawa.*

# RESERVE OPERATIONS ACHIEVEMENTS FOR FY 2008

*The ʻŌhua performs a beach landing at Honokanaiʻa. Four wheel drive vehicles carry cargo and supplies on and off its deck.*

**Operations:** In moving away from expensive helicopter transport, our landing craft, *ʻŌhua*, has appreciably changed our method of operation and, as an added benefit, significantly reduced transportation costs.

We project an annual savings of nearly 48%, or $350,000 in transportation cost savings from this conversion. *ʻŌhua* provides a versatile platform to transport cargo and passengers while supporting ocean management and enforcement programs within just one trip.

*Conserving energy: converting to a smaller generator has considerably reduced on-island fuel consumption.*

**Alternative Energy**: As a precursor to converting on-island energy demands to alternative resources, we have installed our first solar water heater, allowing both further reductions in fossil fuel draw and costs.

**Infrastructure:** We have expanded the meaningful use of the island by installing much needed infrastructure to support cultural practitioners and restoration volunteers at overnight sites beyond Honokanaiʻa and Hakioawa. Recent installations of five additional Clivus-Multrum composting toilets on-island marked the first steps toward the creation of new overnight camp sites at Kealaikahiki and Lua Makika.

*Newly installed composting toilets at Moaʻulanui.*

**Conservation**: As we augment energy conservation practices, our on-island energy demands have been shrinking. Installation of a smaller, refurbished diesel generator has reduced, by nearly half, our diesel fuel consumption. With the increasing price in diesel fuel, we expect to realize nearly $150,000 in cost savings over the next year. Later in fiscal 2009, we will achieve more cost savings by again reducing our generator size to match continuously diminishing energy requirements.

*Solar hot water is just one of our planned alternative energy solutions for the future.*

# OUR ROLE

Restoration of Kaho'olawe is a monumental endeavor, one that far exceeds the available funding and staffing of the KIRC and the State of Hawai'i. It is an effort requiring thousands of hands over several generations to accomplish. To best leverage available funds, while making the most productive use of the staffing, restoration of Kaho'olawe will depend upon the charitable work of thousands of volunteers.

The volunteer program provides not only strong backs to till the soil for the replanting of indigenous flora on the barren and windswept slopes of Kaho'olawe, but also scientific experts who will expand our staff's technical knowledge and abilities in managing the Reserve's resources.

Our role is to ensure that we maintain a large, available pool of volunteers; match the skill and labor requirements of each project to the capability of our volunteers; and ensure safe and meaningful experiences in order to enhance our volunteers' appreciation of Kaho'olawe.

The Volunteer Program's responsibilities involve all aspects of volunteer participation including:

- Pre-trip orientations to prepare the volunteers with safety precautions, general trip and project briefing, and to instill in them an appreciation of the historical and cultural significance of Kaho'olawe;
- Coordinating all pre-trip paperwork requirements, including liability waivers, emergency contact information, etc.;
- Scheduling volunteers in conjunction with program needs and coordinating the respective supporting elements;
- Functioning as the point-of-contact and liaison between volunteers, programs, agencies, and KIRC staff; and
- Maintaining volunteer records and preparing volunteer-related data, statistics, reports and mailing lists.

*The heavy work of restoring Kaho'olawe falls on the many shoulders of devoted volunteers.*

