



Re: DOCARE Academy news story

1 message

Michael Carion <mpcarion@gmail.com>

To: Denise Antolini <antolini@hawaii.edu>

Cc: Eric Co <eco@castlefoundation.org>, "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, "Kekoa, Edward L" <Edward.L.kekoa@hawaii.gov>

Oh no! 😊

I'm working on Feb 27-March 2

Sent from my iPad

On Jan 11, 2018, at 10:34 AM, Denise Antolini <antolini@hawaii.edu> wrote:

Next on camera: Luna and Mike!

What is the projected next visit date for Mike, remind me ...

On Thu, Jan 11, 2018 at 8:33 AM, Michael Carion <mpcarion@gmail.com> wrote:

Luna sent it,

It looks awesome, and you and Chief Farrell were looking good!!

Sent from my iPad

On Jan 11, 2018, at 10:26 AM, Denise Antolini <antolini@hawaii.edu> wrote:

Hi Eric, Mike,
(Chief may have already forwarded but just in case ...)
Our Academy project made the news!
Denise

DLNR wants a training academy to solve staffing shortage, increase enforcement: <http://www.hawaiinewsnow.com/story/37231738/dlnr-academy-to-end-shortage-of-conservation-officers>



--
Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238

--
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Denise Antolini <antolini@hawaii.edu>

Re: Hawai`i news now story on our Docare training academy grant!

1 message

Ronette Kawakami <ronettek@hawaii.edu>

Thu, Jan 11, 2018 at 3:33 AM

To: Denise Antolini <antolini@hawaii.edu>

Very cool!

Sent from my iPhone

On Jan 10, 2018, at 10:13 PM, Denise Antolini <antolini@hawaii.edu> wrote:

DLNR wants a training academy to solve staffing shortage, increase enforcement:

<http://www.hawaiinewsnow.com/story/37231738/dlnr-lobbies-for-training-academy-to-end-shortage-of-conservation-officers>

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Re: Hawai'i news now story on our Docare training academy grant!

1 message

Denise Antolini <antolini@hawaii.edu>
To: David Forman <dmforman@hawaii.edu>

Thu, Jan 11, 2018 at 1:27 PM

can you post on the ELP web site? As an RA to do a story on this grant

On Wed, Jan 10, 2018 at 10:16 PM, David Forman <dmforman@hawaii.edu> wrote:

Very cool, so important!

David M. Forman, Director, Environmental Law Program, William S. Richardson School of Law, University of Hawai'i at Mānoa

On Jan 10, 2018 10:13 PM, "Denise Antolini" <antolini@hawaii.edu> wrote:

DLNR wants a training academy to solve staffing shortage, increase enforcement: <http://www.hawaii.newsnow.com/story/37231738/dlnr-lobbies-for-training-academy-to-end-shortage-of-conservation-officers>

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Re: Hawai'i news now story on our Docare training academy grant!

1 message

David Forman <dmforman@hawaii.edu>

Thu, Jan 11, 2018 at 3:16 AM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Avi Soifer <soifer@hawaii.edu>, "William S. Richardson School of Law" <kekula@hawaii.edu>, Ronette Kawakami <ronettek@hawaii.edu>, beverly creamer <Creamerbeverly@yahoo.com>

Very cool, so important!

David M. Forman, Director, Environmental Law Program, William S. Richardson School of Law, University of Hawai'i at Mānoa

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*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238*

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Denise Antolini <antolini@hawaii.edu>

Re: DOCARE 2 (Academy Plus) fellow projections

1 message

Eric Co <eco@castlefoundation.org>

Thu, Mar 8, 2018 at 1:31 PM

To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>

Cc: Denise Antolini <antolini@hawaii.edu>, Risa Minato <charissa@hawaii.edu>, "Sakoda, David" <david.sakoda@hawaii.gov>, Pamela Taura <pkam@hawaii.edu>

Got it. Thanks, Robert.

Eric CoSenior Program Officer
for Ocean Resiliency**Harold K.L. Castle Foundation**1197 Auloa Road
Kailua, Hawai'i 96734*direct* 808 263 8922*cell* 808 295 9745*office* 808 263 7073*fax* 808 261 6918To review our giving approach, to apply, to learn more about us, click [here](#)

On Mar 8, 2018, at 8:24 AM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

The 500k proposal is still alive, but it will need continued support to make it out of both the house and senate.

From: Eric Co <eco@castlefoundation.org>**Sent:** Thursday, March 8, 2018 8:11:35 AM**To:** Farrell, Robert J; Denise Antolini**Cc:** Risa Minato; Sakoda, David; Pamela Taura**Subject:** Re: DOCARE 2 (Academy Plus) fellow projections

Thanks, Denise. Proceeding as you've laid out looks good to me.

Robert- Not sure I follow you, does that mean you will not receive that \$500K increase in base budget for the academy?

Mahalo,
Eric

Eric Co
Senior Program Officer
for Ocean Resiliency

Harold K.L. Castle Foundation
1197 Auloa Road
Kailua, Hawai'i 96734

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fax 808 261 6918

To review our giving approach, to apply, to learn more about us, click
here<<http://castlefoundation.org/investments/marine/>>

[cid:image001.jpg@01CF1217.12DFFA50]

On Mar 8, 2018, at 1:26 AM, Farrell, Robert J <robert.j.farrell@hawaii.gov<<mailto:robert.j.farrell@hawaii.gov>>> wrote:

Hi Denise- sounds good! The finance piece seems to be moving fairly well in the senate but not as well in the house. The senate bill for academy funding crossed over but the house bill was not even heard (Yamane).

So we still need support for our academy funding.

RF

From: Denise Antolini <antolini@hawaii.edu<<mailto:antolini@hawaii.edu>>>
Sent: Wednesday, March 7, 2018 9:52:09 PM
To: Risa Minato; Farrell, Robert J; Eric Co; Sakoda, David
Cc: Pamela Taura
Subject: DOCARE 2 (Academy Plus) fellow projections

Dear Risa, Robert, Eric, David,

Good news update.

Bubble chart . . . revised from David . . . attached.

With Pam's help, we have explored the issue of "surplus \$ avail."

- that is, how we can redirect the current NOAA funds a bit to supplement the Castle support for the .5 FTE Law

Fellow for the Academy. This extended budget and time frame will make the position much more attractive to a recent graduate.

If we "pour over" the remaining NOAA funds that John-Misha left on the table into the DOCARE 2 Academy .5 from Castle,

we end up with 9.366 months instead of 6 (.5 FTE). Depending on fringe once the position is filled, this could stretch even more.

The focus of this fellowship will be:

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- 1. Academy - helping Chief, Mike, Luna on the stand up issues and curriculum
- 2. Hawaii Environmental Court - neighbor island

How does this sound? So, if OK with everyone, I will proceed with getting the posting for a 1.0 FTE at 9 months through the RCUH system (which is truly glacial, but we just have to start).

Any comments or questions, let me and Pam know.

Thanks!

Denise

ps - I'll be in Brazil again from Sunday March 11 - Thursday March 28.

----- Forwarded message -----

From: Pamela Taura <pkam@hawaii.edu<mailto:pkam@hawaii.edu><mailto:pkam@hawaii.edu>>

Date: Wed, Mar 7, 2018 at 2:35 PM

Subject: DOCARE 2 fellow projections

To: antolini@hawaii.edu<mailto:antolini@hawaii.edu><mailto:antolini@hawaii.edu>

Hi Denise,

Please see below for the funding projection for the DOCARE 2 fellow at 1.0 FTE. The fringe rate will dictate the true period of funding. I budgeted a 33% fringe rate for the leftover CRWG funds and the DOCARE 2 budget budgeted the fringe rate at 40%. Misha's fringe was around 12%.

[cid:image002.png@01D3B621.100D27F0]

The total CRWG funds remaining is \$23,228 in direct costs with \$ 17,500 allocated to salary and \$5,728 to fringe.

