



HOPE COMMUNITY ACADEMY

HMONG LANGUAGE & CULTURE SCHOOL

720 PAYNE AVENUE, ST. PAUL, MN 55130
OFFICE: (651) 796-4500
WWW.HOPECOMMUNITYACADEMY.ORG

HOPE Community Academy Board of Directors Retreat
AGENDA
Tuesday, July 21, 2026 (8:00AM – 4:30PM)
HAP Conference Room
394 University Ave W, 2nd Floor, St. Paul, MN 55103

MINUTES

BREAKFAST

Mai Nhia asked for a motion to open the board retreat.

ACTION: Yang Motions, Lee Seconded at 9:05 AM
The retreat is officially open.

ICE BREAKER

Mai Ka Yang, COO, led an ice breaker.
What impact do you want to see this next year?

BOARD BUSINESS

Mai Nhia asked for a motion to approve the agenda for the retreat.
ACTION: Lee Motions, Yang seconded.
Agenda was approved.

1. Seating of New Board Members TO SEAT Bao Lee (Community Member) and Agnes Espino (Teacher Member)
 - a. ACTION: Yang Motions, Reona Seconded.
 - b. Bao Lee and Agnes Espino approved as board members on the board.
2. Election of Board Officers
 - a. ACTION: Seating of board officers
 - Chair: Mai Nhia Lor
 - All voted in favor.
 - Secretary: Bao Lee
 - All voted in favor.
 - Treasurer: Reona Vang





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- All voted in favor.
- Operations Committee Chair: Yang Lor
- All voted in favor.

- b. ACTION: Yang Motions the slated officers. Lee Seconded.
- c. Officers are officially seated as above.

3. Mai Nhia Lor shared with the board of directors the schedule for the ED Evaluation for this 2026 year, advising that there will be another formal evaluation in June 2026 to realign his contract and evaluation to all staff's schedule.
4. There is a vacant parent board position, and the board of directors interviewed him. Daniel Roeun is a current parent and a banker at JP Morgan and has military experience.
 - a. ACTION: Lee Motions. Yang Seconded.
 - b. Daniel R. officially seated as parent board member pending completion of required board training.

BREAK

FUTURE OF HOPE & EXECUTIVE DIRECTOR'S UPDATES

1. Dr. K provides updates to the board on HOPE.
2. Dr. K presented the updated employee handbook.
 - a. ACTION: Yang Motions, Bao seconded.
 - b. Employee handbook adopted.
3. Designations:
 - a. IOWA – assigned to Kevin Xiong
 - b. Proxy IOWA – assigned to Mai Ka Yang
 - c. Depository – assigned to American National Bank
 - d. Authorized Bank Signatory – assigned to Kevin Xiong, Mai Nhia Lor, & Reona Vang
 - e. Financial Grant Administration – assigned to Creative Planning
 - f. Financial & Cash Management – assigned to Creative Planning
 - g. Contracts Signatory – assigned to Kevin Xiong
 - h. Newspaper – assigned to Pioneer Press
 - i. Lee Xiong Motions, Bao Seconded.
 - j. The designations have been assigned accordingly to the above.
 - k. Roll Call Vote:
Mai Nhia = Yay





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Bao = Yay
Reona = Yay
Yang = Yay
Lee = Yay

I. What Governs Charter Schools?

HOW THE BILLS ARE PAID? CHARTER SCHOOL FINANCES?

Reona, Finance committee chair provided a 30 minute training on board financials and current financials at HOPE. Topics include:

- Current Financial Status & Budget
- Review of Common Terms
- Review of Role of Treasurer
- Vision of How Financial Data Communicated to Board

MEET THE OFFICERS

The new officers and director presented on who they are to the board and shared their goals and aspirations for the next year.

- Wouang Yang, Chief Academic Officer
- Mai Ka Yang, Chief Operating Officer
- Fue Khang, Chief Impact Officer
- Jackson Yang, Chief Language and Culture Officer

WHAT WE DO? BOARD ROLES AND RESPONSIBILITIES.

Previous Board Chair, Don Lorr, provided a training and overview of the responsibilities of the board of HOPE. Topics include:

- Review of Committee Charters
- Meeting Dates & Scheduling, Retreat Date
- Elect Committee Chairs & Select Committees
- Rules of Engagement
- Bylaws
- Understanding Governance & Management

BOARD SELF EVALUATION AND DEVELOPMENT PLAN

Previous Board chair, Don Lorr, provided a quick overview of the board evaluation and the work completed through MNMSBA and the need for the board to have deeper conversations on next steps and the needed training around being great “manager” to the Executive Director – not to micromanage his work, but to support his role.

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WRAP UP





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The board of directors discussed meeting at regular meeting times for the month of August and the committee members will decide new, if any, dates in those meetings. The board will also discuss whether the fourth Thursday still works for the 2026-2027 SY.

Adjournment: @4:45pm.

Next Board Meeting: August 27, 2026

