

HAROLD K.L. CASTLE FOUNDATION

2024 Impact Report



Hau'oli Makahiki Hou!

We hope your 2025 has been prosperous and joyful so far. As we reflect on our work in support of the Harold K.L. Castle Foundation's mission over the past year, we are sharing with you highlights from three of our core focus areas over the next few pages, a series of my personal 20-Year Lookbacks about the Foundation's evolution in those strategy areas linked below, and a [summary of our grantee survey](#) that informs our continuous improvement efforts as a grantmaker.

I also wanted to highlight our first new grantmaking strategy in 20 years, focused on climate resiliency. The strategy's ultimate goal is to empower communities with the resources and partnerships they need to design their own climate adaptation solutions. Our early-stage work focused on:

- Implementation of climate resilience measures in Windward O'ahu – two grants to Vibrant Hawai'i totaling \$140,000 to help build community resilience hubs have exceeded expectations and recent convenings are highlighted above.
- Capacity building and planning for the City & County of Honolulu – a \$200,000 grant to their climate office to increase staff capacity, so far yielding \$2,144,500 in new Federal dollars and a new Climate Ready O'ahu plan.
- Coordination and policy improvement statewide – two small grants of \$10,000 each to Hawaii Executive Collaborative's Climate Hawai'i program have helped spur the conversation among Hawai'i leaders to explore bold policy solutions.

Without a strong web of trust-based relationships, we cannot achieve our mission. Thank you for all that you do for our beloved communities!



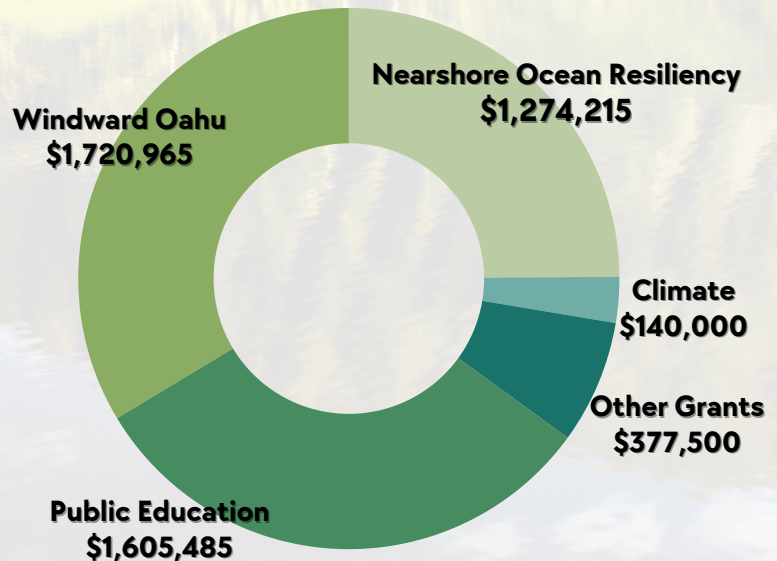
Aloha,

Terry George
President and CEO

Quick Tip:
Click on any UNDERLINED text to learn to information.



TOTAL GRANTS AWARDED IN 2024



Check Out Terry's 20-Year Lookback Videos



Nearshore Ocean Resiliency



Public Education & Economic Mobility



Windward O'ahu Resiliency

NEARSHORE OCEAN RESILIENCY

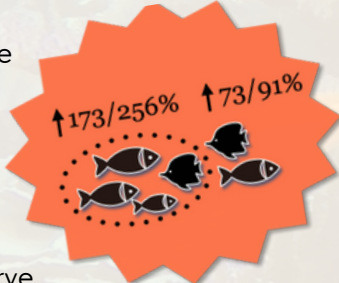
Hawaii's nearshore is sustainable because it is well-regulated by a community-based approach that is grassroots led, nonprofit and science facilitated, and government authorized.

2024 Grants Awarded \$1.27 Million

[Click Here to Learn More](#)



The temporary "Try Wait" closure at Ka'ūpūlehu, Hawai'i Island has resulted in an increase of 256% inside the reserve and 91% outside the reserve of reef fish that sustain healthy reefs, support our economy, and feed us. The community and state authorities are well underway in planning on improved management measures for when the closure ends.



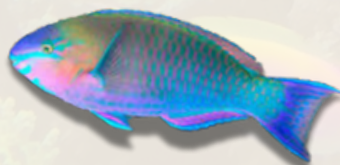
Strategy: Community Support Maui Navigation Team

Driven by grassroots community group Kīpahulu 'Ohana, facilitated by partners like The Nature Conservancy, Kua'āina Ulu 'Auamo and Conservation International, and authorized by the DLNR - Division of Aquatic Resources as a co-management arrangement, Kīpahulu, Maui has officially established its Community-Based Subsistence Fishing Area (CBSFA). Fourteen years in the making, the CBSFA covers 5.7 miles of coastline and 1,650 acres of nearshore ocean. Its rules are based on traditional and customary practice which include limitations on food species and uses of gear types. It also includes a kapu/sanctuary and an 'opihi rest area to ensure the ocean can provide for generations to come. This marks the fourth community-led designation in recent years following Hā'ena, Ka'ūpūlehu, and Miloli'i.



Grantee Highlight: Malama Learning Center

Mālama Learning Center produced segments for the local popular cable show Outside Hawai'i that helps the Department of Land and Natural Resources (DLNR) tell its story through local, dedicated staff and community partners, as well as share more about the Holomua Initiative.