Mahalo,
Pamela

~~~~~

Pamela Taura  
 Administrative Officer  
 William S. Richardson School of Law  
 2515 Dole Street  
 Honolulu, HI 96822  
 (808) 956-3301<tel:(808)%20956-3301>

--

Denise Antolini  
 Associate Dean for Academic Affairs  
 William S. Richardson School of Law



6/17/2018

University of Hawaii Mail - Re: DOCARE 2 (Academy Plus) fellow projections

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Denise Antolini &lt;antolini@hawaii.edu&gt;

## DOCARE 2 (Academy Plus) fellow projections

1 message

Denise Antolini &lt;antolini@hawaii.edu&gt;

Thu, Mar 8, 2018 at 2:52 AM

To: Risa Minato <charissa@hawaii.edu>, "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>, Sakoda David <david.sakoda@hawaii.gov>

Cc: Pamela Taura <pkam@hawaii.edu>

Dear Risa, Robert, Eric, David,

Good news update.

Bubble chart . . . revised from David . . . attached.

With Pam's help, we have explored the issue of "**surplus \$ avail.**"

- that is, how we can redirect the current NOAA funds a bit to supplement the Castle support for the .5 FTE Law Fellow for the Academy. This extended budget and time frame will make the position much more attractive to a recent graduate.

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The focus of this fellowship will be:

1. Academy - helping Chief, Mike, Luna on the stand up issues and curriculum
2. Hawaii Environmental Court - neighbor island

How does this sound? So, if OK with everyone, I will proceed with getting the posting for a 1.0 FTE at 9 months through the RCUH system (which is truly glacial, but we just have to start).

Any comments or questions, let me and Pam know.

Thanks!

Denise

ps - I'll be in Brazil again from Sunday March 11 - Thursday March 28.

----- Forwarded message -----

From: **Pamela Taura** <pkam@hawaii.edu>

Date: Wed, Mar 7, 2018 at 2:35 PM

Subject: DOCARE 2 fellow projections

To: antolini@hawaii.edu

Hi Denise,

Please see below for the funding projection for the DOCARE 2 fellow at 1.0 FTE. The fringe rate will dictate the true period of funding. I budgeted a 33% fringe rate for the leftover CRWG funds and the DOCARE 2 budget budgeted the fringe rate at 40%. Misha's fringe was around 12%.

|                            |                     |
|----------------------------|---------------------|
| <b>CRWG DOCARE</b>         | <b>\$ 17,500.00</b> |
| <b>DOCARE 2 budget</b>     | <b>\$ 29,333.00</b> |
|                            | <b>\$ 46,833.00</b> |
| <b>monthly salary</b>      | <b>\$ 5,000.00</b>  |
| <b>Total months funded</b> | <b>9.3666</b>       |

The total CRWG funds remaining is \$23,228 in direct costs with \$ 17,500 allocated to salary and \$5,728 to fringe.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

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[\(808\) 956-3301](tel:8089563301)

--

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2 attachments

 **DOCARE DAR Bubbles 2.6.18 DEA.pdf**
225K

 **DAR & DOCARE fellowships 2.13.18 Bubble Chart.docx**
31K



Denise Antolini <antolini@hawaii.edu>

Re: Conservation Academy

1 message

Eric Co <eco@castlefoundation.org>
To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>
Cc: Denise Antolini <antolini@hawaii.edu>

Tue, Apr 18, 2017 at 7:23 PM

Thanks, Robert.

Denise, does a phone call for starters Tuesday afternoon work for you?

Cheers,
Eric

Eric Co
Senior Program Officer
for Marine Conservation

Harold K.L. Castle Foundation
1197 Auloa Road
Kailua, Hawai'i 96734

direct 808 263 8922
cell 808 295 9745
office 808 263 7073
fax 808 261 6918

www.castlefoundation.org



On Apr 18, 2017, at 12:34 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

I'm not available on the 28th, I'll be off island starting the 26th. I can meet this Thursday or Friday in the afternoon or MT of next week, afternoon.

Let me know if any of those dates work for you.

I'm not sure about needing legislative approval for starting an academy. We currently have a CREO I position on the books. It's just a matter of re-classification of CREO II positions which is internal. More funding is always better, but those positions are allocated both personnel costs (salary, benefits) and O&E. That may be enough to cover the cost of the academy. We can prepare a bill to authorize funding to mitigate the staffing shortages in DOCARE. It would probably get support, but I think we should assume that we wouldn't get funding and have a plan to run the academy with existing resources.

I look forward to working this out and I am very appreciative of your support!

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RF

From: Eric Co [mailto:eco@castlefoundation.org]
Sent: Tuesday, April 18, 2017 9:10 AM
To: Farrell, Robert J <robert.j.farrell@hawaii.gov>
Cc: Denise Antolini <antolini@hawaii.edu>
Subject: Re: Conservation Academy

Aloha Robert,

I just spoke with Denise (cc'd), and she's as enthusiastic as I am in wanting to support you in establishing DOCARE's own training and recruitment academy. We think working with the process she's established to hire 'resident' DLNR law fellows seems to be the best option to onboard this 'special detail' law fellow. On my end, I think we can move pretty quickly to set aside and allocate the funding to support this, probably getting UH the funds by late May to early June. I think at this point the largest condition left for us to work out is what we determine to be the overall cost compared to how much we have available.

On Denise's end, it seems there's a somewhat larger pool than normal of potential candidates to draw from right now, which bodes well for her in possibly looking to hire two DOCARE law fellows at once. It doesn't sound like that overcomplicates things on her end (although please keep me honest, Denise). She also raised the very good question: does this need legislative authorization of any kind? We're guessing it would at least need BLNR approval.

So perhaps the next step is trying to find a time when the three of us can sit down and get to the gory details. How does Friday, April 28th look for you? Both Denise and I can flex around your schedule.

Very best,

Eric

Eric Co

Senior Program Officer

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<image001.jpg>

On Apr 18, 2017, at 8:04 AM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Aloha Eric,

Spoke to my prospective consultant in CA and he is game to help. His credentials are pretty impressive. He is the former (retired) Chief of California, Fish and Game, and has started several academies from the ground up. He was planning on moving over with his wife anyway, so this is a great opportunity for him as well. Mike Carion is his name (you can google him) and the best part is he was the one that promoted me to assistant chief!

Thanks,

RF

Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066



image001.jpg
2K



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To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>
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6/17/2018

University of Hawaii Mail - Re: Conservation Academy

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SYSTEM

Denise Antolini <antolini@hawaii.edu>

DLNR News Release-DLNR Recruiting Conservation Resources & Enforcement Officers, April 25, 2017

1 message

Dennison, Dan W <dan.w.dennison@hawaii.gov>

Tue, Apr 25, 2017 at 3:47 PM



DEPARTMENT OF LAND AND NATURAL RESOURCES

DAVID Y. IGE
GOVERNOR

SUZANNE D. CASE
CHAIRPERSON

FOR IMMEDIATE RELEASE

April 25, 2017

OPEN RECRUITMENT UNDERWAY FOR STATE RESOURCES CONSERVATION OFFICERS

Dept. of Human Resources Development Recruitment for Three Levels

(Honolulu) – The DLNR Division of Conservation and Resources Enforcement (DOCARE) is recruiting candidates to fill approximately 25 (twenty-five) positions for Conservation Resources Enforcement Officers (CREO) II, III, and IV. DOCARE’s mission is to effectively uphold the laws that serve to protect, conserve and manage Hawai’i’s unique and limited natural, cultural and historic resources held in public trust for current and future generations of visitors and the people of Hawai’i nei.

DOCARE Enforcement Chief Robert Farrell said, “We’re recruiting for field to supervisory positions on all islands and encourage men and women already working in law enforcement to visit the State jobs website to learn more about these positions. We feel being a DOCARE officer is one of the best jobs available in the field, as it combines law enforcement skills with a passion for protection of our natural and cultural resources.”

The CREO II position description includes, but not limited to:

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This is the advanced trainee level in the series. He/she receives advanced training in conservation law enforcement and management activities; participates in the enforcement of laws, rules, and regulations relating to the protection, conservation, and utilization of fish and wildlife, forest reserves, parks and historic sites, natural area reserves, other public lands and waters, and other pertinent resources; performs public informational activities; and perform other related duties as assigned.

Law Enforcement Experience: One year of progressively responsible work experience in **law enforcement which involved the exercise of all the powers and authority of a police officer, including the power of arrest.** Such experience **must** have included formal training, resulting in satisfactory completion and a certificate, in the principles, practices, methods, and techniques of law enforcement such as patrol and surveillance, inspection and investigation, arrest and evidence, search and seizure, report writing, court procedures, and the use of firearms.

All of the positions have firearms training and swimming ability as job requirements. Starting pay (depending on position) ranges from \$3847.00 - \$6935.00 per month. To learn more and to apply please visit the Dept. of Human Resources Development jobs webpage: <https://www.governmentjobs.com/careers/hawaii>

RESOURCES

Photographs of DOCARE Officers:

https://www.dropbox.com/sh/ts7zirdmbqpfzlc/AABx5USzPEce6Eh_xLUZTrcua?dl=0

MEDIA CONTACT:

Dan Dennison

Senior Communications Manager

Hawaii Dept. of Land and Natural Resources

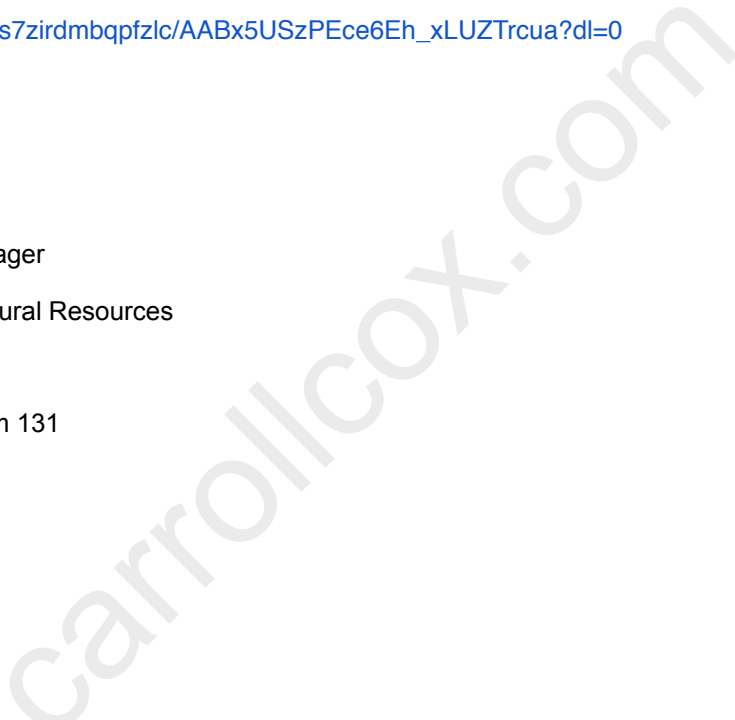
Office of the Chairperson

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

(808) 587-0407

Dan.w.dennison@hawaii.gov



NR-DOCARE Recruiting for State Conservation Resources Officers, 4-25-17.doc

66K



Denise Antolini <antolini@hawaii.edu>

Re: Some updates

1 message

Denise Antolini <antolini@hawaii.edu>
To: Eric Co <eco@castlefoundation.org>
Cc: "robert.j.farrell@hawaii.gov" <robert.j.farrell@hawaii.gov>

Tue, May 2, 2017 at 9:02 PM

Aloha Eric, Robert,

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Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

 **2017 HIECT Training - Program - Updated 3.17.17 DA JC.docx**
22K

CarrollCox.com



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To: Denise Antolini <antolini@hawaii.edu>, Eric Co <eco@castlefoundation.org>

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To: Eric Co <eco@castlefoundation.org>

Cc: Denise Antolini <antolini@hawaii.edu>

Hey Eric-

I'm in CA until next week, so maybe best to catch up when I get back on Monday. Just FYI, this hiring will not affect our academy concept. I anticipate enough vacancies to still require hiring some entry level officers. That's my plan anyway.... I think DOCARE will be better off if we can hire and train our own officers.

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6/17/2018

University of Hawaii Mail - Re: Some updates

| Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

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<image001.jpg>

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Thu, May 4, 2017 at 2:21 PM

Confirming: **Tues May 9, 9 am**

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Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238
Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

--
Denise Antolini

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6/17/2018

University of Hawaii Mail - Re: Some updates

Associate Dean for Academic Affairs

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Denise Antolini <antolini@hawaii.edu>

Re: Some updates

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>
To: Denise Antolini <antolini@hawaii.edu>, Eric Co <eco@castlefoundation.org>

Thu, May 4, 2017 at 11:38 PM

I will be there, thanks!

From: Denise Antolini <antolini@hawaii.edu>
Sent: Thursday, May 4, 2017 8:21:04 AM
To: Eric Co
Cc: Farrell, Robert J
Subject: Re: Some updatesConfirming: **Tues May 9, 9 am**

Robert, I'll come down to your office so we can discuss the Judicial Training as well, if you have time?

On Tue, May 2, 2017 at 5:02 PM, Eric Co <eco@castlefoundation.org> wrote:

Thanks, Robert and Denise. I can call in on Tuesday the 9th at 9a if that's okay by you two.

Best,
Eric**Eric Co**
Senior Program Officer
for Marine Conservation**Harold K.L. Castle Foundation**1197 Auloa Road
Kailua, Hawai'i 96734*direct* 808 263 8922
cell 808 295 9745
office 808 263 7073
fax 808 261 6918To review our giving approach, to apply,
or to learn more about us, click [here](#)

On May 2, 2017, at 4:47 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Can we do Tuesday morning, 9am?

From: Denise Antolini <antolini@hawaii.edu>
Sent: Tuesday, May 2, 2017 4:21:18 PM
To: Farrell, Robert Jwww.carrollcox.com 808-782-6627

Cc: Eric Co
Subject: Re: Some updates

Aloha Robert,

Next week is pretty clear for me - how about:

Tuesday May 9 - anytime
Weds May 10 - afternoon (Noon - 6)
Thurs May 11 - 11 -6

Eric?

And, yes, boy do we all miss John, on many levels!

On the good news side, I have at least one very good prospect lined up to apply for the position as soon as it is posted.

Thanks!

Denise

On Tue, May 2, 2017 at 4:09 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Hi Denise-

I'm in CA til Monday, so I won't be able to meet Thursday. Let me know your availability next week and I'll adjust my schedule.

Sounds great on the law fellow progress. I really miss John already.....

I have the 23rd blocked and we can discuss the proposed topics.

Thanks!

RF

From: Denise Antolini <antolini@hawaii.edu>
Sent: Tuesday, May 2, 2017 3:02:53 PM
To: Eric Co
Cc: Farrell, Robert J
Subject: Re: Some updates

Aloha Eric, Robert,

I'm very happy to lend any capacity I can from the Law School side to this great effort!

I am also free to meet or talk between **1-3 this Thursday.**

I can come to the DOCARE office to meet if that is more convenient.

Robert: quick update - we are posting the **DOCARE Law Fellowship** via RCUH this week (subject to funding approval by Castle). I will run the ad for three weeks, then would like to screen applicants by email, and schedule the interviews at DOCARE conference room. I propose that the Selection Committee be: you, David Sakoda, myself, and any (one) other person you wish to join in (Kekoa? Bruce?), on these dates:

Tuesday May 30, 1-6 pm
Weds May 31, 8-6 pm
Friday June 2, 10-5 pm

Can you check and hold those times?

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Also, please double confirm your schedule on **June 23** for the **Environmental Court Judges Training** at the Supreme Court (rough agenda attached). (Eric, thought you might like to see this agenda as well - please do not share.) I would like to meet with you to prepare for the Training and to discuss all the many other matters related to the DOCARE Law Fellowship. Once we connect, we can set a good date and time for that discussion.

Mahalo!

Denise
cell (808) 554-7215

On Tue, May 2, 2017 at 2:39 PM, Eric Co <eco@castlefoundation.org> wrote:

Aloha Robert,

I had the chance to catch up with Denise today about the academy concept, and am hoping to do the same with you. I saw the press release from last week, and I'm excited to see you forge ahead. Might you have time for a quick call Thursday to check in with where we are? I'm free anytime between 11 and 3 that day.

I know Denise means to catch up with you soon on a few fronts too, so it would be good for you two to close the loop so we're all on the same page to move this forward.

Mahalo,
Eric

Eric Co
Senior Program Officer
for Marine Conservation

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Kailua, Hawai'i 96734

direct [808 263 8922](tel:8082638922)
cell [808 295 9745](tel:8082959745)
office [808 263 7073](tel:8082637073)
fax [808 261 6918](tel:8082616918)

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<image001.jpg>

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Denise Antolini <antolini@hawaii.edu>

Some updates

1 message

Eric Co <eco@castlefoundation.org>
To: "robert.j.farrell@hawaii.gov" <robert.j.farrell@hawaii.gov>
Cc: Denise Antolini <antolini@hawaii.edu>

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Re: DOCARE academy

1 message

Michael Carion <mpcarion@gmail.com>

Wed, May 10, 2017 at 10:12 AM

To: Robert J Farrell <robert.j.farrell@hawaii.gov>

Cc: Denise Antolini <antolini@hawaii.edu>, Eric Co <eco@castlefoundation.org>

Thank you for the opportunity!

I will have a resume out later today!

Michael P. Carion

mpcarion@gmail.com

On May 9, 2017, at 8:05 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Hey Mike,

Thanks for the chat today. Here are the other folks, Denise and Eric, who were on the call.

Looking forward to this!

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1151 Punchbowl Street, Room 131
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robert.j.farrell@hawaii.gov
808-587-0066



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2 attachments **Carion Resume 2017.doc**
254K **Chief statement of Qual with badge watermark.doc**
100K



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DOCARE academy

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808-587-0066



Scope of Work

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Wed, May 10, 2017 at 3:20 PM

To: Michael Carion <mpcarion@gmail.com>

Cc: Denise Antolini <antolini@hawaii.edu>, Eric Co <eco@castlefoundation.org>

Aloha everyone,

I took a quick stab at a very preliminary document with some suggested deliverables. It is very general and hoping that we might be able to use it as a starting point.

So, please fill in whatever you think is appropriate and we can start to build a game plan.

Thanks!

RF



Proposal for Scope of Work.docx

12K



Denise Antolini <antolini@hawaii.edu>

Incoming \$170k Castle Grant for DOCARE Academy = 2d DOCARE Law Fellowship + Consultant

1 message

Denise Antolini <antolini@hawaii.edu>

Wed, May 10, 2017 at 2:19 PM

To: Avi Soifer <soifer@hawaii.edu>, Wesley Kau <wkau@hawaii.edu>, Pamela Taura <pkam@hawaii.edu>

Cc: "Levine, Julie" <julie.levine@uhfoundation.org>, David Forman <dmforman@hawaii.edu>

Dear Avi, Wes, Pam,

and FYI to Julie and David,

I need your help in figuring out the best options for structuring a significant incoming grant from Castle.

At its board meeting next week, our dear funder-friend Eric Co from the Castle Foundation would like to pre-approve a grant to the Law School of approximately **\$170,000** for two related projects that will greatly improve DOCARE's natural resources enforcement capacity.

I would like to get some indication back to Eric tomorrow re feasibility of running this project through the Law School, which is his **strong** preference (he not only likes us, a lot, but it makes it easier for him to combine these projects into one grant) - and this is a perfect fit with our 1st DOCARE Law Fellow position, which is half-funded by Castle via RCUH.

Funding would likely be approved at the next Castle board meeting, which I think is in Sept. so \$ by Oct if we are lucky and hiring by Nov-Dec.

Because of the consultant piece, this might be like the HIP grant with Heymer (without the drama)? I'm not sure, but we need to brainstorm re options and how to do it as efficiently as possible!

1. 2d DOCARE Law Fellowship

Due to the great success of the **1st DOCARE Fellowship** (John Foster, whom we are trying to replace now), DLNR and DOCARE leadership and staff are not only very eager to fill John's shoes but to add more capacity to improve their partnerships with the various prosecutors' offices statewide, to increase successful dispositions in the Environmental Court (in thousands of district court criminal cases annually), and to expand the DLNR toolkit for DOCARE enforcement (community service, mandatory education course, administrative enforcement to the Board of Land & Natural Resources, and development of the Civil Resources Violation System internal to DLNR).

This 2d DOCARE Fellowship would add that capacity and focus on a new high priority of **DOCARE Chief Robert Farrell** - the establishment of the first-ever **DOCARE Officer Training Academy**. Other law enforcement agencies in Hawaii -- HPD, Fire -- have academies that allow them to recruit prospects directly and then train them up v. the current system that restricts DOCARE hiring to already trained (usually retired or released) officers from other sectors, which is problematic. (Despite those problems, DOCARE recently put out a press release seeking to fill 25 (yes, 25!) vacant positions at this CREO 2+ level. And, yes DOCARE has the funds to do this hiring = amazing story I can tell you on the side.) The academy would be a year-long program for cadets and then likely be run every other year until the capacity needs are met.

The 2d DOCARE Law Fellow would:

- a. Assist the **Consultant** (below) with establishing the **DOCARE Officer Training Academy**

The Law Fellow will research and analyze existing Hawaii officer academies to determine areas of collaboration, assist in the location of a host site for the Academy (likely a community college/Chaminade type), develop curriculum under the

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supervision of the consultant and DOCARE management, and work on other law, policy, and personnel issues that need to be resolved to establish the Academy in 2018.

b. Assist with DLNR's inter-division administrative and judicial enforcement in high priority cases (in collaboration with 1st DOCARE Law Fellow)

c. Budget for this Fellowship is about \$100,000 (like for the current Fellowship).

2. DOCARE Academy Consultant

a. **Mike Carion** has been identified by the current DOCARE Chief Robert Farrell as the very best consultant to assist with the establishment of the Academy.

Mike is the retired director of the California Fish & Game and has run over 20 academies for the CalF&G, including ones where Robert was an instructor.

We all spoke with him yesterday and I am confident he's the best person for the position (he is also likely to move to Hawaii in 2020, and for reasons I can explain later, would fit in here well, so it's not the typical mainland consultant looking for a vacation gig.)

b. Budget - we scoped out a \$60,000 contract that involves about 500 hours of time and four (quarterly) trips to Hawaii. His CV and qualifications statement are attached.

- - -

All very exciting. A little challenging to set up but quite an opportunity for the Law School and our graduates.

I welcome your thoughts and suggestions. Help please :)

Rather than email replies, let's chat - I'll drop by and talk to you all about this today.

Mahalo,

Denise

--

Denise Antolini

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3 attachments

 **DOCARE Recruiting Officers April 25, 2017.pdf**
242K

 **Chief statement of Qual with badge watermark.doc**
100K

 **Carion Resume 2017 (1).doc**
252K



Denise Antolini <antolini@hawaii.edu>

Re: DOCARE academy

1 message

Mike's Gmail <mpcarion@gmail.com>

Thu, May 11, 2017 at 12:39 AM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

Thanks

My only question in the qualifications is "C" as I am now retired from the line of work.
Is that acceptable?

Sent from my iPhone

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Aloha Mike, Robert, and Eric,

Thank you for the great brainstorming meeting yesterday!

Mike: Thank you for your resume and statement of qualifications.

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Mike - see this info from Hawaii Dept of Labor:

INDEPENDENT CONTRACTORS

To be considered an independent contractor, all of the following conditions ("ABC Test") must be met:

- A) Individual must be free from control or direction; and
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Service performed by an independent contractor is not covered under the unemployment insurance law and is not considered employment. Before excluding workers as independent contractors, employers should contact the Employer Services Section (address on Page ii) and request a determination. Failure to do so may result in an assessment of delinquent contributions, penalty and interest from retroactive coverage.

(from this link: <http://labor.hawaii.gov/ui/test-handbook-for-employers/>)

More links:

http://manoa.hawaii.edu/careercenter/files/Independent_Contractors.pdf

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Let me know if you have any Qs and if we can proceed on this basis. If anyone prefers the "employee" model, then we will have to solve issues such as the limited time for casual hires (89 days at Full Time, which can be stretched for Part Time)- things start to get complicated but it's not impossible. All things are possible!

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Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

I read the documents and I agree that the "independent contractor" makes the most sense. If I meet section "C" as a retired professional from the field it should work from my side.

Thank you
Mike
Sent from my iPhone

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Aloha!

I have two things to bring up

1. IF condition "C" of the labor law requires current employment in an associated field, I am currently on staff at the CA DFW academy as an instructor for one class per year.

2. Will I need to submit a written quote for this position?

Thank you for your time.

Mike

Sent from my iPhone

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Thu, May 11, 2017 at 8:12 PM

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Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

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Fwd: DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>

Thu, May 11, 2017 at 8:12 PM

To: Pamela Taura <pkam@hawaii.edu>, Wesley Kau <wkau@hawaii.edu>

Pam,
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6/17/2018

University of Hawaii Mail - Fwd: DOCARE academy

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Re: DOCARE academy

1 message

Eric Co <eco@castlefoundation.org>

Thu, May 11, 2017 at 8:16 PM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Mike's Gmail <mpcarion@gmail.com>, Robert J Farrell <robert.j.farrell@hawaii.gov>

Mahalo, everyone, for pushing forward.

I'll have an answer about funding this by next week Friday, so unless there are reservations on either the UH or DLNR end, I have none with moving forward with initiating the bid process as soon as possible. If we feel better about waiting till Friday to invest any time/resources to this before Friday, I'll be sure to notify you of our decision immediately following the meeting (late afternoon of the 19th).

Best,
Eric

Eric Co

Senior Program Officer
for Marine Conservation

Harold K.L. Castle Foundation

1197 Auloa Road
Kailua, Hawai'i 96734

direct 808 263 8922

cell 808 295 9745

office 808 263 7073

fax 808 261 6918

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or to learn more about us, click [here](#)



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Denise Antolini <antolini@hawaii.edu>

RE: DOCARE academy

1 message

Wesley Kau <wkau@hawaii.edu>

Thu, May 11, 2017 at 8:32 PM

To: Denise Antolini <antolini@hawaii.edu>, Pamela Taura <pkam@hawaii.edu>

Hi Denise,

I spoke with Pam about this yesterday and am following along.

Attached is the link to the RCUH Employee/Independent Contractor (EIC) review.

http://help.rcuh.com/Policies_and_Procedures/3.000_Human_Resources/3.225_RCUH_Employee-Independent_Contractor_Review

If you bring up the Independent Contractor memo template, condition (h) references:

-

(Current) **Business License or Employment Status: NOT AN EMPLOYEE** of UH or RCUH. Contractor's Hawaii General Excise Tax Number is ____10. I have attached a copy of contractor's GET from State Tax Dept. website. **Attached are the Individual's business card, and other evidence of business activities (including but not limited copy of business website, advertisement, CV listing consulting services, etc.).** Check if individual is a former RCUH, UH, State, or County employee. Individual was employed by ____11. Date of termination: ____12.

In the past, even if a business GET license is obtained, please be informed that RCUH has asked for the documentation in bold above before making an IC determination.

Thanks,

Wes

**Wesley Kau***Administrative/Fiscal Officer*P (808) 956-8394 | F (808) 956-3813 | E wkau@hawaii.edu

From: Denise Antolini [mailto:antolini@hawaii.edu]
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To: Pamela Taura <pkam@hawaii.edu>; Wesley Kau <wkau@hawaii.edu>
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Thank you Denise,

I'm sure I can get whatever you need me to, but I have no knowledge of the process.

I am still unclear about what you need on comparable consultants... is that for others to bid against me for this job? I am unclear?

If you could please clarify and send me an example, that would be helpful.

Currently, I am working as a "self employed" taxidermist... but I have been hired one time by Butte College as a contract employee before they hired me as an Associate Faculty staff member. That contract position was for one 2 day class in 2015.

Hope that helps.

I'll stand by until we have something solid before pursuing an LLC or business license etc.

Mahalo!

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1151 Punchbowl Street, Room 131
Honolulu, HI 96813
robert.j.farrell@hawaii.gov
808-587-0066

--

Denise Antolini

www.carrollcox.com 808-782-6627

6/17/2018

University of Hawaii Mail - Re: DOCARE academy

Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238
Also Contact: Admin Officer Matthew Petrsek (808) 956-7545, lawadao@hawaii.edu

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Denise Antolini <antolini@hawaii.edu>

Re: DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>
To: Wesley Kau <wkau@hawaii.edu>
Cc: Pamela Taura <pkam@hawaii.edu>

Thu, May 11, 2017 at 8:36 PM

Great, I'll sent this to Mike now - mahalo!

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Hi Denise,

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Wes

Wesley Kau

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Administrative/Fiscal Officer

P (808) 956-8394 | F (808) 956-3813 | E wkau@hawaii.edu

University of Hawai'i at Mānoa · William S. Richardson School of Law · 2515 Dole Street, Room 110 · Honolulu, HI 96822-2350

From: Denise Antolini [mailto:antolini@hawaii.edu]
Sent: Thursday, May 11, 2017 2:13 PM
To: Pamela Taura <pkam@hawaii.edu>; Wesley Kau <wkau@hawaii.edu>
Subject: Fwd: DOCARE academy

Pam,

What do you think?

Denise

----- Forwarded message -----

From: **Denise Antolini** <antolini@hawaii.edu>
Date: Thu, May 11, 2017 at 2:12 PM
Subject: Re: DOCARE academy
To: Mike's Gmail <mpcarion@gmail.com>
Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

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Denise Antolini <antolini@hawaii.edu>

Re: DOCARE academy

1 message

Mike's Gmail <mpcarion@gmail.com>

Thu, May 11, 2017 at 8:42 PM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

So it looks like if I am not currently a contractor, I could not make this happen?

Sent from my iPhone

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Thu, May 11, 2017 at 9:13 PM

Hey Denise,

Jason is running down how we may have facilitated this in the past with the CFEU project.

Is it your feeling that UH is more concerned about the employee/employer relation (IE workers comp, benefits, etc) or is it related to something else?

RF

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www.carrollcox.com 808-782-6627

**Re: DOCARE academy**

1 message

Eric Co <eco@castlefoundation.org>
 To: Denise Antolini <antolini@hawaii.edu>
 Cc: Mike's Gmail <mpcarion@gmail.com>, "Farrell, Robert J" <robert.j.farrell@hawaii.gov>

Aloha Denise,

Maybe a shot in the dark, but does UH allow for sole source contracting when a specific entity is uniquely qualified to accomplish the need? I'd suspect that State office/institutions are held to source contracting was something we turned to from time to time when I was with TNC and we hired with public monies. And in this case, they would be completely private funds, if that matte

Best,
 Eric

Eric Co
 Senior Program Officer
 for Marine Conservation

Harold K.L. Castle Foundation
 1197 Auloa Road
 Kailua, Hawai'i 96734

direct 808 263 8922
cell 808 295 9745
office 808 263 7073
fax 808 261 6918

To review our giving approach, to apply,
 or to learn more about us, click [here](#)



On May 11, 2017, at 3:13 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Hey Denise,

Jason is running down how we may have facilitated this in the past with the CFEU project.

Is it your feeling that UH is more concerned about the employee/employer relation (IE workers comp, benefits, etc) or is it related to something else?

RF

From: Denise Antolini [<mailto:antolini@hawaii.edu>]
Sent: Thursday, May 11, 2017 2:37 PM
To: Mike's Gmail <mpcarion@gmail.com>
Cc: Farrell, Robert J <robert.j.farrell@hawaii.gov>; Eric Co <eco@castlefoundation.org>
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RE: DOCARE academy

1 message

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**Wesley Kau***Administrative/Fiscal Officer*P (808) 956-8394 | F (808) 956-3813 | E wkau@hawaii.edu

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6/17/2018

University of Hawaii Mail - RE: DOCARE academy

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Re: DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>
To: Wesley Kau <wkau@hawaii.edu>
Cc: Pamela Taura <pkam@hawaii.edu>

Thu, May 11, 2017 at 8:36 PM

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To be considered an independent contractor, all of the following conditions ("ABC Test") must be met:

- A) Individual must be free from control or direction; and
- B) Service must be performed outside the usual course of business or place of business; and
- C) Individual must be customarily engaged in an independent occupation, trade, profession, or business of the same nature as that involved in the contract of service.

Service performed by an independent contractor is not covered under the unemployment insurance law and is not considered employment. Before excluding workers as independent contractors, employers should contact the Employer Services Section (address on Page ii) and request a determination. Failure to do so may result in an assessment of delinquent contributions, penalty and interest from retroactive coverage.

(from this link: <http://labor.hawaii.gov/ui/test-handbook-for-employers/>)

More links:

http://manoa.hawaii.edu/careercenter/files/Independent_Contractors.pdf

<http://www.hawaiibusiness.com/workers-know-your-rights/>

Let me know if you have any Qs and if we can proceed on this basis. If anyone prefers the "employee" model, then we will have to solve issues such as the limited time for casual hires (89 days at Full Time, which can be stretched for Part Time)- things start to get complicated but it's not impossible. All things are possible!

(I just saw Robert's proposed scope - I'll look at it asap.)

Thank you for including the Law School as a key partner in this innovative project that will greatly enhance DOCARE's capacity for the long-term.

Best,

Denise

On Wed, May 10, 2017 at 7:16 AM, Michael Carion <mpcarion@gmail.com> wrote:

Good morning all,

www.carrollcox.com 808-782-6627

I have attached a current resume and a statement of qualifications from the past to give you more information on my background.

I look forward to working with you all!

Thanks again!

Michael P. Carion
mpcarion@gmail.com

On May 9, 2017, at 8:05 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Hey Mike,

Thanks for the chat today. Here are the other folks, Denise and Eric, who were on the call.

Looking forward to this!

Mahalo,

RF

Robert Farrell
DOCARE Administrator
Hawaii Dept. of Land and Natural Resources
1151 Punchbowl Street, Room 131
Honolulu, HI 96813
robert.j.farrell@hawaii.gov
808-587-0066

--

Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238
Also Contact: Admin Officer Matthew Petrsek (808) 956-7545, lawadao@hawaii.edu

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6/17/2018

University of Hawaii Mail - Fwd: DOCARE academy

--

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Denise Antolini <antolini@hawaii.edu>

Re: DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>

Thu, May 11, 2017 at 12:26 AM

To: Michael Carion <mpcarion@gmail.com>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

Aloha Mike, Robert, and Eric,

Thank you for the great brainstorming meeting yesterday!

Mike: Thank you for your resume and statement of qualifications.

In checking with our fiscal office today, it looks feasible for the Law School to take the grant for the fellowship and the consultancy. Fiscal suggested that it would be way easier for Mike to be an independent contractor (whom the Law School would hire via the grant - RCUH) rather than an employee. I agree.

That means we need to be sure Mike meets the qualifications under Hawaii labor law to be an independent contractor. Then we will need three written quotes to meet procurement requirements - so Mike plus 2 similar consultants for the same scope of work. I'm getting some samples to share - but I think it can be fairly informal (but on letterhead from legitimate "competitors" for this line of work).

Mike - see this info from Hawaii Dept of Labor:

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CA POST website

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>
To: Denise Antolini <antolini@hawaii.edu>, Eric Co <eco@castlefoundation.org>
Cc: Mike's Gmail <mpcarion@gmail.com>

Fri, May 12, 2017 at 6:38 PM

Hi Denise/Eric,

You can find many of the materials that we will be using to develop the DOCARE academy at this site:

<https://www.post.ca.gov>

There is a very large volume of info on all sorts of LE standards from a beginning officer all the way to command staff. It is a great resource and one that I believe we should use for Hawaii. I encourage you to look around and get a feel for the material.

The Ca Fish and Wildlife academies that Mike has run are compliant with these standards and also the added curriculum for natural resources enforcement specialization.

Thanks!

RF

Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066



Denise Antolini <antolini@hawaii.edu>

RE: Grant in principle to support DOCARE academy

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Mon, May 22, 2017 at 6:46 PM

To: Eric Co <eco@castlefoundation.org>, Denise Antolini <antolini@hawaii.edu>

Thanks for the great news Eric. I am so grateful for NGOs that step up in such a big way to support us.

We should all meet again to try and flush out the best process to work through this. It is a big project and the sooner we can get started the better off we will be.

Mahalo for both of your significant efforts and support to help me move DOCARE forward.

RF

Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066

From: Eric Co [mailto:eco@castlefoundation.org]**Sent:** Monday, May 22, 2017 11:03 AM**To:** Farrell, Robert J <robert.j.farrell@hawaii.gov>; Denise Antolini <antolini@hawaii.edu>**Subject:** Grant in principle to support DOCARE academy

Aloha Robert and Denise,

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6/17/2018

University of Hawaii Mail - RE: Grant in principle to support DOCARE academy

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Cheers,

Eric

Eric Co

Senior Program Officer

for Marine Conservation

Harold K.L. Castle Foundation

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fax 808 261 6918

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www.carrollcox.com 808-782-6627



Travel to Brazil RE: Grant in principle to support DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>

Mon, May 22, 2017 at 6:46 PM

To: robert.j.farrell@hawaii.gov

I am traveling to Brazil for meetings and conferences of the IUCN World Commission on Environmental and the Global Judicial Institute for the Environment. Email responses will be sporadic.

If this is an *urgent administrative matter or an emergency*, please call Matthew (Admin Officer), at (808) 956-7545 and cc him on the relevant email at lawadao@hawaii.edu.

If this is an *urgent Law School or student matter*, please call Associate Dean Ronette Kawakami at (808) 956-7986 and email her at ronetek@hawaii.edu.

If this is an *urgent personal matter*, please text or Whats App my cell +1 (808) 554-7215.

Mahalo!

--

Denise Antolini

Associate Dean for Academic Affairs

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Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu



Denise Antolini <antolini@hawaii.edu>

Grant in principle to support DOCARE academy

1 message

Eric Co <eco@castlefoundation.org>

Mon, May 22, 2017 at 5:03 PM

To: "robert.j.farrell@hawaii.gov" <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

Aloha Robert and Denise,

I'm happy to share the good news that this past Friday our Directors approved a grant in principle to support DLNR in developing a DOCARE training academy. I think we're clear on next steps, but wanted to provide the assurance from our end that I hope allows you to press forward with confidence.

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Eric

Eric Co

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Denise Antolini <antolini@hawaii.edu>

RE: DLNR/DOCARE Academy Native Hawaiian Law Training Segments.

1 message

Helm, Carlton S <carlton.s.helm@hawaii.gov>

Wed, May 23, 2018 at 9:54 PM

To: David Forman <dmforman@hawaii.edu>

Cc: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>, "D. Kapua Sproat" <kapuas@hawaii.edu>, Melody MacKenzie <mkmacken@hawaii.edu>, Denise Antolini <antolini@hawaii.edu>, Malia Akutagawa <maliaaku@hawaii.edu>

Mahalo David! I'll be reaching out to everyone for kokua.

From: David Forman [mailto:dmforman@hawaii.edu]**Sent:** Wednesday, May 23, 2018 9:52 AM**To:** Helm, Carlton S <carlton.s.helm@hawaii.gov>**Cc:** Kekoa, Edward L <edward.l.kekoa@hawaii.gov>; D. Kapua Sproat <kapuas@hawaii.edu>; Melody MacKenzie <mkmacken@hawaii.edu>; Denise Antolini <antolini@hawaii.edu>; Malia Akutagawa <maliaaku@hawaii.edu>**Subject:** Re: DLNR/DOCARE Academy Native Hawaiian Law Training Segments.

Aloha e Carlton,

Congratulations on the new assignment! I understand that some DOCARE officers have been attending the Native Hawaiian Rights Training sessions coordinated by Ka Huli Ao Director and Professor Kapua Sproat, and that Professor Malia Akutagawa -- the real expert and actual Native Hawaiian practitioner -- will be providing the traditional and customary rights training in conjunction with the DOCARE Academy efforts that Dean Denise Antolini (who also coordinates Environmental Court trainings) has been working on with Chief Farrell.

I would be happy to help in either context, or in any other way that Dean Antolini and Professor Sproat think makes sense.

A hui hou,

Dave

David M. Forman
Director, Environmental Law Program

Faculty Specialist, Ka Huli Ao Center for Excellence in Native Hawaiian Law

William S. Richardson School of Law

Phone: (808) 956-5298

Email: dmforman@hawaii.eduwww.carrollcox.com 808-782-6627

On Mon, May 21, 2018 at 12:31 PM, Helm, Carlton S <carlton.s.helm@hawaii.gov> wrote:

Aloha Professor David FORMAN,

Mahalo taking the time to wala'au with me last Friday, 05/18/2018, and gained a lot of 'ike during the conference/training. I'm reaching out to you because I've been assigned the Director position for our lateral and new hire training Academy and wanted to reserve a day or two of Native Hawaiian Law training to our new hires. The goal and direction of modern DLNR/DOCARE state wide via Academy is to educate and train our Officers on Native Hawaiian Law to better approach incidence involving cultural practices and provide a better service for the beneficiaries of public lands.

When I was hired to work for DOCARE, I was never trained and/or educated on any topics involving Native Hawaiian Law. But as a Field Officer, I came across a lot of incidence where "traditional and customary" practices were potentially valid or invalid but didn't know how to further pursue without a battery of questions. Feeling ill equipped, it's my goal to seek out and coordinate better education and training involving Native Hawaiian Law.

It will be an honor for you along with other candidates that provided presentations on Friday to provide training on **Enviromental Court** and **Native Hawaiian Traditional & Customary Practices**.

Mahalo and Imua!

Carlton Helm

Carlton S.K. HELM #59

Lieutenant/Field Supervisor

DLNR/DOCARE

Administration

[1151 Punchbowl Street, #311](#)

[Honolulu, HI](#)

(wc) (808) 462-2326



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Denise Antolini <antolini@hawaii.edu>

Re: Grant in principle to support DOCARE academy

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Mon, May 29, 2017 at 10:14 PM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Eric Co <eco@castlefoundation.org>

Hi Denise,

I am sorry for your loss.

I will make whatever time we need to meet or discuss so we can make this work.

RF

From: Denise Antolini <antolini@hawaii.edu>**Sent:** Monday, May 29, 2017 3:09:39 PM**To:** Farrell, Robert J**Cc:** Eric Co**Subject:** Re: Grant in principle to support DOCARE academy

Dear Eric and Robert,

This is indeed great news!

Eric, I also received your wonderful message while I was on the road - thanks SO much!

I am back from Brazil and back in the office tomorrow.

Unfortunately, my father passed away while I was on travel, so I'm leaving again on Monday June 5 for California for services and family matters. Family is doing well, considering it's never easy to bear such a loss.

Then, leaving from CA, I have a trip to DC for IUCN. Back on June 17.

So, for me, this is a high priority to shape up this week before I leave.

I'll email you back as soon as I check with my fiscal folks tomorrow on next steps.

Mahalo,

Denise

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We should all meet again to try and flush out the best process to work through this. It is a big project and the sooner we can get started the better off we will be.

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Robert Farrell

DOCARE Administrator

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robert.j.farrell@hawaii.gov

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Eric Co

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Denise Antolini <antolini@hawaii.edu>

Re: Grant in principle to support DOCARE academy

1 message

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To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>
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Re: Grant in principle to support DOCARE academy

1 message

Denise Antolini <antolini@hawaii.edu>
To: Eric Co <eco@castlefoundation.org>
Cc: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>

Tue, May 30, 2017 at 2:20 PM

Thanks to you both for your kind words.

I'll check with my fiscal officer this morning and get back to you this afternoon re next steps.

Let's try to nail it down today.

Mahalo!

On Tue, May 30, 2017 at 7:33 AM, Eric Co <eco@castlefoundation.org> wrote:

Aloha Denise,

I echo Robert's condolences. I hope the planning and family time goes as well as can be hoped. I have a fair amount of time today to answer questions or help think through options, but the rest of the week will be difficult.

Very best,
Eric

Eric Co
Senior Program Officer
for Marine Conservation

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robert.j.farrell@hawaii.gov
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From: Eric Co [<mailto:eco@castlefoundation.org>]
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<image001.jpg>

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Denise Antolini <antolini@hawaii.edu>

Re: Grant in principle to support DOCARE academy

1 message

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To: Denise Antolini <antolini@hawaii.edu>
Cc: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>

Tue, May 30, 2017 at 1:33 PM

Aloha Denise,

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for Marine Conservation

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Sent: Monday, May 29, 2017 3:09:39 PM
To: Farrell, Robert J
Cc: Eric Co
Subject: Re: Grant in principle to support DOCARE academy

Dear Eric and Robert,

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Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066

From: Eric Co [mailto:eco@castlefoundation.org]

Sent: Monday, May 22, 2017 11:03 AM

To: Farrell, Robert J <robert.j.farrell@hawaii.gov>; Denise Antolini <antolini@hawaii.edu>

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Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu



Denise Antolini <antolini@hawaii.edu>

Re: Grant in principle to support DOCARE academy

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Sat, Jun 3, 2017 at 12:42 AM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Eric Co <eco@castlefoundation.org>

Thanks, feel free to call anytime. Family first!
808-365-3662 is my cell.

From: Denise Antolini <antolini@hawaii.edu>**Sent:** Friday, June 2, 2017 6:40:12 PM**To:** Farrell, Robert J**Cc:** Eric Co**Subject:** Re: Grant in principle to support DOCARE academy

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University of Hawaii Mail - Re: Grant in principle to support DOCARE academy

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Denise Antolini <antolini@hawaii.edu>

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Denise Antolini <antolini@hawaii.edu>

Re: Grant in principle to support DOCARE academy

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DOCARE Academy

1 message

Kekoa, Edward L <edward.l.kekoa@hawaii.gov>

Thu, Jun 8, 2017 at 9:15 PM

To: Denise Antolini <antolini@hawaii.edu>, Kristine Davidson <kgd@hawaii.edu>, Charissa Minato <charissa@hawaii.edu>

Aloha Denise, Kristine, and Risa,

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After listening to Denise the position sounds like we need someone to work with a consultant (already ID by DOCARE) to put together the DOCARE academy. This would be 50%FTE, the other half of the position would be to track the Environmental Court Cases. I've been able to get some stats from Barbara at the Hawaii Judiciary Research and Statistics office in regards to the DAR online course, so I have some experience there too.

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Please let me know if you have any questions, clarifications, or suggestions.

Mahalo,

Luna



Re: DOCARE Academy

1 message

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Tue, Jun 20, 2017 at 12:43 AM

To: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>

Cc: Kristine Davidson <kgd@hawaii.edu>, Charissa Minato <charissa@hawaii.edu>

Dear Luna, Risa, and Kristine,

I'm back from 10 days of travel, and will catch up with Risa on this tomorrow.

Mahalo!

Denise

On Thu, Jun 8, 2017 at 3:15 PM, Kekoa, Edward L <edward.l.kekoa@hawaii.gov> wrote:

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6/17/2018

University of Hawaii Mail - Re: DOCARE Academy

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Denise Antolini <antolini@hawaii.edu>

Revised/combined Proposal for DOCARE Academy

1 message

Kekoa, Edward L <edward.l.kekoa@hawaii.gov>

Fri, Jul 21, 2017 at 4:44 PM

To: Denise Antolini <antolini@hawaii.edu>, Charissa Minato <charissa@hawaii.edu>

Aloha Denise and Risa,

Please see attached for revised proposal combining both the Law School and SSRI submittals into one document.

LMK if there are any revisions/suggestions?

Talk to you folks soon!

Mahalo,

Luna

**DOCARE Academy Proposal.docx**

29K



Re: DOCARE Academy

1 message

Mike's Gmail <mpcarion@gmail.com>

Thu, Jul 13, 2017 at 1:01 AM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

Thank you so much!
I am looking forward to getting this started!

Sent from my iPhone

On Jul 12, 2017, at 9:07 PM, Denise Antolini <antolini@hawaii.edu> wrote:

Aloha Mike,

Thanks for the email - yes, things are looking very good.

I met with Chief Farrell on Friday about all of this while we were interviewing for the DOCARE (1) Law Fellowship - and I need to revise the budget accordingly. (Eric, we need to bump it up - I made an error on the budget - will be about \$30k higher than what I texted you.) I'll send you that for review after I make a few fixes.

For your consulting piece, it looks like it's better now to hire you as a casual hire through the Law School rather than an independent contractor. I'll start a separate email trail with you and our fiscal support person Pam now.

Thanks!

Denise

On Mon, Jul 10, 2017 at 10:11 AM, Michael Carion <mpcarion@gmail.com> wrote:

Aloha Denise!

I talked to Chief Farrell Friday and received encouraging news that this project is still on the radar and wanted to touch bases with you!

I hope all is well.

I just wanted to let you know I am still very interested in the work to get an academy started for DOCARE!

If there is anything I can do to help you with anything required to get this off the ground, please do not hesitate to ask.

I have an Africa vacation coming up on August 21-Sept 7th. I am available before and after that if there is anything you need, just let me know!

I am looking forward to meeting all of you and getting this academy moved from vision to reality!

Mahalo!

Michael P. Carion
mpcarion@gmail.com

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

CarrollCox.com



Re: DOCARE Academy Grant

1 message

Mike's Gmail <mpcarion@gmail.com>

Thu, Jul 13, 2017 at 7:30 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Denise Antolini <antolini@hawaii.edu>, Risa Minato <charissa@hawaii.edu>

Sounds great. I'll get something together ASAP.

Thank you.

What is the application process?

Sent from my iPhone

On Jul 13, 2017, at 4:19 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Hi Mike,

Nice to meet you.

I just spoke with Denise and we agreed that your role would best fit a Casual Hire position, which is essentially a part-time position. In order to start moving forward, we will need a job description for you. Would you be able to draft a brief job description (bullet points are fine) for Denise to review? Once that is approved, we will post an ad for the position and will need you to apply.

Please let me know if you have any questions. Thank you.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

**From:** Mike's Gmail [<mailto:mpcarion@gmail.com>]  
**Sent:** Wednesday, July 12, 2017 7:05 PM  
**To:** Denise Antolini  
**Cc:** Pamela Taura; Risa Minato  
**Subject:** Re: DOCARE Academy Grant

Thank you!

Whatever I can do to help with expediting this let me know.

I have high hopes for a very successful academy project and I'm excited to get this off the ground.

Let me know whatever I can do to help move things along!

Mahalo!

Sent from my iPhone

On Jul 12, 2017, at 9:13 PM, Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)> wrote:

Dear Pam,

I'm introducing you to the amazing Mike Carion, who will be the consultant on the DOCARE Academy grant (Castle). Resume attached

The (revised) proposed budget for Mike will be:

DOCARE Academy Consultant salary - 1 year (\$50,000)

DOCARE Academy Consultant travel - 4 trips (mainland RT Hawaii) - \$1800 each (5 working days) -\$7,200

Can you help us resolve whether it's better for Mike to be a casual hire of the Law School or an independent consultant?

I think you last suggested casual hire - and for that, we can just pick Mike without having comparative proposals?

Mike is going on vacation August 8.21 so we want to get the proposal in for Castle in the next week, if possible, so we can get this off the ground when he's back from his trip.

6/17/2018

University of Hawaii Mail - Re: DOCARE Academy Grant

(Copying Risa, who is assisting us with the DOCARE Academy Coordinator piece that will go through SSRI and the overall budget.)

Thanks!

Denise

--

*Denise Antolini*

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*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

<Carion Resume 2017.doc>

CarrollCox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**DOCARE Academy Grant**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Thu, Jul 13, 2017 at 12:13 AM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;, Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: Risa Minato &lt;charissa@hawaii.edu&gt;

Dear Pam,

I'm introducing you to the amazing Mike Carion, who will be the consultant on the DOCARE Academy grant (Castle).  
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Thanks!

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**Carion Resume 2017.doc**

254K



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: DOCARE Academy Grant**

1 message

**Pamela Taura** <pkam@hawaii.edu>

Thu, Jul 13, 2017 at 7:19 PM

To: Mike's Gmail &lt;mpcarion@gmail.com&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Risa Minato &lt;charissa@hawaii.edu&gt;

Hi Mike,

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I just spoke with Denise and we agreed that your role would best fit a Casual Hire position, which is essentially a part-time position. In order to start moving forward, we will need a job description for you. Would you be able to draft a brief job description (bullet points are fine) for Denise to review? Once that is approved, we will post an ad for the position and will need you to apply.

Please let me know if you have any questions. Thank you.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: Mike's Gmail [mailto:mpcarion@gmail.com]**Sent:** Wednesday, July 12, 2017 7:05 PM**To:** Denise Antolini**Cc:** Pamela Taura; Risa Minato**Subject:** Re: DOCARE Academy Grant

Thank you!

6/17/2018

University of Hawaii Mail - RE: DOCARE Academy Grant

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Denise

--

Denise Antolini

www.carrollcox.com 808-782-6627

6/17/2018

University of Hawaii Mail - RE: DOCARE Academy Grant

Associate Dean for Academic Affairs

William S. Richardson School of Law

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<Carion Resume 2017.doc>

CarrollCox.com

www.carrollcox.com 808-782-6627



Denise Antolini <antolini@hawaii.edu>

Re: DOCARE Academy

1 message

Denise Antolini <antolini@hawaii.edu>

Thu, Jul 13, 2017 at 12:07 AM

To: Michael Carion <mpcarion@gmail.com>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Eric Co <eco@castlefoundation.org>

Aloha Mike,

Thanks for the email - yes, things are looking very good.

I met with Chief Farrell on Friday about all of this while we were interviewing for the DOCARE (1) Law Fellowship - and I need to revise the budget accordingly. (Eric, we need to bump it up - I made an error on the budget - will be about \$30k higher than what I texted you.) I'll send you that for review after I make a few fixes.

For your consulting piece, it looks like it's better now to hire you as a casual hire through the Law School rather than an independent contractor. I'll start a separate email trail with you and our fiscal support person Pam now.

Thanks!

Denise

On Mon, Jul 10, 2017 at 10:11 AM, Michael Carion <mpcarion@gmail.com> wrote:

Aloha Denise!

I talked to Chief Farrell Friday and received encouraging news that this project is still on the radar and wanted to touch bases with you!

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Michael P. Carion

mpcarion@gmail.com

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6/17/2018

University of Hawaii Mail - Re: DOCARE Academy

Also Contact: Admin Officer Matthew Petrsek (808) 956-7545, lawadao@hawaii.edu

CarrollCox.com

www.carrollcox.com 808-782-6627



Re: DOCARE Academy Grant

1 message

Michael Carion <mpcarion@gmail.com>

Fri, Jul 14, 2017 at 1:01 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Denise Antolini <antolini@hawaii.edu>, Risa Minato <charissa@hawaii.edu>, Robert J Farrell <robert.j.farrell@hawaii.gov>

Aloha!

Here is my take on a job description for the DOCARE academy development position.

Let me know if you need anything else!

Mahalo!

Mike

Michael P. Carion

mpcarion@gmail.com

On Jul 13, 2017, at 4:19 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Hi Mike,

Nice to meet you.

I just spoke with Denise and we agreed that your role would best fit a Casual Hire position, which is essentially a part-time position. In order to start moving forward, we will need a job description for you. Would you be able to draft a brief job description (bullet points are fine) for Denise to review? Once that is approved, we will post an ad for the position and will need you to apply.

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Pamela Taura

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Thanks!

Denise

--

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UNIVERSITY  
of HAWAII  
SYSTEM

Denise Antolini <antolini@hawaii.edu>

---

## Automatic reply: Docare academy proposal

1 message

---

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>  
To: Denise Antolini <antolini@hawaii.edu>

Wed, Jul 19, 2017 at 9:41 PM

I am currently out of the office. For assistance, please call 808-587-0066

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

## Docare academy proposal

1 message

---

**Denise Antolini** <antolini@hawaii.edu>

Wed, Jul 19, 2017 at 9:41 PM

To: "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;, "Kekoa, Edward L" &lt;Edward.l.kekoa@hawaii.gov&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;, Risa Minato &lt;charissa@hawaii.edu&gt;

Chief, Luna, Pam, Risa,

I just ran into Eric here at the Hawaii Conservation Conference.

Update:

I told him I'll get the proposal done when this conference is over (so will send you draft on Sat - can you review on Sunday???)

And re budget, good news!

He approved the adjusted budget (he had \$150k authorized - I told him I thought we were at \$145k so we have the room we need to revise it)

Our plan now:

- he will send me the link for upload
- I'll submit the proposal by next week (Monday I hope)
- he'll get it pushed through the process asap
- first check cut (target) August 15
- we get Luna and Mike started
- I hire the .5 law fellow in August via RCUH

Hope that helps - and hope you all can review my draft this Sunday (sorry about that)

Thanks

Denise

--

*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238**Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*



---

**DOCARE Academy revised proposals and Submittal options 1-pgr**

1 message

**Kekoa, Edward L** <edward.l.kekoa@hawaii.gov>

Wed, Jul 19, 2017 at 9:31 PM

To: Charissa Minato &lt;charissa@hawaii.edu&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Kristine Davidson &lt;kgd@hawaii.edu&gt;

Aloha Denise and Risa,

Please see attached revised proposals for the DOCARE Academy from the UH Law school and DOCARE.

I think we should have a check-in call to make sure both our ends are good. Once our end is good, we can have a follow-up phone call with Robert (DOCARE), Eric (Castle), and Mike (Developer) to make sure these components, objectives, and outcomes are good, as well as the budget.

I have also attached a submittal options 1-pgr with the pros and cons identified for each option. Please let me know additional pros/cons and I can revise for our follow-up with Robert and Eric.

If you have any suggestions for the proposals and submittal 1-pgr please let me know.

And Denise, let us know a time that works with you for a quick check-in call to discuss and make sure the proposals are what you want. Then I can help coordinate a phone conference with Robert, Eric, and Mike.

Mahalo,

Luna

---

**3 attachments** **Options for DOCARE Academy.docx**  
13K **DOCARE Academy SOW and Budget (Law School).docx**  
25K **DOCARE Academy SOW and Budget Narrative for HCRI (Luna).docx**  
24K



CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE Academy revised proposals and Submittal options 1-pgr**

1 message

Denise Antolini &lt;antolini@hawaii.edu&gt;

Wed, Jul 19, 2017 at 10:00 PM

To: Charissa Minato &lt;charissa@hawaii.edu&gt;, "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;

Cc: Kristine Davidson &lt;kgd@hawaii.edu&gt;

Thanks so much!!

I need to check my schedule when I'm out of HCC sessions.

On Wed, Jul 19, 2017 at 3:31 PM Kekoa, Edward L &lt;edward.l.kekoa@hawaii.gov&gt; wrote:

Aloha Denise and Risa,

Please see attached revised proposals for the DOCARE Academy from the UH Law school and DOCARE.

I think we should have a check-in call to make sure both our ends are good. Once our end is good, we can have a follow-up phone call with Robert (DOCARE), Eric (Castle), and Mike (Developer) to make sure these components, objectives, and outcomes are good, as well as the budget.

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Mahalo,

Luna

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*Denise Antolini*  
*Associate Dean for Academic Affairs*  
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*Phone: (808) 956-6238*

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

6/17/2018

University of Hawaii Mail - Re: DOCARE Academy revised proposals and Submittal options 1-pgr

Also Contact: Admin Officer Matthew Petrsek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)

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[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



---

**DOCARE Academy Proposal - for your review asap**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Fri, Jul 21, 2017 at 8:40 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: Risa Minato &lt;charissa@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.I.kekoa@hawaii.gov&gt;

Pam,

Risa and I are working now on finalizing the DOCARE Academy Proposal for submission to Castle on Monday.

Questions for you:

1 - can you easily set up the sub-award account to SSRI for hiring Edward (Luna) Kekoa?  
(FO is Calvin Fujioka)2 - what is the fringe for Mike Carion, the consultant? we would need to add to the budget  
(see attached)3 - is there any recovery of RTRP if the only fee taken is by UHF?  
(This is Risa's question regarding SSRI and accounting for RTRP helps on her side, if can.)

Thanks!

Denise

--

*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238**Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)***DOCARE Academy Budget and Workplan7.21.17.xls**

33K



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**New Castle Grant: DOCARE Academy Project**

1 message

---

**Denise Antolini** <antolini@hawaii.edu>  
To: Sylvia Flores <ssflores@hawaii.edu>  
Cc: Pamela Taura <pkam@hawaii.edu>

Fri, Jul 21, 2017 at 8:48 PM

Aloha Sylvia,

Castle has generously agreed to fund a new project, through the Law School, to assist the Department of Land & Natural Resources (DLNR),  
Division of Conservation and Resources Enforcement (DOCARE) to establish a new DOCARE Officer Training Academy.

With very proactive work by Eric Co, this project was approved at the last Castle Board meeting, and we are now writing up the proposal post-approval.

The proposal and budget (\$149k) is almost done and Eric has urged us to submit it on Monday as this is a very high priority project for  
Castle and DOCARE. He is providing me a link as we did not go through the LOI process, but "direct to proposal."

I will be able to send you a copy of the proposal over the weekend - currently undergoing final revision.

**Can you provide me the "usual" UHF information I'll need to upload to the Castle web site on Monday or as soon as possible?**

Any questions, let me or Pam know!

Mahalo nui

Denise

--

*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
*2515 Dole Street, Room 217, Honolulu, HI 96822*  
*Phone: (808) 956-6238*  
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Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: New Castle Grant: DOCARE Academy Project**

1 message

**Sylvia Flores** <Sylvia.Flores@uhfoundation.org>

Fri, Jul 21, 2017 at 9:06 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;

Aloha Denise –

For the 'usual' UHF things – I think quite often they ask for a cover letter signed by our President (who is out of town but returns Monday) and our Board Chair. Our Board Chair is not regularly available for signature (he meets with Donna every few weeks) so I am wondering if this component of the proposals is *required* by HKLC, or if it is something we can submit post-proposal-submission.

Please advise on the cover letter requirement.

Our financial documents can be found for download on our website here: <https://www.uhfoundation.org/resources/reports>

But attached, if helpful, is our IRS Determination, most recent available financials and most recent available 990.

Please let me know if more information is needed – and I can also assist on Monday.

Thanks,

Sylvia

Sylvia Flores|UH Foundation|956-3121

**From:** Denise Antolini [mailto:[antolini@hawaii.edu](mailto:antolini@hawaii.edu)]**Sent:** Friday, July 21, 2017 2:49 PM**To:** Sylvia Flores <[ssflores@hawaii.edu](mailto:ssflores@hawaii.edu)>**Cc:** Pamela Taura <[pkam@hawaii.edu](mailto:pkam@hawaii.edu)>**Subject:** New Castle Grant: DOCARE Academy Project

Aloha Sylvia,

Castle has generously agreed to fund a new project, through the Law School, to assist the Department of Land & Natural Resources (DLNR),

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

6/17/2018

University of Hawaii Mail - RE: New Castle Grant: DOCARE Academy Project

Division of Conservation and Resources Enforcement (DOCARE) to establish a new DOCARE Officer Training Academy.

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Mahalo nui

Denise

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*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

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### 3 attachments

 **UHF\_IRS\_Form\_990\_FY16 (1).pdf**  
857K

 **UHF IRS Determination Pub Charity Ltr.pdf**  
481K

 **FY2016 Audited Financial Statement.pdf**  
301K

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CarrollCox.com





Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: DOCARE Academy Proposal - for your review asap**

1 message

**Pamela Taura** <pkam@hawaii.edu>

Fri, Jul 21, 2017 at 10:25 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Risa Minato &lt;charissa@hawaii.edu&gt;, Kekoa Edward L &lt;Edward.I.kekoa@hawaii.gov&gt;

Dear all,

Please see below for answers to your questions:

1. Yes
2. The fringe rate is 2.48%
3. No, RTRF doesn't apply because UHF does not pay any indirect cost to UH through their agreements

I hope this helps!

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: **Denise Antolini** <antolini@hawaii.edu>

Date: Fri, Jul 21, 2017 at 2:40 PM

Subject: DOCARE Academy Proposal - for your review asap

To: Pamela Taura <pkam@hawaii.edu>

Cc: Risa Minato <charissa@hawaii.edu>, "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>

Pam,

www.carrollcox.com 808-782-6627

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Questions for you:

1 - can you easily set up the sub-award account to SSRI for hiring Edward (Luna) Kekoa?

(FO is Calvin Fujioka)

2 - what is the fringe for Mike Carion, the consultant? we would need to add to the budget

(see attached)

3 - is there any recovery of RTRP if the only fee taken is by UHF?

(This is Risa's question regarding SSRI and accounting for RTRP helps on her side, if can.)

Thanks!

Denise

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu



Copy of DOCARE Academy Budget and Workplan7 21 17.xls

42K



Denise Antolini <antolini@hawaii.edu>

Re: DOCARE Academy Proposal - for your review asap

1 message

Charissa Minato <charissa@hawaii.edu>

Fri, Jul 21, 2017 at 10:38 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Denise Antolini <antolini@hawaii.edu>, Kekoa Edward L <Edward.I.kekoa@hawaii.gov>

Thank you, Pam!

Denise, with the savings from the fringe, we can either bump Luna up to 45% FTE for 11-mo or bump Mike up to \$50,000 for 12-mo.

See attached for latest budget spreadsheet.

Risa

On Fri, Jul 21, 2017 at 4:25 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Dear all,

Please see below for answers to your questions:

1. Yes
2. The fringe rate is 2.48%
3. No, RTRF doesn't apply because UHF does not pay any indirect cost to UH through their agreements

I hope this helps!

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: **Denise Antolini** <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>  
Date: Fri, Jul 21, 2017 at 2:40 PM  
Subject: DOCARE Academy Proposal - for your review asap  
To: Pamela Taura <[pkam@hawaii.edu](mailto:pkam@hawaii.edu)>  
Cc: Risa Minato <[charissa@hawaii.edu](mailto:charissa@hawaii.edu)>, "Kekoa, Edward L" <[Edward.I.kekoa@hawaii.gov](mailto:Edward.I.kekoa@hawaii.gov)>

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6/17/2018

University of Hawaii Mail - Re: DOCARE Academy Proposal - for your review asap

--

Charissa "Risa" Minato  
University of Hawaii  
Social Science Research Institute  
[charissa@hawaii.edu](mailto:charissa@hawaii.edu)  
808-277-4710



**DOCARE Academy Budget and Workplan.xlsx**  
18K

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---

**Re: Revised/combined Proposal for DOCARE Academy**

1 message

---

**Charissa Minato** <charissa@hawaii.edu>  
To: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>  
Cc: Denise Antolini <antolini@hawaii.edu>

Fri, Jul 21, 2017 at 8:30 PM

Hi Denise and Luna,

See attached for the Excel spreadsheet with our DOCARE Academy budget.

Risa

On Fri, Jul 21, 2017 at 10:44 AM, Kekoa, Edward L <edward.l.kekoa@hawaii.gov> wrote:

Aloha Denise and Risa,

Please see attached for revised proposal combining both the Law School and SSRI submittals into one document.

LMK if there are any revisions/suggestions?

Talk to you folks soon!

Mahalo,

Luna

---

--  
Charissa "Risa" Minato  
University of Hawaii  
Social Science Research Institute  
[charissa@hawaii.edu](mailto:charissa@hawaii.edu)  
808-277-4710

---

 **DOCARE Academy Budget and Workplan.xlsx**  
18K



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: DOCARE Academy Proposal - for your review asap**

1 message

**Kekoa, Edward L** <edward.l.kekoa@hawaii.gov>

Sat, Jul 22, 2017 at 12:30 AM

To: Charissa Minato &lt;charissa@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;

Aloha all,

Please see attached clean and revised version for your review.

- Titles have been changed and are consistent thru the proposal

- Additional outcomes were included (final package),

- objectives and activities were also revised to reflect the final package,

and more details with the dissemination of materials from the Academy law fellow, as well as an activity to collaborate with DOCARE legal fellow.

- Budget narrative was also revised to match the revised budget Risa sent

LMK if you have any questions or clarifications.

Great work and collaboration getting this proposal together!

Mahalo,  
Luna

---

**From:** Charissa Minato <charissa@hawaii.edu>**Sent:** Friday, July 21, 2017 4:38 PM**To:** Pamela Taura**Cc:** Denise Antolini; Kekoa, Edward L**Subject:** Re: DOCARE Academy Proposal - for your review asap

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[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



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William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: **Denise Antolini** <antolini@hawaii.edu>

Date: Fri, Jul 21, 2017 at 2:40 PM

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www.carrollcox.com 808-782-6627

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Cc: Risa Minato <charissa@hawaii.edu>, "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>

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Phone: (808) 956-6238



Denise Antolini <antolini@hawaii.edu>

Re: DOCARE Academy project number and link?

1 message

Eric Co <eco@castlefoundation.org>
To: Denise Antolini <antolini@hawaii.edu>

Fri, Jul 28, 2017 at 4:07 PM

Hi Denise,

Sorry for the delayed response. I spoke to our grants manager about this today, and it turns out that this will require a new submission through our two-stage process. As before, once you submit the Letter of Inquiry (first stage) you'll be assigned a new, discrete project number.

That's the bad news. The good news is, that in an effort to expedite this and make it easier on you, after you've input the relevant organizational and contact information, you're welcome to simply input "invited by program officer" in each of the sections that are more project description related.

Note that in the full proposal (stage two) online document, you'll need to fill out all sections properly. This is just an attempt to get through the first stage quickly and let you focus on the relevant associated documents, etc.

Let me know if you have any questions.

Mahalo,
Eric

Eric Co
Senior Program Officer
for Ocean Resiliency

Harold K.L. Castle Foundation
1197 Auloa Road
Kailua, Hawai'i 96734

direct 808 263 8922
cell 808 295 9745
office 808 263 7073
fax 808 261 6918

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Aloha Eric,

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Can you provide me the project number and to upload?

Thanks!

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www.carrollcox.com 808-782-6627

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Denise Antolini <antolini@hawaii.edu>

Fw: DOCARE Academy Proposal

1 message

Kekoa, Edward L <edward.l.kekoa@hawaii.gov>

Mon, Jul 31, 2017 at 9:02 PM

To: Denise Antolini <antolini@hawaii.edu>, Charissa Minato <charissa@hawaii.edu>

Aloha Denise,

Wanted to check-in if you needed any help with the proposal to submit to Castle.

Also got this email from chief regarding his review of the DOCARE academy proposal for Castle. He is super supportive and let me know a big part of my role will be developing the relationship with the community colleges to house the curriculum!

Let me know if you need any assistance submitting the proposal...if you already did awesome!

Mahalo,

Luna

From: Farrell, Robert J
Sent: Thursday, July 27, 2017 3:04 PM
To: Kekoa, Edward L
Subject: RE: DOCARE Academy Proposal

Looks good. I think it will work!

From: Kekoa, Edward L
Sent: Thursday, July 27, 2017 2:58 PM
To: Farrell, Robert J <robert.j.farrell@hawaii.gov>
Subject: DOCARE Academy Proposal

Aloha Chief,

Please see attached draft proposal to Castle for the DOCARE Academy.

www.carrollcox.com 808-782-6627

Denise was in discussion with Eric Co, who provided her a link to upload the proposal.

Let me know if you have any questions, clarifications, or suggestions.

Mahalo,

Luna

carrollcox.com



Denise Antolini <antolini@hawaii.edu>

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Mahalo,

Luna

carrollcox.com



Re: Checking in!

1 message

Michael Carion <mpcarion@gmail.com>

Tue, Aug 15, 2017 at 11:25 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

OK,

I went back through it and still do not understand why it shows 40% qualified??

I need some help with this.

Can you call me tomorrow?

Also, I would like to clarify the hourly wage we agreed upon.

Thank you
530-357-2301 home
530-227-3231 ce;;Michael P. Carion
mpcarion@gmail.com

On Aug 15, 2017, at 6:24 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Hi Mike,

Glad to hear from you. Coincidentally, I was able to post the position today. Please click on this link: <https://www.hirenethawaii.com/jobbanks/>, and type "DOCARE" in the search box. The position should come up. Please let me know if you encounter any problems. Thank you.Mahalo,
Pamela~~~~~
Pamela Taura
Administrative Officer
William S. Richardson School of Law
2515 Dole Street
Honolulu, HI 96822
(808) 956-3301

From: Michael Carion [<mailto:mpcarion@gmail.com>]**Sent:** Tuesday, August 15, 2017 10:06 AM**To:** Pamela Taura**Cc:** Robert J Farrell; Denise Antolini**Subject:** Checking in!

Aloha All!

Well, it's August 15th and I will be leaving for Africa Monday the 21st!
Just wanted to make sure I won't be falling into an abyss where things happen as soon as I leave!
:)

Any chance of the application coming out by Friday?

Thank you for any information you might have!

Mahalo!

Michael P. Carion

mpcarion@gmail.com

On Aug 1, 2017, at 4:33 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Hi Mike,

Sorry for the late reply. I can try to target mid-August for the advertisement. Thank you.

Mahalo,
Pamela

