



2024 Annual Report





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A Letter from **May yer Thao**



Dear Friends and Partners,

As we reflect on 2024, I am deeply moved by the resilience, courage, and unwavering hope of the thousands of individuals and families who walked through HAP's doors this year. Their stories remind us why our mission matters — to drive economic prosperity through education, community support, and entrepreneurship while lifting up the Hmong, Southeast Asian American and immigrant/refugee communities we were founded to serve.

This year marked a powerful turning point for HAP. Across every department — from workforce development to health access, business support, youth programming, and transportation — our teams showed exceptional dedication, meeting rising community needs with innovation, cultural humility, and compassion. Together, we impacted tens of thousands of family members through holistic, culturally grounded services.

2024 also laid the groundwork for HAP's next chapter. Guided by our newly adopted 2025–2028 Strategic Plan, we began building toward a future rooted in abundance, community love, and generational prosperity. **Our vision is bold:** A world where individuals thrive, families flourish, and communities live in a healthy, equitable society.

This plan calls us to strengthen the foundation of HAP — expanding workforce pathways, investing in youth and family well-being, elevating entrepreneurial power, and creating inclusive spaces across the Twin Cities region. It challenges us to move with excellence and innovation, deepen community relationships, and serve as a collaborative hub for the region.

As we look ahead, I am filled with gratitude — for our partners who walk alongside us, for our funders who believe in our mission, and community members who inspire us every day. With your support, HAP is ready to build a stronger, more equitable future for generations to come.

With deep appreciation,
May yer "mine-za" Thao

A handwritten signature in blue ink, appearing to read 'mythao'.

President & CEO
Hmong American Partnership

A Letter from Our **Board Chair**



Dear Supporters,

2024 was a year of strength, momentum, and meaningful transformation for HAP. As I step into my role as Board Chair, I am humbled by the trust placed in HAP by the community — a trust built over decades of dedication, cultural stewardship, and leadership rooted in lived experience.

Throughout the year, I witnessed firsthand how HAP continues to provide lifelines for individuals and families navigating complex challenges. Whether through workforce training, accessible transportation, small business assistance, or health and well-being programs, HAP shows up — consistently, compassionately, and effectively.

This year, we also embarked on important work to set a new direction for HAP's future through the 2025–2028 Strategic Plan. This plan reflects the voices of our community, our staff, and our partners. It charts a path for innovation, collaboration, and long-term sustainability — ensuring HAP remains a pillar of support for the next generation.

To everyone who contributed time, resources, and partnership this year: thank you. Your belief in HAP strengthens our ability to uplift thousands and build lasting impact.

With gratitude,
Tong Thao

A handwritten signature in black ink, appearing to read 'Tong Thao'.

Board Chair
Hmong American Partnership



Our **MISSION**

HAP catalyzes economic well-being through education, community support, and entrepreneurship, working with all individuals, while uplifting Hmong & Southeast Asian American communities.

Our **VISION**

A world where individuals thrive, families flourish, and communities live in a healthy, equitable society. Grounded in abundance and community love, this future ignites lasting impact, where generations succeed and prosper together.

VALUES & APPROACH

Cultural & Identity

- Embrace the strength and wisdom of diverse cultures
- Honor and respect the unique contributions that each individual brings to our communities
- Provide culturally relevant services and opportunities that resonate with the needs of those we serve

Relationships & Community Voice

- Solicit and integrate feedback before, during, and after our programs to ensure they reflect the needs and perspectives of the community
- Show up in the community in meaningful and supportive ways to build trust and strengthen relationships
- Forge purposeful relationships with diverse communities and partners to foster unity and collaboration

Holistic Support & Collaboration

- Serve as a resource hub, addressing the full spectrum of needs for our clients and participants
- Offer comprehensive services and actively promote resources from other organizations to ensure broad access to support
- Create space for other organizations to grow and strengthen our shared areas of focus, fostering a collaborative ecosystem

Inclusivity & Accessibility

- Recognize and uplift the diverse assets each individual brings to our collective effort
- Utilize strength-based language and honor each individual's needs
- Create welcoming spaces throughout the Twin Cities and surrounding regions to ensure everyone feels seen and supported

Excellence & Innovation

- Center quality across all areas through continuous reflection and improvement
- Blaze new trails to address unmet needs and seize emerging opportunities
- Utilize transparent data and evaluation to stay aligned with our promises and goals

