



Photo credit: 'A'ali'i Alliance



Photo credit: 'A'ali'i Alliance

2024 Ahupua'a Accelerator Initiative 'Aha Summary Report



The Ahupua'a Accelerator Initiative (AAI) extends our appreciation to the many minds and hands who made the 2024 convening and report possible.

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2024 Ahupua'a Accelerator Initiative 'Aha Overview



On May 14-15, 2024, the Ahupua'a Accelerator Initiative (AAI) convened a multi-partner, multi sector gathering of 60 leaders and decision makers from 44 community, public, private, non-profit, and related organizations who are critical to advance ahupua'a stewardship and restoration in Hawai'i. This in-person gathering at Ko'olau Ballrooms stems from and builds upon efforts of the AAI since 2021, including the 2022-2023 AAI Peer-to-peer Learning Cohort and the June 2023 release of the Ahupua'a Action Agenda (hereafter, Action Agenda). The AAI 'Aha provided space for interactive, action-oriented dialogue and decision making to deepen and expand stewardship and restoration efforts.

Overarching Goal of the AAI 'Aha:

Catalyze new commitments or renew existing commitments to collective action by convening and mobilizing resources, expertise, and actions to appropriately accelerate systems-focused ahupua'a stewardship and restoration priorities.

Objectives of the AAI 'Aha:

- Identify and mobilize human, social, financial and other forms of capital needed to address a discrete set of the priorities discussed during the gathering (e.g. via commitments of staff time, budgets, multi-partner agreements, new grant proposals, etc).
- Share and discuss findings from a preliminary analysis of recent calls to action (e.g., 2023 Ahupua'a Action Agenda, 2020 'Āina Aloha Economics Futures Forum, 2018 'Āina Summit, etc.) to highlight remaining or emergent needs and priorities in ahupua'a stewardship and restoration.
- Collectively articulate shared vision(s) for ahupua'a restoration in present-day contexts. 3

'Aha Overview *continued*

About the Ahupua'a Accelerator Initiative

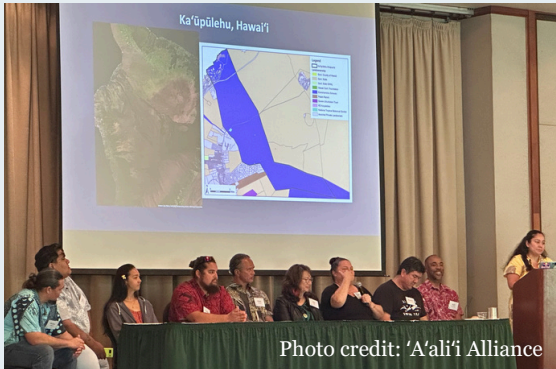
Established in 2021, the Ahupua'a Accelerator Initiative (AAI) was created to address express needs in ahupua'a restoration focusing, in particular, on community and culturally centered efforts that bridge terrestrial and marine stewardship, conservation, and restoration. The AAI aims to advance conservation efforts across Hawai'i by appropriately accelerating the enabling conditions for ahupua'a restoration and by illuminating potential pathways to advance community and culturally-centered restoration efforts in present-day contexts. To do so, the AAI combines site-focused direct support for community-led stewardship efforts together with systems-focused multipartner collaborations that center collective action. The AAI's core activities enable and support systems-oriented and holistic approaches to resource management, improved environmental outcomes, shared models of practice, and strengthened partnerships between all involved.

About the 2023 Ahupua'a Action Agenda

Released in Kauwela 2023, the Ahupua'a Action Agenda (Action Agenda) presents a present-day snapshot of systems-focused needs and priorities in ahupua'a stewardship and restoration. The Action Agenda is informed by the lived experiences of stewardship practitioners across the pae 'āina, in particular representatives from AAI Site Partner Ahupua'a and participants in the 2022 AAI Peer-to-peer Learning Cohort.

The report highlights 53 systems-focused needs and priorities, situated across six different thematic areas. The Action Agenda is focused at the systems-scale looking across the entire pae 'āina of Hawai'i and including diverse ecological systems, economic systems, communities of place, and communities of practice. Some of the priorities are emergent, while others have appeared in previous calls to action but have not yet been fully addressed. While the Action Agenda should not be treated as an exhaustive list, it does represent a robust and community-grounded compilation of information which can be used to strengthen communication, coordination, and collaborations. The Action Agenda is especially intended for audiences who may be interested in directing additional effort or resources toward addressing existing needs, by focusing on a discrete set of priority actions in ahupua'a stewardship and restoration.

AAI 'Aha Overview



The AAI 'Aha provided opportunities for interactive, action-oriented dialogue and decision-making to deepen and expand stewardship and restoration efforts across Hawai'i. An overview of the activities are provided below.

Activity

Outputs

AAI Site Partner Panel

Panelists describe the process that resulted in the Action Agenda, identify site-specific needs appropriate for acceleration, and articulate present-day visions of ahupua'a restoration in partner sites.

Developing a Shared Vision

Co-created a vision statement that all participants collectively agreed will help to accelerate ahupua'a restoration (see output page 6).

Stewardship Gaps and Overlaps

Acknowledged the previous calls to action, described the connections between previous calls and the AAI action agenda, and shared a crosswalk of Collective Action worksheet results.

Collective Energy Around Current Action Agenda Work

Mapped Action Agenda items with participant current work to understand where the current energies are, what is out of scope for participating organizations, and what is not being worked on but is important (see output page 10).

Action Planning

Created action plans for four areas of work: Guiding and Directing Resources Across the Ahupua'a, Regulatory Recommendations and Creative Solutions Sandbox, Supporting Stewardship Livelihoods, and 'Ike + pili - "Data that Mattas."

Developing a Shared Vision

The AAI 'Aha set out to create a collective vision statement that all participants could use to accelerate efforts in their own organizations and collectively as a group. After many suggestions, iterations, and the hard work of several small group conversations, the following vision statement was decided on:

Our vision for present-day ahupua'a: resilient and abundant biocultural communities thrive through multi-generational weaving of aloha 'āina values and mālama 'āina practices.



Synergies with Complementary Efforts

The AAI 'Aha presented a timely and important opportunity to bring together multiple organizations and practitioners, especially given its synergies with complementary convenings and initiatives over the past decade. Examining these synergies in greater depth provided key insights into potential areas for shared opportunities to advance collective action. In preparation for the 'Aha, the AAI Coordinator and two Program Specialists conducted a preliminary analysis examining gaps and overlaps between the 2023 Ahupua'a Action Agenda and two complementary efforts: the 2016 'Āina Summit and the 2020 'Āina Aloha Economics Futures Huliau Action Agenda.