~~~~~  
Pamela Taura  
Administrative Officer  
William S. Richardson School of Law  
2515 Dole Street  
Honolulu, HI 96822  
(808) 956-3301

---

**From:** Mike's Gmail [<mailto:mpcarion@gmail.com>]

**Sent:** Friday, July 21, 2017 4:43 PM

**To:** Pamela Taura

**Subject:** Re: Follow up

BTW... do you think it will get advertised before I leave for Africa on August 21st?  
Would love to have it not pending when I go.

Mahalo!

Sent from my iPhone

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I hope all is well with you. Thank you for your assistance thus far!

Mahalo,  
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Pamela Taura
Administrative Officer
William S. Richardson School of Law
2515 Dole Street
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Michael P. Carion
mpcarion@gmail.com



Denise Antolini <antolini@hawaii.edu>

Fwd: DOCARE Academy project number and link?

1 message

Denise Antolini <antolini@hawaii.edu>
To: "Kekoa, Edward L" <Edward.l.kekoa@hawaii.gov>

Fri, Aug 11, 2017 at 2:00 PM

Luna,
I'll do the LOI this Sunday and we keep going asap
I really appreciate your offer to help upload - and I'd like to do the full upload as soon as I get the LOI turned around.
If I need help, are you free on the holiday Friday August 18? that's when I'll likely get it all in.
Thanks!
Denise

----- Forwarded message -----

From: **Eric Co** <eco@castlefoundation.org>
Date: Fri, Jul 28, 2017 at 10:07 AM
Subject: Re: DOCARE Academy project number and link?
To: Denise Antolini <antolini@hawaii.edu>

Hi Denise,

Sorry for the delayed response. I spoke to our grants manager about this today, and it turns out that this will require a new submission through our two-stage process. As before, once you submit the Letter of Inquiry (first stage) you'll be assigned a new, discrete project number.

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Re: DOCARE Academy project number and link?

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To: Eric Co <eco@castlefoundation.org>

Cc: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>, Risa Minato <charissa@hawaii.edu>

Thanks Eric!!

I will be doing the LOI this Sunday.

I expect to do the full upload next Friday August 18.

Appreciate your guidance!

Denise

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carrollcox.com



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forward movement :)

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Hi Mike,

Sorry for the late reply. I can try to target mid-August for the advertisement. Thank you.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

---

**From:** Mike's Gmail [<mailto:mpcarion@gmail.com>]

**Sent:** Friday, July 21, 2017 4:43 PM

**To:** Pamela Taura

**Subject:** Re: Follow up

BTW... do you think it will get advertised before I leave for Africa on August 21st?

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

Would love to have it not pending when I go.

Mahalo!

Sent from my iPhone

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Dear Mike,

Thanks so much. Yes, I did indeed receive the job description. At this point, we don't need anything else. I will use that to draft our advertisement for the position. Once it's advertised, I will let you know.

In the meantime, I am working with Denise on the budget and funding.

I hope all is well with you. Thank you for your assistance thus far!

