MISSION STATEMENT

THE PAA SERVES THE DIVERSE NEEDS OF CHICAGO’S POLISH COMMUNITY BY PROVIDING RESOURCES FOR CHANGING LIVES, WITH AN EMPHASIS ON ASSISTING IMMIGRANTS.

CORE VALUES

WE BELIEVE:

• In a community where all are treated with dignity, respect, and trust.
• It is our responsibility to advocate for those without a voice.
• Programs and services should empower individuals to reach their full potential.
• Every member is unique, and our role is to create holistic strategies to nurture their gifts.
• Collaboration is powerful, regardless of language, background, or heritage.
• Continual self-examination and accountability are critical organizational responsibilities.
• Organizational agility and flexibility enable us to keep pace with a rapidly changing world.
• Our success is measured by the achievements of those we serve.
WHAT WE DO

We are first and foremost a membership of individuals and organizations that each plays a part in serving Polish Americans, as well as the larger, diverse multi-cultural community and its evolving challenges. We work with those requiring assistance to achieve full participation in the economic, educational, professional, and cultural life of metropolitan Chicago. By providing comprehensive services and programs, delivered holistically and in response to their specific individual needs, we develop and nurture the talents and aspirations of each member we serve.

TO WHAT DO WE ASPIRE?

We aspire to lead a contemporary community; a community that is relevant, vibrant, energetic, and fully-engaged. We aspire to be a dynamic creator of a broad-based membership program. By providing comprehensive services and programs, delivered holistically and in response to their specific individual needs, we develop and nurture the talents and aspirations of each member we serve.

THE PAA ASPIRES TO WHAT?

ASPIRE?

To build a broad-based, world class agency that is responsive to emerging conditions and needs, we need the participation and dedication of individuals and partners like you. We need your creative and important ideas, your human and financial capital, your willingness to risk and dare, your passion for change, and your commitment to contribute to the larger community. You are important to us because there is a purpose and a place for you. We need your creative and important ideas, your human and financial capital, your willingness to risk and dare, your passion for change, and your commitment to contribute to the larger community.

WHY YOU ARE IMPORTANT TO US?

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DEAR PAA FAMILY,

The Polish American Association brings another year of service to a successful close. The strength of this organization is in its ability to meet changing needs year after year, and 2015 was no exception. With the shift in funding climate, once again the leadership is reflecting upon its successes and asking the pivotal question, “What’s next?” We have many plans to pursue and the coming year will be built upon a solid foundation and position the PAA to evolve, as it always does, to meet the needs of our community.

As you browse the Annual Report, it will become apparent that our departments have been busy serving and comforting those who need our help. Thousands of individuals and families were served monthly with our usual attention to providing a holistic and comprehensive approach to clients and their case management needs. Please, take the time to read some of our stories and hear the voices of clients in need. They speak to you through these pages.

Toward the end of our report, we’ve decided to share some of our future plans. A few have already started to take root, and although long-term in their vision, the need and opportunity for your early involvement in our initiatives is more critical now than ever before.

Thank you for not only reading this year’s report, but for pausing to reflect on what we are hoping to accomplish. I know we feel your support each day when serving those most disenfranchised, those who have no other advocate, or simply those who have the ambition to succeed, but need guidance to nourish their hope for a better future.

PAA is all this because of you - our donors, our friends, and supporters. You serve the community through us, and in return, we express our gratitude and that of every individual we have touched.

With appreciation,

EVA PROKOP
EXECUTIVE DIRECTOR

ENDOWMENT

In 2015, the PAA Board authorized the establishment of the organization’s first Endowment Fund. The traditional sources of government and corporate support for nonprofits has been steadily declining and will never again reclaim the levels of funding that were regularly expected and typically received. Therefore, it is imperative that the PAA become more financially self-sufficient and reposition itself to ensure its programmatic future. Over time, an Endowment will provide the flexibility and opportunities for innovation that will be required as client and member needs shift and change. Committing to build our own financial future is our pledge and promise to all those who will continue to need our services.