The analysis revealed goals and priorities that resonate across the three calls to action, potentially highlighting areas for maximum impact of collective efforts. While the rough analysis results cannot and should not be considered statistically significant, they do provide an important snapshot of the ways in which priorities articulated over time may complement one another. It's also important to note that results highlight *where* there are similarities and differences over time, not *why*. For example, areas of high synergy across the three calls to action could indicate areas of persistent need over time, perhaps where both progress and demand are proportionately increasing. It could also demonstrate places in which little progress is being made, thus the need persists. The pre-meeting analysis provides results on *what* to directly inform 'Aha Day 1 small group discussions on *why* needs may evolve over time and 'Aha Day 2 discussions on *how* to move forward together.



Summary of the synergies with the 2016 'Āina Summit:

- Actions articulated in the 2016 report resonate with 52 out of the 53 priorities articulated in the 2023 Ahupua'a Action Agenda. This suggests that by working on almost any of the 2023 Ahupua'a Action Agenda priorities, we will continue to support the desired actions articulated at the 2016 'Āina Summit.
- Strongest areas of alignment (highest number of perceived overlaps) included the 'Āina Summit Action on Best Practices for Stewardship and Management “Integrate multiple perspectives to inform stewardship and management” as well as the Ahupua'a Action Agenda Priority on Engaging Diverse Sectors and User Groups “Enhance opportunities for participatory stewardship and management scenario planning.”
- In terms of differences, nearly 25% of the 'Āina Summit desired actions were unique process or administrative actions (e.g., the Enhancing Collaborative Management action on Annual "report back" gathering of E Ho'olau Kānaka). There was also no overlap with the Ahupua'a Action Agenda priority on Government Partnerships and Collaborations to “Create opportunities to showcase positive experience, instead of a relationship based on infractions: proactive opportunities to showcase pride rather than solely responding to threats.”

Summary of the synergies with the 2020 'Āina Aloha Economics Futures Huliau Action Agenda:

- Highest areas of synergy with the Ahupua'a Action Agenda include around thematic groupings on Connecting Ma Uka and Ma Kai Restoration Efforts, Engaging Diverse Sectors and User Groups, and Sustainable Finance, Revenue Generation, and Value(s) Add.
- The Huliau Action Agenda and Ahupua'a Action Agenda have some divergence around the Ahupua'a Action Agenda thematic groupings on Data Management as well as Government Partnerships and Collaborations.
- In contrast to the 'Āina Summit, Ahupua'a Action Agenda priorities synergized with almost all of the Huliau Action Agenda priorities with the exclusion of the priority focused on alternative energy projects and the priorities largely focused on hospitality industry financing, careers, and accountability. This suggests that the Huliau actions which may be underway across different sectors or organizations may also support the priorities articulated in the Ahupua'a Action Agenda.

Overarching Takeaways:

- The origin, impetus, scope, and scale for each call to action is important. For example, the Huliau Action Agenda has a strong focus on economics inspired by a need for a more locally and culturally appropriate post-pandemic landscape. To that end, Huliau priorities emphasize desired outcomes whereas the 'Āina Summit actions and Ahupua'a Action Agenda priorities have comparatively more emphasis on outputs and related deliverables. The latter two aim to leverage ongoing activities (the what) in order to ultimately address the how of systems change. One approach is not more valuable than another, they are just different.
- The number of alignments should not be used to determine relative importance. Some priorities and actions are written to be more overarching, whereas others are very specific or sequential. If a priority is not common, it does not mean it's not important. That uncommon priority may be a novel action that can catalyze transformative change in specific settings.



Collective Energy Around Current Action Agenda Work

The 2023 Action Agenda articulates a broad suite of priority actions and resourcing needs identified by community stewardship practitioners as critical to enable and support ahupua'a stewardship efforts across the pae 'āina. Using the Action Agenda as a frame of reference, the 'Aha set out to understand the extent to which participants and their organizations were currently engaged in said actions. Participants were asked to provide information ahead of time and also asked to join breakout groups on thematic areas of the Action Agenda during the 'Aha. Participants were allowed to choose three to four thematic areas most relevant to their work and use colored dots to answer the following questions for each Action Agenda Item:

- Is your organization currently engaging in this work?
- Is this work aligned with your organization's mission but you are not doing any work here?
- If this item is not aligned with your organization's mission do you still think it is important?

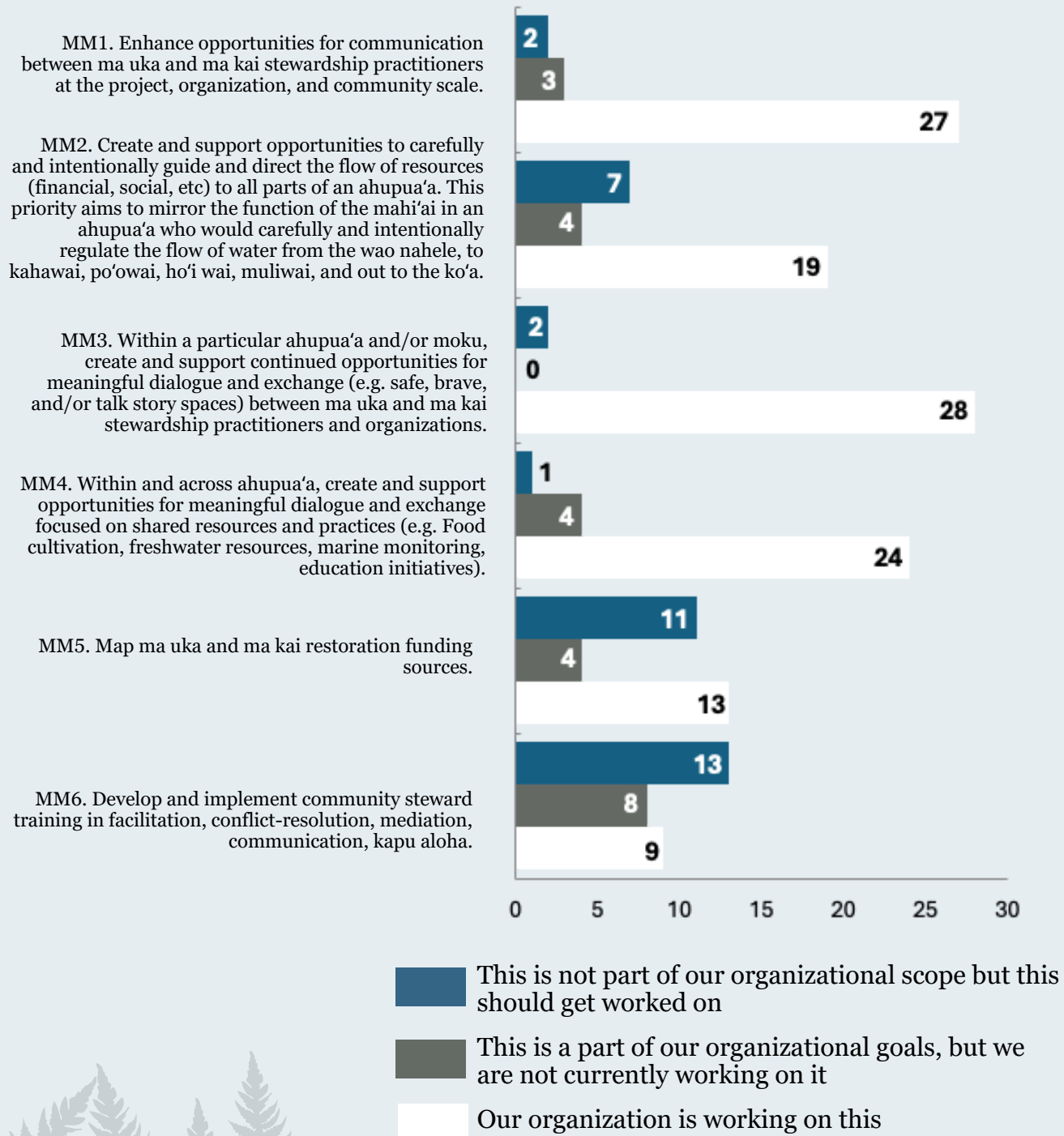
Outcomes from this activity included allowing all participants to: briefly touch upon as many parts of the Action Agenda as they could get to, expand on the pre-meeting responses to the Collective Action Worksheet, explore the extent to which topics resonated with current work, and describe potential areas appropriate for acceleration for each topic.

