Dear Friends:

2013-2015 were years of great growth and progress for us at HAP and for the communities we serve.

First and foremost, Hmong American Partnership is now HAP. This transformation was made to embrace the wider, more diverse community that HAP serves, while at the same time honoring and maintaining our founding mission to uplift and empower the Hmong community.

The accomplishments and lessons we have learned in our 25-year history of representing and serving the Hmong community has uniquely positioned us to be a leader for the next generation of refugees and immigrants in Minnesota. Our commitment to the Hmong community remains true and unshakable. But to be more inclusive and inviting to our newer clients, we are simplifying our name to our established acronym, HAP.

The people we serve – 15,000 in 2015 alone – arrive from all corners of the globe. Many have overcome incredible obstacles to find safety and start a new life for their families. The single most defining feature of our clients is the determination to better their circumstances. Yet, at times, determination alone is not enough. While the Hmong have lived in the United States for 40 years, unemployment, educational disparities and high levels of poverty are still present in the community. Nationally, 40% of all Hmong do not graduate from high school. Poverty rates are staggeringly high. In Minnesota, 35% of Hmong families with children under the age of 18 are living with incomes below federal poverty guidelines.

Although the community needs are complex and challenging, HAP sees only potential. To chart a new path for the community, we will continue to invest in social enterprises and employment programs to shape a new economy, creating jobs and training opportunities for the refugee community. HAP’s youth and education programs are also being expanded. Our award-winning health and wellness services remain a priority, and we will continue to roll out a series of initiatives over the next several years.

We are excited to reach out to the world with our vision of positive social, economic and educational transformation, but cannot do the work without our dedicated leadership team, staff and Board of Directors at HAP or community partners who work tirelessly on behalf of our clients. We appreciate the combined efforts of so many who bring light and hope to the individuals we’ve touched in the past 25 years.

In humble service,

Bao Vang, President and CEO
Dr. Zha Blong Xiong – Board Chair
Associate Professor
University of Minnesota
Department of Family Social Sciences
Mission

HAP’s mission is to empower the community to embrace the strengths of our cultures while achieving our potential.

HAP achieves its mission by:
• Improving the lives of individuals and families in our diverse communities through culturally sensitive social services.
• Strengthening neighborhoods through housing, community and economic development opportunities.
• Promoting the rich heritage of our ethnic communities.

Five Key Elements of HAP:

1. High Impact: Making positive, long-lasting changes in the lives of the people and communities that we serve.
2. High Performance: Actions and behaviors that maximize and align resources, people, and systems to effectively and efficiently deliver high quality, best practice work.
3. Results: A focus on behaviors, actions, and practices that meet collective outcomes/results in a timely, cost-effective, and transparent manner.
4. Data/Research: The understanding and application of data that leads to changes in policies, procedures, and strategies that empowers and impacts the communities we serve.
5. Innovation: The deliberate creation, alignment, and applications of ideas that promote our mission and vision and create value-added services and programs that empower our communities.

Our New Name

When launching the rebranding process, we began by asking ourselves, “Who are we at our core, and what do we stand for?” We are first and foremost a dynamic Hmong organization. We continue to serve the Hmong's evolving needs, but also extend our established and rapid-response services to all refugee and immigrant communities in Minnesota. We are also a transformational organization. To achieve our mission of leading our clients out of poverty and onwards to prosperity, we offer an array of strategic programs in multiple sectors: education, employment, health, as well as economic development. We are also an entrepreneurial organization. Our clients risked everything to come to America to rebuild their lives. We honor that sacrifice by investing in their economic potential. Finally, we are community-focused, and believe that success is only achieved when the community prospers as a whole.
Our Story

Founded in 1990, HAP has grown from a provider of refugee resettlement services to a well-established non-profit provider of social services and community development programs. We are proud to have grown from a small organization focused mostly on serving Hmong people to an organization that the broader immigrant and refugee community has sought out for services. HAP serves approximately 15,000 clients annually.