# STATUS REPORT

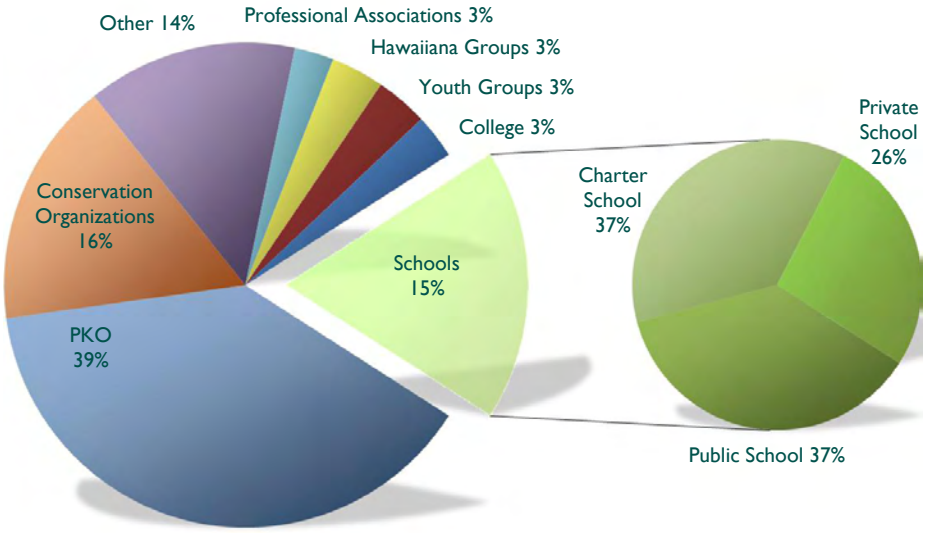
FY 2008 brought an unprecedented number of volunteers to Kaho'olawe. For their efforts, major transformations within the planted areas were able to be seen.

In FY 2008, 1,221 individual volunteers offered their services to Kaho'olawe. A majority of these (86%) were part of an organized group averaging 10-20 participants. Among

*Volunteers' labor hours account for a majority of project grants' in-kind funding matches.*

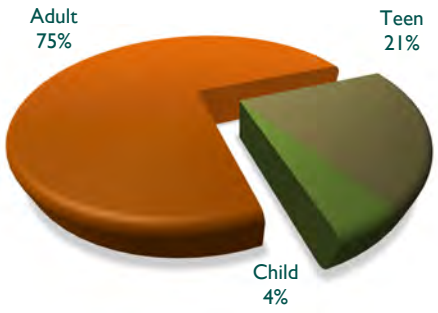
# VOLUNTEER PROGRAM

these have been high school classes including Wai'anae's Hawaiian Studies Class and Mililani's Hawaiian Language Class; college programs such as U.H. Kua'ana Student Services and Maui Community College's Hawaiian Studies Class; youth groups such as Nā Pua No'eau and Girls Court; Hawaiiana groups and hālau including Hālau Mele and Nā Hanona Kūlike 'O Pi'ilani; professional associations such as County of Hawai'i employees and Pacific Century Fellows; fellow conservation organizations including the Sierra Club and Nature Conservancy; and, of course, our stewardship organization, the Protect Kaho'olawe 'Ohana, who represent 39% of our volunteers, or 547 individuals.




*FY 2008 volunteers by source.*

The remaining 14% of volunteers were individuals, usually helping out more than once on multiple projects.




*FY 2008 volunteers by age.*

Volunteers a range in ages, with youth comprising about one-quarter of our volunteer population. This fits appropriately with our chaperone-to-youth ratio of 1:5 (youths ages 13-17) and 1:1 (youths ages 12 and younger) as outlined the KIRC Access and Risk Management Plan.

A majority (545, or 37%) of our volunteers fly in from O'ahu at their own expense. As O'ahu is the most populous island, it is no surprise that we benefit from its proportionally larger population.

A close second in the volunteer pool is Maui with 496 or 33% of our volunteers. Because of Maui's proximity to the KIRC home office and Kaho'olawe itself, we can usually rely on a steady flow of volunteers. The remaining 30% of

# OUR GOALS FOR FY 2009

Our primary goal for FY 2009 is to run the program more efficiently and to achieve even greater results from our invaluable volunteer resource base. While we may require fewer volunteers in FY 2009 due to a lessening of grant opportunities, the number of requests to volunteer that we receive from the community continues to rise.