Henry Smogolski, the former President of Northwestern Savings Bank, now part of PNC Bank, who throughout his professional career supported the Polish American community, has continued to do so since his retirement. Active in his church and various philanthropic endeavors, Mr. Smogolski launched the endowment with its first generous gift. Says the humble long-time PAA donor, “I must be selfish! They say giving comes back to you tenfold in some way, and the more I give to PAA, the more I see that’s true.” Mr. Smogolski’s leadership, generosity and wisdom has set the standard for our future. Henry Smogolski embodies the philanthropic spirit that will lead PAA into the future.

In 2022, the PAA will celebrate its 100th year of service. Leading up to this auspicious anniversary, the PAA will seek to grow its new Endowment Fund with the contributions of 99 more donors who, like Henry Smogolski, understand the power of their legacy through endowment.

EXECUTIVE DIRECTORS MESSAGE

MANAGEMENT TEAM
Magdalena Dolas, Sr. Director of Operations
Sonji Jones, Human Resources Manager
Francisco Torres, Finance Director

ADMINISTRATIVE STAFF
Mihal Chybowski, Network Administrator
Mina Gerall, Advancement Director
Robert Gols, Bookkeeper
Arletta Gromek, Membership Associate
Adam Kusz, Network Administrator/Web Master
Takisha Smith, Grants Accountant
Barbara Sobecka, Special Events Asst. Director
Paulina Szwarc, Receptionist
Halina Olejnik, Housekeeping
Jacek Zurowski, Facilities Manager
OUR EDUCATIONAL SERVICES HAVE ALWAYS OFFERED RICH AND DIVERSE PROGRAMS.

With classes ranging from CNA to ESL to computer-based skills development, the department is continually seeking ways to meet the needs of our changing community by leveraging one of life’s most critical motivators: self-improvement. The educational programs at the PA serve as stepping stones for all who seek better life opportunities through learning.

Last year was no exception. Our department once again earned high marks in all of our programs and our key metrics, including exceptional passing rates in certifying exams and post-program job placement; maintaining our status again as among the best in the State. We’re proud of our role in providing these foundational resources for changing lives.

Keep learning,

ELZBIETA CHRZANOWSKA
LEARNING CENTER DIRECTOR

CLIENTS SERVED IN FY’ 2015

Adult Basic Education – 248
Career Counseling – 542
Career Navigator – 12 (new program)
Citizenship Classes – 316
Computer Classes – 253
ESL -964
JTED Vocational Training – 48
Physical Rehabilitation Aide (tuition) – 17
Resource Room North – 306
Resource Room South – 318
Training & Placement CNA – 20
Training & Placement – 26
Tuition CNA –61

DEPARTMENTAL STAFF

Małgorzata Bodzyłak, Student Coordinator
Jadwiga Branicka, Office Skills
Maria Fis, Student Coordinator
Barbara Gwornoska, CNA Program
Katarzyna Koptiński, Student Coordinator
Mira Krolikowska, ESL Program
Janina Malewicz, Citizenship Program

"I WAS SO LOST AND FRIGHTENED.

If you can’t understand, or be understood, it is the same as being totally alone in the world. I thought I was too old to learn to speak and read a new language, let alone get a job, but when I realized that I needed to be able to communicate – for the sake of my children and what they needed for school, I started taking ESL and Adult Basic Education classes, and eventually computer classes. Now I can talk to my children’s teachers and even help them with their homework. Next time I write you, I hope I won’t need any help with my grammar!

-AGNIESZKA

In Chicago 17% of the adult population does not have a high school diploma.

31.1% of adults without a high school education live in poverty. (CCC)

Polish immigrants in Chicago do not speak English and even more are not English-proficient.