Mahalo,

Pamela

~~~~~  
Pamela Taura
Administrative Officer
William S. Richardson School of Law
2515 Dole Street
Honolulu, HI 96822
(808) 956-3301

From: Michael Carion [<mailto:mpcarion@gmail.com>]
Sent: Friday, July 21, 2017 10:40 AM
To: Pamela Taura
Subject: Follow up

Aloha Pamela!

I was just following up on what I sent you last week. First, I wanted to be sure you received it?

6/17/2018

University of Hawaii Mail - RE: Checking in!

If so, is there anything else you need? Was it sufficient?

Please let me know if all is on track and what the next steps may be.

Mahalo!

Mike

Michael P. Carion

mpcarion@gmail.com

CarrollCox.com

www.carrollcox.com 808-782-6627



Re: The Harold K.L. Castle Foundation Invites You To Submit A Full Proposal

1 message

Denise Antolini <antolini@hawaii.edu>

Tue, Aug 15, 2017 at 9:30 PM

To: Donna Vuchinich <Donna.Vuchinich@uhfoundation.org>

Cc: Ann Matsukado <amatsukado@castlefoundation.org>, Jung Song <Jung.Song@uhfoundation.org>, Sylvia Flores <Sylvia.Flores@uhfoundation.org>, Eric Co <eco@castlefoundation.org>

Bcc: Avi Soifer <soifer@hawaii.edu>, Melody MacKenzie <mkmacken@hawaii.edu>, "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>, "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, Risa Minato <charissa@hawaii.edu>

Aloha Ann,

Thank you very much for the notification of the acceptance of our LOI for the DOCARE Officer Training Academy Project.

We will submit the full proposal by this Friday, August 18.

Mahalo nui!

Denise

On Tue, Aug 15, 2017 at 2:50 PM, Donna Vuchinich <Donna.Vuchinich@uhfoundation.org> wrote:
Mahalo, Ann. We are grateful for the opportunity.

Donna Vuchinich
President & CEO
University of Hawaii Foundation
[808.387.1397](tel:808.387.1397)

On Aug 15, 2017, at 2:30 PM, Ann Matsukado <amatsukado@castlefoundation.org> wrote:

August 15, 2017

TO: Donna Vuchinich: donna.vuchinich@uhfoundation.org

Aloha Donna:

On behalf of the Harold K.L. Castle Foundation, and in response to your recent online inquiry, I am pleased to invite *University Of Hawaii Foundation* to submit a full proposal for *DOCARE Officer Training Academy* to be considered at the next Directors' meeting. Please note that this invitation does not guarantee funding of your request.

Please submit your full proposal on or before Friday August 18, 2017 for the September 15, 2017 meeting.

The Harold K.L. Castle Foundation's proposal submission system is a fully online process accessed via your account at https://www.GrantRequest.com/SID_645?SA=AM. You will submit your proposal within the context of the online form entitled **Proposal and Attachments Submission Form**, located near the top of your account page. You will answer a list of questions in this form rather than write a full narrative

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University of Hawaii Mail - Re: The Harold K.L. Castle Foundation Invites You To Submit A Full Proposal proposal. Your supporting grant documentation attachments will be uploaded within this process as well.

The attachments you will be asked to upload at the end of the form should be in Adobe PDF format (to guarantee the best possible presentation of your proposal to our Directors) and include:

1. A cover letter on your organization's letterhead, signed by the Executive Director and Board Chair (Required) (Principal and Complex Area Superintendent for schools)
2. Your organization's budget for the current fiscal year (Required)
3. Your project budget including a detailed explanation of both sources and uses of funds. (Required)
(Please note that we do not fund the purchase or lease of computers or vehicles.)
4. Your project work plan pursuant with our template attached here. More details and instructions on the work plan are provided within the online proposal submission form. (Required)
5. Most recent fiscal year-end financial statements (preferably audited) (Required)
6. Form 990 (Required unless available on Guidestar)
7. Current listing of your governing Board (Required)
8. Your organization's IRS letter of determination (Required)
9. Conflict of Interest policy document, accompanied by evidence that the policy has been adopted by your Board. A sample conflict of interest policy is available upon request. (Optional at this stage, but required before release of funds if grant is approved)
10. Biographies, curriculum vitae or resumes for key leaders or staff members (Optional)

You may return to your account as often as needed before final submission of the proposal and attachments. Please contact me with any questions or concerns as you go through the process.

Thank you.

Ann

Ann Matsukado

Controller & Grants Manager

www.carrollcox.com 808-782-6627

6/17/2018

University of Hawaii Mail - Re: The Harold K.L. Castle Foundation Invites You To Submit A Full Proposal

Harold K.L. Castle Foundation

1197 Auloa Road

Kailua, HI 96734

Phone [808.263.8920](tel:808.263.8920) | Fax [808.261.6918](tel:808.261.6918)

www.castlefoundation.org

<https://facebook.com/haroldkcastlefoundation>

<image001.jpg>

<image002.png>

<HKLCF full prop workplan template.xlsx>

This message (including any attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521. It is the property of the University of Hawaii Foundation. It may contain confidential information intended for a specific individual and purpose. If you are not the intended recipient, you must delete this message. You are hereby notified that any disclosure, copying, or distribution of this message is prohibited.

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

www.carrollcox.com 808-782-6627



Re: Checking in!

1 message

Michael Carion <mpcarion@gmail.com>

Tue, Aug 15, 2017 at 9:49 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

OK,
Well, first of all this is half of the salary we agreed upon.

Second,
When I filled out the information it says I do not meet the requirements>+??

Since I am retired, I am not sure what they want.

Are you available for a call?

Thanks
Michael P. Carion
mpcarion@gmail.com

On Aug 15, 2017, at 6:24 PM, Pamela Taura <pkam@hawaii.edu> wrote:

Hi Mike,

Glad to hear from you. Coincidentally, I was able to post the position today. Please click on this link: <https://www.hirenethawaii.com/jobbanks/>, and type "DOCARE" in the search box. The position should come up. Please let me know if you encounter any problems. Thank you.

Mahalo,
Pamela

Pamela Taura
Administrative Officer
William S. Richardson School of Law
2515 Dole Street
Honolulu, HI 96822
(808) 956-3301

From: Michael Carion [<mailto:mpcarion@gmail.com>]**Sent:** Tuesday, August 15, 2017 10:06 AM**To:** Pamela Taura**Cc:** Robert J Farrell; Denise Antolini**Subject:** Checking in!

Aloha All!

Well, it's August 15th and I will be leaving for Africa Monday the 21st!
Just wanted to make sure I won't be falling into an abyss where things happen as soon as I leave!
:)

Any chance of the application coming out by Friday?

Thank you for any information you might have!

Mahalo!

Michael P. Carion

mpcarion@gmail.com

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William S. Richardson School of Law  
2515 Dole Street  
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**Subject:** Re: Follow up

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Sent from my iPhone

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In the meantime, I am working with Denise on the budget and funding.

I hope all is well with you. Thank you for your assistance thus far!

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2515 Dole Street
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Michael P. Carion
mpcarion@gmail.com



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1 message

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Tue, Aug 15, 2017 at 4:06 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

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Administrative Officer  
William S. Richardson School of Law  
2515 Dole Street  
Honolulu, HI 96822  
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Please let me know if all is on track and what the next steps may be.

Mahalo!

Mike  
Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)





Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: DOCARE Academy Grant**

1 message

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**Mike's Gmail** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>

Fri, Aug 18, 2017 at 11:15 PM

Aloha Denise,  
Well, sorry I missed you today.  
I will be in CA until Monday 11:00am Hawaii time if you have a chance to call me between now and then.

Mahalo!

Mike

Sent from my iPhone

On Jul 12, 2017, at 9:13 PM, Denise Antolini <antolini@hawaii.edu> wrote:

Dear Pam,

I'm introducing you to the amazing Mike Carion, who will be the consultant on the DOCARE Academy grant (Castle). Resume attached

The (revised) proposed budget for Mike will be:

DOCARE Academy Consultant salary - 1 year (\$50,000)  
DOCARE Academy Consultant travel - 4 trips (mainland RT Hawaii) - \$1800 each (5 working days) -\$7,200

Can you help us resolve whether it's better for Mike to be a casual hire of the Law School or an independent consultant?

I think you last suggested casual hire - and for that, we can just pick Mike without having comparative proposals?

Mike is going on vacation August 8.21 so we want to get the proposal in for Castle in the next week, if possible, so we can get this off the ground when he's back from his trip.

(Copying Risa, who is assisting us with the DOCARE Academy Coordinator piece that will go through SSRI and the overall budget.)

Thanks!

Denise

--

*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
*2515 Dole Street, Room 217, Honolulu, HI 96822*  
*Phone: (808) 956-6238*  
*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu*

<Carion Resume 2017.doc>



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

## Your Application has been submitted

1 message

---

**Harold K.L. Castle Foundation** <mail@grantapplication.com>  
Reply-To: "Harold K.L. Castle Foundation" <amatsukado@castlefoundation.org>  
To: antolini@hawaii.edu

Mon, Aug 21, 2017 at 4:21 AM

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

For your records, here is a copy of the contents of your application.

Marine Resource Conservation Proposal and Attachments Submission Form

Mahalo! Your proposal has been submitted. You should receive a confirmation email shortly. The Foundation will contact you with the Directors' decision within one week of the Board meeting date. If you do not receive such notification, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Instructions

Welcome!

Please read the instructions here before beginning the proposal and attachment submission process. Failure to do so may result in your loss of information and work. **IMPORTANT:** Do NOT use your browser's back and forward buttons to navigate through the online form. We recommend that you first print a copy of the "Printer Friendly Version" of this application and read it carefully. It is also recommended that you compose your answers in a separate document (such as Microsoft Word) and then copy-and-paste your answers into this online form.

Thank you for your interest in submitting an invited proposal to the Harold K.L. Castle Foundation. We look forward to learning more about your proposed project. Below, you will find a few tips that we hope will make your online submission experience easier.

This online proposal submission process is intended to streamline your efforts as well as save paper, time and money! Many of the data fields will contain the information you entered in the Online Inquiry Form. We hope this will save you time and effort. However, be sure to review all the fields and revise any information that needs to be updated. Also, do not use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

**IMPORTANT:** Again, to reiterate, DO NOT use your browser's back and forward buttons to navigate through the online form. Doing so may cause you to lose your application data. Use only the page number links at the top of the application form or the "Next" link at the bottom of the application form.

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

If you have any questions or if you encounter technical difficulties, please don't hesitate to contact Ann Matsukado at (808) 263-8920 or by email at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org). Mahalo!

#### Web Browser Requirements:

This online application software requires a Web browser set to allow cookies. Only the following browser versions are certified to allow you to submit your online proposal form properly: Internet Explorer 6.0 (for PC) SP-1, Internet Explorer 5.2.3 (for Mac), Netscape 7.2, Opera 7.5.4, Safari 1.2 (for Mac), Mozilla Firefox v1.0.

The following browsers are supported and will MOST LIKELY allow you to submit your online proposal form properly: Netscape 7.02, Opera 7.11, Safari 1.0 (v85).

Use of other browsers or versions may result in the irretrievable loss of all your data.

If your organization uses spam-blocking software, please set it to recognize [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org) as a valid address so you can receive the notification e-mails we will send you.

#### Writing Instructions:

To do the best job of preparing your proposal submission, we recommend that you first print a copy of the "Printer Friendly Version" of this application. (The link for the "Printer Friendly Version" is at the top right of this page.) This will allow you to have a copy of these instructions to refer to and to see all of the information required so you can prepare your application answers.

You will enter all information directly into the online form. For the narrative sections of the application, we recommend that you compose your answers in a separate document (such as Microsoft Word). You can then cut-and-paste your answers into the form. This will keep you from losing text that you have composed due to a dropped internet connection (some browsers "time out" after a period of inactivity) or other technology-related problem. In addition, the online software does not provide you with the opportunity to spell-check your work, so you may do that in Word before you cut and paste your text into the application form.

Please use only plain text for information you enter or copy into your online application form. You may use quotation marks, numbered or bulleted lists, apostrophes, \$ signs, parentheses, and hard returns. IMPORTANT: Again, to reiterate, DO NOT use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

To create an account and access your online proposal and attachments form:

To leave your online form to compose your narrative after you have finished printing the printer friendly version, click on the "Save and Finish Later" button at the bottom of this page. You will be asked to set up an account. You can come back to your online form (instructions below) at a later time and enter your answers into the appropriate boxes.

When you are ready to continue working on your online form, you will need to return to your account page using the link you will receive in an email from us. If you are not able to locate the email, you may enter the URL [https://www.grantrequest.com/SID\\_645](https://www.grantrequest.com/SID_645) into your Web browser. Either option will take you to your account page, which allows you to open and continue working on the application you started but have not yet submitted.

To return to a form you have already started, do NOT click on the link on our web site where you originally accessed the application. This will start an entirely new application and will not give you access to the one you have already started.

To submit your proposal and attachments form:

When you have finished entering all the information into the form, click the "Review and Submit" button. Verify that the information is correct or make corrections. At this point, we recommend that you print a copy of your completed application by clicking the "Printer Friendly Version" button at the top right of the screen and using your browser's print button.

When you have finished printing your form, close the print version window and go back to your open application window. Scroll to the bottom of the page and click "Submit." You MUST perform this step in order for your online proposal form to be submitted to the Foundation. If your application is properly submitted to the Foundation, the system will take you to your account screen with a note acknowledging your submission. You will also receive a confirmation e-mail shortly following submission. DO NOT assume your proposal has been received by us unless you receive this confirmation email.

#### Organizational Information

Some of the information from your online inquiry has been populated into this proposal form to save you time. You may add additional text to these fields, however, the pre-filled information from a previous entry you made will remain in the field. (You will not be able to delete pre-filled text.)

#### Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

Cell Phone  
(808) 956-3711

Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name  
Antolini

Mobile Phone  
(808) 554-7215

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

#### Your Project

Project Title or Short Description

Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

Project Site Address

You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.  
DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

Geographical Area Served by the Project (pick one)  
State of Hawaii

Project Description

In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

A better trained, larger, and more robust DOCARE officer corps is critically essential to meeting Hawaii's natural resource protection goals and the Castle Foundation's strategic goals of effective management of nearshore marine resources.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

Project Experience

Briefly describe the experience and skills of the organization and key staff members or volunteers related to the project for which you are requesting funding. (You will have the opportunity at the end of this form to upload resumes or CVs which contain more detailed information.) Also, please identify any other organizations that are doing similar work and explain what distinguishes your organization's approach from theirs.

DLNR and the Law School's Environmental Law Program have partnered for the past ten years on creating and maintaining a Law Fellowship program within DLNR (now with a total of seven post-JD law fellowships).

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court.

The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

#### Total Project Budget

Please use the format \$XX,XXX.

185000

#### Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

#### Project Outcomes

##### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

##### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

##### Outcome\_2

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

If the grant is awarded, these outcomes will be included in your grant agreement and you will be expected to report on them within progress reports and at the conclusion of the grant.

List project risks and how you will manage them.

This will help us to understand the possible obstacles to your success. Don't worry; we expect that every innovative project will have risks!

Two identified project risks include getting approval from the Board of Land and Natural Resources, as well as review and approval by the Attorney Generals office.

To address the Board of Land and Natural Resources, DOCARE will conduct briefings with the Chair of the DLNR, who also chairs the Board of Land and Natural Resources. Suggestions and revisions will be made, as well as adapting for issues and concerns from the Administrative level. Once the Academy is revised, DOCARE would then provide a briefing for the Board of Land and Natural Resources. This briefing will also compile suggestions, revisions, and adapt for issues and concerns from the Board.

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#### Evaluation Plan

Explain your definition of success for this project and describe how you will know if you have achieved your outcomes. Academy

A successful project will provide a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits and produce a detailed DOCARE academy curriculum specific to Hawaii, inclusive of training sites and partners to implement the academy, as well as a financial and evaluation plan.

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#### Work Plan

##### Work Plan Instructions

As an attachment to this proposal, you will also provide a work plan connecting your project's objectives and activities to these outcomes. A work plan template should have been provided to your organization by email upon invitation to submit this full proposal. Failure to adhere to the provided template will factor into the evaluation of your proposal.

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This Financial Indicator page is optional, given that smaller nonprofits may not have audited financials. However, if you do have audited financials, please fill out the requested information.

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(1) Current assets; (2) Current liabilities; (3) Total Liabilities; and (4) Unrestricted net assets. If you have questions, please call Ann Matsukado, Controller at (808) 263-8920 or email her at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Current assets from the audited financials  
479839930.00

Current liabilities from the audited financials  
17992394.00

Total liabilities from the audited financials  
17992394.00

Unrestricted net assets from the audited financials  
3769004.00



## Feedback (Optional)

We want your feedback.

We would appreciate your input on this process for capturing the full invited proposal online. Is it user friendly? What do you like about it? What was frustrating about it? How did it compare with other foundations to which you have applied for funding? Please share any suggestions or comments that could help us improve this system in the future.

You will upload attachments on the next page. Hang in there - you are almost finished! Mahalo!

## Comments/Suggestions

| Title                          | Attachments<br>File Name                                                            |
|--------------------------------|-------------------------------------------------------------------------------------|
| 1. Cover Letter                | <a href="#">DOCARE Academy UHF Cover letter.pdf</a>                                 |
| 2. Organizational Budget       | <a href="#">UHF proforma FY2017-18 Operating budget 06132017.pdf</a>                |
| 3. Proposed Program Budget     | <a href="#">DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf</a>   |
| 4. Proposed project work plan  | <a href="#">DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf</a> |
| 6. Form 990                    | <a href="#">UHF_IRS_Form_990_FY16.pdf</a>                                           |
| 8. IRS letter of determination | <a href="#">UHF IRS Determination Pub Charity Ltr.pdf</a>                           |
| 9. Conflict of Interest Policy | <a href="#">UHF Conflict of Interest Policy for Trustees- Final.pdf</a>             |
| 10. Staff bio, resume or CV    | <a href="#">Denise Antolini CV Jan 2017 .pdf</a>                                    |
| 5. Financial Statements        | <a href="#">FY2016 Audited Financial Statement.pdf</a>                              |
| 7. Board of Directors Listing  | <a href="#">FY 17-18 UHF Trustee Listing.pdf</a>                                    |

Files attached to this form may be deleted 120 days after submission.



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Fwd: Your Application has been submitted**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Mon, Aug 21, 2017 at 4:23 AM

To: Sylvia Flores &lt;ssflores@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;

Sylvia, Pam,  
Submitted!  
Thanks for all the help.  
Budget and workplan attached.  
Mahalo!  
Denise

----- Forwarded message -----

From: **Harold K.L. Castle Foundation** <[mail@grantapplication.com](mailto:mail@grantapplication.com)>

Date: Sun, Aug 20, 2017 at 10:21 PM

Subject: Your Application has been submitted

To: [antolini@hawaii.edu](mailto:antolini@hawaii.edu)

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

For your records, here is a copy of the contents of your application.

Marine Resource Conservation Proposal and Attachments Submission Form

Mahalo! Your proposal has been submitted. You should receive a confirmation email shortly. The Foundation will contact you with the Directors' decision within one week of the Board meeting date. If you do not receive such notification, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Instructions

Welcome!

Please read the instructions here before beginning the proposal and attachment submission process. Failure to do so may result in your loss of information and work. **IMPORTANT:** Do NOT use your browser's back and forward buttons to navigate through the online form. We recommend that you first print a copy of the "Printer Friendly Version" of this application and read it carefully. It is also recommended that you compose your answers in a separate document (such as Microsoft Word) and then copy-and-paste your answers into this online form.

Thank you for your interest in submitting an invited proposal to the Harold K.L. Castle Foundation. We look forward to learning more about your proposed project. Below, you will find a few tips that we hope will make your online submission experience easier.

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

This online proposal submission process is intended to streamline your efforts as well as save paper, time and money! Many of the data fields will contain the information you entered in the Online Inquiry Form. We hope this will save you time and effort. However, be sure to review all the fields and revise any information that needs to be updated. Also, do not use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

**IMPORTANT:** Again, to reiterate, **DO NOT** use your browser's back and forward buttons to navigate through the online form. Doing so may cause you to lose your application data. Use only the page number links at the top of the application form or the "Next" link at the bottom of the application form.

If you have any questions or if you encounter technical difficulties, please don't hesitate to contact Ann Matsukado at (808) 263-8920 or by email at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org). Mahalo!

#### Web Browser Requirements:

This online application software requires a Web browser set to allow cookies. Only the following browser versions are certified to allow you to submit your online proposal form properly: Internet Explorer 6.0 (for PC) SP-1, Internet Explorer 5.2.3 (for Mac), Netscape 7.2, Opera 7.5.4, Safari 1.2 (for Mac), Mozilla Firefox v1.0.

The following browsers are supported and will **MOST LIKELY** allow you to submit your online proposal form properly: Netscape 7.02, Opera 7.11, Safari 1.0 (v85).

Use of other browsers or versions may result in the irretrievable loss of all your data.

If your organization uses spam-blocking software, please set it to recognize [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org) as a valid address so you can receive the notification e-mails we will send you.

#### Writing Instructions:

To do the best job of preparing your proposal submission, we recommend that you first print a copy of the "Printer Friendly Version" of this application. (The link for the "Printer Friendly Version" is at the top right of this page.) This will allow you to have a copy of these instructions to refer to and to see all of the information required so you can prepare your application answers.

You will enter all information directly into the online form. For the narrative sections of the application, we recommend that you compose your answers in a separate document (such as Microsoft Word). You can then cut-and-paste your answers into the form. This will keep you from losing text that you have composed due to a dropped internet connection (some browsers "time out" after a period of inactivity) or other technology-related problem. In addition, the online software does not provide you with the opportunity to spell-check your work, so you may do that in Word before you cut and paste your text into the application form.

Please use only plain text for information you enter or copy into your online application form. You may use quotation marks, numbered or bulleted lists, apostrophes, \$ signs, parentheses, and hard returns. IMPORTANT: Again, to reiterate, DO NOT use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

To create an account and access your online proposal and attachments form:

To leave your online form to compose your narrative after you have finished printing the printer friendly version, click on the "Save and Finish Later" button at the bottom of this page. You will be asked to set up an account. You can come back to your online form (instructions below) at a later time and enter your answers into the appropriate boxes.

When you are ready to continue working on your online form, you will need to return to your account page using the link you will receive in an email from us. If you are not able to locate the email, you may enter the URL [https://www.grantrequest.com/SID\\_645](https://www.grantrequest.com/SID_645) into your Web browser. Either option will take you to your account page, which allows you to open and continue working on the application you started but have not yet submitted.

To return to a form you have already started, do NOT click on the link on our web site where you originally accessed the application. This will start an entirely new application and will not give you access to the one you have already started.

To submit your proposal and attachments form:

When you have finished entering all the information into the form, click the "Review and Submit" button. Verify that the information is correct or make corrections. At this point, we recommend that you print a copy of your completed application by clicking the "Printer Friendly Version" button at the top right of the screen and using your browser's print button.

When you have finished printing your form, close the print version window and go back to your open application window. Scroll to the bottom of the page and click "Submit." You MUST perform this step in order for your online proposal form to be submitted to the Foundation. If your application is properly submitted to the Foundation, the system will take you to your account screen with a note acknowledging your submission. You will also receive a confirmation e-mail shortly following submission. DO NOT assume your proposal has been received by us unless you receive this confirmation email.

#### Organizational Information

Some of the information from your online inquiry has been populated into this proposal form to save you time. You may add additional text to these fields, however, the pre-filled information from a previous entry you made will remain in the field. (You will not be able to delete pre-filled text.)

Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name

(legal name as recognized by the IRS)

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## University Of Hawaii Foundation

## First Name

Donna

## Last Name

Vuchinich

## Title

President &amp; CEO

## E-mail

[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

## Cell Phone

[\(808\) 956-3711](tel:(808)956-3711)

## Primary Contact for this Request

For example, Program or Development Officer

## First Name

Denise

## Last Name

Antolini

## Mobile Phone

[\(808\) 554-7215](tel:(808)554-7215)

## Contact Person's E-mail Address

[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

## Your Project

## Project Title or Short Description

Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

## Project Site Address

You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.

DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

## Geographical Area Served by the Project (pick one)

State of Hawaii

## Project Description

In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

A better trained, larger, and more robust DOCARE officer corps is critically essential to meeting Hawaii's natural resource protection goals and the Castle Foundation's strategic goals of effective management of nearshore marine resources.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also

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identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

#### Project Experience

Briefly describe the experience and skills of the organization and key staff members or volunteers related to the project for which you are requesting funding. (You will have the opportunity at the end of this form to upload resumes or CVs which contain more detailed information.) Also, please identify any other organizations that are doing similar work and explain what distinguishes your organization's approach from theirs.

DLNR and the Law School's Environmental Law Program have partnered for the past ten years on creating and maintaining a Law Fellowship program within DLNR (now with a total of seven post-JD law fellowships).

This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court.

The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

#### Total Project Budget

Please use the format \$XX,XXX.

185000

#### Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

#### Project Outcomes

##### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of

our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

#### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

#### Outcome\_2

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

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Current liabilities from the audited financials  
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Unrestricted net assets from the audited financials  
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Feedback (Optional)

We want your feedback.

We would appreciate your input on this process for capturing the full invited proposal online. Is it user friendly? What do you like about it? What was frustrating about it? How did it compare with other foundations to which you have applied for funding? Please share any suggestions or comments that could help us improve this system in the future.

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Comments/Suggestions

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| 4. Proposed project work plan  | <a href="#">DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf</a> |
| 6. Form 990                    | <a href="#">UHF_IRS_Form_990_FY16.pdf</a>                                           |
| 8. IRS letter of determination | <a href="#">UHF IRS Determination Pub Charity Ltr.pdf</a>                           |
| 9. Conflict of Interest Policy | <a href="#">UHF Conflict of Interest Policy for Trustees- Final.pdf</a>             |
| 10. Staff bio, resume or CV    | <a href="#">Denise Antolini CV Jan 2017 .pdf</a>                                    |
| 5. Financial Statements        | <a href="#">FY2016 Audited Financial Statement.pdf</a>                              |
| 7. Board of Directors Listing  | <a href="#">FY 17-18 UHF Trustee Listing.pdf</a>                                    |

Files attached to this form may be deleted 120 days after submission.

--  
*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
*2515 Dole Street, Room 217, Honolulu, HI 96822*

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

6/17/2018

University of Hawaii Mail - Fwd: Your Application has been submitted

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrsek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

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**2 attachments**



**DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf**

11K



**DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf**

115K

CarrollCox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



Denise Antolini &lt;antolini@hawaii.edu&gt;

## DOCARE Officer Training Academy - Castle Full Proposal Submitted

1 message

Denise Antolini &lt;antolini@hawaii.edu&gt;

Mon, Aug 21, 2017 at 4:28 AM

To: "Kekoa, Edward L" &lt;Edward.l.kekoa@hawaii.gov&gt;, Risa Minato &lt;charissa@hawaii.edu&gt;

Luna, Risa,

I received the UHF documents I needed a few days ago and just got the proposal in this evening.

FYI, instruction from Castle were to submit by Friday, so I'm two days late so I'm glad we are pre-approved :)

**(Please submit your full proposal on or before Friday August 18, 2017 for the September 15, 2017 meeting.)**

Attached docs and below.

I need to reach Mike tomorrow before he leaves for Africa - I've really been jammed up with everything, so that's not been done yet, but I'll try!

Best,

Denise

----- Forwarded message -----

From: **Harold K.L. Castle Foundation** <[mail@grantapplication.com](mailto:mail@grantapplication.com)>

Date: Sun, Aug 20, 2017 at 10:21 PM

Subject: Your Application has been submitted

To: [antolini@hawaii.edu](mailto:antolini@hawaii.edu)

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

For your records, here is a copy of the contents of your application.

Marine Resource Conservation Proposal and Attachments Submission Form

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**www.carrollcox.com 808-782-6627**

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Organizational Information

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

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#### Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

Cell Phone  
[\(808\) 956-3711](tel:(808)956-3711)

#### Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name  
Antolini

Mobile Phone  
[\(808\) 554-7215](tel:(808)554-7215)

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

#### Your Project

Project Title or Short Description  
Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

Project Site Address  
You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.  
DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

Geographical Area Served by the Project (pick one)  
State of Hawaii

Project Description  
In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to

which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

A better trained, larger, and more robust DOCARE officer corps is critically essential to meeting Hawaii's natural resource protection goals and the Castle Foundation's strategic goals of effective management of nearshore marine resources.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

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This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court.

The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

#### Total Project Budget

Please use the format \$XX,XXX.

185000

#### Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

## Project Outcomes

### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

#### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

#### Outcome\_2

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

If the grant is awarded, these outcomes will be included in your grant agreement and you will be expected to report on them within progress reports and at the conclusion of the grant.

List project risks and how you will manage them.

This will help us to understand the possible obstacles to your success. Don't worry; we expect that every innovative project will have risks!

Two identified project risks include getting approval from the Board of Land and Natural Resources, as well as review and approval by the Attorney Generals office.

To address the Board of Land and Natural Resources, DOCARE will conduct briefings with the Chair of the DLNR, who also chairs the Board of Land and Natural Resources. Suggestions and revisions will be made, as well as adapting for issues and concerns from the Administrative level. Once the Academy is revised, DOCARE would then provide a briefing for the Board of Land and Natural Resources. This briefing will also compile suggestions, revisions, and adapt for issues and concerns from the Board.

To address the Attorney Generals office, DOCARE will conduct informal meetings with the AGs to gather opinions and direction to assure the Academy is being created in a legal manner compatible with the State of Hawaii. These opinions will be compiled and integrated where appropriate to continue guiding the creation of the Academy.

Another possible risk is the lack of expected collaborations with other identified partners including Academies on the mainland, and implementation partners in Hawaii (HPD, Sheriffs, Coast Guard, NOAA OLE)

### Evaluation Plan



Explain your definition of success for this project and describe how you will know if you have achieved your outcomes.

#### Academy

A successful project will provide a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits and produce a detailed DOCARE academy curriculum specific to Hawaii, inclusive of training sites and partners to implement the academy, as well as a financial and evaluation plan.

Success of this project will be achieved when the DOCARE Academy has approval by BLNR and is in review with the AGs.

#### Environmental Courts

A successful project will provide DOCARE with the capacity to monitor and track environmental court cases, as well as provide background knowledge and briefings for the prosecutors, assistance to DOCARE officers with case development review, and results shared with the judiciary, legislature, and the public.

Success of this project will be achieved when DOCARE has effective prosecution in the courts and can produce stats and analysis for environmental court cases.

### Work Plan

#### Work Plan Instructions

As an attachment to this proposal, you will also provide a work plan connecting your project's objectives and activities to these outcomes. A work plan template should have been provided to your organization by email upon invitation to submit this full proposal. Failure to adhere to the provided template will factor into the evaluation of your proposal.

If you need a copy of the work plan template again, or if you have any questions or concerns please contact Eric Co, Program Officer for Marine Conservation, at (808) 263 8922, or [eco@castlefoundation.org](mailto:eco@castlefoundation.org)

The example provided in the template should provide clear guidance on how to construct a work plan using the provided model. Please particularly note the following:

- 1) Outcomes provided in your work plan should match exactly the ones provided here in your proposal.
- 2) Each objective should align with one of your stated outcomes. More than one objective may align with the same outcome.
- 3) Activities for each objective should be specific, and in the aggregate help explain how the objective will be met.
- 4) Feel free to extend the timeline to any length necessary in order to accommodate your proposed project period.
- 5) When you have completed your work plan in the Excel template, you MUST save as a PDF file before attaching here. This is to ensure your work plan uploads correctly and can be clearly conveyed to our Board of Directors for consideration.
- 6) Please DO NOT change the Page Setup settings of the Excel template document. The settings have been arranged to save your Excel file to a single PDF page no matter the length of the timeline. Please confirm this is the case by opening the newly saved PDF version of your work plan prior to attaching here.
- 7) Lastly, should your proposal be awarded funding, you will have an opportunity to amend your work plan before the grant period begins. During the grant period, your work plan can also be a useful tool in illustrating progress.

#### Financial Indicators

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This Financial Indicator page is optional, given that smaller nonprofits may not have audited financials. However, if you do have audited financials, please fill out the requested information.

Please identify four specific financial figures which can be calculated from the balance sheet, found in your audited financials.

(1) Current assets; (2) Current liabilities; (3) Total Liabilities; and (4) Unrestricted net assets. If you have questions, please call Ann Matsukado, Controller at (808) 263-8920 or email her at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Current assets from the audited financials  
479839930.00

Current liabilities from the audited financials  
17992394.00

Total liabilities from the audited financials  
17992394.00

Unrestricted net assets from the audited financials  
3769004.00

Feedback (Optional)

We want your feedback.

We would appreciate your input on this process for capturing the full invited proposal online. Is it user friendly? What do you like about it? What was frustrating about it? How did it compare with other foundations to which you have applied for funding? Please share any suggestions or comments that could help us improve this system in the future.

You will upload attachments on the next page. Hang in there - you are almost finished! Mahalo!

Comments/Suggestions

| Title                          | Attachments<br>File Name                                                            |
|--------------------------------|-------------------------------------------------------------------------------------|
| 1. Cover Letter                | <a href="#">DOCARE Academy UHF Cover letter.pdf</a>                                 |
| 2. Organizational Budget       | <a href="#">UHF proforma FY2017-18 Operating budget 06132017.pdf</a>                |
| 3. Proposed Program Budget     | <a href="#">DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf</a>   |
| 4. Proposed project work plan  | <a href="#">DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf</a> |
| 6. Form 990                    | <a href="#">UHF_IRS_Form_990_FY16.pdf</a>                                           |
| 8. IRS letter of determination | <a href="#">UHF IRS Determination Pub Charity Ltr.pdf</a>                           |
| 9. Conflict of Interest Policy | <a href="#">UHF Conflict of Interest Policy for Trustees- Final.pdf</a>             |
| 10. Staff bio, resume or CV    | <a href="#">Denise Antolini CV Jan 2017 .pdf</a>                                    |
| 5. Financial Statements        | <a href="#">FY2016 Audited Financial Statement.pdf</a>                              |

7. Board of Directors Listing

[FY 17-18 UHF Trustee Listing.pdf](#)

Files attached to this form may be deleted 120 days after submission.

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*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

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**2 attachments**



**DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf**

11K



**DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf**

115K

carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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## DOCARE Officer Training Academy Proposal Submission

1 message

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Denise Antolini <antolini@hawaii.edu>  
To: Eric Co <eco@castlefoundation.org>

Mon, Aug 21, 2017 at 6:52 PM

----- Forwarded message -----

From: **Harold K.L. Castle Foundation** <mail@grantapplication.com>  
Date: Sun, Aug 20, 2017 at 10:21 PM  
Subject: Your Application has been submitted  
To: antolini@hawaii.edu

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

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For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

Cell Phone  
(808) 956-3711

Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name  
Antolini

Mobile Phone  
(808) 554-7215

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

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Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

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DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

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Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

## Project Outcomes

### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've



done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

#### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

#### Outcome\_2

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

If the grant is awarded, these outcomes will be included in your grant agreement and you will be expected to report on them within progress reports and at the conclusion of the grant.

List project risks and how you will manage them.

This will help us to understand the possible obstacles to your success. Don't worry; we expect that every innovative project will have risks!

Two identified project risks include getting approval from the Board of Land and Natural Resources, as well as review and approval by the Attorney Generals office.

To address the Board of Land and Natural Resources, DOCARE will conduct briefings with the Chair of the DLNR, who also chairs the Board of Land and Natural Resources. Suggestions and revisions will be made, as well as adapting for issues and concerns from the Administrative level. Once the Academy is revised, DOCARE would then provide a briefing for the Board of Land and Natural Resources. This briefing will also compile suggestions, revisions, and adapt for issues and concerns from the Board.

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Another possible risk is the lack of expected collaborations with other identified partners including Academies on the mainland, and implementation partners in Hawaii (HPD, Sheriffs, Coast Guard, NOAA OLE)

#### Evaluation Plan

Explain your definition of success for this project and describe how you will know if you have achieved your outcomes. Academy

A successful project will provide a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits and produce a detailed DOCARE academy curriculum specific to Hawaii, inclusive of training sites and partners to implement the academy, as well as a financial and evaluation plan.

Success of this project will be achieved when the DOCARE Academy has approval by BLNR and is in review with the AGs.

#### Environmental Courts

A successful project will provide DOCARE with the capacity to monitor and track environmental court cases, as well as provide background knowledge and briefings for the prosecutors, assistance to DOCARE officers with case development review, and results shared with the judiciary, legislature, and the public.

Success of this project will be achieved when DOCARE has effective prosecution in the courts and can produce stats and analysis for environmental court cases.

#### Work Plan

##### Work Plan Instructions

As an attachment to this proposal, you will also provide a work plan connecting your project's objectives and activities

to these outcomes. A work plan template should have been provided to your organization by email upon invitation to submit this full proposal. Failure to adhere to the provided template will factor into the evaluation of your proposal.

If you need a copy of the work plan template again, or if you have any questions or concerns please contact Eric Co, Program Officer for Marine Conservation, at (808) 263 8922, or [eco@castlefoundation.org](mailto:eco@castlefoundation.org)

The example provided in the template should provide clear guidance on how to construct a work plan using the provided model. Please particularly note the following:

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- 4) Feel free to extend the timeline to any length necessary in order to accommodate your proposed project period.
- 5) When you have completed your work plan in the Excel template, you MUST save as a PDF file before attaching here. This is to ensure your work plan uploads correctly and can be clearly conveyed to our Board of Directors for consideration.
- 6) Please DO NOT change the Page Setup settings of the Excel template document. The settings have been arranged to save your Excel file to a single PDF page no matter the length of the timeline. Please confirm this is the case by opening the newly saved PDF version of your work plan prior to attaching here.
- 7) Lastly, should your proposal be awarded funding, you will have an opportunity to amend your work plan before the grant period begins. During the grant period, your work plan can also be a useful tool in illustrating progress.

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This Financial Indicator page is optional, given that smaller nonprofits may not have audited financials. However, if you do have audited financials, please fill out the requested information.

Please identify four specific financial figures which can be calculated from the balance sheet, found in your audited financials.