While HAP’s services are available to anyone, regardless of age, race, gender, or other demographic classification, the majority of program participants are Hmong, Karen, Bhutanese, Burmese, and Somali community members who live in the Frogtown and East Side neighborhoods of Saint Paul. Our staff members are collectively fluent in more than 16 languages, including: Hmong, Karen, Karenni, Nepali, Hindi, Lao, Thai, Vietnamese, Chinese, Khmer, French, Spanish, Tagalog, Arabic, Oromo and Somali, allowing us to serve immigrants, refugees, and American citizens of myriad backgrounds.

Over the past 25 years, HAP has grown to support more than 20 programs with a budget of over $9 million. Our five impact areas are: Children and Family Services, Economic and Community Development, Education and Training, Employment Services, and Health and Wellness.
HAP provides comprehensive services across five main program areas:

**Children & Family Services**
HAP offers youth development, youth job training, family crisis intervention, and services for victims of sexual exploitation and domestic violence. HAP’s dedicated and experienced staff members are multilingual and multicultural, ensuring a depth of understanding of the complex issues faced by our clients.

**Economic & Community Development**
The majority of HAP’s clients risked everything to come to the United States to rebuild their lives, and we honor that sacrifice by investing in their entrepreneurial potential. HAP’s dynamic programs helps thousands of people avoid homelessness, access capital, launch or expand their business, and develop financial literacy.

**Education & Training**
HAP empowers clients through English as a Second Language (ESL) training, digital literacy, academic skills, cultural pride, and other educational services. Our unique approach offers innovative and responsive education within a culturally sensitive context. Our programs are also designed to promote learning and development from early childhood through adulthood.

**Employment Services**
We help clients navigate and adapt to the American job market and serve as a bridge between prospective employers and the refugee and immigrant community. Our job placements focus on career laddering, providing opportunities in the fields of manufacturing, construction, and more, through which clients can develop marketable skills that will eventually help lead them to higher-paying career jobs.

**Health & Wellness**
Our staff members assist individuals and families in accessing health insurance and navigating health challenges, with a focus on preventing and dealing with breast and cervical cancers and chemical and mental health (health issues disproportionately affecting the Hmong), all within a cultural context. We also educate clients to be proactive about their health and know when and how to visit a doctor. HAP’s health and wellness programming was honored by President Obama with a White House Champion of Change designation in 2014.

**Social Enterprise**
One of the greatest barriers to poverty alleviation our community faces is a lack of reliable transportation. Without it, one cannot access social services, learn English, learn how to get a job, and more. Our HAP Transportation business continues to impact the direct clients served, over 2,000, while increasing accessibility for the broader community. In 2015, we launched our staffing agency, One Community Staffing, to meet the needs of our employment service clients and our employer partners. We’ve placed over 300 people in jobs through our staffing agency.
## 2013-2015 Outcomes

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Served</th>
<th>Employment Services</th>
<th>Education &amp; Training</th>
<th>Children &amp; Family Services</th>
<th>Economic &amp; Community Development</th>
<th>Social Enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>7,000</td>
<td>1,976</td>
<td>428</td>
<td>2,372</td>
<td>624</td>
<td>1,600</td>
</tr>
<tr>
<td>2014</td>
<td>13,057</td>
<td>1,910</td>
<td>589</td>
<td>7,210</td>
<td>1,425</td>
<td>1,923</td>
</tr>
<tr>
<td>2015</td>
<td>15,815</td>
<td>2,929</td>
<td>689</td>
<td>8,445</td>
<td>1,752</td>
<td>2,000</td>
</tr>
</tbody>
</table>
2013-2015 Client/Participant Demographics

- 90% Asian
- 2% Native American
- 6% African American or Black
- 1% Latino/Hispanic
- 1% White/Caucasian

