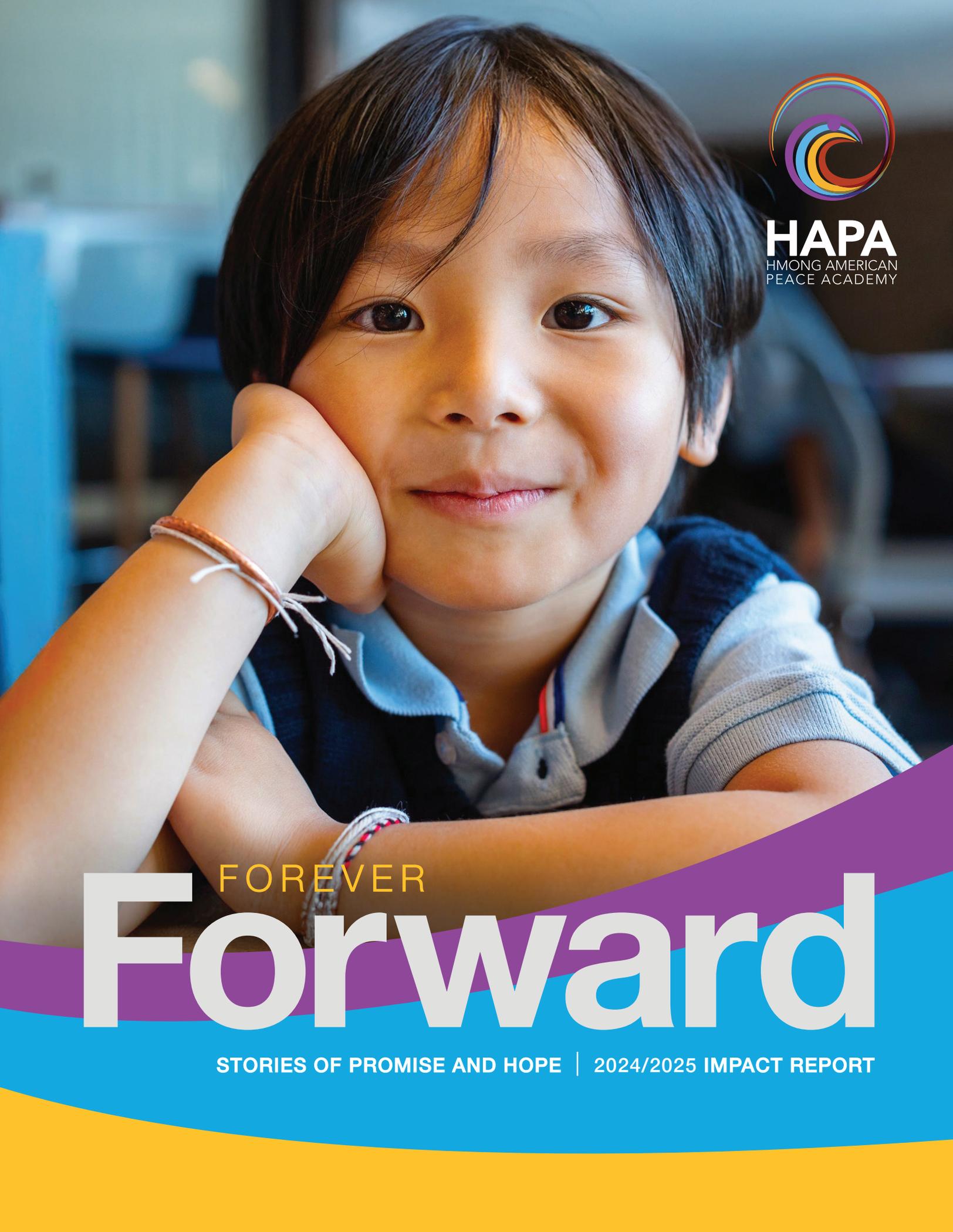




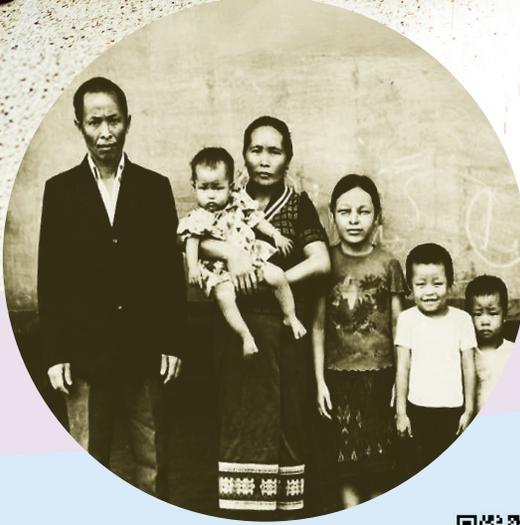
**HAPA**  
HMONG AMERICAN  
PEACE ACADEMY



FOREVER

# Forward

STORIES OF PROMISE AND HOPE | 2024/2025 IMPACT REPORT



**“Personally, like many of our scholars, I was economically disadvantaged and a refugee.”**

*Dr. Chris Her-Xiong, HAPA's Founder and CEO*

*Dr. Chris Her-Xiong as a child, photographed with her family at a refugee camp (fourth from left). Today, she stands among HAPA scholars, guiding the next generation of leaders.*

**Learn more about Dr. Her-Xiong's journey from refugee to founder:**

<https://www.myhapa.org/about-us/>



**Every story has a beginning.** Scan the QR code to watch **The HAPA Story**—a four-minute film celebrating where we started and the community we're proud to serve.

