

In December 2025, 2,000 volunteers gathered at He'eia Fishpond to support a historic milestone: after 25 years of dedicated stewardship, Paepae o He'eia completed the final 300 feet of the 7,000-foot fishpond wall, a powerful reminder that restoring 'āina and restoring community are one and the same.

# HAROLD K.L. CASTLE FOUNDATION

# 2025 Impact Report

## Aloha kākou!

As we reflect on 2025, we are grateful for the trust of our partners and for the strong foundation built under Terry George's 22 years of service as he prepared the way for this leadership transition.

As co-leaders, we step into a complex mission—advancing upward mobility for young people, strengthening healthy reefs and fisheries across our Pae'āina, and supporting resilient Windward communities—grounded in the Foundation's values and a shared commitment to impact.

This report provides highlights, data and rich stories alongside our grantee partners. In the year ahead, we remain firmly committed to the Foundation's core investments in statewide public education, ocean resiliency, regional climate adaptation, and place-based grantmaking in Ko'olauloa and Ko'olaupoko. Building on more than \$270 million in grants awarded since the Foundation's inception, we are energized to carry Mr. Castle's enduring vision forward with fresh ideas and deep partnership.

## Mahalo piha,

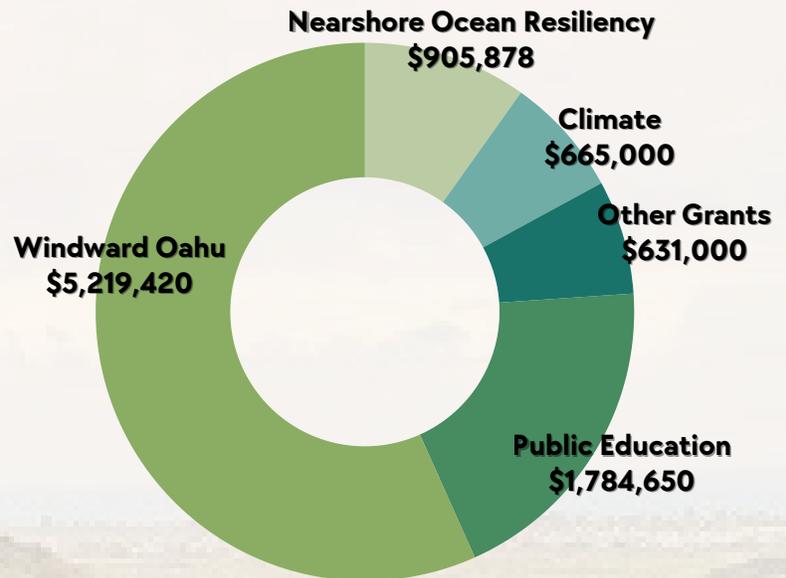


Eric Co, CEO    Alex Harris, President

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



## TOTAL GRANTS AWARDED IN 2025



## The Castle Foundation Team

Left-Right: Maria Quidez, Amber Datta, Alex Harris, Eric Co, Ann Matsukado, Linda Mekarū, Beth Murph



# NEARSHORE OCEAN FUTURES

To foster respectful relationships between people and nearshore ecosystems so that biocultural resources are abundant, Native Hawaiian and local lifeways are uplifted, and ecosystem functions are resilient

## 2025 Grants Awarded

# \$905k

[Click Here to Learn More](#)



Photo: Cameron Brooks

### Collaborative Adaptive Management Maunalua Bay Fishery Management Area

After over 8 years and hundreds of meetings, Mālama Maunalua and the fishers of Maunalua Bay, in coordination with the Hawai'i Division of Aquatic Resources (DAR), successfully designated the bay as a Fishery Management Area (FMA). The FMA stretches from the Diamond Head buoy to the southern tip of Kawaihoa Point (Spitting Caves), to the shoreline. The rules prohibit night-time spearfishing and the take of lobsters, 7-11 crab, helmet and trumpet snails. Next steps are to continue collaboration with Department of Land and Natural Resources on enforcement, launch a Maunalua Makai Watch program, and support a community advisory panel working with DAR to adaptively manage the new FMA.