The sections that follow show how participants responded to the three questions and summarize the takeaways from the conversation among participants during the breakout groups.



Connecting ma Uka (Terrestrial) and ma Kai (Marine) Restoration Efforts

Figure 1. Count of attendees working on Connecting ma Uka and ma Kai Restoration Efforts Action Items



Key Takeaways: Connecting ma Uka (Terrestrial) and ma Kai (Marine) Restoration Efforts

These are ways in which collaborations can improve to bridge ma uka to ma kai restoration efforts.

- Prioritize people, relationships, and trust building.
- Include organizations working across the diverse environmental regions of an ahupua'a (e.g., wao akua through kai koholā) as well as organizations who work in different sectors across different land uses (e.g., conservation, agricultural, commercial, residential).
- Work across the ahupua'a through coordinated efforts to find and share resourcing opportunities. Examples include expanding the scope of work when grant writing to include restoration activities in and/or partnerships with multiple sites across an ahupua'a. This takes being intentional with time and funding to do the bridging work.
- Dedicating support for coordination is an important enabling factor of intentional collaboration.

Opportunities for improvement through matching resources and needs.

- The partnership of funders, government, private and non-profit can be leveraged to complement each other toward shared goals. The strengths, resources, and needs could be better matched between the various entities. For example, federal organizations may use funding guides to direct the flow of resources to enhance leveraged opportunities.
- There is growing interest to explore the potential for technology like AI for grant finding, writing, reporting, and communication.



Key Takeaways: Connecting ma Uka (Terrestrial) and ma Kai (Marine) Restoration Efforts

Understanding the relational and spiritual dimension of the work helps to get the work done in community.

- It can be easy to get caught up in the mechanics of the work so understanding the spiritual dimension and holistic nature of this work is important to practice.
- Tools and training around conflict resolution would be beneficial as everyone has to contend with different points of view on how 'āina is utilized and who is on 'āina. Examples of trainings organized by community stewardship organizations include Ho'oponopono and Kapu Aloha/Strategic Communication.

Pathways to accelerate ma Uka to ma Kai restoration efforts.

- Explore ways that technologies like AI may further efforts to find and intentionally distribute support across the ahupua'a
- Strengthen opportunities for knowledge exchange across organizations, entities, and partners through supported programs, initiatives, and/or dedicated positions.



Government Partnerships and Collaborations

Figure 2. Count of attendees working on Government Partnerships or Collaborations Action Items



- This is not part of our organizational scope but this should get worked on
- This is a part of our organizational goals, but we are not currently working on it
- Our organization is working on this

Key Takeaways: Government Partnerships and Collaborations

Building and maintaining pilina between community groups, regulators and legislators is important.

- Empathy is important for all involved.
- Clarifying and better understanding government constraints and limitations may illuminate more informed expectations and interactions. The deeper the understanding of the work on both sides of this equation, the greater the chance for shared successes.
- Stronger pilina can lead towards a co-design process for things such as policies and grants, which would be beneficial for both parties.
- Turnover in government positions (especially when tied to administration) may not resonate with the long-standing “term” of community stewards. This tension could be mediated by a group that, for example, more regularly connects legislators and community organizations.
- Formalized agreements between government and community groups (e.g., Memoranda of Understanding, Memorandum of Agreement, etc) can be helpful.

Legal and political processes can be unclear and variable across government organizations.

- ‘Āina stewardship organizations need help navigating the legal AND political process. When government policies and processes are unclear, they may stall on-the-ground implementation of restoration efforts by ‘āina stewardship organizations. “There isn't a lot of clarity about certain policies, so we don't know how to move.”
- Navigating the bureaucratic process requires additional time and resources that many small community non-profits may not have.
- There is a need for capacity building for ‘āina stewardship organizations in this area. Definitions and clarity are needed to help folks along - what is a legal issue and what is a policy issue? “I feel like everyone wants it and there are nonprofits that do it, but folks want a ‘one stop shop’. That's hard to do.”

Key Takeaways: Government Partnerships and Collaborations

Pathways to accelerate Government Partnerships and Collaborations.