# A Message from the Founder and CEO

## Welcome to Our First Impact Report!



Twenty-two years ago, we opened the doors of the Hmong American Peace Academy with a clear vision: to educate and empower a new generation of scholars grounded in academic excellence and cultural pride. In 2004, we welcomed about 200 children. Today, more than 2,100 scholars from K4 through 12th grade call HAPA home—and the impact has been transformational. As Wisconsin’s first Hmong charter school, a free, public institution, serving a vast majority of Hmong children, there is nothing else like it in the area. Many of you were early partners and investors in this dream.

### **Thank you, from all of us.**

Because of you, HAPA remains one of Milwaukee’s top schools. But our story is about more than enrollment growth or our accolades (which you’ll see in this report!). HAPA is a story of trust—and the remarkable possibilities that unfold when a community believes in its youth and its future.

Every day, families entrust us with their most precious hopes, their children, and we honor that through rigorous academics and an unwavering commitment to our mission. Our scholars are nurtured to become critical thinkers, compassionate leaders and ambitious young adults prepared to succeed in college, career and life.

I am continually inspired by our nearly 1,000 alumni. Take Ms. Kia Vue, a proud graduate of HAPA’s Class of 2015 and a Gates Scholar. After spending years in California, Kia returned to Milwaukee and now works as an Instructional Coach in our Middle School. “Coming home felt right,” she said recently. For me, it’s a powerful full-circle moment: I first met Kia as a first grader in my classroom, and today, we work side-by-side to shape the next generation.

**Speaking of the second generation, we are now seeing those HAPA families come through our doors—a living testament to our shared legacy.** HAPA transforms not only the scholar, but also the family, the community, the city, state, and global Hmong community.

We’re not the only ones who see it or say it. This year, the Wisconsin Department of Public Instruction named us one of only four “high-impact schools” in Milwaukee, recognizing HAPA for serving a large share of economically disadvantaged scholars while significantly outperforming state achievement averages.

As we celebrate our accomplishments, we’re also looking ahead. **We’ve even launched an initiative called Legacy25!, inspired by our upcoming 25th anniversary.** HAPA continues to grow—and so do the needs of our scholars and families. We are laying the groundwork to expand our physical space, including the possibility of a new Primary School wing. At the same time, we are planning to bring our Intermediate Division back to the Main Campus, underscoring the need for thoughtful facilities that serve all of our scholars under one roof. Legacy25! is a shared vision for HAPA’s future. While we are still in the early stages, our ultimate goal is clear: To grow intentionally, with high-quality education at the center of every decision.

As we look back with pride and “Forever Forward” with purpose, I invite you to stand with me, with our dedicated faculty and staff, to celebrate what we have built together and to continue this journey. Thank you again for your interest in our 2024–25 Impact Report, and for investing in the future of HAPA. I remain grateful for your support of our mission.

### **Forever Forward!**

**Dr. Chris Her-Xiong,**

*Founder and CEO*

# Hmong American Peace Academy

provides our scholars with rigorous academics, character development, and Hmong cultural values, preparing them to excel in colleges, careers, and peaceful community leadership.

**70,000\***

Hmong live in the state of Wisconsin

\*According to 2023 data estimates and the 2020 Census

**15,000\***

Hmong live in Greater Milwaukee

**2,100**

Total HAPA scholars served, across all grade levels

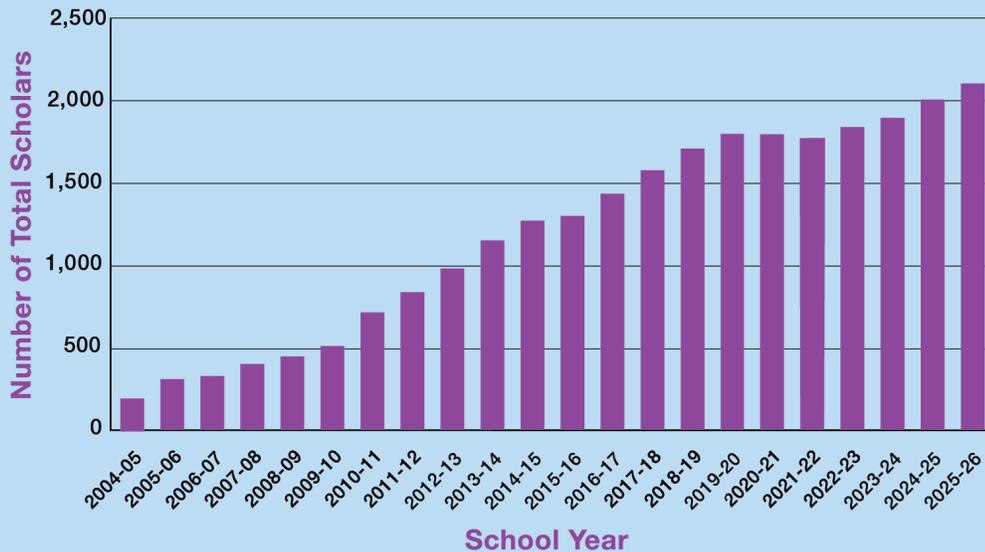
Earned an **“Exceeds Expectations”** rating in the latest State Report Card: Milwaukee’s highest-performing public charter school

Designated as a **“High Impact”** school for exceptional results with a high percentage of economically disadvantaged scholars (89%)

A recent **“growth”** score showed HAPA was better than 89.3% of Wisconsin schools; Milwaukee’s **highest-performing** unscreened admission school

Honored as a **2024-25 National ESEA Distinguished School**, HAPA celebrates remarkable growth and achievement among our scholars—reflecting our commitment to inclusivity and a culturally responsive education, setting a powerful standard for equity and success across the state

## Enrollment Growth Over Time



**HAPA** is a public, K–12 charter school serving families in the heart of Milwaukee, Wisconsin. “Forever Forward” is our tagline, addressing the forward-thinking nature of the Hmong community, the school, the faculty, the scholars and their families.