(1) Current assets; (2) Current liabilities; (3) Total Liabilities; and (4) Unrestricted net assets. If you have questions, please call Ann Matsukado, Controller at (808) 263-8920 or email her at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Current assets from the audited financials  
479839930.00

Current liabilities from the audited financials  
17992394.00

Total liabilities from the audited financials  
17992394.00

Unrestricted net assets from the audited financials  
3769004.00

Feedback (Optional)

We want your feedback.

...

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*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
*2515 Dole Street, Room 217, Honolulu, HI 96822*  
*Phone: (808) 956-6238*  
*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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## DOCARE Officer Training Academy Proposal Submission

1 message

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Denise Antolini <antolini@hawaii.edu>  
To: Eric Co <eco@castlefoundation.org>

Mon, Aug 21, 2017 at 6:52 PM

----- Forwarded message -----

From: **Harold K.L. Castle Foundation** <mail@grantapplication.com>  
Date: Sun, Aug 20, 2017 at 10:21 PM  
Subject: Your Application has been submitted  
To: antolini@hawaii.edu

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

For your records, here is a copy of the contents of your application.

Marine Resource Conservation Proposal and Attachments Submission Form

Mahalo! Your proposal has been submitted. You should receive a confirmation email shortly. The Foundation will contact you with the Directors' decision within one week of the Board meeting date. If you do not receive such notification, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Instructions

Welcome!

Please read the instructions here before beginning the proposal and attachment submission process. Failure to do so may result in your loss of information and work. **IMPORTANT:** Do NOT use your browser's back and forward buttons to navigate through the online form. We recommend that you first print a copy of the "Printer Friendly Version" of this application and read it carefully. It is also recommended that you compose your answers in a separate document (such as Microsoft Word) and then copy-and-paste your answers into this online form.

Thank you for your interest in submitting an invited proposal to the Harold K.L. Castle Foundation. We look forward to learning more about your proposed project. Below, you will find a few tips that we hope will make your online submission experience easier.

This online proposal submission process is intended to streamline your efforts as well as save paper, time and money! Many of the data fields will contain the information you entered in the Online Inquiry Form. We hope this will save you time and effort. However, be sure to review all the fields and revise any information that needs to be updated. Also, do not use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

IMPORTANT: Again, to reiterate, DO NOT use your browser's back and forward buttons to navigate through the online form. Doing so may cause you to lose your application data. Use only the page number links at the top of the application form or the "Next" link at the bottom of the application form.

If you have any questions or if you encounter technical difficulties, please don't hesitate to contact Ann Matsukado at (808) 263-8920 or by email at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org). Mahalo!

#### Web Browser Requirements:

This online application software requires a Web browser set to allow cookies. Only the following browser versions are certified to allow you to submit your online proposal form properly: Internet Explorer 6.0 (for PC) SP-1, Internet Explorer 5.2.3 (for Mac), Netscape 7.2, Opera 7.5.4, Safari 1.2 (for Mac), Mozilla Firefox v1.0.

The following browsers are supported and will MOST LIKELY allow you to submit your online proposal form properly: Netscape 7.02, Opera 7.11, Safari 1.0 (v85).

Use of other browsers or versions may result in the irretrievable loss of all your data.

If your organization uses spam-blocking software, please set it to recognize [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org) as a valid address so you can receive the notification e-mails we will send you.

#### Writing Instructions:

To do the best job of preparing your proposal submission, we recommend that you first print a copy of the "Printer Friendly Version" of this application. (The link for the "Printer Friendly Version" is at the top right of this page.) This will allow you to have a copy of these instructions to refer to and to see all of the information required so you can prepare your application answers.

You will enter all information directly into the online form. For the narrative sections of the application, we recommend that you compose your answers in a separate document (such as Microsoft Word). You can then cut-and-paste your answers into the form. This will keep you from losing text that you have composed due to a dropped internet connection (some browsers "time out" after a period of inactivity) or other technology-related problem. In addition, the online software does not provide you with the opportunity to spell-check your work, so you may do that in Word before you cut and paste your text into the application form.

Please use only plain text for information you enter or copy into your online application form. You may use quotation marks, numbered or bulleted lists, apostrophes, \$ signs, parentheses, and hard returns. IMPORTANT: Again, to reiterate, DO NOT use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

To create an account and access your online proposal and attachments form:

To leave your online form to compose your narrative after you have finished printing the printer friendly version, click on the "Save and Finish Later" button at the bottom of this page. You will be asked to set up an account. You can come back to your online form (instructions below) at a later time and enter your answers into the appropriate boxes.

When you are ready to continue working on your online form, you will need to return to your account page using the link you will receive in an email from us. If you are not able to locate the email, you may enter the URL [https://www.grantrequest.com/SID\\_645](https://www.grantrequest.com/SID_645) into your Web browser. Either option will take you to your account page, which allows you to open and continue working on the application you started but have not yet submitted.

To return to a form you have already started, do NOT click on the link on our web site where you originally accessed the application. This will start an entirely new application and will not give you access to the one you have already started.

To submit your proposal and attachments form:

When you have finished entering all the information into the form, click the "Review and Submit" button. Verify that the information is correct or make corrections. At this point, we recommend that you print a copy of your completed application by clicking the "Printer Friendly Version" button at the top right of the screen and using your browser's print button.

When you have finished printing your form, close the print version window and go back to your open application window. Scroll to the bottom of the page and click "Submit." You MUST perform this step in order for your online proposal form to be submitted to the Foundation. If your application is properly submitted to the Foundation, the system will take you to your account screen with a note acknowledging your submission. You will also receive a confirmation e-mail shortly following submission. DO NOT assume your proposal has been received by us unless you receive this confirmation email.

#### Organizational Information

Some of the information from your online inquiry has been populated into this proposal form to save you time. You may add additional text to these fields, however, the pre-filled information from a previous entry you made will remain in the field. (You will not be able to delete pre-filled text.)

#### Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

Cell Phone  
(808) 956-3711

Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name  
Antolini

Mobile Phone  
(808) 554-7215

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

#### Your Project

Project Title or Short Description

Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

Project Site Address

You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.

DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

Geographical Area Served by the Project (pick one)  
State of Hawaii

Project Description

In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

A better trained, larger, and more robust DOCARE officer corps is critically essential to meeting Hawaii's natural resource protection goals and the Castle Foundation's strategic goals of effective management of nearshore marine resources.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

Project Experience

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

Briefly describe the experience and skills of the organization and key staff members or volunteers related to the project for which you are requesting funding. (You will have the opportunity at the end of this form to upload resumes or CVs which contain more detailed information.) Also, please identify any other organizations that are doing similar work and explain what distinguishes your organization's approach from theirs.

DLNR and the Law School's Environmental Law Program have partnered for the past ten years on creating and maintaining a Law Fellowship program within DLNR (now with a total of seven post-JD law fellowships).

This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court.

The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

Total Project Budget

Please use the format \$XX,XXX.

185000

Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

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How do you expect to fund this project beyond any grant we may provide?

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## Project Outcomes

### Outcomes

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Current assets from the audited financials  
479839930.00

Current liabilities from the audited financials  
17992394.00





Denise Antolini &lt;antolini@hawaii.edu&gt;

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**Re: DOCARE Academy Grant**

1 message

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**Denise Antolini** <antolini@hawaii.edu>

Mon, Aug 21, 2017 at 10:17 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

[DRAFT to PAM - is this OK re combining his old travel line with salary line?](#)

Aloha Mike,

By now, you are off to Africa! I hope you have a wonderful trip!

Apologies, it's just been hectic here with school starting up again (our 100+ entering students started Orientation last week - non-stop since it seems) but/and I wanted to provide you an update on the grant and on your contract, as of today from my conversation with Pam.

Here's the update:

- I submitted the full proposal to the Castle Foundation yesterday, and Eric Co (whom you met on the phone when we were on that conference call with Robert) is giving us the thumbs up that all will go through smoothly for the foundation board meeting on Sept. 15
- with the usual timing re approval paperwork and transfer of funds, we expect to start the positions for you and Luna by the end of October (4-6 weeks after Castle Board final action); the .5 FTE for the additional law fellow will start after I advertise more broadly
- Pam said that you have the HR/employee packet ready to fill out when you get back from your trip, which is great
- as an employee, you will be salaried at the amount we indicated in the proposal (\$45,833 plus fringe of \$1,137 = \$46,970), spread out over 12 months, so while the hourly rate is not what we had agreed upon (which we cannot control), it does not prevent us from carrying through on an overall salary for you are the same amount we committed to in the budget
- Pam explained to you, I believe, that you will now take your travel and expenses out of the salary instead of us reimbursing them back to you separately - that means we will fold back into your salary these anticipated travel expenses, which were blocked at \$8,876 (\$700 RT CA to HI, \$251 lodging x 4 nights, \$103 per diem x 5 days, 4 total trips) . . . thus, adding that to your salary (\$46,970) means a new total of: **\$55,846** for the 12 months of the grant.

We should develop a work plan, once you are back and on board, in collaboration with Chief and Luna.

Please let me know if you have questions upon your return. By then, I should have another update for you.

Again, I hope you have a great trip!

Best regards,

Denise

On Fri, Aug 18, 2017 at 5:15 PM, Mike's Gmail <mpcarion@gmail.com> wrote:

Aloha Denise,

Well, sorry I missed you today.

I will be in CA until Monday 11:00am Hawaii time if you missed a chance to call me between now and then.

Mahalo!

Mike

Sent from my iPhone

On Jul 12, 2017, at 9:13 PM, Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)> wrote:

Dear Pam,

I'm introducing you to the amazing Mike Carion, who will be the consultant on the DOCARE Academy grant (Castle). Resume attached

The (revised) proposed budget for Mike will be:

DOCARE Academy Consultant salary - 1 year (\$50,000)

DOCARE Academy Consultant travel - 4 trips (mainland RT Hawaii) - \$1800 each (5 working days)  
-\$7,200

Can you help us resolve whether it's better for Mike to be a casual hire of the Law School or an independent consultant?

I think you last suggested casual hire - and for that, we can just pick Mike without having comparative proposals?

Mike is going on vacation August 8.21 so we want to get the proposal in for Castle in the next week, if possible, so we can get this off the ground when he's back from his trip.

(Copying Risa, who is assisting us with the DOCARE Academy Coordinator piece that will go through SSRI and the overall budget.)

Thanks!

Denise

--

*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

<Carion Resume 2017.doc>

--

*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*



---

## Your Application

1 message

---

**Harold K.L. Castle Foundation** <mail@grantapplication.com>  
Reply-To: "Harold K.L. Castle Foundation" <amatsukado@castlefoundation.org>  
To: antolini@hawaii.edu

Mon, Aug 21, 2017 at 3:54 AM

Your application has been saved successfully, and the tracking number is 32492. For your records, here is a copy of the contents of your application:

Marine Resource Conservation Proposal and Attachments Submission Form  
Instructions

Welcome!

Please read the instructions here before beginning the proposal and attachment submission process. Failure to do so may result in your loss of information and work. **IMPORTANT:** Do NOT use your browser's back and forward buttons to navigate through the online form. We recommend that you first print a copy of the "Printer Friendly Version" of this application and read it carefully. It is also recommended that you compose your answers in a separate document (such as Microsoft Word) and then copy-and-paste your answers into this online form.

Thank you for your interest in submitting an invited proposal to the Harold K.L. Castle Foundation. We look forward to learning more about your proposed project. Below, you will find a few tips that we hope will make your online submission experience easier.

This online proposal submission process is intended to streamline your efforts as well as save paper, time and money! Many of the data fields will contain the information you entered in the Online Inquiry Form. We hope this will save you time and effort. However, be sure to review all the fields and revise any information that needs to be updated. Also, do not use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

**IMPORTANT:** Again, to reiterate, DO NOT use your browser's back and forward buttons to navigate through the online form. Doing so may cause you to lose your application data. Use only the page number links at the top of the application form or the "Next" link at the bottom of the application form.

If you have any questions or if you encounter technical difficulties, please don't hesitate to contact Ann Matsukado at (808) 263-8920 or by email at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org). Mahalo!

Web Browser Requirements:

This online application software requires a Web browser set to allow cookies. Only the following browser versions are

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certified to allow you to submit your online proposal form properly: Internet Explorer 6.0 (for PC) SP-1, Internet Explorer 5.2.3 (for Mac), Netscape 7.2, Opera 7.5.4, Safari 1.2 (for Mac), Mozilla Firefox v1.0.

The following browsers are supported and will MOST LIKELY allow you to submit your online proposal form properly: Netscape 7.02, Opera 7.11, Safari 1.0 (v85).

Use of other browsers or versions may result in the irretrievable loss of all your data.

If your organization uses spam-blocking software, please set it to recognize [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org) as a valid address so you can receive the notification e-mails we will send you.

#### Writing Instructions:

To do the best job of preparing your proposal submission, we recommend that you first print a copy of the "Printer Friendly Version" of this application. (The link for the "Printer Friendly Version" is at the top right of this page.) This will allow you to have a copy of these instructions to refer to and to see all of the information required so you can prepare your application answers.

You will enter all information directly into the online form. For the narrative sections of the application, we recommend that you compose your answers in a separate document (such as Microsoft Word). You can then cut-and-paste your answers into the form. This will keep you from losing text that you have composed due to a dropped internet connection (some browsers "time out" after a period of inactivity) or other technology-related problem. In addition, the online software does not provide you with the opportunity to spell-check your work, so you may do that in Word before you cut and paste your text into the application form.

Please use only plain text for information you enter or copy into your online application form. You may use quotation marks, numbered or bulleted lists, apostrophes, \$ signs, parentheses, and hard returns. IMPORTANT: Again, to reiterate, DO NOT use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

To create an account and access your online proposal and attachments form:

To leave your online form to compose your narrative after you have finished printing the printer friendly version, click on the "Save and Finish Later" button at the bottom of this page. You will be asked to set up an account. You can come back to your online form (instructions below) at a later time and enter your answers into the appropriate boxes.

When you are ready to continue working on your online form, you will need to return to your account page using the link you will receive in an email from us. If you are not able to locate the email, you may enter the URL [https://www.grantrequest.com/SID\\_645](https://www.grantrequest.com/SID_645) into your Web browser. Either option will take you to your account page, which allows you to open and continue working on the application you started but have not yet submitted.

To return to a form you have already started, do NOT click on the link on our web site where you originally accessed the

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application. This will start an entirely new application and will not give you access to the one you have already started.

To submit your proposal and attachments form:

When you have finished entering all the information into the form, click the "Review and Submit" button. Verify that the information is correct or make corrections. At this point, we recommend that you print a copy of your completed application by clicking the "Printer Friendly Version" button at the top right of the screen and using your browser's print button.

When you have finished printing your form, close the print version window and go back to your open application window. Scroll to the bottom of the page and click "Submit." You MUST perform this step in order for your online proposal form to be submitted to the Foundation. If your application is properly submitted to the Foundation, the system will take you to your account screen with a note acknowledging your submission. You will also receive a confirmation e-mail shortly following submission. DO NOT assume your proposal has been received by us unless you receive this confirmation email.

#### Organizational Information

Some of the information from your online inquiry has been populated into this proposal form to save you time. You may add additional text to these fields, however, the pre-filled information from a previous entry you made will remain in the field. (You will not be able to delete pre-filled text.)

#### Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

Cell Phone  
(808) 956-3711

#### Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name



Antolini

Mobile Phone  
(808) 554-7215

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

#### Your Project

Project Title or Short Description

Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

Project Site Address

You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.

DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

Geographical Area Served by the Project (pick one)

State of Hawaii

Project Description

In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

Project Experience

Briefly describe the experience and skills of the organization and key staff members or volunteers related to the project for which you are requesting funding. (You will have the opportunity at the end of this form to upload resumes or CVs which contain more detailed information.) Also, please identify any other organizations that are doing similar work and explain what distinguishes your organization's approach from theirs.

DLNR and the Law School's Environmental Law Program have partnered for the past ten years on creating and maintaining a Law Fellowship program within DLNR (now with a total of seven post-JD law fellowships). This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court. The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

Total Project Budget

Please use the format \$XX,XXX.

185000

Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

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How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

## Project Outcomes

### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

#### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

#### Outcome\_2

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

If the grant is awarded, these outcomes will be included in your grant agreement and you will be expected to report on them within progress reports and at the conclusion of the grant.

List project risks and how you will manage them.

This will help us to understand the possible obstacles to your success. Don't worry; we expect that every innovative project will have risks!

Two identified project risks include getting approval from the Board of Land and Natural Resources, as well as review and approval by the Attorney Generals office.

To address the Board of Land and Natural Resources, DOCARE will conduct briefings with the Chair of the DLNR, who also chairs the Board of Land and Natural Resources. Suggestions and revisions will be made, as well as adapting for issues and concerns from the Administrative level. Once the Academy is revised, DOCARE would then provide a briefing for the Board of Land and Natural Resources. This briefing will also compile suggestions, revisions, and adapt for issues and concerns from the Board.

To address the Attorney Generals office, DOCARE will conduct informal meetings with the AGs to gather opinions and direction to assure the Academy is being created in a legal manner compatible with the State of Hawaii. These opinions will be compiled and integrated where appropriate to continue guiding the creation of the Academy.

Another possible risk is the lack of expected collaborations with other identified partners including Academies on the mainland, and implementation partners in Hawaii (HPD, Sheriffs, Coast Guard, NOAA OLE)

#### Evaluation Plan

Explain your definition of success for this project and describe how you will know if you have achieved your outcomes.  
Academy

A successful project will provide a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits and produce a detailed DOCARE academy curriculum specific to Hawaii, inclusive of training sites and partners to implement the academy, as well as a financial and evaluation plan.

Success of this project will be achieved when the DOCARE Academy has approval by BLNR and is in review with the AGs.

#### Environmental Courts

A successful project will provide DOCARE with the capacity to monitor and track environmental court cases, as well as provide background knowledge and briefings for the prosecutors, assistance to DOCARE officers with case development review, and results shared with the judiciary, legislature, and the public.

Success of this project will be achieved when DOCARE has effective prosecution in the courts and can produce stats and analysis for environmental court cases.

#### Work Plan

##### Work Plan Instructions

As an attachment to this proposal, you will also provide a work plan connecting your project's objectives and activities to these outcomes. A work plan template should have been provided to your organization by email upon invitation to submit this full proposal. Failure to adhere to the provided template will factor into the evaluation of your proposal.

If you need a copy of the work plan template again, or if you have any questions or concerns please contact Eric Co, Program Officer for Marine Conservation, at (808) 263 8922, or [eco@castlefoundation.org](mailto:eco@castlefoundation.org)

The example provided in the template should provide clear guidance on how to construct a work plan using the provided model. Please particularly note the following:

- 1) Outcomes provided in your work plan should match exactly the ones provided here in your proposal.
- 2) Each objective should align with one of your stated outcomes. More than one objective may align with the same outcome.
- 3) Activities for each objective should be specific, and in the aggregate help explain how the objective will be met.
- 4) Feel free to extend the timeline to any length necessary in order to accommodate your proposed project period.
- 5) When you have completed your work plan in the Excel template, you MUST save as a PDF file before attaching

here. This is to ensure your work plan uploads correctly and can be clearly conveyed to our Board of Directors for consideration.

6) Please DO NOT change the Page Setup settings of the Excel template document. The settings have been arranged to save your Excel file to a single PDF page no matter the length of the timeline. Please confirm this is the case by opening the newly saved PDF version of your work plan prior to attaching here.

7) Lastly, should your proposal be awarded funding, you will have an opportunity to amend your work plan before the grant period begins. During the grant period, your work plan can also be a useful tool in illustrating progress.

#### Financial Indicators

This Financial Indicator page is optional, given that smaller nonprofits may not have audited financials. However, if you do have audited financials, please fill out the requested information.

Please identify four specific financial figures which can be calculated from the balance sheet, found in your audited financials.

(1) Current assets; (2) Current liabilities; (3) Total Liabilities; and (4) Unrestricted net assets. If you have questions, please call Ann Matsukado, Controller at (808) 263-8920 or email her at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Current assets from the audited financials  
0.00

Current liabilities from the audited financials  
0.00

Total liabilities from the audited financials  
0.00

Unrestricted net assets from the audited financials  
0.00

#### Feedback (Optional)

We want your feedback.

We would appreciate your input on this process for capturing the full invited proposal online. Is it user friendly? What do you like about it? What was frustrating about it? How did it compare with other foundations to which you have applied for funding? Please share any suggestions or comments that could help us improve this system in the future.

You will upload attachments on the next page. Hang in there - you are almost finished! Mahalo!

#### Comments/Suggestions

| Title           | Attachments<br>File Name                                |
|-----------------|---------------------------------------------------------|
| 1. Cover Letter | <a href="#">DOCARE Academy UHF<br/>Cover letter.pdf</a> |

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Files attached to this form may be deleted 120 days after submission.

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: DOCARE Academy Grant**

1 message

---

**Pamela Taura** <pkam@hawaii.edu>  
To: Denise Antolini <antolini@hawaii.edu>

Thu, Aug 24, 2017 at 4:00 PM

Denise,

I just realized that I didn't respond to this, when I thought that I had...yikes!

Yes, the below email looks good.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: Denise Antolini [mailto:antolini@hawaii.edu]**Sent:** Monday, August 21, 2017 4:17 PM**To:** Pamela Taura**Subject:** Re: DOCARE Academy Grant[DRAFT to PAM - is this OK re combining his old travel line with salary line?](#)

Aloha Mike,

By now, you are off to Africa! I hope you have a wonderful trip!

Apologies, it's just been hectic here with school starting up again (our 100+ entering students started Orientation last week - non-stop since it seems) but/and I wanted to provide you an update on the grant and on your contract, as of today from my conversation with Pam.

Here's the update:

- I submitted the full proposal to the Castle Foundation yesterday, and Eric Co (whom you met on the phone when we were on that conference call with Robert) is giving us the thumbs up that all will go through smoothly for the foundation board meeting on Sept. 15

- with the usual timing re approval paperwork and transfer of funds, we expect to start the positions for you and Luna by the end of October (4-6 weeks after Castle Board final action); the .5 FTE for the additional law fellow will start after I advertise more broadly

- Pam said that you have the HR/employee packet ready to fill out when you get back from your trip, which is great

- as an employee, you will be salaried at the amount we indicated in the proposal (\$45,833 plus fringe of \$1,137 = \$46,970), spread out over 12 months, so while the hourly rate is not what we had agreed upon (which we cannot control), it does not prevent us from carrying through on an overall salary for you at the same amount we committed to in the budget

- Pam explained to you, I believe, that you will now take your travel and expenses out of the salary instead of us reimbursing them back to you separately - that means we will fold back into your salary these anticipated travel expenses, which were blocked at \$8,876 (\$700 RT CA to HI, \$251 lodging x 4 nights, \$103 per diem x 5 days, 4 total trips) . . . thus, adding that to your salary (\$45,833) means a new total of: **\$55,846** for the 12 months of the grant.

We should develop a work plan, once you are back and on board, in collaboration with Chief and Luna.

Please let me know if you have questions upon your return. By then, I should have another update for you.

Again, I hope you have a great trip!

Best regards,

Denise

On Fri, Aug 18, 2017 at 5:15 PM, Mike's Gmail <mpcarion@gmail.com> wrote:

Aloha Denise,

Well, sorry I missed you today.

I will be in CA until Monday 11:00am Hawaii time if you have a chance to call me between now and then.

Mahalo!

Mike

Sent from my iPhone

On Jul 12, 2017, at 9:13 PM, Denise Antolini <antolini@hawaii.edu> wrote:

Dear Pam,

I'm introducing you to the amazing Mike Carion, who will be the consultant on the DOCARE Academy grant (Castle). Resume attached

The (revised) proposed budget for Mike will be:

DOCARE Academy Consultant salary - 1 year (\$50,000)

DOCARE Academy Consultant travel - 4 trips (mainland RT Hawaii) - \$1800 each (5 working days) -\$7,200

Can you help us resolve whether it's better for Mike to be a casual hire of the Law School or an independent consultant?

I think you last suggested casual hire - and for that, we can just pick Mike without having comparative proposals?

Mike is going on vacation August 8.21 so we want to get the proposal in for Castle in the next week, if possible, so we can get this off the ground when he's back from his trip.

(Copying Risa, who is assisting us with the DOCARE Academy Coordinator piece that will go through SSRI and the overall budget.)

Thanks!

Denise

--

Denise Antolini

Associate Dean for Academic Affairs

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6/17/2018

University of Hawaii Mail - RE: DOCARE Academy Grant

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

<Carion Resume 2017.doc>

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

carrollcox.com

www.carrollcox.com 808-782-6627



Denise Antolini <antolini@hawaii.edu>

DOCARE Officer Training Academy Grant

1 message

Denise Antolini <antolini@hawaii.edu>

Mon, Aug 28, 2017 at 3:05 PM

To: Michael Carion <mpcarion@gmail.com>

Cc: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, Pamela Taura <pkam@hawaii.edu>, "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>

Aloha Mike,

By now, you are deep in the wilds of Africa. I hope you have a wonderful trip!

Apologies, it's just been hectic here with school starting up again (our 100+ entering students started Orientation last week - non-stop since it seems) but/and I wanted to provide you an update on the grant and on your contract, as of today from my conversation with Pam.

Here's the update:

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6/17/2018

University of Hawaii Mail - DOCARE Officer Training Academy Grant

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Again, I hope you have a great trip!

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Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, lawadao@hawaii.edu

carrollcox.com

www.carrollcox.com 808-782-6627



Re: DOCARE Academy Grant

1 message

Denise Antolini <antolini@hawaii.edu>
To: Pamela Taura <pkam@hawaii.edu>

Mon, Aug 28, 2017 at 3:02 PM

thanks - and then it fermented in my inbox - so I'll post it now - mahalo

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Pamela Taura

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I think you last suggested casual hire - and for that, we can just pick Mike without having comparative proposals?

Mike is going on vacation August 8.21 so we want to get the proposal in for Castle in the next week, if possible, so we can get this off the ground when he's back from his trip.

(Copying Risa, who is assisting us with the DOCARE Academy Coordinator piece that will go through SSRI and the overall budget.)

Thanks!

Denise

--

*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

*<Carion Resume 2017.doc>*

--

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---

**Re: DOCARE Officer Training Academy Grant**

1 message

**Michael Carion** <mpcarion@gmail.com>

Fri, Sep 8, 2017 at 7:55 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.I.kekoa@hawaii.gov&gt;

Aloha All!

We are back from Africa and the trip was awesome!

Thank you for this update!

This all looks fine with me.

I have one more week long trip the last week of Oct/first week of Nov so I should be able to take it on with no obstacles around Nov 6th!

**Pam,**

Please send me whatever paperwork you need filled out either electronically or by snail mail:

[6150 Heavenly Valley Lane](#)

Anderson, CA 96007

Once the paperwork is done, I will have a work plan laid out for Chief Farrell and Luna to look at and we can get started!

**ONE QUESTION:**

I can probably have this done by May/June 2018, but with the one year salary, do I need to work on it slower so I am not being paid after completion of the project?

Let me know how that affects the amount of hours I can work each month so I can better understand the timeframes for the outline for the work plan!

Mahalo!

Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

On Aug 28, 2017, at 12:05 PM, Denise Antolini &lt;antolini@hawaii.edu&gt; wrote:

Aloha Mike,

By now, you are deep in the wilds of Africa. I hope you have a wonderful trip!

Apologies, it's just been hectic here with school starting up again (our 100+ entering students started Orientation last week - non-stop since it seems) but/and I wanted to provide you an update on the grant and on your contract, as of today from my conversation with Pam.



Here's the update:

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- Pam said that you have the HR/employee packet ready to fill out when you get back from your trip, which is great

- as an employee, you will be salaried at the amount we indicated in the proposal (\$45,833 plus fringe of \$1,137 = \$46,970), spread out over 12 months, so while the hourly rate is not what we had agreed upon (which we cannot control), it does not prevent us from carrying through on an overall salary for you at the same amount we committed to in the budget

- Pam explained to you, I believe, that you will now take your travel and expenses out of the salary instead of us reimbursing them back to you separately - that means we will fold back into your salary these anticipated travel expenses, which were blocked at \$8,876 (\$700 RT CA to HI, \$251 lodging x 4 nights, \$103 per diem x 5 days, 4 total trips) . . . thus, adding that to your salary (\$45,833) means a new total of: **\$55,846** for the 12 months of the grant.

We should develop a work plan, once you are back and on board, in collaboration with Chief and Luna.

Please let me know if you have questions upon your return. By then, I should have another update for you.

Again, I hope you have a great trip!

Best regards,

Denise

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CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**DOCARE postion question**

1 message

---

**Michael Carion** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>  
Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>

Mon, Sep 11, 2017 at 4:30 PM

Aloha Denise,

When you get a chance, please let me know the answer to this question... it will help in planning out a work schedule.

Once the paperwork is done, I will have a work plan laid out for Chief Farrell and Luna to look at and we can get started!

**ONE QUESTION:**

I can probably have this done by May/June 2018, but with the one year salary, do I need to work on it slower so I am not being paid after completion of the project?

Let me know how that affects the amount of hours I can work each month so I can better understand the timeframes for the outline for the work plan!

Mahalo!

Mike  
Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

**Re: DOCARE Officer Training Academy Grant**

1 message

**Michael Carion** <mpcarion@gmail.com>  
 To: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>  
 Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

Aloha Luna!

Thank you so much for reaching out! I look forward to working with you!

Your contact through your "other half" is a great opportunity!

A few things to ask about would be:

Are they able receive FTES (Full Time Equivalent Student) federal reimbursement for cadets in their program? If so, this is a GREAT selling point to have them host us!  
 Can they provide a classroom for 25-35 students for 7-8 months for full time attendance?

We will need the following facilities either on campus or within reasonable drive times:

Mat Room (Gym with floor mats)for Defensive Tactics Training  
 Access to the gym and track for Physical Fitness Training  
 Driving track or facility to conduct emergency vehicle operations (possibly through Honolulu PD?)  
 Shooting Range

Would they be willing to provide AJ instructors for the Academy courses in basic laws and regulations?

Would they be willing to hire subject matter experts from DOCARE or local PD's to teach basic academy topics through their AJ program?

If they are open to the concept, I would love to sit down with them and you and compare this campus with other Community Colleges on the Islands to see where we would fit best.

As far as the ocean question... We did get in the ocean in Zanzibar!

The water was very Green and to me it seemed Saltier than other ocean waters we have swam in.  
 It was warm and beautiful!

I look forward to meeting you in person and working on this plan for the future of DOCARE!

Mahalo!  
 Mike

Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

On Sep 13, 2017, at 1:33 PM, Kekoa, Edward L <[edward.l.kekoa@hawaii.gov](mailto:edward.l.kekoa@hawaii.gov)> wrote:

Aloha Michael,

I wanted to introduce myself, and also apologize that it has to be through email.

My name is Edward Kekoa, but everyone calls me Luna. I'm a contractor within DOCARE coordinating a community engagement and education program to implement the DOCARE academy here in Hawaii.

My other half works as a native Hawaiian counselor at the Honolulu Community College (HCC) and was able to introduce me to the dean of the Adm. Serv. Dept. who brainstormed how an enforcement academy could be implemented on their campus, and possible options available.

He's available next week Tuesday (9/19) at 10a. I was really going to go and just inquire to get a clearer picture of what the process would entail, but on the grant yet, but I just wanted to start making the connections now and build them up so when its time to implement, they will already be aware of

...And I also had a question whether you got in the ocean during your trip to Africa? I'm always curious about the different oceans and their smells, c

Looking forward to working with you. If you have any questions you can email. You can also reach me on my cell (808) 349 6095

Mahalo,  
 Luna

**From:** Michael Carion <[mpcarion@gmail.com](mailto:mpcarion@gmail.com)>  
**Sent:** Friday, September 8, 2017 1:55 PM  
**To:** Denise Antolini  
**Cc:** Farrell, Robert J; Pamela Taura; Kekoa, Edward L  
**Subject:** Re: DOCARE Officer Training Academy Grant

Aloha All!

We are back from Africa and the trip was awesome!

Thank you for this update!

This all looks fine with me.

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

6/17/2018

University of Hawaii Mail - Re: DOCARE Officer Training Academy Grant

I have one more week long trip the last week of Oct/first week of Nov so I should be able to take it on with no obstacles around Nov 6th!

Pam,

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Mahalo!

Michael P. Carion  
mpcarion@gmail.com

On Aug 28, 2017, at 12:05 PM, Denise Antolini <antolini@hawaii.edu> wrote:

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Again, I hope you have a great trip!

Best regards,

Denise

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Phone: (808) 956-6238  
Also Contact: Admin Officer Matthew Petrusek (808) 956-7545, lawadao@hawaii.edu



---

**Re: DOCARE Officer Training Academy Grant**

1 message

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**Kekoa, Edward L** <edward.l.kekoa@hawaii.gov>

Wed, Sep 13, 2017 at 4:33 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Aloha Michael,

I wanted to introduce myself, and also apologize that it has to be through email.

My name is Edward Kekoa, but everyone calls me Luna. I'm a contractor within DOCARE coordinating a community engagement and education program called Makai Watch. Now, I am humbled with the opportunity to be learning and working with you to implement the DOCARE academy here in Hawaii.

My other half works as a native Hawaiian counselor at the Honolulu Community College (HCC) and was able to introduce me to the dean of the Administrative Justice Program during a campus event. I asked if I could have a talk story session with him to brainstorm how an enforcement academy could be implemented on their campus, and possible options available.

He's available next week Tuesday (9/19) at 10a. I was really going to go and just inquire to get a clearer picture of what the process would entail, but I wanted to check-in with you to see if there are any particular questions I should ask? I know we're not on the grant yet, but I just wanted to start making the connections now and build them up so when its time to implement, they will already be aware of the project.

...And I also had a question whether you got in the ocean during your trip to Africa? I'm always curious about the different oceans and their smells, color, feel, saltiness!

Looking forward to working with you. If you have any questions you can email. You can also reach me on my cell (808) 349 6095

Mahalo,

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**Sent:** Friday, September 8, 2017 1:55 PM  
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**Subject:** Re: DOCARE Officer Training Academy Grant

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Again, I hope you have a great trip!

Best regards,

Denise

--







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**Re: Proposal approved**

1 message

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**Denise Antolini** <antolini@hawaii.edu>  
To: Eric Co <eco@castlefoundation.org>  
Cc: "robert.j.farrell@hawaii.gov" <robert.j.farrell@hawaii.gov>

Mon, Sep 18, 2017 at 3:27 PM

Superb news Eric - huge mahalo!  
We are ready to go as soon as we have the paperwork flowing our way.  
Again, thank you!

On Mon, Sep 18, 2017 at 8:30 AM, Eric Co <eco@castlefoundation.org> wrote:

Aloha Robert and Denise,

I'm happy to share the good news with you both that on Friday afternoon, our Board of Directors approved the grant proposal to support the DOCARE Academy and training programs for the fully requested amount of \$148,020. We also approved the grant for a project period of 18 months total. Even though you requested 12 months, we thought it best to pad the timeline just in case of any unexpected delays on the State or UH's end.

I'm sure you're eager to get going on this, as I am. The next steps are that our Grants Manager, Ann, will send a draft Grant Agreement to Donna at UHF (I'll forward to you both for reference). If Donna finds it acceptable on her end, she'll have to sign and get their board chair's signature and return to us. Once this happens we will process initial payment.

You're welcome to contact me with any questions or concerns.

Holomua,  
Eric

**Eric Co**  
Senior Program Officer  
for Ocean Resiliency

**Harold K.L. Castle Foundation**  
1197 Auloa Road  
Kailua, Hawai'i 96734

*direct* 808 263 8922  
*cell* 808 295 9745  
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6/17/2018

University of Hawaii Mail - Re: Proposal approved

Phone: (808) 956-6238

CarrollCox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



UNIVERSITY  
of HAWAII  
SYSTEM

Denise Antolini <antolini@hawaii.edu>

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## Automatic reply: Proposal approved

1 message

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**Farrell, Robert J** <robert.j.farrell@hawaii.gov>  
To: Denise Antolini <antolini@hawaii.edu>

Mon, Sep 18, 2017 at 3:27 PM

I am currently out of the office. For assistance, please call 808-587-0066

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Fwd: Proposal approved**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Mon, Sep 18, 2017 at 3:30 PM

To: Pamela Taura <pkam@hawaii.edu>, Wesley Kau <wkau@hawaii.edu>, Melody MacKenzie <mkmacken@hawaii.edu>, Avi Soifer <soifer@hawaii.edu>, David Forman <dmforman@hawaii.edu>, Sakoda David <david.sakoda@hawaii.gov>, Adi Nycz Phillips <Adi.Nycz@hawaii.gov>, Misha Nishiki <Mlnishiki@gmail.com>

Another big new Castle grant - finally coming in the door - this is "DOCARE 2 - for the Officer Training Academy" - it will add a .5 Law Fellow to the DOCARE 1 fellow (Misha) - the rest of the funds are for consultant (Mike Carion) and Coordinator (Luna Kekoa, not an attorney but part of our fellows network, already at DLNR).

This also give ELP and DOCARE more footprint on the Hawaii Environmental Court, environmental enforcement, and the crossover between env and criminal law, as well as non-crim prevention and management and remedies for natural resources violations.

Small slice in here as well for our hard working fiscal office - huge thanks to Pam for working on all these complicated fellowships!

Yay!

----- Forwarded message -----

From: **Denise Antolini** <antolini@hawaii.edu>

Date: Mon, Sep 18, 2017 at 9:27 AM

Subject: Re: Proposal approved

To: Eric Co &lt;eco@castlefoundation.org&gt;

Cc: "robert.j.farrell@hawaii.gov" &lt;robert.j.farrell@hawaii.gov&gt;

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carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: Proposal approved**

1 message

**Aviam Soifer** <soifer@hawaii.edu>

Mon, Sep 18, 2017 at 3:58 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;, Wesley Kau &lt;wkau@hawaii.edu&gt;, Melody MacKenzie &lt;mkmacken@hawaii.edu&gt;, David Forman &lt;dmforman@hawaii.edu&gt;, Sakoda David &lt;david.sakoda@hawaii.gov&gt;, Adi Nycz Phillips &lt;Adi.Nycz@hawaii.gov&gt;, Misha Nishiki &lt;Mlnishiki@gmail.com&gt;

Great news; terrific work yet again, Denise!!!

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Denise Antolini &lt;antolini@hawaii.edu&gt;

---

## Proposal approved

1 message

---

**Eric Co** <eco@castlefoundation.org>

Mon, Sep 18, 2017 at 2:30 PM

To: "robert.j.farrell@hawaii.gov" &lt;robert.j.farrell@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Aloha Robert and Denise,

I'm happy to share the good news with you both that on Friday afternoon, our Board of Directors approved the grant proposal to support the DOCARE Academy and training programs for the fully requested amount of \$148,020. We also approved the grant for a project period of 18 months total. Even though you requested 12 months, we thought it best to pad the timeline just in case of any unexpected delays on the State or UH's end.

I'm sure you're eager to get going on this, as I am. The next steps are that our Grants Manager, Ann, will send a draft Grant Agreement to Donna at UHF (I'll forward to you both for reference). If Donna finds it acceptable on her end, she'll have to sign and get their board chair's signature and return to us. Once this happens we will process initial payment.

You're welcome to contact me with any questions or concerns.

Holomua,  
Eric

**Eric Co**  
Senior Program Officer  
for Ocean Resiliency

**Harold K.L. Castle Foundation**  
[1197 Auloa Road](#)  
[Kailua, Hawaii'i 96734](#)

*direct* 808 263 8922  
*cell* 808 295 9745  
*office* 808 263 7073  
*fax* 808 261 6918

To review our giving approach, to apply, to learn more about us, click [here](#)





Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: DOCARE Academy**

1 message

**Eric Co** <eco@castlefoundation.org>

Tue, Sep 19, 2017 at 3:06 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;, Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;

Aloha Michael,

I'm sorry for not including you in an earlier note, but the answer is yes! On Friday our Directors approved the grant for the full request amount. I'm glad you can move ahead with the confidence of knowing things are set on this end.

Mahalo,  
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I still need to know that answer to the scheduling question... Can I complete the project before the 1 year pay distribution? I need to know that before I can complete a work plan for Chief Farrell and Luna.

Mahalo to all!

Mike

Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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**Re: DOCARE Academy**

1 message

**Mike's Gmail** <mpcarion@gmail.com>

Tue, Sep 19, 2017 at 6:26 PM

To: Eric Co &lt;eco@castlefoundation.org&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;, Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;

Outstanding!!

Thank you so much!

Sent from my iPhone

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6/17/2018

University of Hawaii Mail - Re: DOCARE Academy

Mahalo to all!

Mike

Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

carrollcox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



Denise Antolini &lt;antolini@hawaii.edu&gt;

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**DOCARE Academy**

1 message

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Tue, Sep 19, 2017 at 2:15 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;, Eric Co &lt;eco@castlefoundation.org&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;