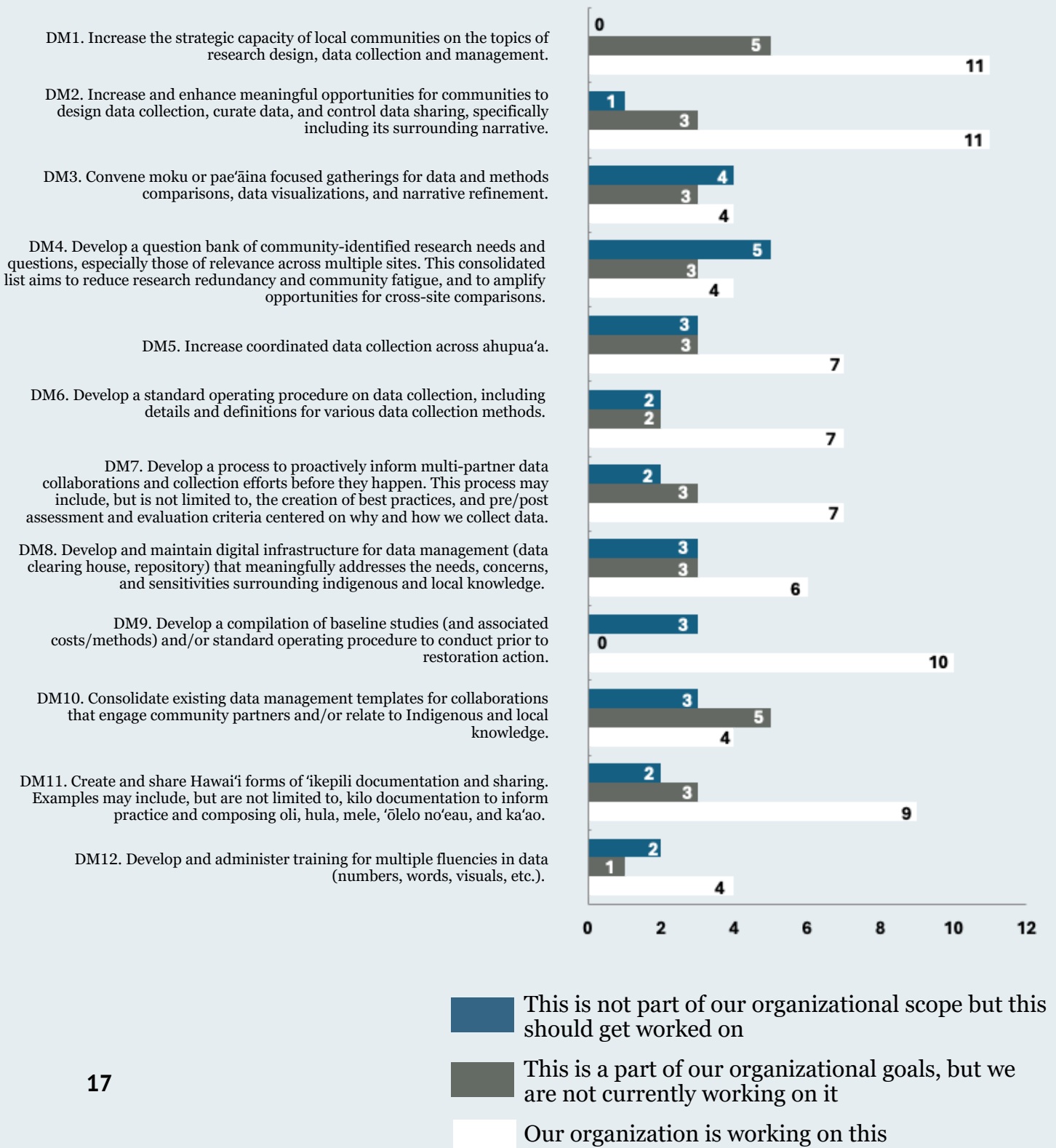
- Expand opportunities for formalized and consistent community and legislator pilina building opportunities, potentially including:
 - Service learning work days
 - Meet and greet visits (at the capital and at the restoration sites) and organized informational sessions (by legislative and community groups)
- Develop and maintain a digital resource “library” containing policies and regulations that relate to ahupua’a stewardship and restoration.
- Legal counsel support for ‘āina stewards to navigate existing regulations and policies is needed.



Photo credit: 'Aalifi Alliance

Information and Data Management, Storage, and Sharing

Figure 3. Count of attendees working on Information and Data Management, Storage, and Sharing Action Items



Key Takeaways: Information and Data Management, Storage, and Sharing

Desire for organized data collection and management.

- Data collection and management is needed across organizations, ahupua'a, moku, and Pae'āina.
- While data collection is currently happening, there is a deep desire for data disaggregation by area and issue.

Develop data management systems that are easier for community to access and use.

- Need for robust data management systems that ensure easy access, sharing, and protection of data.
- Need for secure digital infrastructures and using advanced tools to manage and curate data effectively, ensuring community members can access and contribute to shared knowledge bases.

Integrate Indigenous knowledge and community-based approaches.

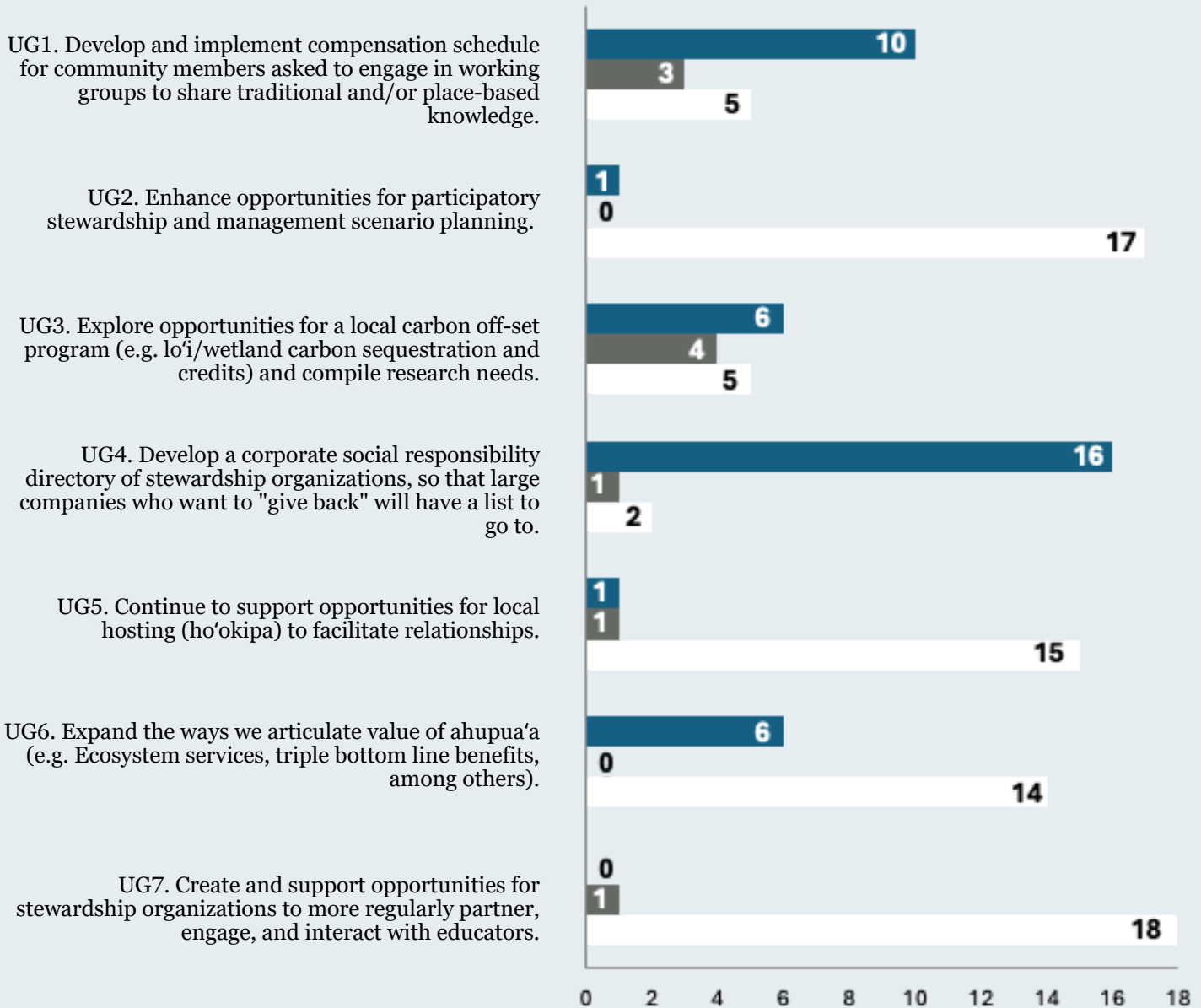
- Elevate Indigenous methods of data collection and observation, alongside community-based natural resource management
- This involves not only incorporating traditional practices but also ensuring that knowledge protections and data-sharing protocols respect Indigenous sovereignty and community needs.