## A Message from Dan Gentges, Chair of the HAPA Board of Directors

It is an incredible honor to serve as Chair of the Board of Directors during such a transformative chapter in HAPA’s story.

For more than two decades, HAPA has demonstrated what is possible when community, culture and education come together with purpose. As Board members, we are deeply committed to stewarding this mission—ensuring that our school remains a place where high expectations are met with high levels of support, where culture is celebrated, and where opportunity is created for every HAPA scholar.

I believe the future is bright, not only because of what HAPA has already accomplished, but because of the unstoppable momentum we are building. On behalf of the HAPA School Board of Directors, thank you for believing in our mission. We are proud to share this Impact Report with you; a reflection of real lives transformed through HAPA’s vision and your partnership. Thank you!

### Executive Team and Senior Leadership

- Dr. Chris Her-Xiong**, *Chief Executive Officer*
- Mai Shoua Xiong**, *Chief of Staff*
- Margret Bashirian**, *Chief Financial Officer*
- Brendan Kearney**, *Chief Academic Officer*
- Patrick Tevlin**, *Director of Development for the HAPA Foundation*
- Bao Vickie Xiong**, *Director of Information Technology*
- Don Patnode**, *High School Principal*
- Houa Xiong**, *Primary School Principal*
- Luke McAvoy**, *Intermediate School Principal*
- Jessica Scherer**, *Middle School Principal*
- Michelle Ganley**, *Marketing and Communications Manager*
- Mollie Gruennert**, *Director of Curriculum and Instruction*
- Ryan Johnson**, *Senior Director of Operations*
- Taiyani Davis**, *Director of College and Careers*
- Teeb Vang**, *Director of Facilities*

### Board of Directors



**Daniel Gentges**, *Board Chair*  
– J.F. Brennan Company



**Warren Buliox**, *Vice Chair*  
– MWH Law Group



**Sarah Urban**, *Board Treasurer*  
– She Carries It



**Maureen McNally**, *Board Secretary*  
– Froedtert Health



**Drew Kanyer**–Community Volunteer



**Darryl Morin**–Advanced Wireless



**Mei Robertson**–Baird



**Mick Trevey**–Northwestern Mutual



**William Westrate**–American Family Insurance



**Thay Yang**–WMVS-WMVT Milwaukee

# Class of 2025 Statistics



**100%**

Graduation rate of our High School seniors

**100%**

Number of our graduates' postsecondary plans that involve higher education



**100%**

College acceptance rate of our High School graduates

**\$22.5 million**

Scholarships and grant money offered to our High School seniors



**5 colleges**

Number of colleges to which our average High School senior was accepted

**\$981,628**

Financial support our top-earning scholar student, Yoori Chang was offered





45

Scholars currently attending  
UW-Milwaukee  
37% of class



29

Scholars currently attending  
Milwaukee Area Technical College  
24% of class



16

Scholars currently attending  
UW-Madison  
13% of class



8

Scholars currently attending  
Marquette University  
6% of class



70

Kelben Scholarships awarded  
(the most in Milwaukee)



17

All-In Milwaukee Scholars  
selected



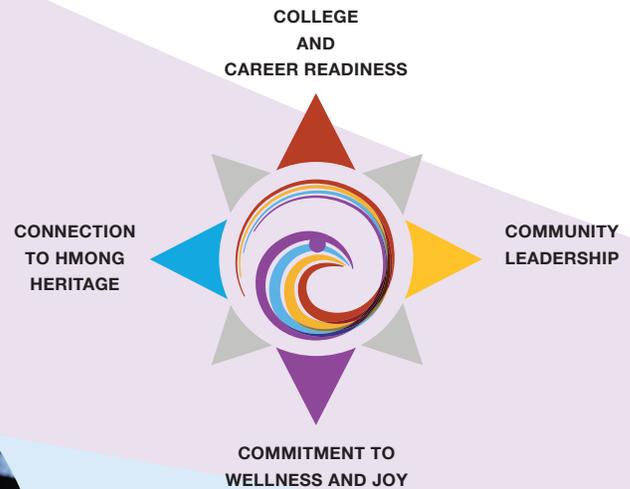


# From the Desk of Brendan Kearney, Chief Academic Officer

HAPA scholars have been achieving excellent academic outcomes for over 20 years. They are testament to what a school community can accomplish when all of its members, including scholars, families, staff in every role, and community partners are aligned in the common belief that education is the key to a brighter future. However, at HAPA, we also believe in moving **“Forever Forward,”** and every celebration of our successes leads to honest reflection on what we can all do better in the service of our scholars and families.

HAPA has just completed a four-year Strategic Academic Planning cycle, designed to recover the academic and social-emotional losses of the pandemic, and cement HAPA’s status as one of the best schools in our city and state. Our “North Star Goals” are focused on the four components of our “Portrait of a HAPA Graduate: ‘College and Career Readiness,’ ‘Connection to Hmong Heritage,’ ‘Community Leadership’ and ‘Commitment to Wellness and Joy.’” We are proud to report significant, measurable growth in all four of these areas.