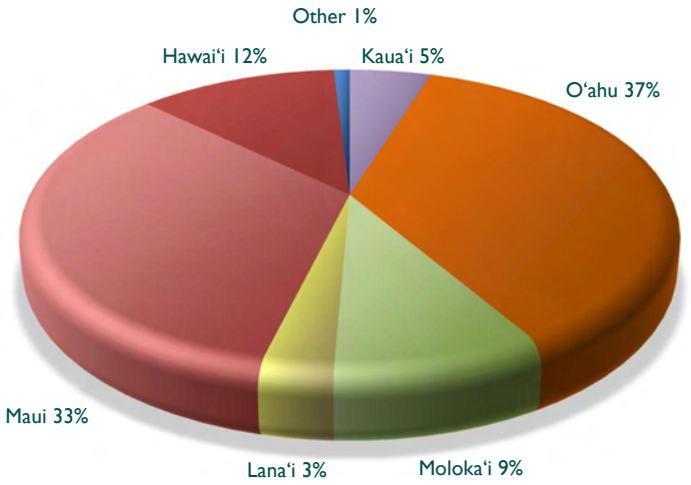
As of June 2008, 75 volunteer groups were wait-listed for a limited number of on-island project availabilities. Our challenge remains: how to encourage an essential and valued volunteer base who may be unable to visit Kahoʻolawe.

A priority system is in development to fairly allocate volunteer opportunities. We hope expand the use of volunteers who would like to experience our off-island operations at our Kīhei Boat House or in the central office in Wailuku.

We will improve our administrative infrastructure to expand and capture statistics and demographics more efficiently. By revamping and streamlining our volunteer database, we will better manage individual volunteer profiles as well as produce better demographic pictures. We also plan to introduce and incorporate an evaluation process to better assess — and perhaps improve — the quality of the volunteer experience on and off the island.

The initial interface between a volunteer and the KIRC will be streamlined and converted to an all-electronic format. This will speed processing time and reduce redundancies for each volunteer. It might even be extended to include our mandatory volunteer orientation which currently is conducted in person by our volunteer coordinator.

A new training DVD video will be produced to serve as the master instruction vehicle with a consistent message that may — through DVD chapters — be tailored to a specific group visit. While this production project may be expensive and time-consuming at the outset, its long-term time- and cost-savings potential suggest that it is important enough to begin its planning.




*FY 2008 volunteer percentages by island.*

volunteers come from the other neighbor islands, again paying their own travel expenses and sometimes even for temporary accommodations on Maui.

Our volunteer program begins with an initial request by an individual or group wishing to volunteer their time and labor to our restoration efforts. We identify project schedules and work-trip availability and assign volunteers to the various work projects planned for those dates.


*Volunteers travel to a project work site each day.*

# VOLUNTEER PROGRAM ACHIEVEMENTS FOR FY 2008

**Volunteer Labor's Worth:** The 1,221 volunteers who offered their labor to Kaho'olawe in FY 2008, each spending up to 40 work hours per visit, equates to 48,952 man-hours. This figure, multiplied by the value of volunteerism at $19.51 per hour, as calculated by the recognized authority www.independentsector.org, yields a monetary value of our volunteer's contributions of $955,053.52 in FY 2008.

*Volunteers contributed nearly $1 million worth of labor.*

*The circum-island Alaloa Trail Project is such a large endeavor, many hands will be needed to build its entire length.*

**New Joint Projects:** The Cultural Program broke new ground this year in coordinating joint projects between the Protect Kaho'olawe 'Ohana and KIRC volunteers. Working together with the PKO has expanded our volunteers' understanding of the island and fostered stronger working relationships for future projects.

**Increased Volunteer Base:** Many volunteers are recruited from the roughly 20 public outreach and information presentations offered annually by KIRC staff. The awareness generated in the telling Kaho'olawe's unique history and culture has generated interest such that by the end of FY 2008, we had an 18-month waiting list for individuals/groups to volunteer on island.

*Many of our volunteers first learn about Kaho'olawe from our free public information and outreach presentations.*

*Our wintertime office volunteers Sue Moore and Judy Duval.*

**Expanded Volunteer Opportunities:** We have expanded volunteer opportunities at the KIRC to include off-island and office assistance. Our two valued "snowbirds" from Washington State (at left) winter in Maui and help us in the office once a week while they are here by processing volunteer forms, updating databases, and assisting KIRC staff with mail-outs.