Pathways to accelerate Information and Data Management, Storage, and Sharing.

- Compile best practices for specific conservation activities and developing templates to safeguard Indigenous Data Sovereignty.
- Create detailed, replicable operating procedures that ensure community control over data and integrate Indigenous knowledge systems into data management practices.
- Expand advocacy to recognize the value of qualitative data and for better data storage solutions for 'āina work.

Connecting with Diverse Sectors and User Groups to Advance Restoration

Figure 4. Count of attendees working on Connecting with Diverse Sectors and User Groups to Advance Restoration



- This is not part of our organizational scope but this should get worked on
- This is a part of our organizational goals, but we are not currently working on it
- Our organization is working on this

Key Takeaways: Connecting with Diverse Sectors and User Groups to Advance Restoration

Identifying and engaging diverse sectors and groups is a skillset that requires support.

- Difficult, even for 'āina orgs, to be aware of and find time for connecting with other groups;
- Can take a lot of planning and unique skill sets, like facilitation.
- “This area is the hardest to grasp- from planning to facilitation.”

Compensating community members for their 'ike is important; handling this requires care.

- There is a small pool of community members who are often consulted very frequently. Important to consider participant fatigue, but also important to consider expanding the diversity of perspectives illuminated through community consultations, when appropriate.
- Monetary compensation for cultural knowledge is good, but it should not feel transactional.
- Community members hold potentially the most important perspectives but they are often the only attendees not being compensated through paid employment (e.g., as a wages or salary-based employee).

Connecting 'āina practitioners to new sectors and actors can be an opportunity, if handled with care.

- There have been past groups who have had success engaging different groups, for example through community hosted service learning opportunities at 'āina stewardship sites.
- The business and military sectors are places where furthering connections may be fruitful. However, many community organizations hold historical trauma with groups like the military, so sensitivity and caution should be exercised.
- Building pilina, empathy & social capital could be mutually beneficial.
- Tools and training around conflict resolution would be beneficial as everyone has to contend with different points of view on how 'āina is utilized and who is on 'āina. Examples of trainings organized by community stewardship organizations include Ho'oponopono and Kapu Aloha/Strategic Communication.

Key Takeaways: Connecting with Diverse Sectors and User Groups to Advance Restoration

Defining Ahupua'a in the 21st Century.

- Defining what makes an ahupua'a is an important step to getting different user groups to collaborate and work together “The concept of Ahupua'a are diff now then wā Kahiko.”
- What boundaries are most important? (i.e. traditional, political, etc.)

Expanding collaborations requires a thoughtful approach to managing extractive practices.

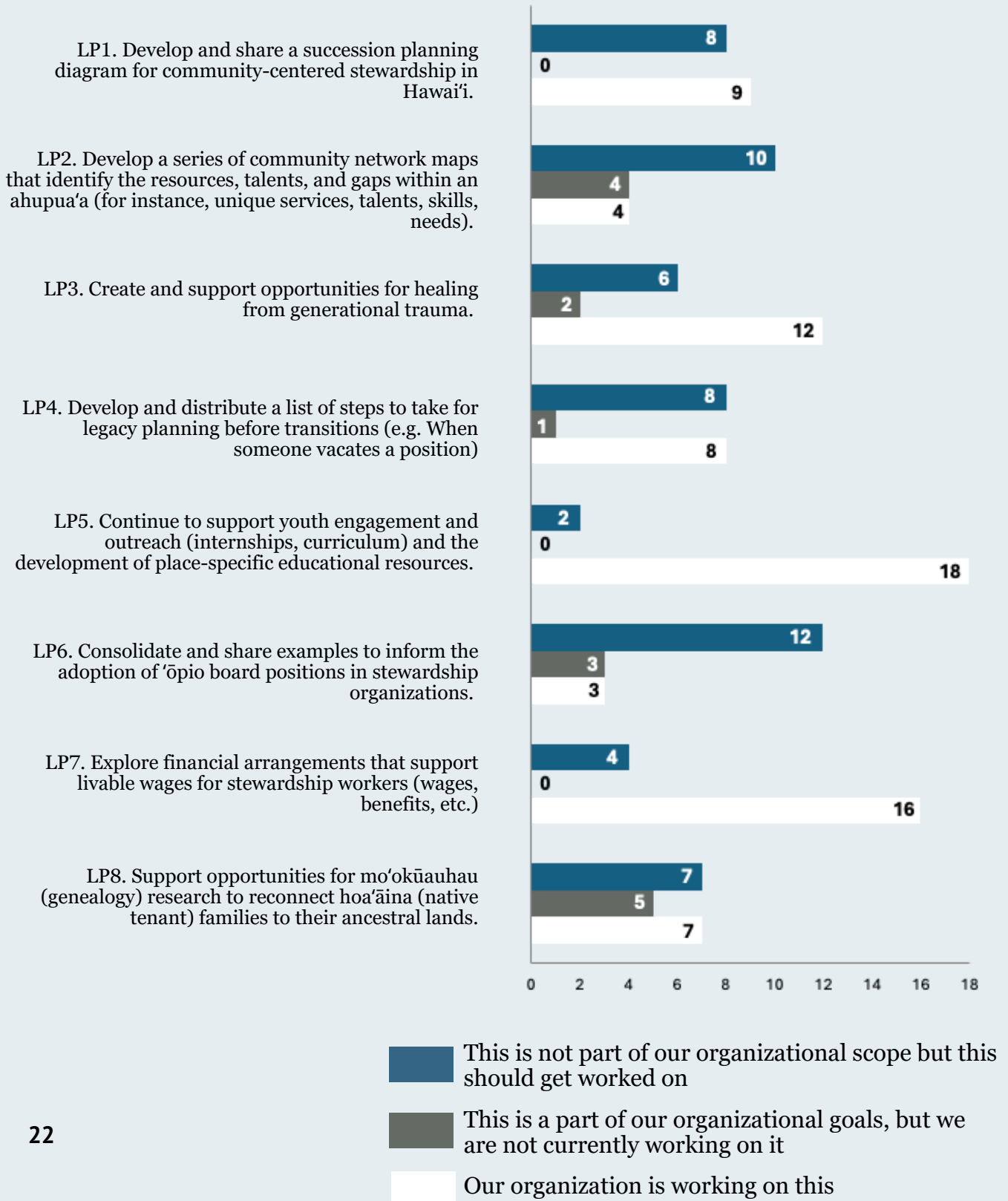
- Restoration can provide social, cultural, environmental, and economic benefits. Important to not solely focus on economic returns. Social, cultural, and environmental benefits may be more important in the long-term resilience of both people and place.
- Triple bottom line valuations are important, but these concepts are not well-understood and not yet widely applied.

