

September 20, 2013

The Garden Club of Honolulu

Attn: Diane Hastert, Chair
Chair, Education & Scholarship Committee

Re: 2013 Summer Internship Program, The Nature Conservancy: Program Report

Thanks to The Garden Club of Honolulu, we have successfully completed The Nature Conservancy's inaugural summer internship program. The Garden Club's grant allowed us to choose two students – Ra'iatea Lohe and Kamaehu Nihipali – from a pool of 24 diverse applicants. We also used funds from another other source to hire a third intern, Matthew Schull.

We received applications from students in Hawai'i, California, New York, Oregon, and Colorado. From these applications, we conducted in-person interviews for the strongest five applicants. In the end, we chose Ra'iatea, Kamaehu, and Matt because they had proven leadership qualities and a passion and commitment for conservation in Hawai'i.

Ra'iatea graduated from Kaiser High School in 2013 where she was Student Body President and one of the Valedictorians. She is now in her freshman year at Boston University where she is studying Environmental Science and Policy. Kamaehu graduated from Kamehemeha Schools in 2013. He has volunteered his time doing conservation work in Hawai'i since he was a child. He was a 2011 participant in Kupu's Hawai'i Youth Conservation Corps Program, and is now studying business and finance at Leeward Community College. Matt graduated from Punahou in 2009, and while there helped establish Punahou's Environmental Surf Club. He graduated with a degree in Anthropology from Colorado College in 2013 where he was team Captain and the Most Inspirational Athlete.

The internship period ran from June 10, 2013 through August 2, 2013. Each intern completed over 300 hours of work, and kept a private, daily journal of their experiences. A short synopsis of each intern's journal is attached to this letter for your files.

Our goal was to provide these interns with on-the-job training and an opportunity to gain technical and managerial experience in terrestrial conservation. We created eight basic learning modules that allowed the interns to work in each of the following TNC departments: External Affairs, Philanthropy, Communications, Terrestrial Science, GIS, Marine Science/Palmyra, Land Protection, and Finance/Human Resources. In addition, each intern attended oli (Hawaiian chant) class every Monday during the lunch hour to broaden his or her cultural experience.

After an introductory presentation by the specific department director, the interns were tasked with discrete projects. For example, they worked with our GIS staff to test new software allowing a user to search through imagery for invasive species, worked with our Protection team to write proposals for

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federal land acquisition grants, and completed LEED research towards TNC's recertification process. The interns wrote talking points for a donor appreciation event, and made phone calls to long-term donors and members of our Silversword Society for the Philanthropy department. They worked closely with our Communications team on creating a Hawai'i feature for a TNC newsletter, sifting through raw video footage, organizing TNC's photo archive, and analyzing TNC Hawai'i's Facebook page and social media choices. They presented at a TNC board of trustees meeting.

The interns gained field experience as well. They joined a hike at Halapepenui Trail with Dr. Sam Gon; they pulled invasive algae on The Nature Conservancy's Super Sucker at Kāne'ōhe Bay; they volunteered at Lyon Arboretum and Mānoa Heritage Center. They attended and worked at the Hawai'i Conservation Conference, and one intern, Kamaehu Nihipali created his own TNC fundraising opportunity there through his family.

From The Nature Conservancy's perspective, the interns received a broad and practical conservation profession experience. Offering an internship gained us community goodwill and made us new friends. The interns' work product was excellent in quality and useful for our conservation goals. The interns had good energy and will contribute positively to Hawai'i in the future.

TNC's lessons learned:

- 1) The program took a lot of work to set up, but much of that is now done (e.g. job descriptions, interview process, and modules) and can be used in the future.
- 2) We need to ensure interns can drive themselves to field sites, so that TNC is not responsible for transportation.
- 3) Managing the program and supervising the interns took a significant amount of time from a senior intern already at TNC (Meghan Brazier), and at least one regular staff person (Jody Kaulukukui, Director of Land Protection), which we did not account for in program funding, and should seek to include in the future.

Each intern expressed to us many times what a wonderful opportunity this summer provided towards their future endeavors. We know that without The Garden Club of Honolulu's commitment to terrestrial conservation, this internship program would not have been possible. Thank you so much for the opportunity to partner with you on this program.