## North Star Goals Portrait of a HAPA Graduate

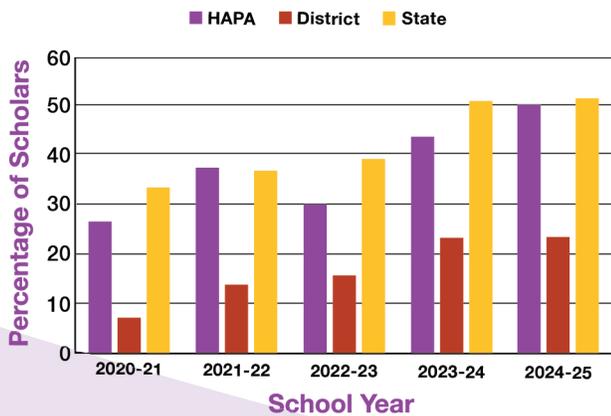


HAPA scholars have now exceeded the Wisconsin state average in the number of scholars who test Proficient or Advanced on the Forward, Pre-ACT and ACT exams, despite having well over twice the state’s percentage of economically disadvantaged scholars, and several times the state’s percentage of English Language Learners. **Last year’s graduating class attained a 100% graduation rate, and with the support of a robust College and Career Department (a unique resource at our school), a 100% college acceptance rate, an average of five college acceptances per scholar, and a total amount of scholarships and grants earned of \$22.5 million.** Every scholar graduated with

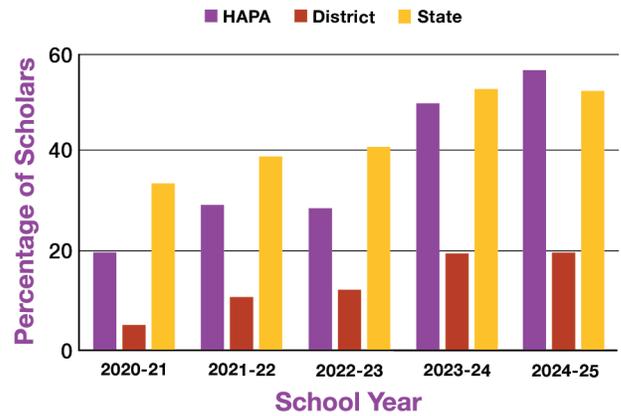
a concrete plan for achieving their college and career goals, whether attending a four-year college, or enrolling in a trade or technical program. Many of our scholars are attending the best universities in the state, and beyond Wisconsin, at little or no cost to themselves and their families. Most are beginning college with a significant number of college credits already earned through dual enrollment and Advanced Placement classes, and many have earned nearly a year’s worth of college credits. All the while, HAPA has continued to expand our offerings in music, visual arts, and theater, including the renovation of our Main Campus auditorium, so that our scholars can develop their incredible artistic talents.

## WI Forward Exam: Proficient/Advanced Scholars

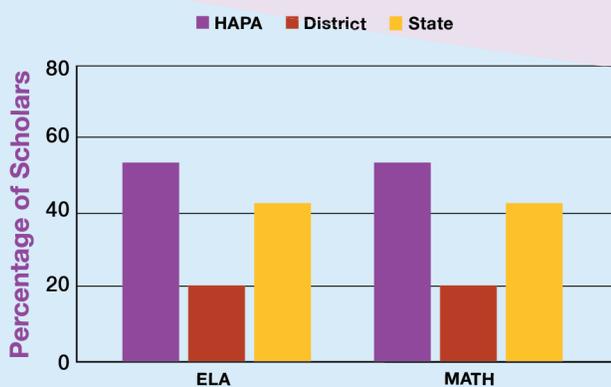
### ELA Forward Exam



### Math Forward Exam



### 2025: Who’s meeting the ‘college readiness’ benchmarks?



HAPA’s ACT composite score has risen 2.1 points over the past four years—while the state average hasn’t moved.



**HAPA continues to put its mission of connecting scholars to their Hmong culture, history, and values at the forefront of our work.** Scholars take Hmong Culture and Language courses at every grade level and now have the opportunity to complete four levels of Hmong Language courses in high school, which fulfills their college foreign language requirement before they leave high school. Hmong cultural celebrations occur throughout the year, most notably in our Hmong New Year celebration, which saw more than 2,000 participants last year, including scholars, staff, families and community guests. Hmong pride lives in every classroom and gathering space of our school, and the vast majority of our surveyed 8th grade and 12th grade scholars report feeling that their connection to Hmong culture has grown stronger over the past four years. We are also proud to share that we have seen a significant increase in the number of non-Hmong scholars who attend our school, and we are intentional in ensuring



that ALL scholars have the space and support to connect with who they are here at HAPA.

Our growing diversity only makes us stronger.

Beyond the classroom walls, HAPA scholars are engaging with their community both inside and outside of the school more than ever. We have seen a vast increase in the number of enrichment and athletic

offerings, including school clubs, scholar leadership organizations, WIAA sports, internships, volunteering, youth camps, foreign travel programs, and field trips at every grade level. We believe that our scholars must experience the larger world in order to become its next leaders, and they have eagerly embraced these opportunities. We also believe that our scholars should be happy and healthy while working hard to achieve their goals, and have invested heavily in scholar support services, including counselors, a school social worker, a school psychologist, and a school nurse, in addition to our College and Career support staff.



By any measure, HAPA is delivering on its promise of providing a top-quality education to our scholars. We take great pride in our ever-increasing enrollment—our yearly scholar retention rate has reached 97.5% and the number of scholars on the waitlist for a seat at HAPA continues to grow. There is no greater honor for a school than for families to entrust us with the safety and education of their children (sometimes several children), many of whom will spend their entire K-12 experience at HAPA. **None of our successes would be possible without the support of our families, our talented, hard-working scholars, a growing staff who now return to us year after year at a retention rate of 96%, a leadership team and Board of Directors who are aligned in the service of our mission, and our community partners, who help to bridge the substantial gap in resources and opportunities between our community and those that surround us.**

Still, we look to the future, and are committed to seeing even more growth for our scholars in the next four years. Our scholars and families deserve it, and it is my honor to serve them in this role.