2024-2025 Board of Directors

- Mai Lor Lee, Board Chair (2024)
- Adeel Z. Lari, Treasurer (2024 & 2025)
- Marthand Nookala
- Lilian Vu, Interim Secretary (2024)
- Jason Purdue
- Lauren Hess, Vice Chair (2025)
- Tong Thao, Board Chair (2025)
- Souvan Lee
- Xiongpaio (XP) Lee (Resigned)

2024-2025 Senior Leadership

- Joe Everett, Vice President of Social Enterprises
- Corinne Harstad, Vice President of Human Resources
- Dr. Pai Her, Chief Academic Officer
- Elle Khang, Director of Systems Integration
- Maypahou Ly, Director of Community Impact
- Brent Olinger, Director of Education and Workforce Development
- Jennifer Staley, Vice President of Development and Impact
- Ger Thao, Director of Economic Prosperity
- May yer Thao, President & Chief Executive Officer
- PaHnia Thao, Director of Administration
- Bee Vang, Chief Economic Prosperity Strategy Officer
- Kay Vang
- Reona Vang, Chief Financial Officer
- Maixee Xiong, Director of Finance
- Yenchai Xiong

2024 Programs Overview

In 2024, HAP delivered a broad portfolio of programs designed to strengthen economic mobility, family stability, and community well-being. Through culturally informed, accessible services, HAP served individuals across:

- Workforce development and employment pathways
- Entrepreneurship and small business support
- Health access, housing navigation, and family services
- Youth education and leadership programming
- Transportation and CDL workforce training
- Community engagement through Cultivating Connections & the Holiday Reception

Together in 2024, our programs served thousands across Minnesota and impacted households throughout the region — advancing our mission to uplift and empower.

2024 HAP Transportation

HAP Transportation is one of the largest culturally led transportation operations in the Midwest, ensuring safe, reliable access to education for families across the Twin Cities.

2024 Transportation Impact

- 3,441 students transported daily
- 50 buses active in the fleet
- 80 daily routes
- Starting wage for drivers: \$27/hr

HAP Academy OIC provides CDL career pathways, helping community members gain stable employment while filling critical workforce shortages.



In 2024, HAP Academy OIC remained a cornerstone of workforce advancement for immigrant, refugee, and Southeast Asian community members. Our programs equip participants with the skills, certifications, and support needed to secure stable employment and long-term success.

Program	Number Served	Household Impact
Custom Job Training	226	1,130
MFIP	602	3,010
School Partnership	64	320
Total	892	4,460

Additional 2024 Highlights

- 337 participants completed credentialed training
- 206 employer partners supported job placement
- Career pathways included healthcare, manufacturing, transportation, technology, and business services
- Supportive services included transportation assistance, dependent care, education fees, tutoring, and employment resources

HAP Academy OIC advances culturally responsive workforce pathways, ensuring participants have the support they need to thrive in Minnesota's evolving economy.



2024 Economic Prosperity

In 2024, HAP's Economic Prosperity program expanded access to capital, technical assistance, and culturally informed entrepreneurship support.

HAP's multilingual staff provided guidance across business planning, financial compliance, licensing, credit building, and loan readiness. As a certified CDFI, HAP continues to expand economic opportunity for immigrant and refugee entrepreneurs — empowering families to build generational wealth.



476
entrepreneurs
served



404.3 hours of
technical assistance
delivered



\$677,000 in
micro-loans
deployed



61 jobs created

2024 HAP Community Impact Programs

HAP's Community Impact programs address the full spectrum of community needs, from health access to safety, prevention, benefits enrollment, and family well-being.

In 2024, HAP supported thousands of individuals across core services including:

- MNsure and public benefits navigation
- Mental and chemical health support
- Housing navigation
- Youth safety and exploitation prevention
- SNAP outreach
- Family wellness resources

These services are a frontline support system, reducing barriers to health and stability while connecting families to culturally relevant resources.

2024 Community Engagement

Cultivating Connections: Conversations with May yer grew as a signature platform for dialogue, action, and community leadership. Through this series, HAP brings together funders, community partners, policymakers, and subject matter experts to uplift shared priorities and deepen relationships.

2024 topics included:

- Equity and access to financing for immigrant entrepreneurs
- Health, housing, and community wellness
- Stories of leadership and belonging

HAP also hosted numerous celebrations, community gatherings, and partner engagements that strengthened relationships and highlighted community voice.

In December, HAP hosted the inaugural Holiday Reception with more than 300 partners, neighbors, and supporters at the 2024 Holiday Reception at 317 on Rice Park. The celebration featured performances by Mai Se Yang, music by RetroFizz, a silent auction, games, and a special awards presentation recognizing leaders who uplift and strengthen our community.