Mahalo nui loa,



Suzanne D. Case
Hawai'i State Director
The Nature Conservancy

Attachments: Internship Summaries

To Whom it may concern,

I'd like to share a story. This personal story is crucial in understanding my positive reflections on the last eight weeks I've invested in the Nature Conservancy of Hawai'i thus far. My story begins in a lo'i, or taro patch, in the fertile lowlands of Waialua on the north shore of O'ahu. My earliest memories recall the cool mud oozing between my little feet in infancy. The artesian springs, as cold as the tips of mountains, fed this intricate maze of freshwater terraces. As a small boy, I saw for myself, how important the water was for the land. For if there was no water, there would be no lo'i, no kalo, and no food. The ae'o (Hawaiian stilt), koloa (native duck), and 'alae'ula (Hawaiian moorhen) that frequented the skies and nearby estuaries, would be no more. The āholehole (Hawaiian flagtail) and occasional crayfish that scared my boynself out of the lo'i in my youth, were also dependent on these springs and hand-crafted labyrinths for their livelihood. I was taught at an early age of the pono, or exquisite equilibrium between the 'āina, land, and wai, water. This balance, I learned, was and always has been essential to life in these islands.

Unbeknownst to me, the mission of the Nature Conservancy, I've come to learn, is to "protect the lands and waters upon which all life depends." The land upon which our lo'i was carved and the water which coursed those terraced fields were protected for generations, a tradition instilled in the very fiber of the culture from which I was born. To now be apart of an organized institution, devoted to the protection of these very elements, meant all the world to a young man whos spirit was inherently instilled with these such values.

The past eight (8) weeks of this internship at the Nature Conservancy of Hawai'i, have been highly productive and diversely unique in nature. From philanthropy to land management, communications to public relations. I have had a significant exposure to the multi-faceted qualities of this 501(c)(3) and its functions and responsibilities across the island chain and even far over the horizon onto Palmyra atoll. Hawai'i's branch is home to a diversity of staff who are presented with adversities that require the continued assistance and donations of those with a kind enough heart and big enough wallet and trust to provide such philanthropy. Its preserves and easements seem to be invaluable museums to the natural world, always subject to the threatening onslaught of rats and ungulates alike.

Networking has been the best means of building relationships that will last into the future. I have always endeavored to carry myself in a manner that best cultivates bonds with people from all walks of life. At the Mahalo Dinner at Suzannes home, I reconnected with my long lost cousin, Sam Choy, the famous island chef who catered the event in June, and in July I was introduced to the functions and summaries of the State Legislature and those elected to convene there anually, thanks to the ever so pleasant and cordial man and Director of External Affairs, Mark Fox. From Sven Harhoffs intermittent and warm greetings in the morning, to the cultured chantings and 'Ūi of Sam Gon's weekly oli classes. To the uninhibited laughter and giggles of Lara Siu and the piercing rasp of Rico's gentlemen's voice, this office will not fail to slip my mind anytime soon. The pleasure was surely, all mine. I express my fondest and sincere aloha to the Garden Club of Honolulu and the Nature Conservancy of Hawai'i, for providing this opportunity of a lifetime. I humbly ask that these such opportunities for Hawai'i's young people, persist into the future.

Me ke aloha pau 'ole, A hui hou. With much gratitude and mahalo,

Kamaehukaikahakilinoholani Nihipali 'Apuakehau

Kamaehukaikahakilinoholani Nihipali 'Apuakehau



Ra'iatea Lohe
The Garden Club of Hawaii, The Nature Conservancy Internship
June 10, 2013—August 2, 2013
Total Hours: 345 hours



This is just a summary of the many wonderful experiences during my summer internship at The Nature Conservancy, Hawai'i Chapter. It was thanks to my two mentors Meghan Brasier (a Volunteer Intern) and Jody Kaulukukui (Director of Protection) that I was exposed to all of the aspects of conservation, in the office and in the field.

Throughout the internship I learned more and more about the Nature Conservancy's mission, how it has evolved and what they do here in Hawai'i. I love that they have a focus on not just the marine or land aspect, but the ecosystem as a whole. I find it important that they acknowledge and use the significance of science and partnerships in order to do more in conservation. They also try to stay out of controversy and don't respond to demonstrations against them. This is really important in keeping good public relations. I also learned about the TNC Priority Areas Ecoregional Plan which really helps TNC have a scientific focus in their land preservation efforts.