**Forever Forward!**



# Stories of Impact: Real Lives, Changed

## The Portrait of a HAPA Graduate

Have you ever wondered what it means to be a HAPA alum? At HAPA, we've defined a clear **"Portrait of a Graduate,"** grounded in four pillars. These stories bring that portrait to life:



### College and Career Readiness

#### John Thao '25

*currently attending Marquette University*

Early in his schooling, John struggled with belonging, and even repeated the first grade. Everything changed when he came to HAPA, where he found encouragement, community and confidence. By senior year, John was a regular in the College and Career Division, applying for scholarships and refining his essays. His hard work paid off: a 3.48 GPA, nearly \$800,000 in scholarships, and a full-ride to Marquette University's FastTrack 3+3 Occupational Therapy program. For John, the impact extends beyond academics: "A lot of what I do is for my mom and dad. Getting the cost of college covered is huge." His journey proves what's possible when scholars feel seen, supported and challenged.

### Connection to Hmong Heritage

#### Kia Vue '15

*currently employed at HAPA*

When Kia Vue walked the halls of HAPA as a young scholar, she probably didn't imagine one day returning as an educator. And yet, today, she serves as a Middle School Instructional Coach, guiding teachers with the same cultural pride that first took root in her childhood. A Gates Millennium Scholar and graduate of Pitzer College in California, Kia was one of the carefully selected students nationwide to receive the prestigious award. Her foundation began in HAPA classrooms, where she studied Hmong language and history and learned to see her culture as a source of strength. Kia was even mentored by Dr. Chris Her-Xiong herself. "Because of HAPA, I know where I come from and who I am," she said. Kia's journey reflects HAPA's mission—when scholars are grounded in their Hmong heritage, they are empowered to lead and give back.

**1,000**

The number we're approaching of HAPA alumni, since our first graduating class in 2012

**95%**

Scholar attendance rate for 2024-25

**89%**

Scholar population that is economically disadvantaged (more than double the Wisconsin state average)

**2.1**

Number of points we're up in ACT testing (in composite growth), while the state remains static

**41**

Number of "lifers" (scholars who went here from K4-12th grade), out of 118 total from the Class of 2025



**Community Leadership**

**Kimberly Vang '25**

*currently attending the University of Michigan*

Now a nursing student at the University of Michigan, Kimberly carries HAPA's values into new spaces. "HAPA emphasizes the importance of community," she said, "and most importantly, never forget your community." Kimberly may have left a predominantly Hmong environment, but her confidence in her identity remains strong. "I want to model compassion, moral character and peaceful action ... to transform my local and global communities." Kimberly's vision reflects the leadership HAPA hopes to instill in every graduate.



**Commitment to Wellness and Joy**

**Susan Thao '22**

*currently attending New York University*

Susan remembers the teacher whose encouragement convinced her to apply at NYU in the first place. At HAPA, she learned not to let her nerves hold her back. "The biggest lesson I learned was to not let fear allow me to be complacent," she said. That mindset now drives her to embrace challenges, seek joy in meaningful pursuits, and support others along the way. Susan's journey shows how wellness and resilience empower scholars to thrive, in even the most competitive environments.

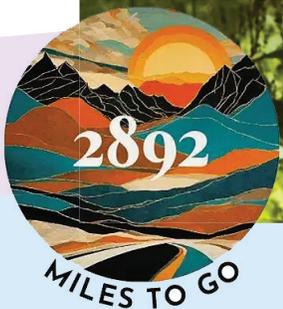
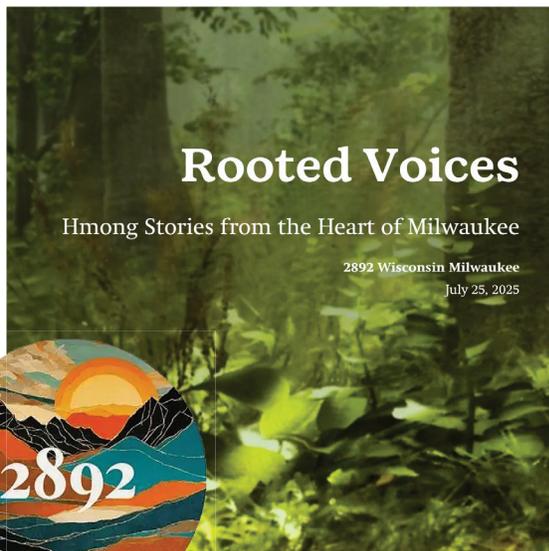
**Together, John, Kia, Kimberly, and Susan embody the Portrait of a HAPA Graduate: young adults who are prepared, rooted, confident, and ready to lead with courage and joy.**

# Growing Our Impact—from Classroom Achievements to Community Expansion

This past year, HAPA scholars put themselves out there in a variety of ways they haven't before—including with projects such as:

## Act 266

In April 2024, Wisconsin Gov. Tony Evers signed Act 266, a landmark bill requiring all K–12 public schools to teach Hmong-American and Asian-American history and culture. Building on this milestone, members of HAPA's senior class were invited to the Wisconsin State Capitol in December 2024 and again in June 2025 to showcase their vision for how Hmong history could be taught in classrooms statewide. Their presentation offered scholar-centered perspectives to inform future curriculum development, ensuring the Hmong experience is represented with authenticity and depth.