Leadership/Key Staff List

Bao Vang, President/CEO
Dr. Mai Moua, Chief Operating Officer
Kazoua Kong Thao, Chief Deputy Director
Pheng Vang, Director of Finance
Susan Powers, HR and Operations Director
Hli Xyooj, Director of Programs
Steve Thao, Director of Communications
Walter Yang, Director of Children & Family Services
Steve Kaari, Senior Employment Services Manager
Lang Vang, Social Enterprise Manager
Michelle Vang, Economic & Community Development Manager
Jodi Versaw, Education Manager
Kha Strong, Employment Services Manager
Ge Yang, Program Manager/Data Manager
Wa Kou Hang, Employment Supervisor
## 2016 Board of Directors

Dr. Zha Blong Xiong – Chair  
*Associate Professor, Department of Family Social Sciences University of Minnesota*

Jim Bradshaw – Vice Chair  
*President/CEO, The Bradshaw Group, Inc.*

Elizabeth K. Xiong – Secretary  
*Marketing & Outreach Director, Office of Saint Paul Mayor Chris Coleman*

Ying Vu, MBA – Treasurer  
*Finance Manager, UnitedHealth Group*

Dr. May Thao-Moua, Ed.D  
*Coordinator of Literacy & Language, Merced County Office of Education*

Seng-Dao Keo  
*Education Advisor, Cambodian Education Law*

Mai Hu Vang  
*Assistant Director of Diversity and Inclusion Programs, Harvard University*

Jonathan Hoistad, Ph.D.  
*Licensed Psychologist*

Chou Jim Yang  
*Police Supervisor, Eastern District Sergeant, Saint Paul Police Department*

## 2013-2015 Board of Directors

Jim Bradshaw  
*President, The Bradshaw Group, Inc.*

Anne S. Hall, MA, PsyD, LP  
*Licensed Psychologist, Natalis Counseling & Psychology Solutions*

Lillian Hang  
*Licensed Psychologist*

Saw Josiah  
*Pastor, First Karen Baptist Church*

Seng-Dao Keo  
*Education Advisor, Cambodian Education Law*

Gary Kwong  
*Retired, 3M*

M. Brigid McDonough, Esq.  
*Shareholder, Briggs and Morgan, P.A.*

Cynthia Paulson  
*Data Solutions Analyst, Target Corporation*

Tom Thao  
*Assistant Director of Diversity and Inclusion Programs, Harvard University*

Pa Der Vang, PhD  
*LCSW, LICSW*

Chue Vue  
*Partner, United Legal Associates, LLC*
From 2013-2015, HAP met fundraising goals and secured a variety of funding sources for our programs, ensuring critical support for our vital work.

<table>
<thead>
<tr>
<th>Operating Revenue</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$603,465</td>
<td>$637,287</td>
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</tr>
<tr>
<td>Government Foundations</td>
<td>$3,893,851</td>
<td>$4,036,472</td>
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</tr>
<tr>
<td>Transport Revenue</td>
<td>$2,721,964</td>
<td>$3,570,020</td>
<td></td>
</tr>
<tr>
<td>Rental Income</td>
<td>$114,950</td>
<td>$201,583</td>
<td></td>
</tr>
<tr>
<td>Program Service</td>
<td>$212,783</td>
<td>$454,644</td>
<td></td>
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<tr>
<td>Events</td>
<td>$150,037</td>
<td>$417</td>
<td></td>
</tr>
<tr>
<td>Interest Income</td>
<td>$2,729</td>
<td>$287,252</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>$46,092</td>
<td>$210,638</td>
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</tr>
<tr>
<td><strong>Total Operating Revenue</strong></td>
<td><strong>$7,745,871</strong></td>
<td><strong>$9,398,313</strong></td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Operating Expenses</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$7,198,578</td>
<td>$8,370,997</td>
<td></td>
</tr>
<tr>
<td>Administrative Services</td>
<td>$850,381</td>
<td>$887,014</td>
<td></td>
</tr>
<tr>
<td>Fundraising Services</td>
<td>$72,326</td>
<td>$123,400</td>
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<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>$8,121,285</strong></td>
<td><strong>$9,381,411</strong></td>
<td></td>
</tr>
</tbody>
</table>

Operating Expenses by Functional Type:

2013:
- Programs: 88.60%
- Management/General: 10.50%
- Fundraising: 0.90%

2014:
- Programs: 89.20%
- Management/General: 9.50%
- Fundraising: 1.30%
## Financials

**Statement of Financial Position**  
Fiscal years 2013-2015

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>$2,826,476</td>
<td>$17,868,935</td>
<td></td>
</tr>
<tr>
<td>Property/Equipment, Net</td>
<td>$7,815,642</td>
<td>$14,373,653</td>
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</tr>
<tr>
<td>Other Assets</td>
<td>$464,307</td>
<td>$1,269,108</td>
<td></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$11,106,425</td>
<td>$33,511,696</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$1,657,478</td>
<td>$7,288,460</td>
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<tr>
<td>Other Liabilities</td>
<td>$4,854,341</td>
<td>$21,609,317</td>
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</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$6,511,819</td>
<td>$28,897,777</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Net Assets</td>
<td>$4,166,575</td>
<td>$4,104,260</td>
<td></td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>$341,411</td>
<td>$422,178</td>
<td></td>
</tr>
<tr>
<td>Permanently Restricted Net Assets</td>
<td>$86,620</td>
<td>$87,481</td>
<td></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>$4,594,606</td>
<td>$4,613,919</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities And Net Assets</strong></td>
<td>$11,106,425</td>
<td>$33,511,696</td>
<td></td>
</tr>
</tbody>
</table>

* See our website for full financial information
**MNsure**

A pregnant Hmong woman came in to follow up on the status of her MNsure application, of which she applied through another organization back in July 2015. She shared that after her assistance from this organization, a month later she went back for a follow-up. She was told to wait for another two weeks and if she didn’t receive anything, to contact MinnesotaCare directly. She was frustrated with the agency because English was her second language and she knew language would be a barrier. She heard about Hmong American Partnership (HAP) through Hmong Radio and came to HAP to follow up on her case. This was important to her since her baby’s due date was in a couple of months. The Navigator was able to assist her in verifying that the original MinnesotaCare case application had been closed due to no response for request of the projected annual income category. The HAP Navigator was able to help this woman apply online and she was prequalified for MA. She was grateful for the service that HAP provided.

**Lending Services Clients**

Jama Farah, a Somali refugee came to HAP with a request to purchase a newer limo. The company he has a contract with required that any contractor must have a vehicle that is no older than a model year of 2007. HAP was able to lend Jama money to purchase a vehicle that met the requirement and is sustainable.

Abdigani Arab has been in the country as a refugee for two years. He and his brothers were truck drivers in Kenya and Somalia. Two of the brothers are currently working as mechanics and truck drivers. Abdigani’s request was for a truck with a cube van. HAP was able to lend him the money for this vehicle. He was awarded a contract with a local company that moves goods from Minneapolis to North Dakota. Business has been strong, which he was able to hire one of his brothers to make a second trip to Iowa for the same company.
**Project GROW – USDA Agriculture Leadership Program**

Pa Lee is a student who was very shy and nervous at the beginning of the program because she felt like everyone would look at her differently because of her background. After participating in activities and talking with her classmates, she felt like she belonged and mentioned that Project Grow is her second home. It is a place for her not to feel judged and to learn about her strengths.

Shao Her is a friendly student who includes all of his classmates in a discussion. He creates an energetic classroom environment with his personality and participates in every class session. Shao mentioned that he has very little experience in farming, and that he goes farming with his grandparents once in a while. He has found this to be very therapeutic. During one of the lessons on soil education, Shao never knew that there could be so many careers in the areas of soil e.g. soil scientist or forensic scientist. After the lesson, Shao looks forward to taking a class in biology when he begins his undergraduate studies this fall 2015.

Pakou Xiong was once a very shy student. Pakou did not talk or share her thoughts and ideas to the class until after the Youth Camping Retreat. The Camping Retreat gave her the opportunity to talk about her dreams and goals. Pakou connected with the students individually and became more comfortable talking to her team. She began to voice her opinions more and have expressed a possible career with USDA-NRCS.