### Sustain Ecosystem Functions Supporting Kauai Capacity

Mālama Hulē'ia purchased Kauai's first amphibious excavator, which greatly speeds the process of clearing mangrove and sediment while minimizing negative impacts on sensitive aquatic ecosystems.



Photo: Mālama Pūpūkea-Waimea



### Grantee Highlight: Mālama Pūpūkea-Waimea

Mālama Pūpūkea-Waimea stewards and runs an exemplary Makai Watch program for the Pūpūkea-Waimea Marine Life Conservation District. The Foundation supported their effort to develop plans that strengthen their long-term financial sustainability and build organizational capacity.



Photo: Kaikea Nakachi

### Strengthen Knowledge Ka'ūpūlehu Fisheries Management Plan

Hui Kahuwai led a multi-year effort to create a community-based fisheries management plan, and continues to work with the DAR on implementation following the 10-year Try Wait Marine Reserve. This effort builds upon generational knowledge to guide place-based stewardship and adaptive management at Ka'ūpūlehu on Hawai'i Island, while contributing to broader nearshore management efforts in Hawai'i.



### Capacity for Transformation From Maui to Hawai'i Island

The Maui Navigation Team is working with the DAR to finalize their recommendations for nearshore management improvements on Maui to inform DAR rules. DAR, partners, and community will also begin the Holomua process for Hawai'i Island this year to work together to effectively manage nearshore marine resources.



Photo: Mālama Hulē'ia

# EDUCATION & ECONOMIC MOBILITY

To help Hawaii's youth fulfill their most ambitious dreams by placing public school students on a path to success, with rigorous academic preparation, employability skills and relevant career experiences

## 2025 Grants Awarded

# \$1.78M

[Click Here to Learn More](#)



### Work Based Learning Hawaii Youth Apprenticeship Network Launch

Five partnerships were selected to participate in a Design Sprint where they received coaching from Jobs for the Future and grants to each launch a new youth apprenticeship program.

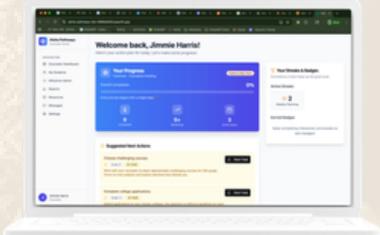


### Grantee Highlight: Social Finance Hawaii Renewable Learning Fund

This \$2.5M Fund provides zero-interest loans to low-income college students to cover their remaining costs of attendance; in its first year, 22 students in the UH College of Engineering received \$201,000; 7 recipients have graduated and already paid \$6,600 back into the Fund.



## Aloha Pathways



### Student Supports AI-Powered Student Journey Tool

This summer, Design Thinking Hawaii joined Hawaii P20 in helping some of our very best high school counselors to design AI enabled counseling tools for their peers. Aloha Pathways is now being tested at 7 high schools (and counting) to support students in their high school and post-secondary journey.

### Industry Led Partnership Strong Sector Partnerships

Led by the Chamber of Commerce, these partnerships between employers and educators prepare young people to enter upwardly mobile entry-level jobs. Read their latest report and learn how these connections lead to impacts on students.



Photo: Makaha Learning Center



Photo: New Teacher Center

### Academically Rigorous Pathways Coaching Strengthens Math Teaching

Secondary math is either a gatekeeper or a launchpad. By eighth grade, fewer than one in three students are proficient in math. A \$180,000 grant to the New Teacher Center provides technical assistance helping expert math teachers across the state learn how to effectively coach other teachers towards stronger instructional practices.

# CLIMATE RESILIENCY

To strengthen communities' ability to adapt to the effects of climate change



## Climate Capital Formation Green Fee a reality, as are its challenges

After several years of Foundation support toward research, development, and coalition building, the Green Fee became a reality on May 27, 2025. Thanks to Legislature and Governor leadership, Act 96 raises the Transient Accommodation Tax to support environmental projects, resilience, and sustainable tourism annually. This year's projected availability is \$126M. Foundation leadership is part of the Governor's Green Fee Advisory Council tasked with developing a means to collect project ideas, evaluate them fairly and transparently, and produce a set of recommendations for him and the Legislature to consider funding. Yet as with anything bold and new there are challenges ahead, including a court injunction blocking Green Fee collection from cruise ships, and a lack of programmatic infrastructure for future funding rounds. It is paramount that we continue to support this new funding source to prepare us for the increasing stresses and shocks of climate change.