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[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

CarrollCox.com



---

## Checking in

1 message

---

**Michael Carion** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>

Mon, Oct 2, 2017 at 3:56 PM

Aloha Denise!

I was just checking in regarding the schedule question I had. Have you had a chance to decide what is best? Like I said before, I can work on a schedule that may have a finished product by May or June... or should I stretch it out so I do not complete the project before my one year pay period is completed?

I would like to know what timeline to use so I can plan out a work schedule with Chief Farrell.

Mahalo!

Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: Checking in**

1 message

---

**Michael Carion** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>  
Cc: "Kekoa, Edward L" <Edward.I.kekoa@hawaii.gov>

Tue, Oct 3, 2017 at 6:13 PM

Thank you for getting back to me!

This is all fine!  
I understand on the pay issue... no problem

Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

On Oct 3, 2017, at 3:04 PM, Denise Antolini <antolini@hawaii.edu> wrote:

Aloha Mike, and Luna,

Finally!!  
Very glad to have this started.  
**Can you, Luna, and I have a call this afternoon?  
I'm free for the next 3 hours (Noon - 3 pm HST).**  
I'll text you both now too.

Also, the Castle paperwork is delayed a bit - we are awaiting the sign off on the agreement, then the funds flow to the law school, then we can finalize the hiring of you and Luna, and begin the search for the .5 FTE Law Fellow.

Also, I keep meaning to mention, the change in the budget for you was a result of our (Luna, Risa, and I) having to cut down everyone's budget and squeeze here and there because of changes in indirect and other items (my memory fails at the moment) - so we also cut back Luna too. Sorry we could not honor the original amount - things just had to be adjusted to keep it moving and under the Castle budget (which we managed to increase substantially from the first stab, so it's all good, just not abundant!).

Mahalo!

Best,  
Denise

On Mon, Oct 2, 2017 at 9:56 AM, Michael Carion <mpcarion@gmail.com> wrote:

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6/17/2018

University of Hawaii Mail - Re: Checking in

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*Denise Antolini*  
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Denise Antolini &lt;antolini@hawaii.edu&gt;

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**Re: DOCARE Academy**

1 message

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**Denise Antolini** <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 6:08 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;

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Aloha Mike,

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**Re: DOCARE Academy**

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Tue, Oct 3, 2017 at 6:18 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.L.kekoa@hawaii.gov&gt;

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University of Hawaii Mail - Re: DOCARE Academy

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---

**Re: DOCARE Academy**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 7:39 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.I.kekoa@hawaii.gov&gt;

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Thoughts?

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**www.carrollcox.com 808-782-6627**

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**2 attachments**



**DOCARE Officer Training Academy - Proposal Accepted by Castle Foundation Oct. 2017.docx**  
122K



**DOCARE 2 Castle award letter - highlighted 10.03.17.pdf**  
1263K

carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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**Re: DOCARE Academy**

1 message

---

**Mike's Gmail** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 8:50 PM

Can we talk?

Sent from my iPhone

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**www.carrollcox.com 808-782-6627**

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carrollcox.com



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**Re: DOCARE Academy**

1 message

---

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To: Denise Antolini <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 8:58 PM

I would be happy with 8 months but do not want to put anything in jeopardy, so if the 12 months works best, that's ok with me.

As I understand it, the pay would be spread evenly over the 12 months and if I finish early it's not a problem.

Maybe I can help Chief Farrell with the first hiring!

I am interested in the Academy Director job if it works out!

Sent from my iPhone

On Oct 3, 2017, at 5:35 PM, Denise Antolini <antolini@hawaii.edu> wrote:

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Denise Antolini &lt;antolini@hawaii.edu&gt;

**Fwd: DOCARE Academy**

1 message

Denise Antolini <antolini@hawaii.edu>  
 To: Pamela Taura <pkam@hawaii.edu>

Tue, Oct 3, 2017 at 9:26 PM

not a problem :)

"so if the 12 months works best, that's ok with me"

----- Forwarded message -----

From: Denise Antolini <antolini@hawaii.edu>  
 Date: Tue, Oct 3, 2017 at 3:25 PM  
 Subject: Re: DOCARE Academy  
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University of Hawaii Mail - Fwd: DOCARE Academy

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**Re: DOCARE Academy**

1 message

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**Re: DOCARE Academy**

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Tue, Oct 3, 2017 at 7:39 PM

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**2 attachments**



**DOCARE Officer Training Academy - Proposal Accepted by Castle Foundation Oct. 2017.docx**  
122K



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1263K

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Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: DOCARE Academy**

1 message

---

**Mike's Gmail** <mpcarion@gmail.com>  
To: Denise Antolini <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 8:50 PM

Can we talk?

Sent from my iPhone

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**Fwd: DOCARE Academy**

1 message

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Tue, Oct 3, 2017 at 9:26 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

not a problem :)

"so if the 12 months works best, that's ok with me"

----- Forwarded message -----

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University of Hawaii Mail - Fwd: DOCARE Academy

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*Denise Antolini*  
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William S. Richardson School of Law  
[2515 Dole Street, Room 217, Honolulu, HI 96822](#)  
Phone: (808) 956-6238

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**Re: Checking in**

1 message

---

**Denise Antolini** <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 6:04 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;, "Kekoa, Edward L" &lt;Edward.L.kekoa@hawaii.gov&gt;

Aloha Mike, and Luna,

Finally!!

Very glad to have this started.

**Can you, Luna, and I have a call this afternoon?****I'm free for the next 3 hours (Noon - 3 pm HST).**

I'll text you both now too.

Also, the Castle paperwork is delayed a bit - we are awaiting the sign off on the agreement, then the funds flow to the law school, then we can finalize the hiring of you and Luna, and begin the search for the .5 FTE Law Fellow. Also, I keep meaning to mention, the change in the budget for you was a result of our (Luna, Risa, and I) having to cut down everyone's budget and squeeze here and there because of changes in indirect and other items (my memory fails at the moment) - so we also cut back Luna too. Sorry we could not honor the original amount - things just had to be adjusted to keep it moving and under the Castle budget (which we managed to increase substantially from the first stab, so it's all good, just not abundant!).

Mahalo!

Best,  
Denise

On Mon, Oct 2, 2017 at 9:56 AM, Michael Carion &lt;mpcarion@gmail.com&gt; wrote:

Aloha Denise!

I was just checking in regarding the schedule question I had. Have you had a chance to decide what is best? Like I said before, I can work on a schedule that may have a finished product by May or June... or should I stretch it out so I do not complete the project before my one year pay period is completed?

I would like to know what timeline to use so I can plan out a work schedule with Chief Farrell.

Mahalo!

Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

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*Denise Antolini*  
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**Re: DOCARE Academy**

1 message

**Michael Carion** <mpcarion@gmail.com>

Tue, Oct 3, 2017 at 6:18 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.I.kekoa@hawaii.gov&gt;

So the question is will full time at the UH rate be able to make that work?

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On Oct 3, 2017, at 3:08 PM, Denise Antolini <antolini@hawaii.edu> wrote:

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Mahalo to all!

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6/17/2018

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**Re: DOCARE Academy**

1 message

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To: Denise Antolini <antolini@hawaii.edu>

Wed, Oct 4, 2017 at 1:51 AM

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The other thing I wanted to discuss was the pay schedule, but we are good now with the 12 months evenly paid with the ability to be done earlier and keeping in touch after the main project is done.

Have a good evening!

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Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE Academy**

1 message

**Denise Antolini** <antolini@hawaii.edu>  
To: Mike's Gmail <mpcarion@gmail.com>

Wed, Oct 4, 2017 at 2:10 AM

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6/17/2018

University of Hawaii Mail - Re: DOCARE Academy

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

CarrollCox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE Academy**

1 message

**Denise Antolini** <antolini@hawaii.edu>  
To: Mike's Gmail <mpcarion@gmail.com>

Wed, Oct 4, 2017 at 2:10 AM

Super - thanks Mike!

On Tue, Oct 3, 2017 at 7:51 PM, Mike's Gmail &lt;mpcarion@gmail.com&gt; wrote:

It's no problem.

All is fine.

I talked with Chief Farrell about my first trip and he is going to talk to you and Luna about best days.

Looking at either the week I gave you, the week before, or possibly mid week to mid week.

The other thing I wanted to discuss was the pay schedule, but we are good now with the 12 months evenly paid with the ability to be done earlier and keeping in touch after the main project is done.

Have a good evening!

Mahalo!

Mike

Sent from my iPhone

On Oct 3, 2017, at 10:42 PM, Denise Antolini &lt;antolini@hawaii.edu&gt; wrote:

sorry I was tied up after our call - tomorrow is jammed up with meetings and classes - i'll just try you randomly among the storm coming at me over the next two days!

On Tue, Oct 3, 2017 at 2:50 PM, Mike's Gmail &lt;mpcarion@gmail.com&gt; wrote:

Can we talk?

Sent from my iPhone

On Oct 3, 2017, at 5:35 PM, Denise Antolini &lt;antolini@hawaii.edu&gt; wrote:

Aloha Mike,

Pam and I pondered the budget issues and now I have a better idea of the timing parameters. Key docs attached for your reference.

- The grant award period is 16 months (we asked for 12 months)
- The two payout dates to the Law School from Castle at Oct. 15, 2017 and June 15, 2018 (50% each - \$74k) (actual funds in the door is often later than these dates)
- Progress report due June 2018
- End of grant period April 4, 2019
- Final report due May 2019

We are paying you the \$54,709 on a one-year basis (because the payouts are coming in over one year, roughly), @ \$50/hr, so that's 1,094 hours. Over 52 weeks, that would be 21 hours a week. Over 8 months (Nov - June), that would be 32 hours a week. Feel free to check my math.

It's hard for our fiscal folks to compress the pay a lot, but it's not impossible to do some, so here is our current thinking re options:

1 - default: pay you for 12 months (@ 21 hours a week) and if you get the work done early in June, then you can make *even more progress, exceeding expectations (!)*, from June - Nov. 2018

2 - slow down: you spread the work over 12 months, slow it up (not anyone's preference)

3 - compress: we pay you for 8 months and ramp up the hours to 32 hours a week (if we can juggle the accounting) - but realize that we will not get our second payout until probably August 2018 (always delayed) and this is challenging and not assured

Perhaps we just *see how the first three months go* (with your first visit in Dec) and they adjust this as needed?

Thoughts?

Thanks!

Denise

On Tue, Oct 3, 2017 at 1:39 PM, Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)> wrote:

Hi Pam,  
Updating you now on our questions as I'm on the phone with Mike and Luna going over coordination.  
With the Castle Funds coming in October 15, 2017 and June 15, 2018 . . .  
can Mike complete his work in June 2018?  
It probably needs funds moving around a bit? A bridge or shifting Luna's funding.  
I think we can, but we definitely want your guidance!  
Thanks,  
Denise

On Tue, Oct 3, 2017 at 12:18 PM, Michael Carion <[mpcarion@gmail.com](mailto:mpcarion@gmail.com)> wrote:

So the question is will full time at the UH rate be able to make that work?

Michael P. Carion  
[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

On Oct 3, 2017, at 3:08 PM, Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)> wrote:

Aloha Mike,  
(Leaving Eric and Chief off for now.)  
Belated answer to your timing question.  
I don't see any reason why you can't complete early.  
Pam: can we compress Mike's pay to the time period of his work?  
In other words, if Mike works from Oct. 15 2017 to June 15, 2018, can we just adjust his pay to that same period of time.  
I'm pretty sure the answer is yes - it's just the overall time frame that is longer for full completion of the project.  
Best,  
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On Tue, Sep 19, 2017 at 8:15 AM, Michael Carion  
<[mpcarion@gmail.com](mailto:mpcarion@gmail.com)> wrote:

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Aloha all...

I was wondering if the meeting on the 15th has approved the funding for the position?

I received the hire packet in the mail and I am working on the forms today!

Denise,

I still need to know that answer to the scheduling question... Can I complete the project before the 1 year pay distribution? I need to know that before I can complete a work plan for Chief Farrell and Luna.

Mahalo to all!

Mike  
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Denise Antolini &lt;antolini@hawaii.edu&gt;

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**RE: Hawaii Trip**

1 message

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>

Fri, Oct 6, 2017 at 1:27 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;, "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;

Excellent. I'll put those dates on my calendar!

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**From:** Michael Carion [mailto:[mpcarion@gmail.com](mailto:mpcarion@gmail.com)]**Sent:** Thursday, October 05, 2017 8:21 PM**To:** Kekoa, Edward L <[edward.l.kekoa@hawaii.gov](mailto:edward.l.kekoa@hawaii.gov)>; Farrell, Robert J <[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)>**Cc:** Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>**Subject:** Hawaii Trip

Aloha Luna,

I booked my flight and accommodations... I will be available from Dec 11-15 for any meetings and site visits...

I checked all 3 Community Colleges and they are in finals week that week so staff should be available!

Looking forward to meeting II of you and getting this started!

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Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)



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**Re: Hawaii Trip**

1 message

**Michael Carion** <mpcarion@gmail.com>

Fri, Oct 6, 2017 at 1:29 PM

To: Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;

Cc: Edward L Kekoa &lt;edward.l.kekoa@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Perfect!

Thanks, Chief!

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On the list of meetings I have:

Honolulu CC

Leeward CC

Windward CC

Site Visit - Firing Range

Site Visit - Driving Course

Site Visit - Gym/Track/Wrestling Mat

? DLNR Chair?

? AGs ?

? DOCARE ?

Please let me know if there any additional meetings you folks would like to conduct while Mike is on island.

Mahalo,

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Aloha Mike,

Yes, Kapiolani CC is definitely an option!

Revised list of meetings:  
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Kapiolani CC  
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Windward CC  
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**Michael Carion** <mpcarion@gmail.com>

Fri, Oct 6, 2017 at 2:21 AM

To: Edward L Kekoa &lt;edward.l.kekoa@hawaii.gov&gt;, Robert J Farrell &lt;robert.j.farrell@hawaii.gov&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;

Aloha Luna,

I booked my flight and accommodations... I will be available from Dec 11-15 for any meetings and site visits...

I checked all 3 Community Colleges and they are in finals week that week so staff should be available!

Looking forward to meeting ll of you and getting this started!

:)

Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

CarrollCox.com



Denise Antolini <antolini@hawaii.edu>

---

## Michael Carion shared "DOCARE Academy" with you

1 message

---

**Michael Carion (via Dropbox)** <no-reply@dropbox.com>

Fri, Oct 6, 2017 at 3:31 PM

Reply-To: mpcarion@gmail.com

To: antolini@hawaii.edu



Hi Denise,

Michael Carion ([mpcarion@gmail.com](mailto:mpcarion@gmail.com)) invited you to edit the folder "DOCARE Academy" on Dropbox.

Michael said:

*"Here are the two Docs so far i the Drop Box file... Much more to follow! "*

[Go to folder](#)

Enjoy!

The Dropbox team

© 2017 Dropbox



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: DOCARE Academy**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Tue, Oct 3, 2017 at 6:08 PM

To: Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: Pamela Taura &lt;pkam@hawaii.edu&gt;, "Kekoa, Edward L" &lt;Edward.I.kekoa@hawaii.gov&gt;

Aloha Mike,

(Leaving Eric and Chief off for now.)

Belated answer to your timing question.

I don't see any reason why you can't complete early.

Pam: can we compress Mike's pay to the time period of his work?

In other words, if Mike works from Oct. 15 2017 to June 15, 2018, can we just adjust his pay to that same period of time.

I'm pretty sure the answer is yes - it's just the overall time frame that is longer for full completion of the project.

Best,

Denise

On Tue, Sep 19, 2017 at 8:15 AM, Michael Carion &lt;mpcarion@gmail.com&gt; wrote:

Aloha all...

I was wondering if the meeting on the 15th has approved the funding for the position?

I received the hire packet in the mail and I am working on the forms today!

**Denise,**

I still need to know that answer to the scheduling question... Can I complete the project before the 1 year pay distribution? I need to know that before I can complete a work plan for Chief Farrell and Luna.

Mahalo to all!

Mike

Michael P. Carion

[mpcarion@gmail.com](mailto:mpcarion@gmail.com)

--

*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238*



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**DOCARE Academy Contract for Luna?**

1 message

**Kekoa, Edward L** <edward.l.kekoa@hawaii.gov>

Tue, Oct 31, 2017 at 8:47 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;, Denise Antolini &lt;antolinid@gmail.com&gt;

Cc: Kristine Davidson &lt;kgd@hawaii.edu&gt;, Charissa Minato &lt;charissa@hawaii.edu&gt;

Aloha Denise,

Hope you are doing good, whether traveling or back at home!

We were wondering what the process would be to start the transfer of funds for my piece of the DOCARE academy? Would you need a proposal with the deliverables?

Let us know what you need to get the process started and we will be sure to address our end of the tasks.

I have also cc'd Kristine and Risa as they could better to answer questions from the HCRI side.

Any questions let us know!

Mahalo,

Luna



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE Academy Law Fellowship .5 FTE - starting January 2018**

1 message

**Christina Lizzi** <Clizzi@hawaii.edu>

Thu, Nov 2, 2017 at 10:50 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;

Cc: Christina Lizzi &lt;Clizzi@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;

Aloha Dean A,

Thank you for the update. It sounds like a wonderful fit and it is great news that health care is likely included.

I don't recall meeting Misha, but have met Luna.

I look forward to applying when the position is posted.

Thank you again,  
Christina

On Thu, Nov 2, 2017, 4:12 PM Denise Antolini &lt;antolini@hawaii.edu&gt; wrote:

Aloha Christina,

Just wanted to give you an update on the DOCARE Academy Law Fellowship, which is a new .5 FTE position, funded by the Castle Foundation as part of the larger DOCARE Officer Training Academy Project, and projected to begin in January 2018.

Pam and I checked the budget - and (good news), we did include fringe so, if you were selected, you would be eligible for health benefits via RCUH.

Pam is going to double check to be sure the .5 qualifies, which it should, but you can also look at the RCUH web site for general info about health benefits - <https://www.rcuh.com/>

In the meantime, we still have some internal grant processing paperwork to do, and I need to draft the job description, then post, interview, etc. I really want to get the position filled as of January 1 but the RCUH process has been super slow lately so can't promise.

The pay would be \$29,000 for the annual base salary.

Here is the brief scope we stated in our proposal:

The 50% FTE DOCARE Academy Law fellow will track and support resource cases through the enforcement chain and environmental court. The Academy law fellow will travel once to each of the neighbor islands (4-trips total) to conduct prosecutor and judge training.

If you were selected, the time could be adjusted to fit your months of availability, until you are studying full time for the July bar exam.

You would work closely with the current DOCARE Law Fellow, Misha Nishiki (whom you have met?), and Luna Kekoa (our DOCARE Academy Coordinator, who is also funded by this Castle Grant). The location would be the DOCARE office at DLNR - but travel to neighbor islands would be essential, in collaboration with priorities that we will set with Misha, Luna, and of course DOCARE Chief Farrell.

Let me know if you have any questions for now, but wanted to get you this update.

**www.carrollcox.com 808-782-6627**



Best,

Dean A

--

*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
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Christina Lizzi  
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Graduate Assistant, Jobs Now Partnership  
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J.D. Candidate, December 2017  
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carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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**DOCARE Academy Law Fellowship .5 FTE - starting January 2018**

1 message

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To: Christina Lizzi <Clizzi@hawaii.edu>  
Cc: Pamela Taura <pkam@hawaii.edu>

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1 message

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**www.carrollcox.com 808-782-6627**

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Graduate Assistant, Jobs Now Partnership  
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William S. Richardson School of Law  
University of Hawai'i at Mānoa

carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: Meeting to discuss next steps?**

1 message

---

**Eric Co** <eco@castlefoundation.org>  
To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>  
Cc: Denise Antolini <antolini@hawaii.edu>

Mon, Nov 13, 2017 at 6:44 PM

Also, I can meet in person. Robert, should I come to your office?

**Eric Co**  
Senior Program Officer  
for Ocean Resiliency

**Harold K.L. Castle Foundation**  
1197 Auloa Road  
Kailua, Hawai'i 96734

direct 808 263 8922  
cell 808 295 9745  
office 808 263 7073  
fax 808 261 6918

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On Nov 13, 2017, at 12:59 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

I have a 2pm meeting, so I can squeeze in either time slot...

RF

**From:** Denise Antolini [<mailto:antolini@hawaii.edu>]  
**Sent:** Monday, November 13, 2017 12:36 PM  
**To:** Eric Co <eco@castlefoundation.org>  
**Cc:** Farrell, Robert J <robert.j.farrell@hawaii.gov>  
**Subject:** Re: Meeting to discuss next steps?

Aloha Eric, Robert,  
Sorry for the late reply.  
Tomorrow (Tues. Nov. 14) works for me for a phone call, if that still works for you.  
(I'm leaving for Switzerland on Weds evening and a little jammed up with grading papers.)  
My open times for tomorrow:  
**10-1 pm**  
**3-7 pm**  
Tell me what works and I'm happy to call in.

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Would Luna join in? Mike too?

Thanks!

Denise

On Mon, Nov 6, 2017 at 12:39 PM, Eric Co <[eco@castlefoundation.org](mailto:eco@castlefoundation.org)> wrote:

Aloha Robert and Denise,

I've just gotten work that the grant agreement has been finalized and enacted with UH. The first payment is scheduled to be made on 11/15. With that, I'm wondering if it would be a good time to get back together and touch base about next steps.

How does next Tuesday the 14th look for you folks?

Mahalo,  
Eric

**Eric Co**  
Senior Program Officer  
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**Harold K.L. Castle Foundation**

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<image001.jpg>

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*2515 Dole Street, Room 217, Honolulu, HI 96822*  
*Phone: (808) 956-6238*



---

**RE: Meeting to discuss next steps?**

1 message

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>

Mon, Nov 6, 2017 at 5:52 PM

To: Eric Co &lt;eco@castlefoundation.org&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Hey Eric,

The 14<sup>th</sup> is open for me.

Mahalo!

RF

Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066

---

**From:** Eric Co [mailto:[eco@castlefoundation.org](mailto:eco@castlefoundation.org)]**Sent:** Monday, November 06, 2017 12:40 PM**To:** Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>; Farrell, Robert J <[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)>**Subject:** Meeting to discuss next steps?

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Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE Academy Contract for Luna?**

1 message

Denise Antolini &lt;antolini@hawaii.edu&gt;

Mon, Nov 6, 2017 at 6:12 PM

To: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;

Cc: Denise Antolini &lt;antolinid@gmail.com&gt;, Kristine Davidson &lt;kgd@hawaii.edu&gt;, Charissa Minato &lt;charissa@hawaii.edu&gt;, Pamela Taura &lt;pkam@hawaii.edu&gt;

Aloha Luna,

Thanks for the email and the call this morning. Welcome back from Kaho'olawe!

Copying Pam here as well - we are waiting from Sylvia Flores of UHF to create a new account for this grant.

Then Law School needs to finalize its agreement with UHF to create a UH account for ORS.

Because of the delays, Pam is going to establish an advance account to speed things up for everyone.

Pam will also figure out how to do the subaward to SSRI to support your work on the project.

Thanks for you patience!

(Please copy Pam on future emails - she knows all the ins-outs about these kinds of things.)

Mahalo nui!

Denise

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Any questions let us know!

Mahalo,

Luna

6/17/2018

University of Hawaii Mail - Re: DOCARE Academy Contract for Luna?

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*Denise Antolini*  
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Denise Antolini &lt;antolini@hawaii.edu&gt;

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## Meeting to discuss next steps?

1 message

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6/17/2018

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Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: DOCARE Academy Contract for Luna?**

1 message

**Pamela Taura** <pkam@hawaii.edu>

Thu, Nov 9, 2017 at 2:38 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;, "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;

Cc: Denise Antolini &lt;antolinid@gmail.com&gt;, Kristine Davidson &lt;kgd@hawaii.edu&gt;, Charissa Minato &lt;charissa@hawaii.edu&gt;

Hi All,

I spoke with ORS and will attempt to create an advance account for us and SSRI. I'll keep you updated.  
Thank you.

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: Denise Antolini [mailto:antolini@hawaii.edu]**Sent:** Monday, November 06, 2017 1:13 PM**To:** Kekoa, Edward L**Cc:** Denise Antolini; Kristine Davidson; Charissa Minato; Pamela Taura**Subject:** Re: DOCARE Academy Contract for Luna?

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Subject: Re: Meeting to discuss next steps?

Aloha Eric, Robert,

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www.carrollcox.com 808-782-6627

Mahalo,

Eric

Eric Co

Senior Program Officer

for Ocean Resiliency

Harold K.L. Castle Foundation

1197 Auloa Road

Kailua, Hawai'i 96734

direct 808 263 8922

cell 808 295 9745

office 808 263 7073

fax 808 261 6918

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Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238



Denise Antolini <antolini@hawaii.edu>

Re: Meeting to discuss next steps?

1 message

Eric Co <eco@castlefoundation.org>
To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>
Cc: Denise Antolini <antolini@hawaii.edu>

Mon, Nov 13, 2017 at 6:02 PM

Can we plan on 3? All are welcome!

Eric Co
Senior Program Officer
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On Nov 13, 2017, at 12:59 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

I have a 2pm meeting, so I can squeeze in either time slot...

RF

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Sent: Monday, November 13, 2017 12:36 PM
To: Eric Co <eco@castlefoundation.org>
Cc: Farrell, Robert J <robert.j.farrell@hawaii.gov>
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<image001.jpg>

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1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Mon, Nov 13, 2017 at 8:01 PM

To: Eric Co <eco@castlefoundation.org>

Cc: Denise Antolini <antolini@hawaii.edu>

Sounds good. We can call Denise from my office.

RF

From: Eric Co [mailto:eco@castlefoundation.org]**Sent:** Monday, November 13, 2017 1:44 PM**To:** Farrell, Robert J <robert.j.farrell@hawaii.gov>**Cc:** Denise Antolini <antolini@hawaii.edu>**Subject:** Re: Meeting to discuss next steps?

Also, I can meet in person. Robert, should I come to your office?

Eric Co

Senior Program Officer

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Mon, Nov 13, 2017 at 5:35 PM

To: Eric Co <eco@castlefoundation.org>

Cc: "robert.j.farrell@hawaii.gov" <robert.j.farrell@hawaii.gov>

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University of Hawaii Mail - Re: Meeting to discuss next steps?

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**Re: Hawaii Trip**

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Cc: Kekoa, Edward L; Farrell, Robert J
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Thanks, Chief!

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6/17/2018

University of Hawaii Mail - Re: Hawaii Trip

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I checked all 3 Community Colleges and they are in finals week that week so staff should be available!

Looking forward to meeting II of you and getting this started!

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Aloha Denise!

Thanks for the update... I was on the road but I am now home and will be available for a 3:00 HST GoToMeeting... just give me the info!

I have another commitment at 4:00 your time, but that should not be an issue!

The 15th should work great for me... I look forward to meeting with you in person!

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To: Kekoa, Edward L <edward.l.kekoa@hawaii.gov>; Farrell, Robert J <robert.j.farrell@hawaii.gov>
Cc: Denise Antolini <antolini@hawaii.edu>
Subject: Hawaii Trip

Aloha Luna,

I booked my flight and accommodations... I will be available from Dec 11-15 for any meetings and site visits...

I checked all 3 Community Colleges and they are in finals week that week so staff should be available!

Looking forward to meeting ll of you and getting this started!

www.carrollcox.com 808-782-6627

6/17/2018

University of Hawaii Mail - Re: Hawaii Trip

:)
Michael P. Carion
mpcarion@gmail.com

--
Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238

carrollcox.com

www.carrollcox.com 808-782-6627

**Re: Hawaii Trip**

1 message

Denise Antolini <antolini@hawaii.edu>

To: Michael Carion <mpcarion@gmail.com>

Cc: Edward L Kekoa <Edward.L.kekoa@hawaii.gov>, Robert J Farrell <robert.j.farrell@hawaii.gov>

will this work for everyone?

DOCARE Academy

Tue, Nov 14, 2017 3:05 PM - 4:05 PM HST

Please join my meeting from your computer, tablet or smartphone.<https://global.gotomeeting.com/join/647494805>**You can also dial in using your phone.**

United States: +1 (872) 240-3212

Access Code: 647-494-805First GoToMeeting? Let's do a quick system check:<https://link.gotomeeting.com/system-check>

On Tue, Nov 14, 2017 at 2:50 PM, Michael Carion <mpcarion@gmail.com> wrote:

Denise,

Will you be providing me the link for the GoTo Meeting?

On Nov 14, 2017, at 2:11 PM, Kekoa, Edward L <Edward.L.kekoa@hawaii.gov> wrote:

Aloha all,

I'll be at the DOCARE office and can jump on the call with Chief at 3p.

Mahalo,
Luna**From:** Denise Antolini <antolini@hawaii.edu>**Sent:** Tuesday, November 14, 2017 11:47:36 AM**To:** Mike's Gmail**Cc:** Kekoa, Edward L; Farrell, Robert J**Subject:** Re: Hawaii Trip

Mike, Luna, Chief,

Checking in.

1. Mike, Luna - are you free for a call this afternoon with **Eric and Chief 3:00 pm HST?**

I will have to call in. Mike, if you are free, we can do a GoToMeeting if there are not enough call in lines at DOCARE.

2. Please let me know how Friday Dec. 15 looks for me to meet with you all.

I'll be getting back from Brazil on the evening of Dec. 14, and am holding Friday for Academy.

3. Pam is working hard on the very slow (!) logistics of the accounting and transfer of funds. My understanding is that Castle may cut the first check on Nov. 15 (thanks Eric!); we are awaiting a reconciliation of UHF and Castle funding agreement; and, once the check is in, then Pam can set up the account and may need to request an advance account; the first check to Mike might in mid-December; the Luna transfer of funds will probably also be around mid-Dec.

The delays in the paperwork, while bumpy, should not have any impact on Mike's trip and our work plan.

4. For the .5 DOCARE Fellow, I need work on the job description but/and I have an excellent candidate in mind!

Thanks!!

Denise

On Fri, Oct 6, 2017 at 2:40 PM, Mike's Gmail <mpcarion@gmail.com> wrote:

Sounds perfect!

Mahalo!!

Sent from my iPhone

On Oct 6, 2017, at 5:04 PM, Kekoa, Edward L <edward.l.kekoa@hawaii.gov> wrote:

Aloha Mike,

www.carrollcox.com 808-782-6627

Yes, Kapiolani CC is definitely an option!

Revised list of meetings:
 Honolulu CC
 Kapiolani CC
 Leeward CC
 Windward CC
 Site Visit - Firing Range
 Site Visit - Driving Course
 Site Visit - Gym/Track/Wrestling Mat
 ? DLNR Chair?
 ? AGs ?
 ? DOCARE ?

Mahalo,
 Luna

From: Michael Carion <mpcarion@gmail.com>
Sent: Friday, October 6, 2017 8:07:22 AM
To: Kekoa, Edward L
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Question... is Kapiolani CC an option? I saw they had an AG program there.

Michael P. Carion
mpcarion@gmail.com

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Sounds good!

I have those dates on hold and will be setting up meetings for that week.

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Please let me know if there any additional meetings you folks would like to conduct while Mike is on island.

Mahalo,
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From: Michael Carion <mpcarion@gmail.com>
Sent: Friday, October 6, 2017 7:29:42 AM
To: Farrell, Robert J
Cc: Kekoa, Edward L; Denise Antolini
Subject: Re: Hawaii Trip

Perfect!

Thanks, Chief!

Michael P. Carion
mpcarion@gmail.com

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www.carrollcox.com 808-782-6627

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Phone: (808) 956-6238

CarrollCox.com



UH & Budget update

1 message

Denise Antolini <antolini@hawaii.edu>

Tue, Nov 14, 2017 at 10:27 PM

To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, "Kekoa, Edward L" <Edward.l.kekoa@hawaii.gov>, Michael Carion <mpcarion@gmail.com>, Eric Co <eco@castlefoundation.org>

Hi Chief, Luna, Mike, Eric,

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He sounded very interested and asked me to keep him posted. He also said that he had just returned from UH's B&F hearing (not so successful for UH, unfortunately) - and noted it was funny being now on the other side of the table. In any event, he said it's 90% sure if you got through B&F that the Gov will sign off.

Regarding the Leg strategy, he's happy to help just with some advice, which would be invaluable given his time battling away about the budget at the Legislature.

So, we have a good potential ally - and another connection to UH at the top.

We all agreed the Academy is Mom and Apple Pie - which gives me ideas for a leg strategy focused on Hawai'i Moms who want their kids to be green law enforcement officers . . . but that's a random idea for another day.

Thanks for all the good work so far - let's keep going!

Best,

Denise

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*Denise Antolini
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6/17/2018

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www.carrollcox.com 808-782-6627



Denise Antolini <antolini@hawaii.edu>

California Community Colleges: Effects of Increases in Noncredit Course Funding Rates

1 message

Michael Carion <mpcarion@gmail.com>

Wed, Nov 15, 2017 at 3:43 PM

To: Edward L Kekoa <edward.l.kekoa@hawaii.gov>, Robert J Farrell <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

Im doing some research on the FETS funding and it may be state budget specific... this is more a legal and Leg issue so its a bit out of my expertise. I thought I would share a couple of articles with you to see if this is something that would even work in Hawaii.

More to come.

<http://www.lao.ca.gov/Publications/Report/3635>

Michael P. Carion
mpcarion@gmail.com

 **WebPage.pdf**
369K



Denise Antolini <antolini@hawaii.edu>

FTES info and funding

1 message

Michael Carion <mpcarion@gmail.com>

Wed, Nov 15, 2017 at 4:13 PM

To: Denise Antolini <antolini@hawaii.edu>, Edward L Kekoa <edward.l.kekoa@hawaii.gov>, Robert J Farrell <robert.j.farrell@hawaii.gov>

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Wish this was better news, but it would have just been a bonus and not anything that harms moving forward.

http://www.faccc.org/wp-content/uploads/2014/11/FTEspending_bystate.pdf

Michael P. Carion
mpcarion@gmail.com

 **WebPage.pdf**
512K



Re: FTES info and funding

1 message

Michael Carion <mpcarion@gmail.com>

Wed, Nov 15, 2017 at 4:27 PM

To: Robert J Farrell <robert.j.farrell@hawaii.gov>

Cc: Denise Antolini <antolini@hawaii.edu>, Edward L Kekoa <edward.l.kekoa@hawaii.gov>

This is interesting... good to know Hawaii gets some federal dollars but it does not appear related to student hours. I would be interested to know if student hours are used for fund distribution to the CC system since that would be a positive draw for the academy to be located at a specific location.

Thanks, Chief!

Michael P. Carion

mpcarion@gmail.com

On Nov 15, 2017, at 1:19 PM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Looks like US Dept of Ed makes basic grants to states for vocational training. In 2016 Hawaii got just over 2M.

<https://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/2016-allocationmemo-final.pdf>

From: Michael Carion [<mailto:mpcarion@gmail.com>]**Sent:** Wednesday, November 15, 2017 11:13 AM**To:** Denise Antolini <antolini@hawaii.edu>; Kekoa, Edward L <edward.l.kekoa@hawaii.gov>; Farrell, Robert J <robert.j.farrell@hawaii.gov>**Subject:** FTES info and funding

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Michael P. Carion

mpcarion@gmail.com

CarrollCox.com



Denise Antolini <antolini@hawaii.edu>

RE: FTES info and funding

1 message

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Wed, Nov 15, 2017 at 4:29 PM

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Looks like there is some good strong HI nexus with some existing programs. All through the DOE.

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It has a tab called "Natural Resources"

It list several "career pathways" including "Environmental Compliance Inspector". I'm gonna say that is darn close to what we want! It also lists "Game Warden", so we are right on the \$\$ there!

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6/17/2018

University of Hawaii Mail - RE: FTES info and funding

Michael P. Carion

mpcarion@gmail.com

CarrollCox.com

www.carrollcox.com 808-782-6627



Denise Antolini <antolini@hawaii.edu>

Re: UH & Budget update

1 message

Michael Carion <mpcarion@gmail.com>

Wed, Nov 15, 2017 at 3:11 PM

To: Denise Antolini <antolini@hawaii.edu>

Cc: Robert J Farrell <robert.j.farrell@hawaii.gov>, Edward L Kekoa <Edward.I.kekoa@hawaii.gov>, Eric Co <eco@castlefoundation.org>

That's excellent news!

Thank you for sharing!

Michael P. Carion

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Hi Chief, Luna, Mike, Eric,

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Thanks for all the good work so far - let's keep going!

Best,

Denise

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*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238*



RE: FTES info and funding

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Mon, Nov 20, 2017 at 2:51 PM

To: Michael Carion <mpcarion@gmail.com>

Cc: Denise Antolini <antolini@hawaii.edu>, "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>

Awesome. Tell everyone Hi for me!

From: Michael Carion [mailto:mpcarion@gmail.com]**Sent:** Monday, November 20, 2017 9:49 AM**To:** Farrell, Robert J <robert.j.farrell@hawaii.gov>**Cc:** Denise Antolini <antolini@hawaii.edu>; Kekoa, Edward L <edward.l.kekoa@hawaii.gov>**Subject:** Re: FTES info and funding

I read through these pamphlets and it is pretty exciting that the Game Warden job is specifically listed!

It maybe a good thing to mention to the Legislature when asking for budget approval since it would be the final course required for a person to reach their goal in the Natural Resources field as already listed!

We may want to either join the advisory group or meet with the high schools using this program to provide information on the DOCARE Academy as well as career path courses which would help a student reach that career goal!

Looks like a great recruiting tool as well!

BTW,

I have set up meetings with DFW HQ staff and the Academy Staff over the next two weeks to get approvals, academy schedules, Hourly Course Outlines and budget information etc before my trip out in Dec!

See you soon!

Mike

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Denise Antolini <antolini@hawaii.edu>

On Travel RE: FTES info and funding

1 message

Denise Antolini <antolini@hawaii.edu>

Mon, Nov 20, 2017 at 2:51 PM

To: robert.j.farrell@hawaii.gov

I am on travel to IUCN meetings through Nov. 24.

If this is an *urgent administrative matter or an emergency*, please contact Administrative Officer Adam Reeder (areeder@hawaii.edu), (808) 956-7545.

If this is an *urgent Law School or student matter*, please call Associate Dean Ronette Kawakami at (808) 956-7986 or email her at ronettek@hawaii.edu.

If this is an *urgent professional or personal matter*, please text or Whats App my cell +1 (808) 554-7215.

Mahalo!

--

*Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
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CarrollCox.com



Denise Antolini <antolini@hawaii.edu>

HCRI Proposal for DOCARE Academy

1 message

Kekoa, Edward L <edward.l.kekoa@hawaii.gov>

Wed, Nov 22, 2017 at 5:36 PM

To: Pamela Taura <pkam@hawaii.edu>, Denise Antolini <antolini@hawaii.edu>

Cc: Charissa Minato <charissa@hawaii.edu>, Pamela Fujii <pfujii@hawaii.edu>

Aloha Denise and Pam,

Please find attached our HCRI proposal for the DOCARE Academy.

We were curious what the official start/end dates were so we can update our project budget matrix on our end?

We were also wondering if you folks would be able to set up your advance account, and if so, if you could also set up the HCRI sub-award account too?

If you have any questions or would like further clarifications, I have cc'd Risa and Pam from the HCRI office.

Mahalo,

Luna

 **DOCARE Academy HCRI proposal to Law School.docx**
21K



On Travel Re: HCRI Proposal for DOCARE Academy

1 message

Denise Antolini <antolini@hawaii.edu>
To: edward.l.kekoa@hawaii.gov

Wed, Nov 22, 2017 at 5:36 PM

I am on travel to IUCN meetings through Nov. 24.

If this is an *urgent administrative matter or an emergency*, please contact Administrative Officer Adam Reeder (areeder@hawaii.edu), (808) 956-7545.

If this is an *urgent Law School or student matter*, please call Associate Dean Ronette Kawakami at (808) 956-7986 or email her at ronettek@hawaii.edu.

If this is an *urgent professional or personal matter*, please text or Whats App my cell +1 (808) 554-7215.

Mahalo!

--

*Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238*



RE: HCRI Proposal for DOCARE Academy

1 message

Pamela Taura <pkam@hawaii.edu>

Wed, Nov 22, 2017 at 9:05 PM

To: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

Cc: Charissa Minato <charissa@hawaii.edu>, Pamela Fujii <pfujii@hawaii.edu>

Thank you so much Luna. I will let you know when we get the advance account and will try to also set up a sub-account for you folks too. Please find the Castle grant agreement with UH Foundation attached with the official project dates. Have a great Thanksgiving! Thank you!

Mahalo,

Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

---

**From:** Kekoa, Edward L [mailto:[edward.l.kekoa@hawaii.gov](mailto:edward.l.kekoa@hawaii.gov)]**Sent:** Wednesday, November 22, 2017 12:36 PM**To:** Pamela Taura; Denise Antolini**Cc:** Charissa Minato; Pamela Fujii**Subject:** HCRI Proposal for DOCARE Academy

Aloha Denise and Pam,

Please find attached our HCRI proposal for the DOCARE Academy.

We were curious what the official start/end dates were so we can update our project budget matrix on our end?

We were also wondering if you folks would be able to set up your advance account, and if so, if you could also set up the HCRI sub-award account too?





---

**Re: HCRI Proposal for DOCARE Academy**

1 message

**Charissa Minato** <charissa@hawaii.edu>

Fri, Dec 1, 2017 at 2:20 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Hi Pam,

I'm going through our budgets now. Can you let me know when you think the advanced account will be set up, so we can forecast Luna's time.

Thank you,  
Risa

On Wed, Nov 22, 2017 at 4:05 PM, Pamela Taura &lt;pkam@hawaii.edu&gt; wrote:

Thank you so much Luna. I will let you know when we get the advance account and will try to also set up a sub-account for you folks too. Please find the Castle grant agreement with UH Foundation attached with the official project dates. Have a great Thanksgiving! Thank you!

Mahalo,

Pamela

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Pamela Taura

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We were curious what the official start/end dates were so we can update our project budget matrix on our end?

We were also wondering if you folks would be able to set up your advance account, and if so, if you could also set up the HCRI sub-award account too?

If you have any questions or would like further clarifications, I have cc'd Risa and Pam from the HCRI office.

Mahalo,

Luna

--
Charissa "Risa" Minato
University of Hawaii
Social Science Research Institute
charissa@hawaii.edu
808-277-4710

carrollcox.com



Denise Antolini <antolini@hawaii.edu>

On Travel Re: HCRI Proposal for DOCARE Academy

1 message

Denise Antolini <antolini@hawaii.edu>

Tue, Dec 5, 2017 at 7:25 PM

To: charissa@hawaii.edu

I am on travel to Brazil for IUCN meetings through Dec. 14.

If this is an *urgent administrative matter or an emergency*, please contact Administrative Officer Adam Reeder (areeder@hawaii.edu), (808) 956-7545.

If this is an *urgent Law School or student matter*, please call Associate Dean Ronette Kawakami at (808) 956-7986 or email her at ronettek@hawaii.edu.

If this is an *urgent professional or personal matter*, please text or Whats App my cell +1 (808) 554-7215.

Mahalo!

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*Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238*

CarrollCox.com



Denise Antolini <antolini@hawaii.edu>

Re: HCRI Proposal for DOCARE Academy

1 message

Charissa Minato <charissa@hawaii.edu>

Tue, Dec 5, 2017 at 7:24 PM

To: Pamela Taura <pkam@hawaii.edu>

Cc: "Kekoa, Edward L" <edward.l.kekoa@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>, Pamela Fujii <pfujii@hawaii.edu>

Hi Pam T.,

I'm sorry I forgot to call you back last week Friday. I talked to Kristine and we still think the easiest way to transfer the money to us for the DOCARE Academy project is via a subaccount. I know you won't be able to see the expenditures, but we can always send you copy of our FMIS report if and when you need it.

In the past, when we set up a subaccount, we emailed our POC at ORS in an email and provided them with the following info:

Hi xxxx,

Can I work with you on setting up a new sub-account? Please transfer \$xxx to a new subaccount for Dr. Michael Hamnett at the Social Science Research Institute from our *DOCARE Academy* project (450xxxx)? Attached is a short proposal from Dr. Hamnett to the Law School with the following budget:

Salary: \$25,255

Fringe: \$9,089

Travel: \$1,500

DIRECT: \$35,844

TOTAL: \$35,844

The PI on our account is: Dr. Denise Antolini ((808) 956-6238, antolini@hawaii.edu)

Department: Richardson School of Law

FO: Wesley Kau ((808) 956-8394, wkau@hawaii.edu, FO#: 069)Subaccount PI recipient: Michael P. Hamnett (988-8310, hamnett@hawaii.edu) and Co-PI: Kristine Davidson, kgd@hawaii.edu, 599-0245

Department: Social Science Research Institute

FO is Calvin Fujioka (956-7879, cfujioka@hawaii.edu), FO # 077

If you have any questions, you can call me at 956-3301.

Thank you very much.

Pam

On Wed, Nov 22, 2017 at 4:05 PM, Pamela Taura <pkam@hawaii.edu> wrote:

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Pamela

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Pamela Taura

Administrative Officer

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Honolulu, HI 96822

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**To:** Pamela Taura; Denise Antolini  
**Cc:** Charissa Minato; Pamela Fujii  
**Subject:** HCRI Proposal for DOCARE Academy

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Mahalo,

Luna

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Charissa "Risa" Minato  
University of Hawaii  
Social Science Research Institute  
[charissa@hawaii.edu](mailto:charissa@hawaii.edu)  
808-277-4710

---

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carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: HCRI Proposal for DOCARE Academy**

1 message

**charissa** <charissa@hawaii.edu>

Thu, Dec 7, 2017 at 7:37 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;, Pamela Fujii

&lt;pfujii@hawaii.edu&gt;

Hi Pam,

Looks good to me.

Thanks,  
Risa

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: Pamela Taura &lt;pkam@hawaii.edu&gt;

Date: 12/7/17 2:30 PM (GMT-10:00)

To: 'Charissa Minato' &lt;charissa@hawaii.edu&gt;

Cc: "'Kekoa, Edward L'" &lt;edward.l.kekoa@hawaii.gov&gt;, 'Denise Antolini' &lt;antolini@hawaii.edu&gt;, 'Pamela Fujii' &lt;pfujii@hawaii.edu&gt;

Subject: RE: HCRI Proposal for DOCARE Academy

Hi Risa,

Thanks for your email. I spoke with our ORS accountant, Cindy Lee and she said that SSRI has to submit their own Advance Account request form. Last week, she told me that she didn't need an Advance request from SSRI.... Attached is a soft copy of the advance request that I used. I wasn't sure if Luna was to be paid for 12 or 18 months, so I estimated a budget:

Salary \$ 1960 per mo. x 3 = \$ 5880

Fringe \$ 2133 (a little over 36%)

Total = \$ 8013

Please let me know if you have any questions or need any assistance. Thank you.

Mahalo,

Pamela