2024 Honorees

- Outstanding Community Partner Award: J. Kou Vang, JB Vang
- Impact Award: Mai Lor Lee, HAP Board Chair
- Outstanding Corporate Partner Award: JPMorgan Chase

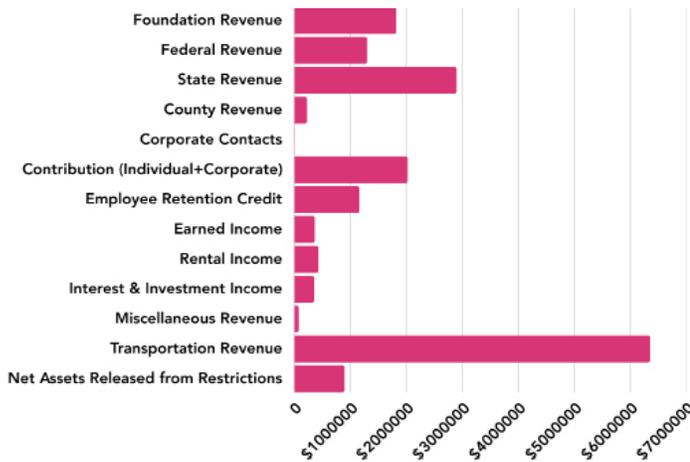


2024 Financials

Financial data reflects audited results from the Consolidated Statement of Activities for the year ended December 31, 2024, and the Consolidated Statement of Financial Position as of December 31, 2024.

Revenue Highlights

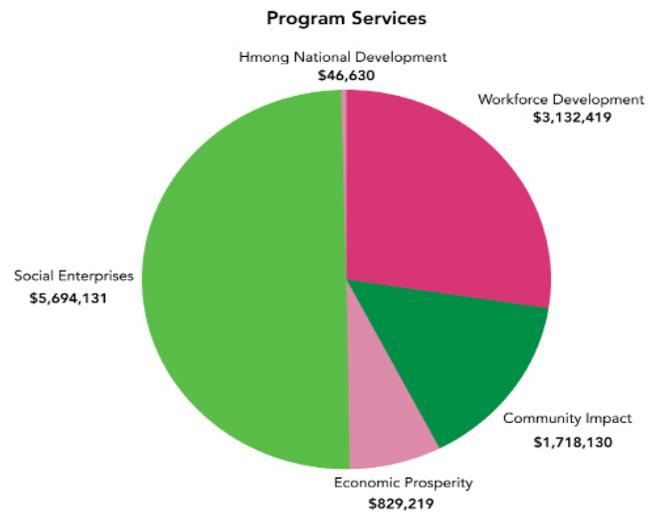
In 2024, HAP generated \$17.0 million in total revenue across foundation grants, government contracts, contributions, rental income, earned income, and social enterprise operations.



These numbers reflect strong partnership support, diversified revenue streams, and steady growth in HAP's social enterprise operations, especially transportation.

Expense Overview

Total 2024 expenses were \$14,958,063, supporting direct services, transportation operations, workforce programs, and essential organizational infrastructure.



Financial Position (as of Dec. 31, 2024)

- Total Assets: \$40.9M
- Total Liabilities: \$23.9M
- Total Net Assets: \$17M

These figures demonstrate continued financial stability as HAP moves into the 2025–2028 strategic plan period.

For more information regarding HAP's audited financial statements or Form 990, please contact Reona Vang, Chief Financial Officer, at reonav@hmong.org

HAP Coalitions & Partners

ECONOMIC PROSPERITY

Allianz
Asian Economic Development Association (AEDA)
Chase Bank
City of Brooklyn Center
City of Brooklyn Park
Community D CDFA
City of Maplewood
East Side Area Business Association (ESABA)
East Side Neighborhood Development Company (ESNDC)
Emerging Farmers Office (MDA)
Faithful Consulting
Farm Service Agency
First Bank
Hmong American Farmers Association (HAFA)
Latino Economic Development Center
Maicher CPA
McKnight Foundation
Metropolitan Consortium of Community Developers (MCCD)
Minnesota Catalyst Alliance (formerly Catalyst Coalition)
MN CDFI Coalition
MN Grown
MN Hmong Chamber
MN Zej Zog
National Coalition for Asian Pacific American Community Development (National CAPACD)
Next Stage
Old National Bank
Opportunity Finance Network (OFN)
Pure Growth Media
Rooted Philanthropic
Small Business Administration (SBA)
State Farm
The Food Group
Wa's Organic Fertilizer
Women Venture
XKM Accounting Services
Yu Jie Chen