Pathways to accelerate Connecting with Diverse Sectors and User Groups.

- Identify and deploy resources for stakeholder analysis/mapping in multiple communities.
- Support opportunities to build formal and informal connections across sectors, for example through service learning and volunteer opportunities.
- Building on the 'Aha's shared vision for present-day ahupua'a, expand opportunities to further the vision with multiple sectors and groups who are not yet engaged, but play important roles in achieving the vision.

Legacy Planning

Figure 5. Count of attendees working on Legacy Planning



Key Takeaways: Legacy Planning

Legacy planning already happens in small and important ways.

- Participants mentioned general statements that current efforts for legacy and succession planning are mostly ad hoc, not necessarily planned out, or happens organically as organizational needs arise. The time required for legacy and succession planning can be a limitation in communities already overburdened with existing work.
- There is a need to access and distribute institutional knowledge and lived experience to keep the organization healthy and thriving. This may also make leadership transitions more smooth.
- “I ask my team, ‘What is the legacy you want to leave behind? What is your time in this role? What are you planning to leave behind? Are you leaving behind the stories of your time?’ ”
- There is a desire for expanded technical support for strategic legacy planning. For example, can a facilitator support processes that allow for “gradual release” from long-time leaders to transition to new areas in the work while allowing for others to move into leadership roles?

Legacy planning is intrinsically linked to conflict resolution.

- Families are involved in ahupua’a restoration and stewardship, and sometimes family conflicts are a part of the work, which can create difficulties in discussing and implementing legacy planning.
- Healing generational trauma is a large part of all ahupua’a stewardship and restoration efforts, including legacy and succession planning.
- Ahupua’a restoration and stewardship center generational desired outcomes, thus healing generational trauma must be part of appropriately accelerating any stewardship and restoration effort.
- Initiatives like Compassionate Ko’olaupoko include elements of trauma-informed care and healing intergenerational trauma. Opportunities to participate in ‘āina activities are part of the programming provided by Compassionate Ko’olaupoko.

Key Takeaways: Legacy Planning

Lineal descendants and current residents have important roles in the work.

- Some lineal descendants are around but it can be difficult to figure out how to engage them in the work and have some ownership of the work.
- For others, the current residents or organizations pushed out lineal descendants making that conversation and confrontation difficult.
- Making sure everyone's stories is part of the work becomes a way to transfer a different type of wealth to future generations.
- What can be asked of kūpuna, descendants, or residents?
 - What is the legacy of this place?
 - What was your role or time like here in this place?
 - What are you planning to leave behind?

Legacy planning means implementing effective human resources management.

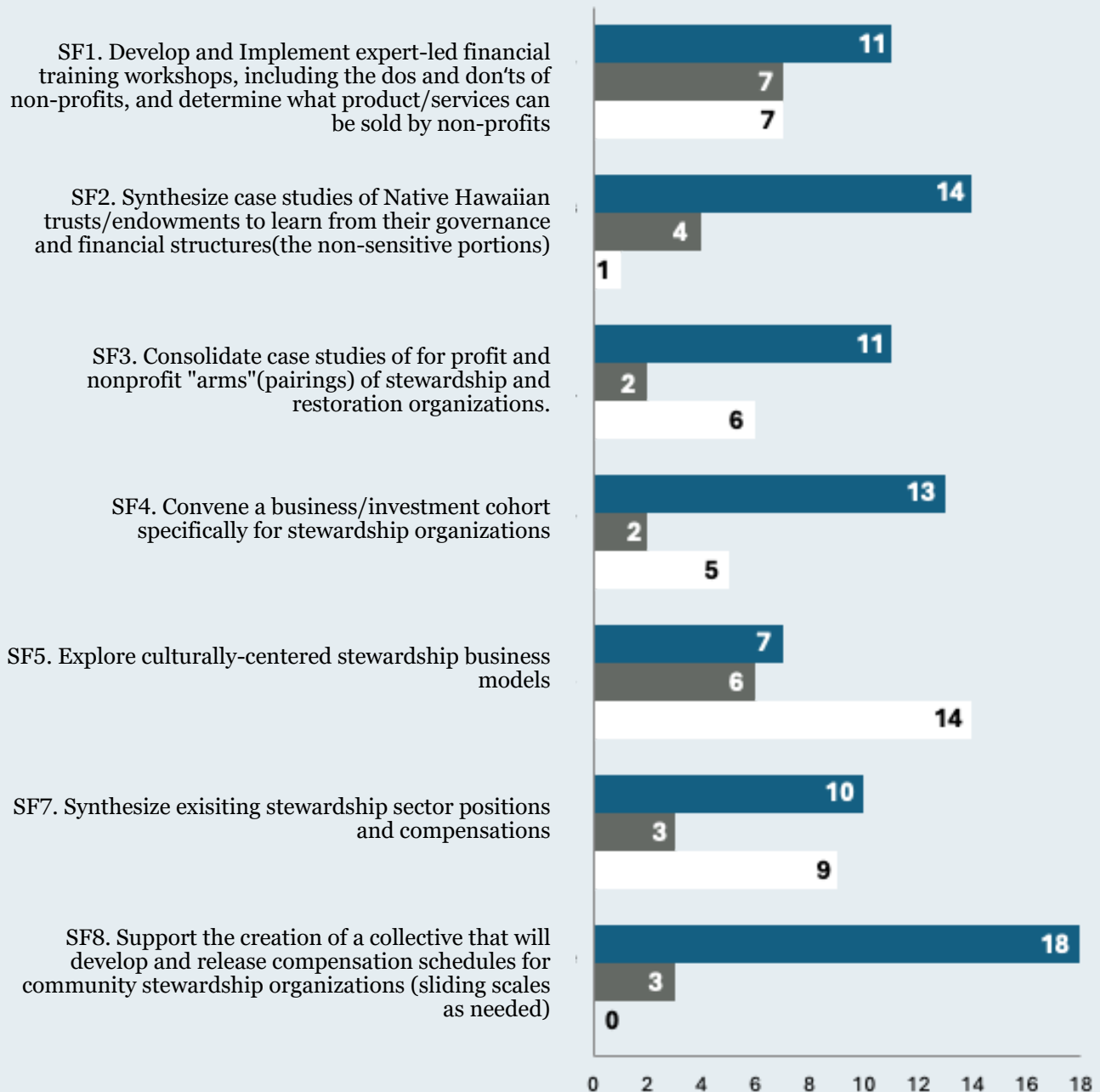
- Having 'ōpio (younger generations) participate and lead is important for transitions.
- Legacy and succession planning may reveal “career ladders” to demonstrate how practitioners can move into different roles and responsibilities over time.
- Given that there seems to be a shortage of people to hire for these jobs, the human resources management can improve by helping to bring more qualified candidates into the labor force.
- Poor compensation and a lack of a clear career trajectory or upward mobility were cited as reasons why there seems to be a shortage of workers.