~~~~~  
Pamela Taurawww.carrollcox.com 808-782-6627

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301

From: Charissa Minato [mailto:charissa@hawaii.edu]

Sent: Tuesday, December 05, 2017 2:25 PM

To: Pamela Taura

Cc: Kekoa, Edward L; Denise Antolini; Pamela Fujii

Subject: Re: HCRI Proposal for DOCARE Academy

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Subaccount PI recipient: Michael P. Hamnett (988-8310, hamnett@hawaii.edu) and Co-PI: Kristine Davidson, kgd@hawaii.edu, 599-0245

Department: Social Science Research Institute

www.carrollcox.com 808-782-6627

FO is Calvin Fujioka (956-7879, cfujioka@hawaii.edu), FO # 077

If you have any questions, you can call me at 956-3301.

Thank you very much.

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Pamela Taura

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Charissa "Risa" Minato

University of Hawaii

Social Science Research Institute

[charissa@hawaii.edu](mailto:charissa@hawaii.edu)

808-277-4710

CarrollCox.com



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1 message

**Pamela Taura** <pkam@hawaii.edu>

Thu, Dec 7, 2017 at 7:30 PM

To: Charissa Minato &lt;charissa@hawaii.edu&gt;

Cc: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;, Pamela Fujii &lt;pfujii@hawaii.edu&gt;

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2515 Dole Street

Honolulu, HI 96822

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www.carrollcox.com 808-782-6627

Mahalo,

Pamela

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Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

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**Cc:** Charissa Minato; Pamela Fujii

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Charissa "Risa" Minato

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

6/17/2018

University of Hawaii Mail - RE: HCRI Proposal for DOCARE Academy

University of Hawaii

Social Science Research Institute

[charissa@hawaii.edu](mailto:charissa@hawaii.edu)

808-277-4710



**AdvanceAccountRequest - Law - DOCARE Officer Training Academy.pdf**

676K

CarrollCox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**Re: Meeting tomorrow morning?**

1 message

**Eric Co** <eco@castlefoundation.org>

Thu, Dec 14, 2017 at 8:57 PM

To: "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;

Cc: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;

Mahalo, Robert.

I'll see you guys then and there.

Best,  
Eric**Eric Co**Senior Program Officer  
for Ocean Resiliency**Harold K.L. Castle Foundation**[1197 Auloa Road](#)  
[Kailua, Hawaii'i 96734](#)*direct* 808 263 8922*cell* 808 295 9745*office* 808 263 7073*fax* 808 261 6918To review our giving approach, to apply, to learn more about us, click [here](#)

On Dec 14, 2017, at 3:56 PM, Farrell, Robert J &lt;robert.j.farrell@hawaii.gov&gt; wrote:

Aloha Eric,

We are still on for 0900. We can meet in my office at Kalanimoku.

See you then,

RF

Robert Farrell  
DOCARE Administrator  
Hawaii Dept. of Land and Natural Resources  
[1151 Punchbowl Street, Room 131](#)  
[Honolulu, HI 96813](#)  
[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)  
808-587-0066[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

---

**From:** Eric Co [<mailto:eco@castlefoundation.org>]  
**Sent:** Thursday, December 14, 2017 3:54 PM  
**To:** Farrell, Robert J <[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)>; Kekoa, Edward L <[edward.l.kekoa@hawaii.gov](mailto:edward.l.kekoa@hawaii.gov)>  
**Cc:** Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>  
**Subject:** Meeting tomorrow morning?  
**Importance:** High

Aloha Robert and Luna!

Following up on a hold on the calendar to sit with Mike tomorrow morning and continue our discussion on the Academy process. Denise also has this hold on her schedule, too. Could you please confirm if we're still on...time, place, etc.?

I'll need to get going by about 10a but can meet any time and anywhere before then.

Mahalo,  
Eric

**Eric Co**  
Senior Program Officer  
for Ocean Resiliency

**Harold K.L. Castle Foundation**  
[1197 Auloa Road](#)  
[Kailua, Hawai'i 96734](#)

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<[image001.jpg](#)>



Denise Antolini &lt;antolini@hawaii.edu&gt;

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## Meeting tomorrow morning?

1 message

---

**Eric Co** <eco@castlefoundation.org>

Thu, Dec 14, 2017 at 8:53 PM

To: "robert.j.farrell@hawaii.gov" &lt;robert.j.farrell@hawaii.gov&gt;, "edward.l.kekoa@hawaii.gov" &lt;edward.l.kekoa@hawaii.gov&gt;

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for Ocean Resiliency

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Denise Antolini &lt;antolini@hawaii.edu&gt;

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DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

robert.j.farrell@hawaii.gov

808-587-0066

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Fri, Dec 15, 2017 at 1:42 PM

See you when you get here....

**From:** Denise Antolini [mailto:[antolini@hawaii.edu](mailto:antolini@hawaii.edu)]  
**Sent:** Friday, December 15, 2017 8:42 AM  
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**Subject:** Re: Meeting tomorrow morning?

Dear Chief, Eric, Luna,

I will be late - just got back to an apartment internet problem, and just got into email a minute ago, so did not realize the meeting was a 9:00 until two minutes ago. I will see you soon.

Denise

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DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)

808-587-0066

---

**From:** Eric Co [<mailto:eco@castlefoundation.org>]

**Sent:** Thursday, December 14, 2017 3:54 PM

**To:** Farrell, Robert J <[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)>; Kekoa, Edward L

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

<[edward.l.kekoa@hawaii.gov](mailto:edward.l.kekoa@hawaii.gov)>  
**Cc:** Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>  
**Subject:** Meeting tomorrow morning?  
**Importance:** High

Aloha Robert and Luna!

Following up on a hold on the calendar to sit with Mike tomorrow morning and continue our discussion on the Academy process. Denise also has this hold on her schedule, too. Could you please confirm if we're still on...time, place, etc.?

I'll need to get going by about 10a but can meet any time and anywhere before then.

Mahalo,

Eric

**Eric Co**

Senior Program Officer

for Ocean Resiliency

**Harold K.L. Castle Foundation**

1197 Auloa Road

Kailua, Hawai'i 96734

*direct* 808 263 8922

*cell* 808 295 9745

*office* 808 263 7073

*fax* 808 261 6918

To review our giving approach, to apply, to learn more about us, click [here](#)

<image001.jpg>

6/17/2018

University of Hawaii Mail - RE: Meeting tomorrow morning?

*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

carrollcox.com

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627



---

**Re: Meeting tomorrow morning?**

1 message

---

**Denise Antolini** <antolini@hawaii.edu>

Fri, Dec 15, 2017 at 1:42 PM

To: Eric Co &lt;eco@castlefoundation.org&gt;

Cc: "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;, "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;

Dear Chief, Eric, Luna,

I will be late - just got back to an apartment internet problem, and just got into email a minute ago, so did not realize the meeting was a 9:00 until two minutes ago. I will see you soon.

Denise

On Thu, Dec 14, 2017 at 3:57 PM, Eric Co &lt;eco@castlefoundation.org&gt; wrote:

Mahalo, Robert.

I'll see you guys then and there.

Best,  
Eric**Eric Co**Senior Program Officer  
for Ocean Resiliency**Harold K.L. Castle Foundation**1197 Auloa Road  
Kailua, Hawai'i 96734*direct* 808 263 8922*cell* 808 295 9745*office* 808 263 7073*fax* 808 261 6918To review our giving approach, to apply, to learn more about us, click [here](#)

On Dec 14, 2017, at 3:56 PM, Farrell, Robert J &lt;robert.j.farrell@hawaii.gov&gt; wrote:

Aloha Eric,

We are still on for 0900. We can meet in my office at Kalanimoku.

See you then,

RF

Robert Farrell  
DOCARE Administrator  
Hawaii Dept. of Land and Natural Resources[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

1151 Punchbowl Street, Room 131  
Honolulu, HI 96813  
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**Cc:** Denise Antolini <[antolini@hawaii.edu](mailto:antolini@hawaii.edu)>  
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I'll need to get going by about 10a but can meet any time and anywhere before then.

Mahalo,  
Eric

**Eric Co**  
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<image001.jpg>

--  
*Denise Antolini*  
*Associate Dean for Academic Affairs*  
*William S. Richardson School of Law*  
*2515 Dole Street, Room 217, Honolulu, HI 96822*  
*Phone: (808) 956-6238*



UNIVERSITY  
of HAWAII  
SYSTEM

Denise Antolini <antolini@hawaii.edu>

---

## Regarding your involvement in Development Proposal HKL Castle DOCARE Officer Training Academy

1 message

---

**mygrant+noreply@hawaii.edu** <mygrant+noreply@hawaii.edu>  
To: antolini@hawaii.edu

Mon, Jan 8, 2018 at 7:25 PM

Please review the following proposal by clicking on Proposal Number. Please answer the certification questions if you agree to participate in this project. Proposal Details as follows:

Document Number: 201211

Proposal Number: [20142](#)

Proposal Title: HKL Castle DOCARE Officer Training Academy

Principal Investigator: Denise Antolini

Lead Unit: MA1471 - William S. Richardson School of Law

Sponsor: U0610X - UNIVERSITY HAWAII FOUNDATION

Deadline Date: 01/15/2018

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**RE: Docare officer training academy meeting**

1 message

---

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>

Tue, Jan 9, 2018 at 10:11 PM

To: Denise Antolini &lt;antolini@hawaii.edu&gt;, Jarrett Keohokalole &lt;repkeohokalole@capitol.hawaii.gov&gt;

Mahalo for the introduction Denise.

Aloha Rep Keohokalole,

Please let me know if you have availability to meet. You can call my office (587-0066), my cell (365-3662) or email me a time and I can come over to brief you on some of the projects DOCARE has been working on. I have availability this week WTh before 1:00, Fr before 10:00. If that doesn't work we can try next week.

Mahalo,

RF

Robert Farrell

DOCARE Administrator

Hawaii Dept. of Land and Natural Resources

1151 Punchbowl Street, Room 131

Honolulu, HI 96813

[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)

808-587-0066





**From:** Denise Antolini [mailto:[antolini@hawaii.edu](mailto:antolini@hawaii.edu)]  
**Sent:** Tuesday, January 09, 2018 4:03 PM  
**To:** Farrell, Robert J <[robert.j.farrell@hawaii.gov](mailto:robert.j.farrell@hawaii.gov)>; Jarrett Keohokalole <[repkeohokalole@capitol.hawaii.gov](mailto:repkeohokalole@capitol.hawaii.gov)>  
**Subject:** Docare officer training academy meeting

Aloha Rep Keohokalole!

Great to run into you today and to chat briefly about the exciting new DOCARE Officer Training Academy.

Connecting you now to Chief Robert Farrell, who is eager to meet with you about this and more.

I hope you all can meet soon!

Mahalo,

Denise

--

*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

CarrollCox.com



---

**Docare officer training academy meeting**

1 message

**Denise Antolini** <antolini@hawaii.edu>

Tue, Jan 9, 2018 at 9:03 PM

To: "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;, Jarrett Keohokalole &lt;repkeohokalole@capitol.hawaii.gov&gt;

Bcc: Luna Kekoa &lt;edward.l.kekoa@hawaii.gov&gt;

Aloha Rep Keohokalole!

Great to run into you today and to chat briefly about the exciting new DOCARE Officer Training Academy.

Connecting you now to Chief Robert Farrell, who is eager to meet with you about this and more.

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Denise

--

*Denise Antolini**Associate Dean for Academic Affairs**William S. Richardson School of Law**2515 Dole Street, Room 217, Honolulu, HI 96822**Phone: (808) 956-6238*

CarrollCox.com



Denise Antolini <antolini@hawaii.edu>

**Re: DOCARE Academy news story**

1 message

**Michael Carion** <mpcarion@gmail.com>

To: Denise Antolini <antolini@hawaii.edu>

Cc: Eric Co <eco@castlefoundation.org>, "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, "Kekoa, Edward L" <Edward.L.kekoa@hawaii.gov>

Luna sent it,  
It looks awesome, and you and Chief Farrell were looking good!!

Sent from my iPad

On Jan 11, 2018, at 10:26 AM, Denise Antolini <antolini@hawaii.edu> wrote:

Hi Eric, Mike,  
(Chief may have already forwarded but just in case ...)  
Our Academy project made the news!  
Denise

DLNR wants a training academy to solve staffing shortage, increase enforcement: <http://www.hawaiinewsnow.com/story/37231738/dlnr-lobbies-academy-to-end-shortage-of-conservation-officers>

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--  
Denise Antolini  
Associate Dean for Academic Affairs  
William S. Richardson School of Law  
2515 Dole Street, Room 217, Honolulu, HI 96822  
Phone: (808) 956-6238

**Re: DOCARE Academy news story**

1 message

Denise Antolini &lt;antolini@hawaii.edu&gt;

To: Michael Carion &lt;mpcarion@gmail.com&gt;

Cc: Eric Co &lt;eco@castlefoundation.org&gt;, "Farrell, Robert J" &lt;robert.j.farrell@hawaii.gov&gt;, "Kekoa, Edward L" &lt;Edward.L.kekoa@hawaii.gov&gt;

Next on camera: Luna and Mike!

What is the projected next visit date for Mike, remind me ...

On Thu, Jan 11, 2018 at 8:33 AM, Michael Carion &lt;mpcarion@gmail.com&gt; wrote:

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Sent from my iPad

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--

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Phone: (808) 956-6238



**Fwd: DOCARE Academy news story**

1 message

Denise Antolini <antolini@hawaii.edu>  
To: Pamela Taura <pkam@hawaii.edu>

----- Forwarded message -----

From: Denise Antolini <antolini@hawaii.edu>  
Date: Thu, Jan 11, 2018 at 8:26 AM  
Subject: DOCARE Academy news story  
To: Eric Co <eco@castlefoundation.org>, Michael Carion <mpcarion@gmail.com>  
CC: Farrell, Robert J <robert.j.farrell@hawaii.gov>, Kekoa, Edward L <Edward.I.kekoa@hawaii.gov>

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--  
Denise Antolini  
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Denise Antolini <antolini@hawaii.edu>

**DOCARE Academy news story**

1 message

**Denise Antolini** <antolini@hawaii.edu>

To: Eric Co <eco@castlefoundation.org>, Michael Carion <mpcarion@gmail.com>

Cc: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, "Kekoa, Edward L" <Edward.L.kekoa@hawaii.gov>

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of HAWAII  
SYSTEM

Denise Antolini <antolini@hawaii.edu>

---

## Hawai'i news now story on our Docare training academy grant!

1 message

---

Denise Antolini <antolini@hawaii.edu>

Thu, Jan 11, 2018 at 3:13 AM

To: Avi Soifer <soifer@hawaii.edu>, David Forman <dmforman@hawaii.edu>, Ke Kula Kula <kekula@hawaii.edu>, Ronette Kawakami <ronettek@hawaii.edu>, beverly creamer <Creamerbeverly@yahoo.com>

DLNR wants a training academy to solve staffing shortage, increase enforcement: <http://www.hawaiinewsnow.com/story/37231738/dlnr-lobbies-for-training-academy-to-end-shortage-of-conservation-officers>

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*Phone: (808) 956-6238*

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

## Re: DOCARE 2 (Academy Plus) fellow projections

1 message

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>

Thu, Mar 8, 2018 at 6:26 AM

To: Denise Antolini <antolini@hawaii.edu>, Risa Minato <charissa@hawaii.edu>, Eric Co <eco@castlefoundation.org>, "Sakoda, David" <david.sakoda@hawaii.gov>

Cc: Pamela Taura <pkam@hawaii.edu>

Hi Denise- sounds good! The finance piece seems to be moving fairly well in the senate but not as well in the house. The senate bill for academy funding crossed over but the house bill was not even heard (Yamane). So we still need support for our academy funding.

RF

---

From: Denise Antolini <antolini@hawaii.edu>  
 Sent: Wednesday, March 7, 2018 9:52:09 PM  
 To: Risa Minato; Farrell, Robert J; Eric Co; Sakoda, David  
 Cc: Pamela Taura  
 Subject: DOCARE 2 (Academy Plus) fellow projections

Dear Risa, Robert, Eric, David,

Good news update.

Bubble chart . . . revised from David . . . attached.

With Pam's help, we have explored the issue of "surplus \$ avail."

- that is, how we can redirect the current NOAA funds a bit to supplement the Castle support for the .5 FTE Law Fellow for the Academy. This extended budget and time frame will make the position much more attractive to a recent graduate.

If we "pour over" the remaining NOAA funds that John-Misha left on the table into the DOCARE 2 Academy .5 from Castle, we end up with 9.366 months instead of 6 (.5 FTE). Depending on fringe once the position is filled, this could stretch even more.

The focus of this fellowship will be:

1. Academy - helping Chief, Mike, Luna on the stand up issues and curriculum
2. Hawaii Environmental Court - neighbor island

How does this sound? So, if OK with everyone, I will proceed with getting the posting for a 1.0 FTE at 9 months through the RCUH system (which is truly glacial, but we just have to start).

Any comments or questions, let me and Pam know.

Thanks!

Denise

ps - I'll be in Brazil again from Sunday March 11 - Thursday March 28.

----- Forwarded message -----

From: Pamela Taura <pkam@hawaii.edu<mailto:pkam@hawaii.edu>>  
 Date: Wed, Mar 7, 2018 at 2:35 PM  
 Subject: DOCARE 2 fellow projections  
 To: antolini@hawaii.edu<mailto:antolini@hawaii.edu>



Hi Denise,

Please see below for the funding projection for the DOCARE 2 fellow at 1.0 FTE. The fringe rate will dictate the true period of funding. I budgeted a 33% fringe rate for the leftover CRWG funds and the DOCARE 2 budget budgeted the fringe rate at 40%. Misha's fringe was around 12%.

[cid:image002.png@01D3B621.100D27F0]

The total CRWG funds remaining is \$23,228 in direct costs with \$ 17,500 allocated to salary and \$5,728 to fringe.

Mahalo,  
Pamela

~~~~~  
Pamela Taura
Administrative Officer
William S. Richardson School of Law
2515 Dole Street
Honolulu, HI 96822
(808) 956-3301<tel:(808)%20956-3301>

--
Denise Antolini
Associate Dean for Academic Affairs
William S. Richardson School of Law
2515 Dole Street, Room 217, Honolulu, HI 96822
Phone: (808) 956-6238

CRWG DOCARE	\$ 17,500.00
DOCARE 2 budget	\$ 29,333.00
	\$ 46,833.00
monthly salary	\$ 5,000.00
Total months funded	9.3666

image002.png
3K



Denise Antolini <antolini@hawaii.edu>

Re: DOCARE 2 (Academy Plus) fellow projections

1 message

Farrell, Robert J <robert.j.farrell@hawaii.gov>

Thu, Mar 8, 2018 at 1:24 PM

To: Eric Co <eco@castlefoundation.org>, Denise Antolini <antolini@hawaii.edu>

Cc: Risa Minato <charissa@hawaii.edu>, "Sakoda, David" <david.sakoda@hawaii.gov>, Pamela Taura <pkam@hawaii.edu>

The 500k proposal is still alive, but it will need continued support to make it out of both the house and senate.

From: Eric Co <eco@castlefoundation.org>
Sent: Thursday, March 8, 2018 8:11:35 AM
To: Farrell, Robert J; Denise Antolini
Cc: Risa Minato; Sakoda, David; Pamela Taura
Subject: Re: DOCARE 2 (Academy Plus) fellow projections

Thanks, Denise. Proceeding as you've laid out looks good to me.

Robert- Not sure I follow you, does that mean you will not receive that \$500K increase in base budget for the academy?

Mahalo,
Eric

Eric Co
Senior Program Officer
for Ocean Resiliency

Harold K.L. Castle Foundation
1197 Auloa Road
Kailua, Hawai'i 96734

direct 808 263 8922
cell 808 295 9745
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To review our giving approach, to apply, to learn more about us, click here<<http://castlefoundation.org/investments/marine/>>

[cid:image001.jpg@01CF1217.12DFFA50]

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RF

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Cc: Pamela Taura
Subject: DOCARE 2 (Academy Plus) fellow projections

Dear Risa, Robert, Eric, David,

www.carrollcox.com 808-782-6627

Good news update.

Bubble chart . . . revised from David . . . attached.

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Any comments or questions, let me and Pam know.

Thanks!

Denise

ps - I'll be in Brazil again from Sunday March 11 - Thursday March 28.

----- Forwarded message -----

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Date: Wed, Mar 7, 2018 at 2:35 PM

Subject: DOCARE 2 fellow projections

To: antolini@hawaii.edu<<mailto:antolini@hawaii.edu>><<mailto:antolini@hawaii.edu>>

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Pamela

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Pamela Taura  
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Phone: (808) 956-6238



**image001.jpg**  
2K

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

**Re: DOCARE 2 (Academy Plus) fellow projections**

1 message

**Farrell, Robert J** <robert.j.farrell@hawaii.gov>  
 To: Denise Antolini <antolini@hawaii.edu>  
 Cc: "Sakoda, David" <david.sakoda@hawaii.gov>

Thu, Mar 8, 2018 at 1:05 PM

It is in SB3048. House version is pau. It is also in the govs budget.

For Ryan, I'm gonna have to leave the genuflecting to Jason. Yamane is pissed at me.

I'll be back in HI next week. I'm in MD with NOAA this week.

Thanks!

---

From: Denise Antolini <antolini@hawaii.edu>  
 Sent: Thursday, March 8, 2018 6:27:43 AM  
 To: Farrell, Robert J  
 Cc: Sakoda, David  
 Subject: Re: DOCARE 2 (Academy Plus) fellow projections

Hi Chief,  
 Is there a separate bill on academy funding or is it just in the big budget - bill number?  
 Re Yamane, I suggest local style manapua or >\$25 food walk over to chat, and lurking outside his office almost daily, until he sees you have genuflected sufficiently.  
 (Taking Pam, Risa, and Eric off b'c this involves lobbying!)  
 I'll be there on Friday for Fellows - I'll drop by or if you want to drop by, would be great to touch base!  
 Denise

On Thu, Mar 8, 2018 at 1:26 AM, Farrell, Robert J <robert.j.farrell@hawaii.gov<mailto:robert.j.farrell@hawaii.gov>> wrote:  
 Hi Denise- sounds good! The finance piece seems to be moving fairly well in the senate but not as well in the house. The senate bill for academy funding crossed over but the house bill was not even heard (Yamane).  
 So we still need support for our academy funding.

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Subject: DOCARE 2 fellow projections

To: antolini@hawaii.edu<mailto:antolini@hawaii.edu><mailto:antolini@hawaii.edu<mailto:antolini@hawaii.edu>>

Hi Denise,

Please see below for the funding projection for the DOCARE 2 fellow at 1.0 FTE. The fringe rate will dictate the true period of funding. I budgeted a 33% fringe rate for the leftover CRWG funds and the DOCARE 2 budget budgeted the fringe rate at 40%. Misha's fringe was around 12%.

[cid:image002.png@01D3B621.100D27F0]

The total CRWG funds remaining is \$23,228 in direct costs with \$ 17,500 allocated to salary and \$5,728 to fringe.

Mahalo,  
Pamela

~~~~~  
Pamela Taura

Administrative Officer

William S. Richardson School of Law

2515 Dole Street

Honolulu, HI 96822

(808) 956-3301<tel:%28808%29%20956-3301><tel:(808)%20956-3301>

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

Phone: (808) 956-6238

--

Denise Antolini

Associate Dean for Academic Affairs

William S. Richardson School of Law

2515 Dole Street, Room 217, Honolulu, HI 96822

6/17/2018

University of Hawaii Mail - Re: DOCARE 2 (Academy Plus) fellow projections

Phone: (808) 956-6238

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Re: DOCARE 2 (Academy Plus) fellow projections

1 message

Eric Co <eco@castlefoundation.org>

Thu, Mar 8, 2018 at 1:11 PM

To: "Farrell, Robert J" <robert.j.farrell@hawaii.gov>, Denise Antolini <antolini@hawaii.edu>

Cc: Risa Minato <charissa@hawaii.edu>, "Sakoda, David" <david.sakoda@hawaii.gov>, Pamela Taura <pkam@hawaii.edu>

Thanks, Denise. Proceeding as you've laid out looks good to me.