# Strategic Plan

1. Increase the size and sustainability of the trust fund by raising funds through grants, partnerships, and contributions from corporations and private individuals, entering into appropriate strategic alignments and operating agreements that generate revenue without commercial activity on island, and to manage the organization's budget in a manner that protects the trust.

2. To develop and implement a culturally appropriate five-year plan to assess and stabilize cultural sites, archaeological sites, and burials sites, and provide for appropriate access and cultural practices.

3. To develop and maintain appropriate and sustainable infrastructure to provide and maintain an on-island presence for the purpose of managing and protecting the Reserve.

4. To systematically restore the natural resources of the Reserve, including the island and its surrounding waters.

5. To create a five-year written plan to expand the volunteer base and relationships with individuals and organizations in concert with PKO, for the purposes of cultural, natural, and marine resource restoration and other Native Hawaiian traditional and customary practices.

6. To develop and implement a measurable education and communication program to deepen understanding for the children and people of Hawai'i and the world of the natural, cultural, historical and, spiritual significance Kaho'olawe and to aid in the fund development process.

7. To establish a written and measurable enforcement program and network to protect Kaho'olawe and its waters from illegal, inappropriate, and unsafe use.

8. To preparation for the transition of Kaho'olawe to a future Native Hawaiian sovereign entity.


*Standing at the peak of Pu'u Moa'ulanui, KIRC Commissioners are (l-r): Craig Neff, Noa Emmett Aluli, Nāmaka Whitehead (FY 2009 incoming), Laura Thielen, John Waihe'e IV, Milton Arakawa, Bobby Lu'uwai (out-going), and Charles PMK "Doc" Burrows. .*

# KIRC COMMISSION

Hawai'i Revised Statues Chapter 6K established the Kaho'olawe Island Reserve Commission to provide oversight, control and management of the Kaho'olawe Island Reserve. By statute, the Commission consists of seven members appointed by the Governor provided that:

- One member shall be a member of the Protect Kaho'olawe 'Ohana;
- Two members shall be appointed from a list provided by the Protect Kaho'olawe 'Ohana;
- One member shall be a trustee or representative of the Office of Hawaiian Affairs;
- One member shall be a county official appointed from a list provided by the Mayor of the county of Maui;
- One member shall be the Chairperson of the Board of Land and Natural Resources; and
- One member shall be appointed from a list provided by Native Hawaiian Organizations.


# COMMISSIONERS

## STATUS REPORT

Early in FY 2008, we welcomed new Commissioners Craig Neff (PKO), replacing out-going Commissioner Burt Sakata (PKO) and Laura Thielen (BLNR Chairperson), replacing departing BLNR Chairperson Peter Young.

At the end of FY 2008, we saw the departure of term-limited Commissioner Robert Lu'uwai (PKO). "Uncle Bobby", as he is known, is a lineal descendant of and for KIRC a connection to, the Honua'ula fishing families that considered Kaho'olawe as part of their traditionally held *ahupua'a* or land district. Replacing Commissioner Lu'uwai in FY 2009 and also a PKO-appointee is Amber Nāmaka Whitehead, an ecologist with the Kamehameha Schools.

In FY 2008, the Commissioners held ten public meetings, five in Honolulu and five in Wailuku, two workshops, and one limited meeting on Kaho'olawe. They also tackled difficult staffing issues, reorganized and streamlined KIRC staff and brought in a new Executive Director. In the second half of FY 2008, Commissioners focused on developing an updated five-year strategic plan to cover the fiscal years FY 2009 to 2013.

Additionally, Commissioners approved a new base camp operating contract resulting in a 12% cost savings in the next year, and a future hybrid base camp operations plan that will eventually convert contract employees into state workers.

Finally, Commissioners led the KIRC into a more fiscally responsible future by placing spending limits on the Rehabilitation Trust Fund and overseeing a nearly 30% budget reduction for FY 2009.