Pathways to accelerate Legacy Planning Actions.

- Identify and mobilize funding to support strategic legacy planning. (e.g., supporting organizations to add a staff position at least temporarily to begin moving the workload off the current leader to keep operations running smoothly and train new leadership)
- Identify and mobilize funding for and technical support from ho'oponopono practitioners who can help bridge the work and lineal descendants or other residents to heal intergenerational trauma, and reconnect 'āina, lineal descendants, and present-day populations who interact with a place through residence, work, or other means.
- Advocate for better compensation, establishment of career ladders, and creation of a shared process or template for legacy planning will help.
- Continue to build strong organizations by investing in technical assistance and training in human resources, non-profit board governance, management, and other practices that will help to develop plans to deal with issues like compensation and leadership transition.

Sustainable Finance

Figure 6. Count of attendees working on Sustainable Finance, Revenue Generation, and Value(s) Add



Note: There is no SF6.

- This is not part of our organizational scope but this should get worked on
- This is a part of our organizational goals, but we are not currently working on it
- Our organization is working on this

Key Takeaways: Sustainable Finance, Revenue Generation, and Value(s) Add

‘Āina work is consistently undervalued.

- Stewardship, conservation, cultural preservation, and sustainable agriculture, are crucial for environmental health and cultural continuity, yet frequently receive inadequate financial compensation and investment compared to other economic sectors.
- This economic undervaluation manifests in lower wages, insufficient funding for projects, and limited financial support from public and private sectors.

Need for innovative revenue and values-based, circular economic models.

- Exploring values-based, circular economic models, and leveraging tourism in ways that benefit conservation are needed.
- Initiatives such as creating for-profit businesses around stewardship and using commercial kitchens for value-added products are examples of innovative approaches that can support both non-profit and for-profit missions.
- Sharing successful models and practices across stewardship communities of practice are vital to the long-term sustainability of community-centered stewardship efforts.

Disrupting the status quo in compensation.

- There is a recognized need to challenge and change the current norms around compensation, particularly in the context of ‘āina work and non-profits. For example, groups like the Hawaii Employers Council, KUA, Hawaii Investment Ready, and Hawaii Conservation Alliance are currently involved in developing broad sector compensation schedules.
- Organizations desire to define salary structures, advocate for fewer restrictions from funders, and incorporate the high cost of living.
- Funding is mostly short term, and therefore organizations are resistant to increasing salaries permanently and not being able to sustain salaries at higher levels indefinitely. Sharing these salaries publicly locks them into salaries they may not be able to sustain.

Key Takeaways: Sustainable Finance, Revenue Generation, and Value(s) Add

Pathways to Accelerate Sustainable Finance, Revenue Generation, and Value(s) Add Actions.

- Advocate for policy changes and funding reform at local, state, and federal levels that recognize and support the value of stewardship work.
- Encourage funders to develop flexible funding mechanisms that allow for adequate compensation and long-term financial sustainability. This could involve creating grant programs that specifically address salary needs, providing multi-year funding commitments, and encouraging funders to remove restrictive salary caps.
- Develop and implement values-based, circular economic models that align with the needs and desires of stewardship communities.
- Involve community members in defining the values and priorities of 'āina work through participatory planning and decision-making processes.
- Develop, adopt, and implement transparent and fair compensation structures and practices.



Next Steps

The 2024 AAI 'Aha provided a timely and important opportunity to bring together individuals and organizations who each play critical roles in the implementation of present-day restoration priorities. Over two short days, we facilitated new and renewed collaborations and began to articulate a suite of plans to further collective action. Several efforts have gained momentum since the 'Aha and many more are envisioned to progress when the time is right. The AAI is grateful for our role in connecting the diverse suite of practitioners in an effort to catalyze collective action and momentum. We look forward to collaborating on specific actions and/or providing coordination support on specific components as bandwidth permits.

Through the 'Aha's small group work and post-convening processing we are reminded that collective action is amazing, and also quite nuanced and complex. On Day 2 of the 'Aha, participants focused on specific objectives and began to draft preliminary action plans involving multiple steps and actors. The action plans present a snapshot of the groups' thinking at that particular point in time and briefly highlight the topics that were covered during the timebound activity. Given the dynamic nature of the information in the Action Plans and the preliminary expressions of interest and commitments, the Action Plan document will only be made available to meeting participants and their participating organizations (i.e., not for public distribution). The Action Plans represent one iteration of a living document involving multiple collaborators and multiple phases and may be used by meeting participants to inform future actions and collaborations. 'Aha participants are encouraged to share updates with the AAI as things progress and, with permission, the AAI will identify appropriate ways to amplify updates across our networks.

As we each continue to explore the ways our individual and organizational kuleana may intersect with the collective space, the AAI and others are exploring pathways to convene and deploy resources that enable collective action through targeted support for discrete actions. This may include identifying resources to support future convenings. While there are no current plans for a recurring 'Aha format, we know that face to face engagement plays a central role in meaningfully supporting multipartner and multisector collaborators. Should you have, or become aware of resourcing opportunities that may align with our shared goals and efforts, please do not hesitate to reach out to the AAI by emailing ahupuaa.action.agenda@gmail.com.