Robert- Not sure I follow you, does that mean you will not receive that \$500K increase in base budget for the academy?

Mahalo,
Eric

Eric Co

Senior Program Officer
for Ocean Resiliency

Harold K.L. Castle Foundation

1197 Auloa Road
Kailua, Hawaii'i 96734

direct 808 263 8922

cell 808 295 9745

office 808 263 7073

fax 808 261 6918

To review our giving approach, to apply, to learn more about us, click [here](#)



On Mar 8, 2018, at 1:26 AM, Farrell, Robert J <robert.j.farrell@hawaii.gov> wrote:

Hi Denise- sounds good! The finance piece seems to be moving fairly well in the senate but not as well in the house. The senate bill for academy funding crossed over but the house bill was not even heard (Yamane).

So we still need support for our academy funding.

RF

From: Denise Antolini <antolini@hawaii.edu>
Sent: Wednesday, March 7, 2018 9:52:09 PM
To: Risa Minato; Farrell, Robert J; Eric Co; Sakoda, David
Cc: Pamela Taura
Subject: DOCARE 2 (Academy Plus) fellow projections

Dear Risa, Robert, Eric, David,

Good news update.

Bubble chart . . . revised from David . . . attached.

With Pam's help, we have explored the issue of "surplus \$ avail."

- that is, how we can redirect the current NOAA funds a bit to supplement the Castle support for the .5 FTE Law

Fellow for the Academy. This extended budget and time frame will make the position much more attractive to a recent graduate.

If we "pour over" the remaining NOAA funds that John-Misha left on the table into the DOCARE 2 Academy .5 from Castle, we end up with 9.366 months instead of 6 (.5 FTE). Depending on fringe once the position is filled, this could stretch even more.

The focus of this fellowship will be:

- 1. Academy - helping Chief, Mike, Luna on the stand up issues and curriculum
- 2. Hawaii Environmental Court - neighbor island

How does this sound? So, if OK with everyone, I will proceed with getting the posting for a 1.0 FTE at 9 months through the RCUH system (which is truly glacial, but we just have to start).

Any comments or questions, let me and Pam know.

Thanks!

Denise

ps - I'll be in Brazil again from Sunday March 11 - Thursday March 28.

----- Forwarded message -----

From: Pamela Taura <pkam@hawaii.edu<<mailto:pkam@hawaii.edu>>>

Date: Wed, Mar 7, 2018 at 2:35 PM

Subject: DOCARE 2 fellow projections

To: antolini@hawaii.edu<<mailto:antolini@hawaii.edu>>

Hi Denise,

Please see below for the funding projection for the DOCARE 2 fellow at 1.0 FTE. The fringe rate will dictate the true period of funding. I budgeted a 33% fringe rate for the leftover CRWG funds and the DOCARE 2 budget budgeted the fringe rate at 40%. Misha's fringe was around 12%.

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The total CRWG funds remaining is \$23,228 in direct costs with \$ 17,500 allocated to salary and \$5,728 to fringe.

Mahalo,
Pamela

~~~~~

6/17/2018

University of Hawaii Mail - Re: DOCARE 2 (Academy Plus) fellow projections

Pamela Taura  
Administrative Officer  
William S. Richardson School of Law  
2515 Dole Street  
Honolulu, HI 96822  
(808) 956-3301<tel:(808)%20956-3301>

--

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Associate Dean for Academic Affairs  
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Phone: (808) 956-6238

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**Re: DLNR/DOCARE Academy Native Hawaiian Law Training Segments.**

1 message

**David Forman** <dmforman@hawaii.edu>

Wed, May 23, 2018 at 3:52 PM

To: "Helm, Carlton S" &lt;carlton.s.helm@hawaii.gov&gt;

Cc: "Kekoa, Edward L" &lt;edward.l.kekoa@hawaii.gov&gt;, "D. Kapua Sproat" &lt;kapuas@hawaii.edu&gt;, Melody MacKenzie &lt;mkmacken@hawaii.edu&gt;, Denise Antolini &lt;antolini@hawaii.edu&gt;, Malia Akutagawa &lt;maliaaku@hawaii.edu&gt;

Aloha e Carlton,

Congratulations on the new assignment! I understand that some DOCARE officers have been attending the Native Hawaiian Rights Training sessions coordinated by Ka Huli Ao Director and Professor Kapua Sproat, and that Professor Malia Akutagawa -- the real expert and actual Native Hawaiian practitioner -- will be providing the traditional and customary rights training in conjunction with the DOCARE Academy efforts that Dean Denise Antolini (who also coordinates Environmental Court trainings) has been working on with Chief Farrell.

I would be happy to help in either context, or in any other way that Dean Antolini and Professor Sproat think makes sense.

A hui hou,  
Dave

David M. Forman  
Director, Environmental Law Program  
Faculty Specialist, Ka Huli Ao Center for Excellence in Native Hawaiian Law  
William S. Richardson School of Law  
Phone: (808) 956-5298  
Email: [dmforman@hawaii.edu](mailto:dmforman@hawaii.edu)

On Mon, May 21, 2018 at 12:31 PM, Helm, Carlton S <[carlton.s.helm@hawaii.gov](mailto:carlton.s.helm@hawaii.gov)> wrote:

Aloha Professor David FORMAN,

Mahalo taking the time to wala'au with me last Friday, 05/18/2018, and gained a lot of 'ike during the conference/training. I'm reaching out to you because I've been assigned the Director position for our lateral and new hire training Academy and wanted to reserve a day or two of Native Hawaiian Law training to our new hires. The goal and direction of modern DLNR/DOCARE state wide via Academy is to educate and train our Officers on Native Hawaiian Law to better approach incidence involving cultural practices and provide a better service for the beneficiaries of public lands.

When I was hired to work for DOCARE, I was never trained and/or educated on any topics involving Native Hawaiian Law. But as a Field Officer, I came across a lot of incidence where "traditional and customary" practices were potentially valid or invalid but didn't know how to further pursue without a battery of questions. Feeling ill equipped, it's my goal to seek out and coordinate better education and training involving Native Hawaiian Law.

It will be an honor for you along with other candidates that provided presentations on Friday to provide training on **Enviromental Court** and **Native Hawaiian Traditional & Customary Practices**.

Mahalo and Imua!

# Carlton Helm

Carlton S.K. HELM #59

Lieutenant/Field Supervisor

DLNR/DOCARE

Administration

1151 Punchbowl Street, #311

Honolulu, HI

(wc) (808) 462-2326



carrollcox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

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**HKLC DOCARE Training Academy Progress Report due by 6/1/18**

1 message

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**Sylvia Flores** <Sylvia.Flores@uhfoundation.org>

Thu, May 24, 2018 at 10:49 PM

To: Pamela Taura &lt;pkam@hawaii.edu&gt;

Cc: Denise Antolini &lt;antolini@hawaii.edu&gt;

Aloha Pam and Denise:

My apologies for the late reminder but I realize I put the wrong date in my cal for this report reminder.

A progress report for HKLC Grant #4261 is due online by June 1, 2018 per the attached grant agreement.

Please let me know if you have any questions. When a report is submitted, please send me a copy for our files.

Thank you,

Sylvia

**Sylvia Flores**

Development Coordinator

**Office** | 808-956-3121**University of Hawai'i Foundation**

2444 Dole Street, Bachman Hall 105

Honolulu, HI 96822

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**FOR OUR UNIVERSITY, OUR HAWAII, OUR FUTURE**

\*Please know I will be out of the office 5/29 – 6/1, returning on 6/4.

This message (including any attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521. It is the property of the University of Hawaii Foundation. It may contain confidential information intended for a specific individual and purpose. If you are not the intended recipient, you must delete this message. You are hereby notified that any disclosure, copying, or distribution of this message is prohibited.

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 **Revised GNL UHF #4261 uhf signed.pdf**  
1557K**www.carrollcox.com 808-782-6627**

CarrollCox.com



Denise Antolini &lt;antolini@hawaii.edu&gt;

---

**DOCARE Officer Training Academy - Castle Full Proposal Submitted**

1 message

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**Denise Antolini** <antolini@hawaii.edu>

Mon, Aug 21, 2017 at 4:28 AM

To: "Kekoa, Edward L" &lt;Edward.l.kekoa@hawaii.gov&gt;, Risa Minato &lt;charissa@hawaii.edu&gt;

Luna, Risa,

I received the UHF documents I needed a few days ago and just got the proposal in this evening.

FYI, instruction from Castle were to submit by Friday, so I'm two days late so I'm glad we are pre-approved :)

**(Please submit your full proposal on or before Friday August 18, 2017 for the September 15, 2017 meeting.)**

Attached docs and below.

I need to reach Mike tomorrow before he leaves for Africa - I've really been jammed up with everything, so that's not been done yet, but I'll try!

Best,

Denise

----- Forwarded message -----

From: **Harold K.L. Castle Foundation** <[mail@grantapplication.com](mailto:mail@grantapplication.com)>

Date: Sun, Aug 20, 2017 at 10:21 PM

Subject: Your Application has been submitted

To: [antolini@hawaii.edu](mailto:antolini@hawaii.edu)

Thank you for your interest in the Harold K.L. Castle Foundation. Your application has been submitted successfully, and the tracking number is 32492.

If you have not heard from us within one month of receiving this email, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

This is the first time the Harold K.L. Castle Foundation has used an online application process, and we want to know what you think. If you didn't do so in the application form, we hope you will share any suggestions or comments that could help us improve the online letter of inquiry process in the future. Please feel free to share your thoughts by email or by phone.

For your records, here is a copy of the contents of your application.

Marine Resource Conservation Proposal and Attachments Submission Form

Mahalo! Your proposal has been submitted. You should receive a confirmation email shortly. The Foundation will contact you with the Directors' decision within one week of the Board meeting date. If you do not receive such notification, please contact Ann Matsukado at (808) 263-8920 or [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Instructions

Welcome!

Please read the instructions here before beginning the proposal and attachment submission process. Failure to do so may result in your loss of information and work. IMPORTANT: Do NOT use your browser's back and forward buttons to

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navigate through the online form. We recommend that you first print a copy of the "Printer Friendly Version" of this application and read it carefully. It is also recommended that you compose your answers in a separate document (such as Microsoft Word) and then copy-and-paste your answers into this online form.

Thank you for your interest in submitting an invited proposal to the Harold K.L. Castle Foundation. We look forward to learning more about your proposed project. Below, you will find a few tips that we hope will make your online submission experience easier.

This online proposal submission process is intended to streamline your efforts as well as save paper, time and money! Many of the data fields will contain the information you entered in the Online Inquiry Form. We hope this will save you time and effort. However, be sure to review all the fields and revise any information that needs to be updated. Also, do not use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

IMPORTANT: Again, to reiterate, DO NOT use your browser's back and forward buttons to navigate through the online form. Doing so may cause you to lose your application data. Use only the page number links at the top of the application form or the "Next" link at the bottom of the application form.

If you have any questions or if you encounter technical difficulties, please don't hesitate to contact Ann Matsukado at (808) 263-8920 or by email at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org). Mahalo!

#### Web Browser Requirements:

This online application software requires a Web browser set to allow cookies. Only the following browser versions are certified to allow you to submit your online proposal form properly: Internet Explorer 6.0 (for PC) SP-1, Internet Explorer 5.2.3 (for Mac), Netscape 7.2, Opera 7.5.4, Safari 1.2 (for Mac), Mozilla Firefox v1.0.

The following browsers are supported and will MOST LIKELY allow you to submit your online proposal form properly: Netscape 7.02, Opera 7.11, Safari 1.0 (v85).

Use of other browsers or versions may result in the irretrievable loss of all your data.

If your organization uses spam-blocking software, please set it to recognize [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org) as a valid address so you can receive the notification e-mails we will send you.

#### Writing Instructions:

To do the best job of preparing your proposal submission, we recommend that you first print a copy of the "Printer Friendly Version" of this application. (The link for the "Printer Friendly Version" is at the top right of this page.) This will



allow you to have a copy of these instructions to refer to and to see all of the information required so you can prepare your application answers.

You will enter all information directly into the online form. For the narrative sections of the application, we recommend that you compose your answers in a separate document (such as Microsoft Word). You can then cut-and-paste your answers into the form. This will keep you from losing text that you have composed due to a dropped internet connection (some browsers "time out" after a period of inactivity) or other technology-related problem. In addition, the online software does not provide you with the opportunity to spell-check your work, so you may do that in Word before you cut and paste your text into the application form.

Please use only plain text for information you enter or copy into your online application form. You may use quotation marks, numbered or bulleted lists, apostrophes, \$ signs, parentheses, and hard returns. **IMPORTANT:** Again, to reiterate, **DO NOT** use bold, underline, or italics - the software does not recognize this formatting. The software also does not recognize diacritical marks (okina or kahako).

To create an account and access your online proposal and attachments form:

To leave your online form to compose your narrative after you have finished printing the printer friendly version, click on the "Save and Finish Later" button at the bottom of this page. You will be asked to set up an account. You can come back to your online form (instructions below) at a later time and enter your answers into the appropriate boxes.

When you are ready to continue working on your online form, you will need to return to your account page using the link you will receive in an email from us. If you are not able to locate the email, you may enter the URL [https://www.grantrequest.com/SID\\_645](https://www.grantrequest.com/SID_645) into your Web browser. Either option will take you to your account page, which allows you to open and continue working on the application you started but have not yet submitted.

To return to a form you have already started, do **NOT** click on the link on our web site where you originally accessed the application. This will start an entirely new application and will not give you access to the one you have already started.

To submit your proposal and attachments form:

When you have finished entering all the information into the form, click the "Review and Submit" button. Verify that the information is correct or make corrections. At this point, we recommend that you print a copy of your completed application by clicking the "Printer Friendly Version" button at the top right of the screen and using your browser's print button.

When you have finished printing your form, close the print version window and go back to your open application window. Scroll to the bottom of the page and click "Submit." You **MUST** perform this step in order for your online proposal form to be submitted to the Foundation. If your application is properly submitted to the Foundation, the system will take you to your account screen with a note acknowledging your submission. You will also receive a confirmation e-mail shortly following submission. **DO NOT** assume your proposal has been received by us unless you receive this confirmation email.

Organizational Information

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Some of the information from your online inquiry has been populated into this proposal form to save you time. You may add additional text to these fields, however, the pre-filled information from a previous entry you made will remain in the field. (You will not be able to delete pre-filled text.)

#### Organizational Lead Contact Person

For example, the Executive Director or CEO

Organization Name  
(legal name as recognized by the IRS)  
University Of Hawaii Foundation

First Name  
Donna

Last Name  
Vuchinich

Title  
President & CEO

E-mail  
[donna.vuchinich@uhfoundation.org](mailto:donna.vuchinich@uhfoundation.org)

Cell Phone  
[\(808\) 956-3711](tel:(808)956-3711)

#### Primary Contact for this Request

For example, Program or Development Officer

First Name  
Denise

Last Name  
Antolini

Mobile Phone  
[\(808\) 554-7215](tel:(808)554-7215)

Contact Person's E-mail Address  
[antolini@hawaii.edu](mailto:antolini@hawaii.edu)

#### Your Project

Project Title or Short Description  
Please limit to 30 words or less. Example: For native ecosystem and cultural sites restoration at Na Pohaku o Hauwahine, Kailua, Oahu  
DOCARE Officer Training Academy

Project Site Address  
You must provide the physical location of the project site in the form of an address. Even if this is the same as the organization's address, please provide here again.  
DLNR Main Office Kalanimoku Bldg 1151 Punchbowl

Geographical Area Served by the Project (pick one)  
State of Hawaii

Project Description  
In no more than a few paragraphs, please describe the project for which funds are being requested. What is the need you seek to address through the project? What impact will the project have on the community? Discuss the extent to

which the proposed project will help the Harold K.L. Castle Foundation achieve its strategic goals. (Please note: the text box will expand to accommodate additional text.)

This project is being proposed as a direct request from the Department of Land and Natural Resources, Division of Conservation and Resource Enforcement (DLNR-DOCARE) Chief, Robert Farrell, to assist him in developing a training academy for newly hired conservation officers. The ability to hire new enforcement officers at DOCARE has been a bottleneck for some time and it has restricted effective resource enforcement.

A better trained, larger, and more robust DOCARE officer corps is critically essential to meeting Hawaii's natural resource protection goals and the Castle Foundation's strategic goals of effective management of nearshore marine resources.

The project will develop an academy training schedule, provide existing course outlines, and coordinate the development of Hawaii specific expanded course outlines and detailed curriculum for all training topics. It will also identify and assess potential sites to house the academy and assist with identifying instructors to provide the training. A process for evaluating the success of the Academy will also be developed.

This project will also monitor, track, and support resource cases through the environmental courts, as well as disseminate the outcomes and highlights to the judiciary, legislature, and general public.

#### Project Experience

Briefly describe the experience and skills of the organization and key staff members or volunteers related to the project for which you are requesting funding. (You will have the opportunity at the end of this form to upload resumes or CVs which contain more detailed information.) Also, please identify any other organizations that are doing similar work and explain what distinguishes your organization's approach from theirs.

DLNR and the Law School's Environmental Law Program have partnered for the past ten years on creating and maintaining a Law Fellowship program within DLNR (now with a total of seven post-JD law fellowships).

This project is an expansion of that partnership to integrate a .5 FTE Law Fellow, an expert consultant (Academy Coordinator), and a .5 FTE Outreach Planner (via SSRI) into this specific project to support the DOCARE Chief's priority for standing up the DOCARE Officer Training Academy and strengthening DOCARE enforcement efforts in the Hawaii Environmental Court.

The DOCARE Chief and the proposed expert consultant (Academy Coordinator) have decades of experience working with natural resource officer training academies in California.

#### Total Project Budget

Please use the format \$XX,XXX.

185000

#### Total Grant Amount Being Requested

Please note that the Foundation rarely funds the full cost of a project.

148020

Have you applied to other funders for this project and if so, to whom, for how much, and by when is a decision expected?

NA

Please list current funding commitments (cash, not in-kind) for this project. By "commitments" we mean monies already received, or binding signed commitments.

None at this time other than the Castle Foundation Board's May review and preliminary approval.

How do you expect to fund this project beyond any grant we may provide?

Other support is likely to be in-kind, such as Law School PI's time, law externs, and loans of expertise and space from Academy partners. DOCARE will likely also provide some supplemental funding to support the project.

What would Harold K.L. Castle Foundation funds be used for?

Describe in some detail the specific activities of the project for which you are requesting funding. Your budget should relate to this set of activities. Please indicate the number of beneficiaries you expect to serve or reach through this project.

Funding the .5 FTE Law Fellow (plus limited inter-island travel), the .5 FTE Outreach Planner, and the expert consultant (Academy Coordinator) (4 mainland-HI roundtrips/travel). Direct beneficiaries include all DOCARE Officers (new and existing), as well as potential recruits (total appx 200 over 2 years). Ultimately, the stakeholders and the community benefit from increase number of DOCARE officers, who are trained specifically to fit DLNR's mission, and more highly motivated officer corps.

Length of Project (in months)

12

## Project Outcomes

### Outcomes

In this section, you will list the outcomes you plan to achieve with this project.

Outcomes are the most important aspect of your proposal because they are the way we measure the extent to which our investments in your work would help the Foundation to advance its own nearshore marine conservation mission. You will list up to five project outcomes, as well as how you plan to achieve them. Please note: Due to the evolution of our marine theory of change (on our website: [www.castlefoundation.org](http://www.castlefoundation.org)) we no longer require applicants to supply performance measures.

There is sometimes confusion about outcomes vs. outputs. Simply stated, outputs relate to what you do (e.g., 10,000 pounds of alien algae removed from a reef flat), while outcomes relate to what has improved as a result of what you've done (e.g., Reef flat restored as a healthy native ecosystem). Call us if you have any questions!

#### Outcome\_1

DOCARE has a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits.

#### Outcome\_2

DOCARE has draft curriculum material that can be used in the academy

#### Outcome\_3

DOCARE has a list of potential training sites for the academy and cost/benefits for selecting each location

#### Outcome\_4

DOCARE has built working relationships with partners such as HPD, Coast Guard, NOAA OLE, Sheriff's department.

#### Outcome\_5

DOCARE has outlined process to hire new recruits, a process to evaluate the academy on a yearly basis. Outcome\_6: program has been reviewed and approved by the BLNR and AG Outcome\_7: DOCARE has a finalized packaged with a manual, and plans for operation, finance, and evaluation of the DOCARE Academy Outcome\_8: DOCARE has the ability to disseminate resource violation statistics and information in a timely manner to the judiciary, legislature, and public

If the grant is awarded, these outcomes will be included in your grant agreement and you will be expected to report on them within progress reports and at the conclusion of the grant.

List project risks and how you will manage them.

This will help us to understand the possible obstacles to your success. Don't worry; we expect that every innovative project will have risks!

Two identified project risks include getting approval from the Board of Land and Natural Resources, as well as review and approval by the Attorney Generals office.

To address the Board of Land and Natural Resources, DOCARE will conduct briefings with the Chair of the DLNR, who also chairs the Board of Land and Natural Resources. Suggestions and revisions will be made, as well as adapting for issues and concerns from the Administrative level. Once the Academy is revised, DOCARE would then provide a briefing for the Board of Land and Natural Resources. This briefing will also compile suggestions, revisions, and adapt for issues and concerns from the Board.

To address the Attorney Generals office, DOCARE will conduct informal meetings with the AGs to gather opinions and direction to assure the Academy is being created in a legal manner compatible with the State of Hawaii. These opinions will be compiled and integrated where appropriate to continue guiding the creation of the Academy.

Another possible risk is the lack of expected collaborations with other identified partners including Academies on the mainland, and implementation partners in Hawaii (HPD, Sheriffs, Coast Guard, NOAA OLE)

### Evaluation Plan

Explain your definition of success for this project and describe how you will know if you have achieved your outcomes.  
Academy

A successful project will provide a roadmap with benchmarks and standards specific to Hawaii for implementing an enforcement academy for new recruits and produce a detailed DOCARE academy curriculum specific to Hawaii, inclusive of training sites and partners to implement the academy, as well as a financial and evaluation plan. Success of this project will be achieved when the DOCARE Academy has approval by BLNR and is in review with the AGs.

Environmental Courts

A successful project will provide DOCARE with the capacity to monitor and track environmental court cases, as well as provide background knowledge and briefings for the prosecutors, assistance to DOCARE officers with case development review, and results shared with the judiciary, legislature, and the public.

Success of this project will be achieved when DOCARE has effective prosecution in the courts and can produce stats and analysis for environmental court cases.

Work Plan

Work Plan Instructions

As an attachment to this proposal, you will also provide a work plan connecting your project's objectives and activities to these outcomes. A work plan template should have been provided to your organization by email upon invitation to submit this full proposal. Failure to adhere to the provided template will factor into the evaluation of your proposal.

If you need a copy of the work plan template again, or if you have any questions or concerns please contact Eric Co, Program Officer for Marine Conservation, at (808) 263 8922, or [eco@castlefoundation.org](mailto:eco@castlefoundation.org)

The example provided in the template should provide clear guidance on how to construct a work plan using the provided model. Please particularly note the following:

- 1) Outcomes provided in your work plan should match exactly the ones provided here in your proposal.
- 2) Each objective should align with one of your stated outcomes. More than one objective may align with the same outcome.
- 3) Activities for each objective should be specific, and in the aggregate help explain how the objective will be met.
- 4) Feel free to extend the timeline to any length necessary in order to accommodate your proposed project period.
- 5) When you have completed your work plan in the Excel template, you MUST save as a PDF file before attaching here. This is to ensure your work plan uploads correctly and can be clearly conveyed to our Board of Directors for consideration.
- 6) Please DO NOT change the Page Setup settings of the Excel template document. The settings have been arranged to save your Excel file to a single PDF page no matter the length of the timeline. Please confirm this is the case by opening the newly saved PDF version of your work plan prior to attaching here.
- 7) Lastly, should your proposal be awarded funding, you will have an opportunity to amend your work plan before the grant period begins. During the grant period, your work plan can also be a useful tool in illustrating progress.

Financial Indicators

[www.carrollcox.com](http://www.carrollcox.com) 808-782-6627

This Financial Indicator page is optional, given that smaller nonprofits may not have audited financials. However, if you do have audited financials, please fill out the requested information.

Please identify four specific financial figures which can be calculated from the balance sheet, found in your audited financials.

(1) Current assets; (2) Current liabilities; (3) Total Liabilities; and (4) Unrestricted net assets. If you have questions, please call Ann Matsukado, Controller at (808) 263-8920 or email her at [amatsukado@castlefoundation.org](mailto:amatsukado@castlefoundation.org).

Current assets from the audited financials  
479839930.00

Current liabilities from the audited financials  
17992394.00

Total liabilities from the audited financials  
17992394.00

Unrestricted net assets from the audited financials  
3769004.00

Feedback (Optional)

We want your feedback.

We would appreciate your input on this process for capturing the full invited proposal online. Is it user friendly? What do you like about it? What was frustrating about it? How did it compare with other foundations to which you have applied for funding? Please share any suggestions or comments that could help us improve this system in the future.

You will upload attachments on the next page. Hang in there - you are almost finished! Mahalo!

Comments/Suggestions

| Title                          | Attachments<br>File Name                                                            |
|--------------------------------|-------------------------------------------------------------------------------------|
| 1. Cover Letter                | <a href="#">DOCARE Academy UHF Cover letter.pdf</a>                                 |
| 2. Organizational Budget       | <a href="#">UHF proforma FY2017-18 Operating budget 06132017.pdf</a>                |
| 3. Proposed Program Budget     | <a href="#">DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf</a>   |
| 4. Proposed project work plan  | <a href="#">DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf</a> |
| 6. Form 990                    | <a href="#">UHF_IRS_Form_990_FY16.pdf</a>                                           |
| 8. IRS letter of determination | <a href="#">UHF IRS Determination Pub Charity Ltr.pdf</a>                           |
| 9. Conflict of Interest Policy | <a href="#">UHF Conflict of Interest Policy for Trustees- Final.pdf</a>             |
| 10. Staff bio, resume or CV    | <a href="#">Denise Antolini CV Jan 2017 .pdf</a>                                    |
| 5. Financial Statements        | <a href="#">FY2016 Audited Financial Statement.pdf</a>                              |

7. Board of Directors Listing

[FY 17-18 UHF Trustee Listing.pdf](#)

Files attached to this form may be deleted 120 days after submission.

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*Denise Antolini*

*Associate Dean for Academic Affairs*

*William S. Richardson School of Law*

*2515 Dole Street, Room 217, Honolulu, HI 96822*

*Phone: (808) 956-6238*

*Also Contact: Admin Officer Matthew Petrasek (808) 956-7545, [lawadao@hawaii.edu](mailto:lawadao@hawaii.edu)*

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**2 attachments**



**DOCARE Officer Academy Proposal for Castle - WorkPlan 8.20.17.2.pdf**

11K



**DOCARE Officer Training Academy Project Budget Castle 8.20.17.pdf**

115K

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Denise Antolini <antolini@hawaii.edu>

**Fwd: DLNR News Release-New Conservation Enforcement Chief Announced, Jan. 12, 2016**

Denise Antolini <antolini@hawaii.edu>

Fri, Mar 17, 2017 at 6:33 PM

To: Jeannette H Castagnetti <Jeannette.H.Castagnetti@courts.hawaii.gov>

Jeannette,  
I'm working on the revised draft now!  
Wanted to share this with you before I forgot. This would be great to circulate to the Judges once we have Robert confirmed.  
He was out yesterday when John was checking on his schedule, but John is 75% certain that Chief can do it, and John will explain the boundaries to him.  
John will also ask the PDs office if he can do the Training session and would like to do it.  
Best,  
Denise

----- Forwarded message -----

From: **Dennison, Dan W** <dan.w.dennison@hawaii.gov>

Date: Thu, Jan 12, 2017 at 3:35 PM

Subject: DLNR News Release-New Conservation Enforcement Chief Announced, Jan. 12, 2016

To:



**DEPARTMENT OF LAND AND NATURAL RESOURCES**

**DAVID Y. IGE**

GOVERNOR

**SUZANNE D. CASE**

CHAIRPERSON

**FOR IMMEDIATE RELEASE**

Jan. 12, 2017

**NEW STATE RESOURCES ENFORCEMENT CHIEF ANNOUNCED**

**www.carrollcox.com 808-782-6627**



***Robert Farrell to lead conservation enforcement across Hawai'i***

(Honolulu) – DLNR Chair Suzanne Case has announced that Robert Farrell begins work on Jan. 17, 2017 as the new Enforcement Chief for the DLNR Division of Conservation and Resources Enforcement (DOCARE). Case said, “We are fortunate to have a leader who has extensive conservation enforcement experience both within our own agency and with other organizations tasked with protecting natural and cultural resources. In addition, Bob’s close ties to Hawai’i, its people and as a respected DOCARE officer make him the perfect fit to lead the division.”

Farrell has more than 20 years of experience in the field of fish and wildlife enforcement. He retired in 2015 as Assistant Chief for the California Department of Fish and Game. After retirement, Robert went to work for DOCARE as a conservation officer on Hawa’i Island assigned to the Hilo district.

Farrell commented, “Working as a conservation officer is one of the best jobs you could ever have and it’s a job that I love. But when the chiefs’ job became available, I knew it was my kuleana to step up and do what I could for DOCARE. I am very grateful for the opportunity and I look forward to working with our officers to protect the natural beauty and cultural resources of Hawai’i for everyone.”

Farrell has a Master of Science degree in Emergency Services Administration from California State University at Long Beach. He was born on Oahu and raised in California and Hawai’i. He is married with two daughters.

DOCARE has more than 100 officers spread across the state. The Division is responsible for enforcement activities of the Department. Officers have full police powers and enforce all State laws and rules involving State lands, State Parks, historic sites, forest reserves, aquatic life and wildlife areas, coastal zones, Conservation districts, State shores, as well as county ordinances involving county parks. The division also enforces laws relating to firearms, ammunition, and dangerous weapons. It also puts great emphasis on educating people on safe and lawful activities on public lands and in the ocean.

**MEDIA CONTACT**

Dan Dennison

Senior Communications Manager

Hawaii Dept. of Land & Natural Resources

Communications Office

[\(808\) 587-0407](tel:8085870407)

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**2 attachments**



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17K



**DLNR News Release-New DOCARE Chief Picked, Jan. 12, 2017.docx**  
142K

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