More than 50,000
Who could I ask without risk? The local parish priest told me to see the people at PAA. It was the best thing I could have done. First, I could speak in my native Polish. I am an educated woman and I could clearly express my situation in my native tongue. In English, it would be clumsy and unclear. This alone made me feel comfortable and calm.

Then I found out that I was not at risk! That I fell into a category that would allow me the chance to actually try and become a citizen! I started classes and recently took the oath. I am very proud and PAA made this new opportunity for me. Information is powerful and everything they say and do is accurate and they help you. I am very lucky and now a new chapter in my life starts.

-WERONYKA

IT IS FRIGHTENING TO HEAR AND READ ABOUT RAIDS, ABOUT THE POSSIBILITY OF DEPORTATION.

Some come prepared looking for help to become permanent residents, while others need to begin studying for citizenship. PAA has always provided immigration programs and information to be sure those at-risk have a safe source for asking questions and getting accurate information. Our extended knowledge and relationships with legal clinics and government agencies means PAA is at the center of the dialogue on immigration. It was how we started almost 95 years ago and how we continue today.

This year, although fewer Poles are immigrating to Chicago, each client requires more in-depth services. Government procedures are more complicated than before and as always, language barriers and fear combine to make our clients very dependent on our program staff to ensure things are done accurately and in accordance with all DHS and USCIS policies, rules and regulations. To ensure that our clients are well-positioned for successful outcomes, the staff is meticulous about keeping up-to-date. In addition, they continue to value your support of our work. Many of you have used PAA services yourselves, or know of others who have – and your support means we will be here for those immigrants who have yet to come ashore.

Citizenship is within your reach!

GRAZYNA ZAJACZKOWSKA

IMMIGRATION SERVICES DIRECTOR

THE IMMIGRATION DEPARTMENT IS ALWAYS BUSY.

The PAA has a waiting list of more than 300 individuals seeking citizenship assistance.

CLIENTS SERVED IN FY 2015

Immigration Services – 1106
Housing Services – 113
PrimeCare Health/Obamacare Navigator – 422
(new program)

DEPARTMENTAL STAFF

Natalia Niziolek, Immigrant Services Specialist/ Housing Resources
Whether clients are homeless, facing winter without heat, or are seniors who need assistance to acquire benefits to stay in their homes, each day we work closely with our clients to address their needs, and in doing so, explore what other services they may need to ease their pain and alleviate their worries.

Now, more than ever before, the availability of social support services is at risk. This is not a political position, but an issue of compassion and humanity. Which among us would not wish our parents are able to stay safe and independent as long as possible? Which among us wishes hunger or homelessness upon a neighbor? No one. The PAA is at the center of demonstrating the very civility which maintains human dignity and enriches our lives. Your donations and membership at PAA allows us to continue these vital services to your neighbors, families, and friends. Thank you from all those lives we’ve touched this year.

Let’s take the first steps together.

DOROTA LEWANDOWSKA
SUPPORTIVE SERVICES
DIRECTOR

CLIENTS SERVED IN FY’ 2015

Energy Assistance – 1653
Food Pantry – 642
Home Care Services Private Pay – 7
Homeless Shelter – 54
Homemaker Services – 222
Outreach and Interpretation – 1586
Supportive Housing – 8

DEPARTMENTAL STAFF

Iwona Brzezinska, CEDA-Energy Assistance
Eliabeta Czerwonka, Homemakers
Ewa Heczynski, Case Manager/Cook
Renata Jasniuk, Homemaker
Halina Plata, CEDA – Energy Assistance
Agneska Samul, Case Mgr., Turning Point/Counselor
Bozena Czerwonka, Homemakers
Boguslawa Wayzdroj, Homemakers

TRANSLATED FROM POLISH

WE WERE BARELY GETTING BY BUT WE WERE WORKING.

Then the news came about our mother. She fell and although she would recover, she would never be the same. The nurses told us she would need more care at home, she’d need help dressing, preparing food, bathing. She wasn’t going to drive anymore.