## 2892 Miles to Go

Following the passage of Act 266, the national project “2892 Miles To Go”—supported by the National Geographic Society—expanded to Wisconsin. Named for the distance from coast to coast, the program connects youth and educators with community leaders to explore and address environmental, social, and cultural issues through storytelling and collaboration. Six HAPA seniors from the Class of 2025 led the Wisconsin initiative, conducting community interviews—including a survey of more than 400 Milwaukee Hmong youth—and producing multimedia projects that amplify the voices of Hmong youth, artists, business and community leaders. The scholars also designed and curated exhibits for a school open house, welcoming families and community members to engage with their findings and celebrate Hmong stories. The project's digital exhibit is now live:



9.3

Average number of enrichment activities per HAPA High School scholar

162

HAPA High School scholars who participated in enrichment activities in 2024-25

3-4

Number of AP classes and dual enrollment classes the average High School junior is taking

## A collaboration with Bookworm Gardens

Scholars from nearly every HAPA division contributed to the newest exhibit at Sheboygan’s Bookworm Gardens, inspired by **“A Map Into the World”** by Hmong author Kao Kalia Yang. Scholars created a modern Hmong story cloth mural, contributed potted plants and painted artwork, and helped bring the story’s themes to life through their cultural perspective. HAPA staff also served as consultants for the exhibition’s rollout, offering insights to ensure authenticity and accessibility. The partnership extended into May 2025, when HAPA staff and scholars participated in a ribbon-cutting ceremony and provided translation support. The exhibit has the potential to become a permanent installation, highlighting Hmong voices and traditions for generations of visitors to come.



## A huge win with Old Navy and Gap

Five HAPA High School scholars won first place in a nationwide Boys & Girls Club + Old Navy pitch competition, which challenged teams to develop creative ideas merging the missions of both organizations. After being named Milwaukee’s top team, our scholars’ proposal advanced to the national level, where it was reviewed by Old Navy operations leaders. The students then presented their pitch live online, and were ultimately named national winners. Their grand prize included a grant for HAPA, individual stipends, and an all-expenses-paid trip to San Francisco, where they pitched their idea at Gap Inc. Headquarters. This inaugural competition marked the first-ever collaboration of its kind between Boys & Girls Club and Old Navy. We’re so proud of our scholars’ creativity and professionalism, and deeply grateful to the Boys & Girls Club Brighter Futures program for making this opportunity possible!



# Extending Our Reach: Exploring Legacy25!

As enrollment continues to rise—and as we prepare to welcome all scholars under one roof following the upcoming closure of HAPA’s Intermediate School campus—our need for space grows more urgent. To meet this challenge and continue serving families, we are exploring the addition of a new Primary School wing.

This expansion would relieve classroom constraints, open seats for families currently on waiting lists, and provide greater access to high-quality education for Milwaukee’s youngest learners. Designed specifically for K4–2nd grade scholars, the new wing would feature right-sized classrooms and bathrooms, as well as specialized spaces for literacy intervention, counseling and special education.

Plans also include a gymnasium and multipurpose dining hall, offering safe, functional spaces for physical education, meals and assemblies. These facilities would serve 100% of HAPA’s scholars, strengthening community connections while promoting health and wellness.

By 2030, this project aims to create space for up to 900 early-grade scholars—nearly doubling current enrollment in K4–2nd grade and eliminating waitlists that prevent families from starting their HAPA journey during the most formative years. Once complete, the expansion will increase HAPA’s total capacity to about 3,200 scholars across grades K4–12, ensuring a seamless educational experience from early learning through high school.

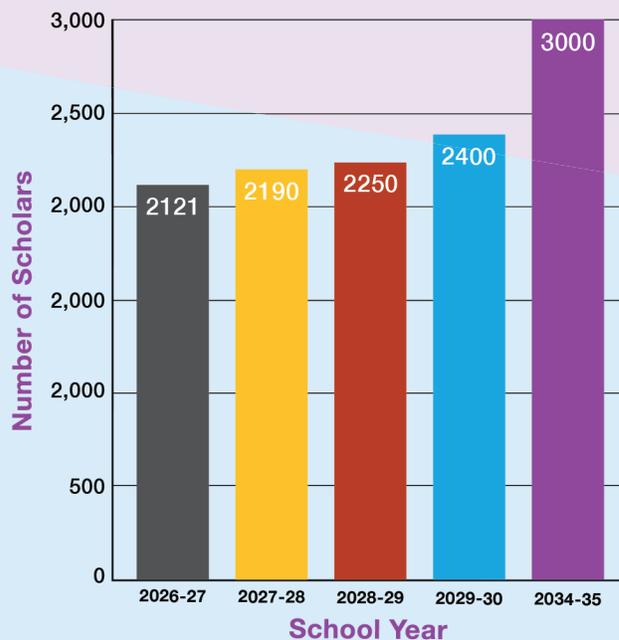
More than a building project, this initiative reflects HAPA’s enduring commitment to educating and empowering Milwaukee’s refugee and immigrant youth; in settings that honor their dignity, nurture bilingualism, and prepare them to become engaged, contributing citizens. As we grow toward our 25th anniversary in 2029, Legacy25! represents both a celebration of how far we’ve come and a vision for what’s next.



**300**

Approximate number of families on our waiting list

## Enrollment Projections 2027–2035



**Patrick Tevlin**, the HAPA Foundation’s Executive Director of Development, is leading efforts to make Legacy25! a reality—ensuring more students have access to the culturally affirming education they deserve.

# What HAPA Means to Our Staff

“As a parent of eight children—four proud HAPA graduates and four currently enrolled in 12th, 10th, 6th, and 4th grade — I have seen firsthand the positive impact this school has had on our family. Teachers and staff create a safe, engaging environment where my children can take risks, ask questions and grow. HAPA nurtures both academic and social-emotional development, offering leadership opportunities through mock trial, sports and on-campus internships. With rigorous academics, dual enrollment and AP classes, my children are challenged and prepared for college, while those hesitant about higher education have still felt supported, empowered and seen.”