HAP ACADEMY OIC

K-12 Partnerships

Community School of Excellence (CSE)
Hmong College Prep Academy (HCPA)
Prairie Seeds Academy
Saint Paul Public Schools

Higher Education Institutions/Post-secondary

American-Indian OIC
Century College
Dakota County Technical College
Metro State University
St. Catherine University
St. Paul College

Government/County Agencies

DEED
CareerForce MN
DCYF
Hennepin-Carver County WDB
MDE
MDH
MOHE
Ramsey County WIB

Community Partners

Hmong Early Childhood Coalition
Montessori Training Center of MN
OICA
RC WBL-part of National Skills Coalition (NSC)
WorkWellMN
xChange

Employer Partners

Aerotek
All Cares, Inc.
Andersen Window Corporation
Arrow Tech
Benedictine Health System/Cerenity Senior Care
Bix Produce
Buddy's Kitchen Inc.
Chandler Industries, Inc.
City of St. Paul
E.A. Sween Co.
Health Systems Cooperative Laundries
HealthPartners
Innovise
International Paper
Japs-Olson Co.
Metro Transit
MME
Morris Pacakging
Peaceful Lodge
Phillips-Medisize
Redemmer Health Care System/Cassia Senior Community Services
Regions Hospital
Rent My Party Bus
TE Connectivity
Up North Plastics, Inc.
VitalPath
Waste Management

COMMUNITY IMPACT

City of St. Paul
Community School of Excellence (CSE)
East Side Community Partners Health and Wellbeing Collaborative (ESHWBC)
Eternal Flame Lutheran Church
Girl Scouts River Valleys (GSRV)
Hmong College Prep Academy (HCPA)
Hmong Minnesota Senior Center
Karen Organization of Minnesota (KOM)
Lutheran Social Services (LSS)
M Health Fairview
Metro Transit
MN Coalition Against Sexual Assault (MNCASA)
MN Hmong Gender Justice Collective (MNHGJC)
Navigator Coalition
Project Tshav Ntuj
Ramsey County Sexual Violence Services (S)S
Rent My Party Bus
RiverLife Church
St. Paul Police Department
Standpoint
Transforming Generations
Urban Village
Violence Free Minnesota (VFMN)
Waste Management
Women's Initiative for Self-Empowerment (WISE)

2024 Sponsors and Funders

3M
ACET, Inc.
Andersen Corporate Foundation
Asian Economic Development Associations
Asian Hmong Alliance - Walser Automotive
Associated Bank
AT&T
Blaze Credit Union
Blue Cross Blue Shield
Boston Scientific
Capella University
Century College
CH Robinson
Children's MN
Christensen Group
Clearfield
Comcast
CorTrust Bank
DaoTech Solutions
Ebenezer Senior Living
Fred C. & Katherine B. Andersen Foundation
Gallagher
Greater Twin Cities United Way
Hardenbergh Foundation
Harris Co.
Heritage Home Health Care
Huntington Bank Foundation
Hylden Law and Advocacy
Immigrant Entrepreneurs Summit
J. Murphy & Associates
JPMorgan Chase
Mardag Foundation
McKnight Foundation
Metro State University
Metropolitan Consortium of Community Developers
Minnesota Department of Employment and Economic Development
MN Department of Agriculture
MNsure
Momentum Advocacy
Mortenson Family Foundation
North Central Inc
North Memorial Clinic
Northwest Area Foundation
Otto Bremer Trust
Rice Street Transportation
Saint Paul and Minnesota Community Foundation
SFM
SHIPT
St. Paul - Ramsey County Public Health
Sunrise Bank
Target
Walser
WCA Foundation
Xcel Energy



Find HAP

Arcade (Main) Office: 1075 Arcade Street, Saint Paul, MN 55106

University Office: 394 University Ave. W, 2nd Floor, Saint Paul, MN 55103

HAP Transportation: 150 Sycamore St. W., Saint Paul, MN 55117

HAP MNsure Office: 1001 Johnson Pkwy, Ste A15, Saint Paul, MN 55106

HAP Academy OIC: 240 Plato Blvd E., Saint Paul, MN 55107

HAP MNsure/SNAP Office: Hmong Village 1001 Johnson Pkwy, Suite A15, Saint Paul, MN 55106