*Commissioners hold regular public meetings to discuss the future of Kaho'olawe.*

# STAFF ORGANIZATION

At the beginning of FY 2009, staff reorganization created three KIRC divisions: Executive, Programs and Operations, and Administration.

Restructuring reduced multiple layers of reporting and consolidated functional area management under three managers: the Executive Director, Deputy Director, and Administrative Officer, with each program area, in turn, managed by a Program Manager.

**KIRC staff effective FY 2009:**

***Executive***
Michael Nāhoʻopiʻi, Executive Director
Rowena Somerville, Deputy Attorney General
Bart Maybee, UXO Safety Specialist
Kaponoʻai Molitau, Cultural Project Coordinator
Ray Kalā Enos, Policy Advisor
Ellen Pelissero, Public Information Specialist
Jackie Harp, Grant Writer/Fund Developer

***Programs and Operations***
Michele McLean, Deputy Director
Jackson Bauer, Volunteer Coordinator
Dean Tokishi, Ocean Program Manager
Cheryl King, Ocean Specialist
Jennifer Vander Veur, Ocean Specialist
Paul Higashino, Restoration Program Manager
Lyman Abbott, Restoration Specialist
Jamie Bruch, Restoration Specialist
Lopaka White , Restoration Specialist
Christina Donehower, Restoration Specialist
Tina Kekoʻolani, Access Specialist
Charlie Lindsey, Vessel Manager
Keone Laepaʻa, Logistics Specialist
Alan DeCoite, KIR Specialist
Grant Thompson, KIR Specialist

***Administration***
Kaʻōnohi Lee, Administrative Officer
Nicole McMullen, Commission Assist/Archivist
Carmela Noneza, GIS/LAN Specialist
David DeMark, Administrative Specialist
Mei Mailou Santos, Administrative Specialist