## Statewide Policy Strengthening Building fellowship amongst Hawaii's climate professionals

The Foundation is excited for two new partnerships to grow our community of climate professionals in Hawai'i. The first is with Hawai'i Leadership Forum who offers their success and experience in cohort development. The second is with the Sierra Club to pilot a climate policy training program. We are committed to broadening and deepening the network of local leaders prepared to work collaboratively on solutions that address the scope and scale of our climate risks.



HAWAII LEADERSHIP FORUM



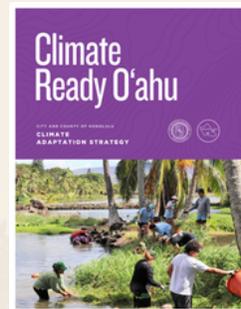
## 2025 Grants Awarded \$665k

[Click Here to Learn More](#)



## Grantee Highlight: Vibrant Hawaii

Three years ago, the Foundation began seeking the guidance of Vibrant Hawai'i, who spearheaded the development of community-based resilience hubs on Hawai'i Island. Rather than just offer advice, they committed their expertise to help us develop a network of hubs for Ko'olau. Thanks to the amazing work of Executive Director Janice Ikeda and local Ko'olau leaders Joe Wat and Olivia Wallace, in that short time there are now 14 hubs across the region and growing.



## O'ahu Capacity Building Philanthropy provides capacity to unlock Federal opportunity

We recognize that in our commitment to the safety and well-being of Windward O'ahu communities, we are also committed to the City and County of Honolulu's capacity as key partners in those efforts. In this light, we have renewed our support of their Office of Climate Change, Sustainability, and Resiliency for another two years. The Foundation's first \$200,000 grant unlocked over \$1M in new federal funds to support the county's climate mitigation and adaptation efforts.

# THRIVING KO'OLAU

To build on the strengths of Ko'olau O'ahu communities through support of the region's rich cultural legacy, its people, and its natural resources

## 2025 Grants Awarded \$5.21 Million

[Click Here to Learn More](#)



### Economic Resilience

#### Windward O'ahu Economic Leaders Group

Ko'olau businesses, industry partners, education leaders, and legislators have come together around a shared question: *How do we better connect Windward students to real careers in their own community?* In response to the [Windward O'ahu Workforce Analysis](#), which captured what employers across the region are actually seeing and needing, conversations have led to ongoing partnerships facilitated by [Hawaii Workforce Pipeline](#). Efforts range from expanding student internships, strengthening ties between Ko'olau schools and employers, and the production of [employer videos](#) to showcase opportunities in Ko'olau.

#### K-12 Ko'olau Students participating in Work Based Learning Activities



### Community Resilience Ko'olau Pilina Fund



**\$599,155**  
Total Granted in 2025

**59**  
Grants Awarded

The [Ko'olau Pilina Fund](#) builds 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. [Check out a map](#) of the 2025 grants.



Photo: Ho'okua'aina

### 'Āina Resilience

#### Ho'okua'aina Ahupua'a Systems Apprenticeship

Since 2019, the Ahupua'a Systems Apprenticeship (ASA) Program has been walking alongside young people in Ko'olau, helping them grow into the leaders their communities need. Developed by [Ho'okua'aina](#) in partnership with [Windward Community College](#), ASA brings together paid 'āina-based work, higher education support, cultural grounding, and mentorship in a way that meets participants where they are. Over six years, 55 students have completed the full two-year program. They have gone on to become teachers, healthcare workers, farmers, first responders, and community leaders, many of them giving back to the very places that shaped them. They carry with them a deep connection to 'āina and a real sense of kuleana. Now in its seventh and eighth cohorts, ASA continues to invest in Ko'olau people and the future they are building together.



Photo: 808 Rising

#### Pilina Fund Grantee Highlight 808 Rising

Through cultural workshops, mālama 'āina experiences, and intergenerational mentorship, [808 Rising's](#) Ho'okanaka 'Ōpio o Ko'olau program engaged over 60 Ko'olau youth, deepening their sense of identity, kuleana, and belonging and growing the next generation of leaders rooted in place and community.