Appendix A. List of Attendees

First	Last	Group/ Organizational Affiliation	Title/Role/Kuleana
Lehua	Alapai	Hawai'i Forest Industry Association - Hō'ola Ka Makana'ā	Integrated Programs Co-Director
Emma	Anders	Hawai'i Conservation Alliance and Foundation	Director, Executive Director
Jhalani	Aweau	Na Moku Aupuni O Ko'olau Hui	Staff/Volunteer
Faith	Blalock	The Waipā Foundation	Biocultural Resource Manager
Alex	Buttaro	County of Maui Department of Water Supply	Water Resources Planner/long-range and current planning/cultural, agricultural, recreational and drinking water resources
'Olu	Campbell	Hawai'i Land Trust	President & CEO
Suzanne	Case	University of Hawai'i	Director of Land and Ocean Conservation
Carlos	Castillo	Trust for Public Land & Hawai'i Sentinel Landscape	Program Manager
Pua	Chin	Hui Maka'āinana o Makana	Executive Director
Aubrie	Christensen	Iole	Executive Director
Eric	Co	Harold KL Castle Foundation	Vice President of 'Āina and Community Resiliency
Alex	Connelly	Kua'āina Ulu 'Auamo	E Alu Pū Coordinator
Paka	Davis	Lili'uokalani Trust	Director, Natural Assets & Operations
Gerry	Davis	NOAA Fisheries Pacific Islands Regional Office Habitat Conservation Division	Assistant Regional Administrator for Habitat Conservation
Keoni	DeFranco	Purple Mai'a Foundation	Managing Director
Kirk	Derasin	Forest Solutions Inc.	General Manager
Scott	Fisher	Hawai'i Land Trust	Director of 'Āina Stewardship

Continued: Appendix A. List of Attendees

Susie	Fong	Joint Base Pearl Harbor-Hickam	Community Planning Liaison Officer
Mark	Fox	U.S. Department of Defense, Readiness and Environmental Protection Integration (REPI) Program	Pacific Liaison
Christian	Giardina	US Department of Agriculture, Forest Service	Institute Director, leading the Institute of Pacific Islands Forestry, co-leading the Pacific Southwest Research Station as part of the station leadership team.
Shelley	Gustafson	Hawai'i Green Growth UN Local 2030 Hub	Operations & Strategy Director
Katy	Hintzen	University of Hawai'i Sea Grant College Program	Coastal Resilience Specialist
Steve	Hobbs	The Conservation Fund	California and Hawaii State Director
Jason	Jeremiah	Kamehameha Schools	Senior Director, Natural and Cultural Stewardship
Jerome	Kekiwi Jr	Na Moku Aupuni O Ko'olau Hui	President
Billy	Kinney	Hui Maka'āinana o Makana	Assistant Director
Keli'i	Kotubetey	Paepae o He'eia	Assistant Executive Director
Kānekoa	Kukea-Shultz	Kāko'o 'Ōiwi	Executive Director
Natalie	Kurashima	Kamehameha Schools	Integrated Resources Manager
Brutus	LaBenz	Protect Kaho'olawe Ohana	Kua/Huakai Coordinator
Darren	Lerner	University of Hawai'i Sea Grant College Program	Director

Continued: Appendix A. List of Attendees

Malia	Lightner	Hui Kahuwai / Ka'ūpūlehu Marine Life Advisory Committee	Kanaka 'ōiwi, 'āina steward
Brenda	Lima	Kua'āina Ulu 'Auamo	Hui Mālama Loko I'a Coordinator
Ekolu	Lindsey	Polanui Hiu & Kipuka Olowalu	Co-Founder & VP
Isabella	Margerin	Hawai'i Conservation Alliance Foundation	Next Generation Program Assistant
Māhealani	Matsuzaki	Kamehameha Schools/Natural Cultural Stewardship	Acting Director
Kaulana	McCabe	Kupu	Vice President of Programs
Davianna	McGregor	Protect Kaho'olawe 'Ohana and Kohe Mālamalama O Kanaloa Protect Kaho'olawe Fund	Kūpuna, Senior Kōkua, Co-Huaka'i Coordinator, Treasurer
Robert	Medeiros	Kamehameha Schools	Sr Project Manager
Tara	Meggett	Hawai'i Conservation Alliance Foundation	Next Generation Program Coordinator
Yumi	Miyata	Hawai'i Association of Watershed Partnerships	Director, Secretary for HAWP
Kim	Moa	Hawai'i Investment Ready	Narrative Change Strategy Director (June) / Marketing & Communications Strategy
U'ilani	Naipo	Miloli'i Community-Based Subsistence Fishing Area	Miloli'i CBSFA Administrator
Kaikea	Nakachi	Hui Kahuwai / Ka'ūpūlehu Marine Life Advisory Committee	Vice President, Secretary, Program Specialist
Bronson	Palupe	Hui Mālama i ke Ala 'Ūlili	Mālama 'Āina Manager
Pua'ala	Pascua	Ahupua'a Accelerator Initiative / Hawai'i Conservation Alliance Foundation	Coordinator
No'eau	Peralto	Hui Mālama i ke Ala 'Ūlili	Executive Director
Amberly	Pigao	Hawai'i Conservation Alliance	Alliance Coordinator
Kanoe	Puuhau	Kamehameha Schools	Planning & Development Manager

Continued: Appendix A. List of Attendees

Reyna	Ramolete Hayashi	Trust For Public Land	Aloha 'Aina Project Manager
Matt	Ramsey	Conservation International Hawai'i	Senior Director
Leah	Rothbaum	Marine Corps Base Hawai'i	Environmental Protection & REPI Specialist
Keali'i	Sagum	State of Hawai'i Division of Aquatic Resources	Regulatory/Compliance Program Specialist
Aimee	Sato	He'eia National Estuarine Research Reserve	Indigenous Stewardship Specialist / Stewardship Coordinator
Stacy	Sproat	The Waipā Foundation	Executive Director
Clay	Trauernict	UH Department of Natural Resources and Environmental Management	Assistant Specialist
Wayne	Tanaka	Sierra Club of Hawai'i	Director
Lori	Walker	Office of Hawaiian Affairs	Integrated Assets Manager
Kawika	Winter	He'eia National Estuarine Research Reserve	Director
Ka'aleleo	Wong	US Department of the Interior, Office of Native Hawaiian Relations	Kapapahuliau Program Manager
Sharon	Ziegler-Chong	Hawai'i Conservation Alliance / University of Hawai'i	UH Principal Investigator for HCA

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