Strategy: Non-Governmental Organization and Science Support

Statewide herbivore rules were passed rallied by partner-driven cable TV segments, a social media campaign, scientific reports, and testimony by Foundation partners.



Strategy: State Management

Division of Conservation and Resources Enforcement (DOCARE) received 12 new dedicated marine patrol positions last year.

\$6.5
million

Strategy: Leveraged Impact

\$6.5 million has been raised toward a \$9M goal for the second three-year phase of Holomua through the Hawaii Community Foundation Pooled Fund.

PUBLIC EDUCATION & ECONOMIC MOBILITY

Helping Hawaii's youth to fulfill their most ambitious dreams by placing public school students on a path to success, with college credits and relevant career experiences

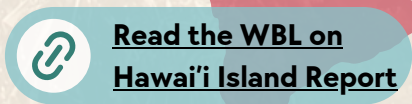


Strategy: Industry Led Partnerships Skilled Trades Cohort

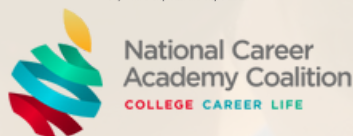
Deepening key pathways that are undersubscribed has been a challenge, and finding ways to remove barriers for students interested in the skilled trades provides an opportunity for the Foundation to identify leaders in the field willing to address that need. A recent [analysis](#) shows the critical role that skilled trades play in Hawai'i's economy and their impact on the state's infrastructure development, maintenance, and repair today and into the future.

In partnership with the Harry & Jeanette Weinberg Foundation, we [selected seven organizations](#) to help expand participation of young people in the trades and explore pre-apprenticeship opportunities. Over the next phase of their two-year projects, these seven organizations will help to share learnings around recruitment and retention as well as how to address and shape student supports.

Strategy: Work Based Learning



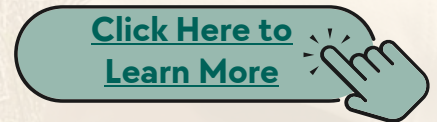
22 of the state's 46 high schools received work-based learning support via an outside partner last year. Support has expanded to Hawai'i island this year and Maui county remains the last gap we hope to fill.



Strategy: Academic Pathways

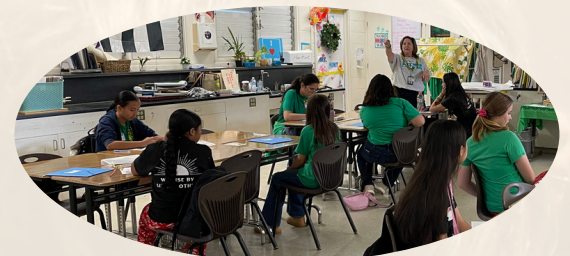
9 Hawaii DOE schools now offer [28 nationally recognized](#) model career academies recognized by National Association of Career Academies.

2024 Grants Awarded \$1.61 Million



Grantee Highlight: Own Your Own Future Grants

The 13 [Own Your Own Future Family Engagement Grants](#), funded in partnership with the Stupski Foundation and GEAR UP Hawai'i, are now in their final year of implementation. Click the video above to learn how programs at Honoka'a High have inspired one family's journey.



Strategy: Student Supports

The Foundation expanded its work into middle schools including:

- Support for student leadership and transitions between schools.
- Statewide quarterly meetings for school leadership.
- Launched summer math camps to support student achievement.

WINDWARD O'AHU RESILIENCY

2024 Grants Awarded
\$1.72 Million

[Click Here to Learn More](#)



WINDWARD O'AHU WORKFORCE ANALYSIS

OCTOBER 2024



Windward Economic and Education Leaders Collaboration

We convened Windward O'ahu largest employers and key education leaders to grow the number of job-ready high school and college graduates, and informed discussion with a comprehensive regional labor market analysis report produced by AE Consulting.

Windward economic leaders, including heads of tourism, retail, development, healthcare, military, and education enterprises from Kahuku to Waimānalo, identified two areas of focused action and public commitments in 2025:

- Create career awareness to ensure that students and job seekers are aware of the region's job opportunities; and
- Build a bigger and better pipeline of incoming skilled workers through better coordination between education and industry.

Strategy: Supporting Community Needs And Connection



The purpose of the Ko'olau Pilina Fund is to build community resilience in the region through a participatory grantmaking approach that is driven by a committee of Ko'olau community leaders who support grassroots efforts through an open, rolling application process.

Strategy: Supporting Resilient 'Āina

By 2027, all Windward O'ahu students leave elementary school imbued with an 'āina aloha mindset that ensures environmental and community resilience for Ko'olau.

10 schools

8 'āina-based education organizations

working with Ko'olau 'Āina Aloha (KAA) on a pilot project to co-develop approaches to define, describe, and preliminarily assess a Ko'olau 'Āina Aloha mindset.



Strategy: Supporting Student Success

By 2027, to dramatically increase the number of Windward O'ahu youth who earn a promising credential, secure a good job and contribute to their community.

Windward Community College First Time Freshmen Enrollment in Fall 2024

429

29% increase from 2021

K-12 Students participating in Work Based Learning Activities in SY 22-23

4,783

80% increase from SY 21-22

**Ko'olau
Pilina
Fund**

\$605,513

Distributed in 2024 in partnership with Kamehameha Schools

52

Grants

48

Organizations Supported