*KIRC staff preparing ʻalaea mud for dyeing of their kīhei.*

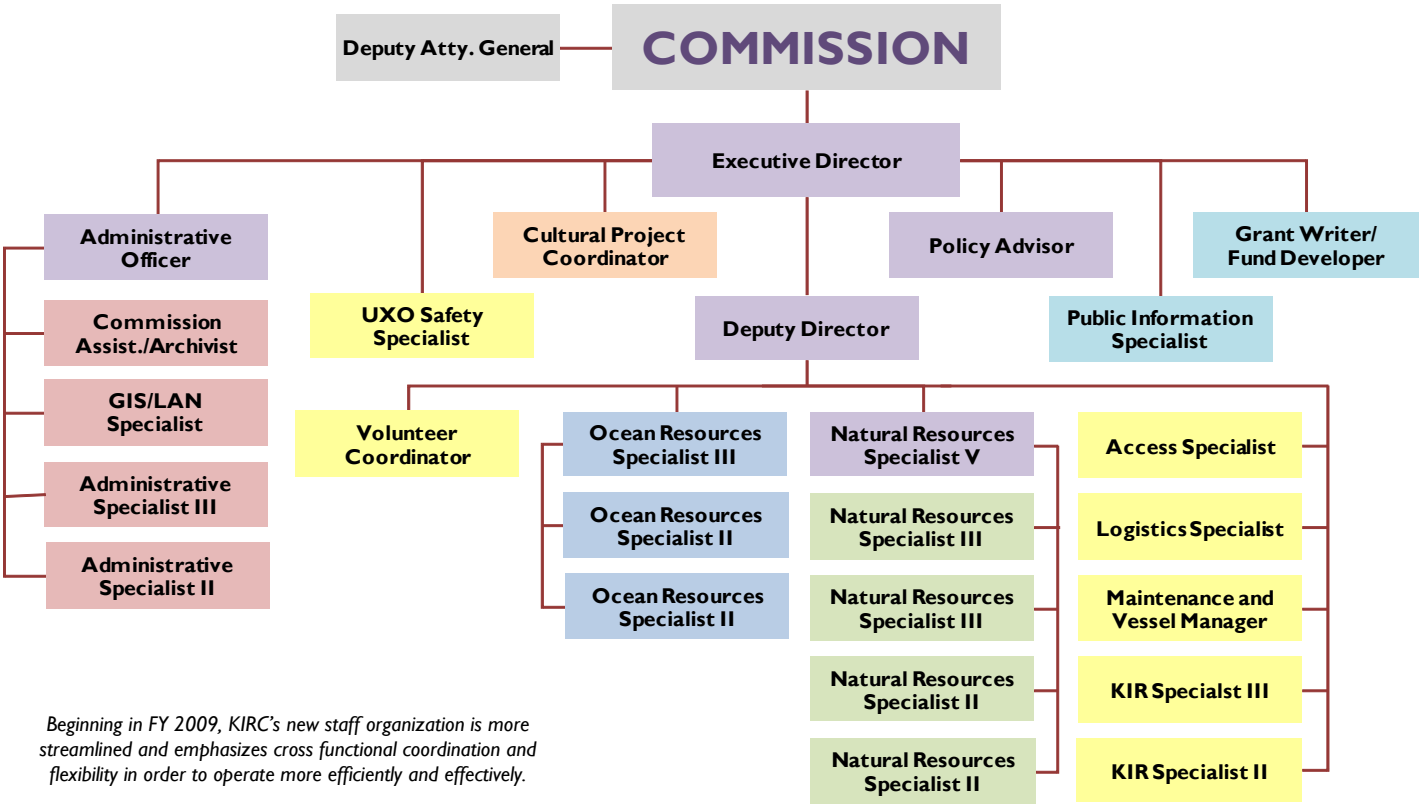
# STATUS REPORT

KIRC staff provide the daily management, operation, and administration functions necessary to protect and maintain the Reserve. Additionally, staff supports KIRC commissioners by undertaking detailed research, documentation, and planning essential to inform our Commissioners, thereby allowing them to focus on the strategic direction of the Reserve.

As a state agency placed administratively under the Department of Land and Natural Resources (DLNR), we are dependent upon the department for a portion of our administrative, fiscal, and personnel support functions. All other functions required to operate the Reserve, are conducted from our Wailuku, Maui office.

In support of the staff reorganization, elements of the KIRC Strategic Plan FY 2009 to 2013 were incorporated. Each position description was re-evaluated, re-described, and now includeds the requirement that KIRC staff also be responsible for developing the KIRC's financial viability; finally, a greater emphasis was placed on including the Native Hawaiian cultural perspective into all KIRC operations and projects.

We are a unique organization charged with a unique mission and staffed by unique individuals. Nearly half (43%) of our 27-person staff hold undergraduate college degrees; nearly one-


*Beginning in FY 2009, KIRC's new staff organization is more streamlined and emphasizes cross functional coordination and flexibility in order to operate more efficiently and effectively.*

fourth (22%) have completed graduate degrees. More than one-third of the KIRC staff worked on the Navy's UXO Clearance Project and brought to the KIRC valuable training and work experience associated with Kaho'olawe. Though small in number, with flexibility and cross training, our KIRC staff continues to accomplish the work and provides the services of a much larger organization.

Finally, each staff member sees working at the KIRC as much more than a job; but more as a matchless calling.

## THE MISSION OF
## THE KAHOʻOLAWE ISLAND RESERVE COMMISSION

*It is our mission is to implement the vision for Kahoʻolawe, in which the* kino *of Kanaloa is restored, and* nā poʻe *Hawaiʻi care for the land. We pledge to provide for the meaningful, safe use of Kahoʻolawe for the purposes of the traditional and cultural practices of the Native Hawaiian people, and to undertake the restoration of the island and its waters.*

*Established 1993*

## KAHOʻOLAWE ISLAND RESERVE COMISSION

Noa Emmett Aluli, M.D., *Chairperson*
Craig Neff, *Vice-Chairperson*
Milton M. Arakawa, A.I.C.P
Charles P.M.K. Burrows, Ed.D.
Laura H. Thielen
John D. Waiheʻe IV
Amber Nāmaka Whitehead

Michael K. Nāhoʻopiʻi
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*Cover photo by Judy Edwards*

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