The Nature Conservancy also made sure we got involved in the field aspect of conservation and we had field trips learning about limu species with Koa, wetland restoration in Heeia, native plants at Lyon Arboretum, removing and leaning about invasive algae Kaneohe Bay (on the TNC Super Sucker) and Maunalua Bay. We also attended the Marine Fellows' Fish Market Surveying in Chinatown, went to the Courthouse to follow a land deal, took a tour of the Capitol and learned about TNC and government relations from Mark Fox. We helped prep for and attended an Evening Donor Event at Suzanne Case's House, went on an educational hike with Sam Gon on the Halapepenui Trail, and learned some Hawaiian history and harvested taro at the Manoa Heritage House.

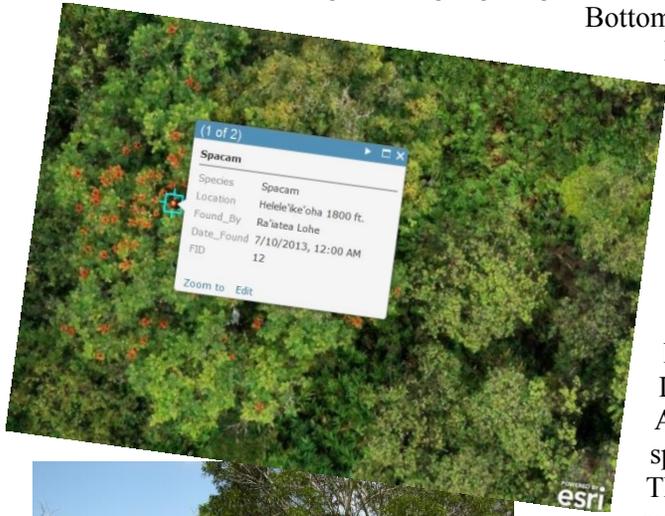
Furthermore, I attended multiple presentations over the whole internship ranging from TNC in general (Trae Menard) to Rat Removal Projects (TNC partnership with Island Conservation) to Communications Training (Evelyn White). Another presentation I would like to mention is Manuel Mejia's on Marine Projects and the importance of community relationships. I had not really thought anything of it but it made sense when he stated the community already cares about the place they live so if you get them involved in conservation and teach to organize a plan you can then step back and let them work on their own. It was really comforting to hear TheNature Conservancy empowering communities by giving them the tools to conduct effective conservation. All the TNC interns went to Sam Gon's Chant Class every Monday during lunch, which

was a new and very interesting experience. This internship was jam-packed with awesome things to do.

Now, on to a very important and prominent part of my internship, the projects I worked on. Our internship was set-up in a way where they tried to have us working in a different department almost every week. The internship breakdown consisted of LEED Recertification, Philanthropy, Communications, Land Protection, Government Relations, GIS (Geographic Information System), and Palmyra. For LEED Recertification, initially I was just in charge of looking at the credits not earned previously and how to go about achieving them, but then I took on learning how to earn all of the credits TNC was eligible for and create a timeline for data collecting periods for each credit. It was really nice to learn about this program because it gave buildings the opportunity to be recognized for being environmentally-friendly. During the Philanthropy week we all worked on Suzanne Case's talking points for the donor event that Friday evening. This provided the



opportunity to learn a lot about all TNC's projects in the past year which were highlighted in her speech. I also organized all of their pictures that they use for grant writing and called to thank long-time donors. The Communications department had many projects to choose from that we did individually. I had three projects: drafting the Hawaii Chapter two page insert for the National Magazine highlighting Hawaii's recent interesting projects, drafting a Factsheet for Deep 7 Bottomfishing, and creating a spreadsheet analyzing the Hawaii TNC



Facebook Fans. The factsheet and insert provided me the opportunity to learn a lot more about each topic. Jody Kaulukukui, the Director of Protection gave us individual projects as well. I researched the Luahinewai property on Hawai'i Island and plaque options for Kiholo Bay. I also recommended a company with a quote for the specific size and installation we would need. Before Mark Fox's Government Relations Presentation I tracked three bills relating to conservation to learn a little bit more about the issues TNC supports and the legislative process. For GIS, Stephanie Tom, the Conservation Information Manager, first had us label a map to learn the basics of ArcGIS and then we continued on to identify and mark invasive species on the Maui RMH (a map of one of the Maui preserves). Then she explained The Nature Conservancy is planning to use the public to do identifying and marking as well using Zooniverse.