**Mai Shoua Xiong**

*Chief of Staff at HAPA*



**Lauren Bane**

*Middle School visual arts teacher*

“I chose HAPA for my son because I believe in our teachers. I work alongside some of the best teachers in the world. I know from experience that there are not many other schools, if any, like this one. We are collectively working toward change and growth, and never fail to rise to the occasion when it comes to scholar needs. I feel safer sending my son to school knowing he will be taken care of like he’s family. Knowing he’s just down the hall from me gives me peace of mind, and allows me to dedicate more time and longer hours to HAPA.”

**96%**

Teacher retention rate

“I am the proud parent of an eighth-grader, a ninth-grader, and a recent HAPA graduate. HAPA has so many wonderful departments dedicated to supporting scholars, but I especially want to recognize the College and Career Department. They were instrumental in guiding my oldest toward graduation ... from helping with scholarship essays to providing daily support and resources. I am deeply proud of the work HAPA is doing to prepare the next generation for success.”



**Pheng Lor**

*IT Department at HAPA*

**99%**

of teachers say they choose HAPA and commit to the school’s mission

**100%**

of teachers say “scholars treat me with respect”

**100%**

of school staff members say they’re proud to work at HAPA

Source: HAPA Staff Fall Survey, 2024



# What HAPA Means to Our Families

“I’m amazed by HAPA. Whenever someone tells me they’re thinking about enrolling their children here, I’m so genuinely happy for them. Growing up, I was a minority at my school. I always wanted to fit in. I didn’t want to stand out or acknowledge my culture or background. It wasn’t until I was older that I realized how proud I am to be Hmong, and I wanted my own kids to grow up embracing it. When I was young, my mom would spend hours sewing traditional clothing, and I wanted nothing to do with it. But my girls are the complete opposite. They love Hmong food, can’t wait to wear their Hmong clothes for New Year or HAPA spirit days, and they come home speaking Hmong phrases and singing Hmong songs. I love seeing how HAPA has helped them connect so deeply with who they are. I don’t know what we’d do without this school.”

**“I love seeing how HAPA has helped them connect so deeply with who they are. I don’t know what we’d do without this school.”**



**Julie Vang**

*the mother of two HAPA Primary School scholars*



**Pa Her**

*the mother of two HAPA graduates and six scholars currently enrolled*

**“HAPA has made me feel included, supported, and confident that my children are in the right place.”**

“My kids have learned so much at HAPA. Even though we are Hmong, my children don’t speak the language, and aren’t always eager to learn it at home. But at HAPA, they’re surrounded by Hmong history, culture and language, and they come home sharing what they’ve absorbed that day. I love that they’re connecting with their roots in such a natural way. Before all my kids got off the waiting list, we tried other schools, but those experiences weren’t the best. HAPA has made me feel included, supported, and confident that my children are in the right place.”

## 53225

Our ZIP code: HAPA is located on Milwaukee’s northwest side, and has a vast majority of scholars who live within city limits



# Community Partnerships

We want to thank our community partners and funders—without them, a lot of our programming and unique offerings would NOT be possible.



