

2024 KONA PROJECT FAQs

WHY IS THE KYLE PEASE FOUNDATION HEADING BACK TO KONA?

Since their historical finish at the 2018 IRONMAN World Championship and claiming the title as the first-ever brother-duo to cross this historical finish line, the foundation has experienced rapid growth in not only its inclusive racing efforts but also in growing its Inclusive Employment Program. The goal of Kona is to raise funds to both expand and provide benefits for all Inclusive Employees at KPF.

WHEN DID THE KYLE PEASE FOUNDATION ESTABLISH THE INCLUSIVE EMPLOYMENT PROGRAM?

The Kyle Pease Foundation Inclusive Employment Program was established in 2017 when our first inclusive employee, Justin Knight, approached KPF after he raced with us. He never asked us for a grant, but for an opportunity to join the front office team and help give back to his community, inspired by our founder, Kyle Pease.

WHAT IS THE FUNDRAISING GOAL?

\$750,000 is the goal for this capital campaign.

WHERE ARE MY FUNDS GOING TO WHEN I MAKE A CONTRIBUTION?

Your 100% tax-deductible donation towards our Inclusive Employment Program Expansion project and support two key components of this project. Part 1 will fuel the hiring of three (3) new Inclusive Employees, bringing our total Inclusive Staff to eight (8) total members, and helping cover all employees' salaries. Part 2 will support and establish setting up a Special Needs Trust Fund for each Inclusive Employee, and over three years (3) each employee will receive \$25,000 to put towards that fund for future use.

WHAT IS AN INCLUSIVE EMPLOYEE?

The Kyle Pease Foundation is proud to employ five (5) Inclusive Employees who play a key role in our day-to-day operations at KPF. These are individuals who have a disability and through KPF, have a strong skill set that contributes to the growth, success, and ongoing support of our KPF Athletes and their families.

WHAT IS A SPECIAL NEEDS TRUST FUND?

A special needs trust — also referred to as a supplemental needs trust or SNT — is a type of trust that's set up for people with disabilities or access and functional needs. It helps provide individuals with financial support without disqualifying them from government benefits, such as Medicaid or Supplemental Security Income (SSI).

WHY NOT OFFER A 401K FOR ALL EMPLOYEES? WHY A SPECIAL NEEDS TRUST FUND?

A 401K is considered a form of income. If one of our Inclusive Employees were to sign up for a 401K, they risk getting disqualified from government benefits, such as Medicaid or Supplemental Security Income (SSI). An individual with a disability is limited in how much income they can accrue from their place of employment. Anything above a certain threshold jeopardizes any government benefits they receive. Through this project, KPF will make legal contributions to their Special Needs Trust Fund and/or whichever available legal savings vehicle they currently have established.





THE
KYLE PEASE
FOUNDATION
Kona 2024

\$750,000
Funds Raised to Support
Inclusive Employment
Program

1

**EMPLOYMENT
PROGRAM**

2

**CONTRIBUTIONS TO
EMPLOYEE SAVINGS**

3

**LEGAL SUPPORT FOR
SPECIAL NEEDS
TRUSTS**

4

**OPERATIONAL
EXPENSES**

5

**ADMINISTRATIVE
SUPPORT FOR
PROGRAM**

WHY IT MATTERS

Did you know that the majority of programs that exist to support individuals with disabilities have an age limit?

AT KPF, INCLUSION has no age limit.



LEARN MORE AT: www.kylepeasefoundation.org/kona2024