Before they launch this project she wanted suggestions on ways TNC can make it easy for the public to comprehend and use. So I created a powerpoint with images and instructions laying out my suggestions. The last week of our internship we worked on Palmyra projects. I organized pictures into one folder on the Palmyra Drive and then researched and chose a photobook company and layout. After I laid out the whole book I sent it to Laurie Moore, the Director of Palmyra, for approval before I added captions. I also did extensive research on Henry Ernest Cooper's heirs (Henry Cooper owned Home Island, one of Palmyra's many islands, and now all his living descendants own a share) and created a Family Tree and portfolio with documents regarding his descendants.



A very exciting highlight of the internship was attending the Hawaii Conservation Conference. I was a volunteer during the event working at sign-in, t-shirt sales and a community workshop; all of which acquainted me with other volunteers. This event was a great opportunity to learn during forums, talks, and keynotes; and it also provided time to get to know other individuals in conservation.

Furthermore, there was an Exhibit (featuring conservation organizations) where I went to every single booth and picked up reading materials and talked to representatives to learn more about what they did and how they got into conservation. I got to catch-up with people I had worked with in conservation in the past and make new connections for the future.

In conclusion, this internship gave me an overview of conservation and provided me the tools to continue on my path towards a career in conservation. As I go onto college, I will take the knowledge and inspiration I gained at the Nature Conservancy and apply it in my future studies and jobs. Thank you so much for supporting this wonderful opportunity. I only hope future, up and coming conservationists can participate in an amazing program like this one.



Mahalo nui loa,
Ra'iatea Lohe

Matthew Schull
Summer 2013
The Nature Conservancy

For the last eight weeks, I have worked as a summer intern at The Nature Conservancy of Hawaii. During this time, I have been exposed to a wide variety of jobs in the conservation field. Without a heavy background in conservation, I found this to be an awesome opportunity to learn a variety of new skills, as well as build off those in which I already possessed. What made this internship even better, was the environment that I was able to work in. With some of my days consisting of snorkeling in Kaneohe bay or hiking in Waimalu Ridge, work was not the typical boring day at the office. This environment allowed me to stay excited about each day, helping me to take in as much as I possibly could from this experience.

Out of the many different activities I took part in during this internship, working on the Supersucker in Kaneohe Bay was definitely a highlight. On June 18th, the Terrestrial as well as Marine interns went out to Kaneohe Bay to clean up *Kappaphycus*, an invasive algae, that has taken over large portions of the Bay's coral reef. The fight against this resilient algae has proven to be a huge undertaking for both TNC and the state. For the entire day, I swam around a small section of reef, pulling up as much invasive algae that I could see. By the end of the day, our team had collected an impressive 70 bags of algae. To put this into perspective, the algae we harvested that day took up two overflowing truck beds to hold. This experience is proof to me of how fragile Hawaii's ecosystems are and just how easy it is to ruin them if we do not take care of them.



Unlike the physical struggles of the Super Sucker, one of the most challenging weeks for me was my time with the philanthropy department. The Nature Conservancy is able to operate largely due to the donations of community members and it is up to the philanthropy department to bring that money in. I quickly learned that the work done by philanthropy is no easy task, and found myself outside of my comfort zone on several occasions. One such instance came when I was required to call longtime donors thanking them for their support. Although I was not asking for money, I still felt a little uncomfortable

acting as an authority on behalf of the Nature Conservancy after working here for such a short time. Once I got a few calls under my belt, the activity did become easier and I was finally able to relax during the remaining conversations. I did not realize it at first, but this internship has taught me many different valuable skills. From simple tasks such as phone calls or even the process of applying for a grant, TNC has given me a valuable opportunity to learn in a way that cannot be replicated by a classroom.

Aside from the skills I learned during my time here at TNC, this internship has allowed me to build off of some of the skill I already possessed. Although there was a general schedule which we were required to follow at times, much of my work was centered around my own interests. One of the projects I was asked to help out with was analyzing our use of social media, specifically through Facebook. From my work, I found that our primary demographic is the 45-54 Hawaii resident. With the information I collected, I then looked into how we could cater to those who already follow us, as well as bringing in a newer, younger audience. Building off what I have done, we are now experimenting with what types of posts are most effective in reaching the largest possible audience, while continuing to keep them engaged.



Looking back on my eight weeks here at the Nature Conservancy, I have just started to realize how much I have learned in such a short period of time. Everyone here at the Nature Conservancy is so knowledgeable and went out of their way to make me feel like a welcome member of the team. I am grateful for the opportunity this internship has provided and am now much more aware of what goes into working in the conservation field. Whether I end up working in conservation in the future or not, I will always have the lessons and environmental mindset I picked up here at the Nature Conservancy.