ROS Foundation

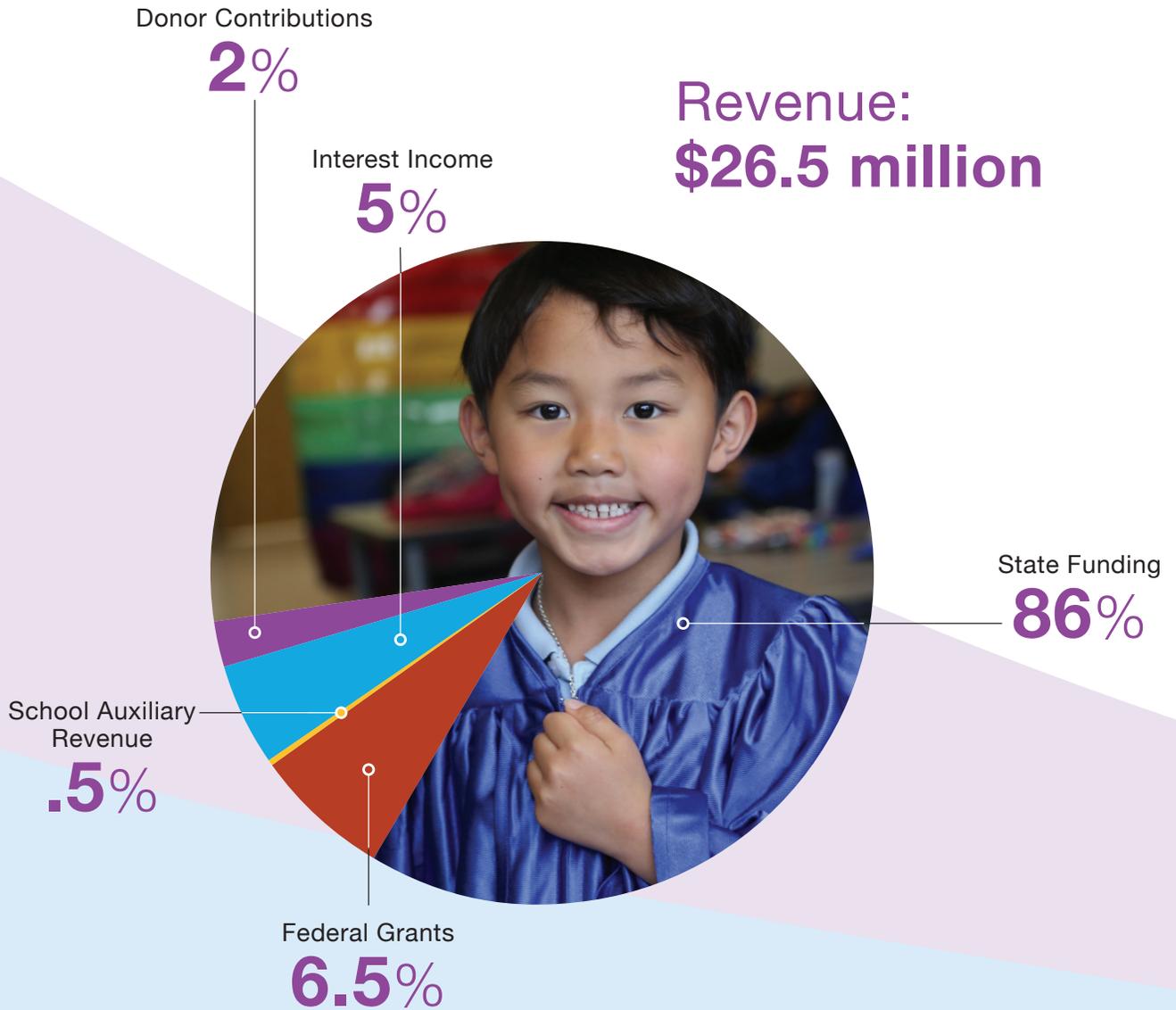


Actuant Community Impact Fund

Arzbaecher Family Foundation



# Financials: 2024-25 Fiscal Year



Total funds raised in FY25 from gifts—**\$597,815**  
from 35 gifts. **Average gift: \$17,000.**

Board of Directors—total giving: **\$17,800.**

**Margret Bashirian**  
Chief Financial Officer of HAPA Schools  
and the HAPA Foundation

*This is unaudited data; full audited  
statements are available upon request*

# Investing in HAPA's Future

The HAPA Foundation, Inc. is the official not-for-profit fundraising arm of the Hmong American Peace Academy. The Foundation's mission is to enrich the experience of HAPA scholars, families, and staff; nurture a culture of academic excellence; celebrate Hmong heritage; and underwrite skills for lifelong success through community engagement, ambassadorship and fundraising.

## A Message from Jason Handal, President of the HAPA Foundation Board of Directors

HAPA is not just a school. It is a living promise to the Hmong community, to the city of Milwaukee, and to every scholar who dreams of a brighter future. As the past Chair of the HAPA School Board and current Chair of the Foundation Board, I'm proud to help champion that promise.

In 2022, we received the largest gift in HAPA's history, from MacKenzie Scott, one of the world's most impactful philanthropists. Ms. Scott had never visited our school or met our scholars, and yet she believed in us. Her trust became our turning point, expanding our programs and lifting our entire community. Most importantly, it gave us permission to dream bigger—to prepare boldly for our 25th year and to consider how we can better serve our youngest learners.

This year's Impact Report is more than a reflection on milestones. It's a call to action. Ms. Scott's generosity showed us what's possible when trust-based philanthropy meets vision. Imagine what we can achieve when our own community rallies behind us. We can close gaps, open doors of opportunity, and transform lives—not someday, but today. Thank you to MacKenzie Scott and Yield Giving for helping to underwrite the HAPA Foundation's efforts to "yield more" in support of our extraordinary scholars. And thank you, Milwaukee, for walking with us "Forever Forward." Finally, we're deeply grateful for the incredible support we've received from so many of you—our partners and friends—whose belief in HAPA's mission continues to make this work possible.

## HAPA Foundation Board



**Jason Handal**, *Board President*  
– Northwestern Mutual



**Dan Gentges**, *Board Vice President*  
– J.F. Brennan Company



**Sarah Urban**, *Treasurer*  
– She Carries It



**Dr. Chris Her-Xiong**, *Secretary*  
– Hmong American Peace Academy



**Sarah Zimmerman**  
– Community Member



**Patrick Tevlin**  
– HAPA, ex officio

## Funded HAPA Projects Include:

- On-campus museum (now in construction!): Bader Philanthropies
- Dual enrollment program and Summer Teacher Grants: Northwestern Mutual
- Campaign planning studies and Forward Scholars literacy program: City Forward Collective
- Dual enrollment funding: American Family Insurance Foundation
- Primary School Playground: Bradley Foundation

# The HAPA Foundation’s Report on Giving

Our impact is only possible because of you—the donors, funders, and partners who believe in HAPA’s scholars and our shared vision for the future. **Thank you** for investing in our community and helping HAPA scholars move Forever Forward. **The report on gifts below reflects the total since HAPA was founded in 2004.**

## \$3 million+

Yield Giving–MacKenzie Scott

## \$500,000+

Herb Kohl Philanthropies

## \$300,000+

American Family Insurance  
Dreams Foundation  
Northwestern Mutual Foundation

## \$200,000+

Bradley (Lynde and Harry) Foundation, Inc.

## \$100,000+

Bader Philanthropies  
City Forward Collective

## \$50,000+

Forest County Potawatomi Foundation  
ROS Foundation  
WE Energies Foundation

## \$25,000+

Actuant Community Impact Fund–  
Greater Milwaukee Foundation  
Arzbaecher Family Foundation  
Bradley Impact Fund  
Greater Milwaukee Foundation  
OCA Wisconsin Chapter –  
in scholarships to HAPA graduates  
The Robert D. and Patricia E. Kern  
Family Foundation, Inc.  
Wisconsin Energy Foundation  
Zilber Family Foundation

## \$10,000+

Astor Street Foundation, Inc.  
Austin Ramirez  
Charles Lewis  
Drew Kanyer  
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## \$5,000+

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## \$1,000+

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**HAPA**  
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