All this meant someone needed to quit a job and bring Mom home to stay. We didn’t know how we would do this. Plus, Mom was devastated — she did not want to be a burden. We heard PAA might have some answers. As it turns out, they managed to get a subsidy, which paid for a homemaker to come to Mom’s house. She came and took care of errands, did laundry, and prepared food. Now the family could manage and most importantly, Mom could stay in her own apartment. After a few months her homemaker was like family. Her time with Mom didn’t just save Mom — it saved our family.

-AGNES

More than 1 out of 3 children in the North Region of Suburban Cook County and Chicago Live at or Below the 200% Federal Poverty level. (CCC)

Over 50% of our clients are over 50 years old.
When my spouse was only abusing me, I was too ashamed to tell anyone. I thought this was my life. But once a child came into our lives—my view changed. I needed to fight. My only problem was that I knew I would lose a fight I fought alone.

A girlfriend told me to come to PAA. I wasn’t sure what they could do. From the first session I felt relieved. They knew my type of story all too well and they had programs and plans that made sense and which gave me hope. Before my son grew up, I needed him out of this house and I needed to provide him a safe home, and a parent he could trust. I had no idea where to start—but with PAA’s help, now I know where I’m going.

-KASIA

I DIDN’T KNOW WHERE TO GO.

Substance abuse, domestic violence, and family counseling are just some of the critical programs we offer at PAA, and they represent many of the most heartbreaking client stories. These are not issues that confront people because of religion, income, or political affiliation. These people are victims of perilous situations. They need guidance and support to change their circumstances and that’s why our clinical work is critical.

Most troubling in the last year, is the increasing need to offer services to a larger population; requiring more hours, more types of program offerings. It seems the more people we serve, the more need we find. Our department wants to let you know that your support counts; that we need your help. That many we serve are those you know. Now more than ever, you can help.

Together we can turn your life around.

ANGELIKA DANEK

CLINICAL DIRECTOR

OUR TEAM FREQUENTLY SEES AND SERVES THOSE WHO MOST OFTEN FIND COMFORT IN THE SHADOWS.

Demand for domestic abuse counseling has increased 21% over the past 3 years.

20.4% of Chicagoans, and 33.5% of suburban Cook County residents lack social or emotional support (CCC).

CLIENTS SERVED IN FY’ 2015

- Counseling (individual, families) – 162
- Counseling (marriage, couples) – 50
- Domestic Violence Counseling – 199
- Partner Abuse Intervention/Anger Management services – 34
- Substance Abuse Treatment – 155
- Substance Abuse Youth Program – 50
- Supervised Visitations – 10
- Teen Counseling – 84

DEPARTMENTAL STAFF

Dorota Felinski, Domestic Violence
Maryla Jaworska, General Counseling
Piotr Kockanowicz, Counselor/Case Manager
Marta Kromka-Brigagiano, Marriage Counselor
Malgorzata Olczak, Youth Counseling
Katarzyna Olenicz, Domestic Violence
Kamila Smyk, PAIP/Anger Management
Ewa Susman – Starting Point/PAIP/Anger Management
EMPLOYMENT SERVICES IS A COMPREHENSIVE GROUP OF PROGRAMS.

These programs take individuals from where they are when they walk in the door, and sets them on a path to the next stage in their life. With some clients, it means conquering basic computer skills so they can get that next promotion, for others, it is a complete retraining program with an internship and a new career. Whatever the need, the outcome is for a client to increase his or her financial, social and emotional self-sufficiency through increased employment opportunities.

This last year, we continued to see new students preparing for positions in the work place. Many people forget that headlines about unemployment are usually very conservative in comparison to the employment statistics in an immigrant community. Improved language skills and more work environment and cultural familiarization are needed before the job skills training is successful. What is an improving economy for many, is still a difficult economy for those who are unemployed. Thank you for supporting our employment programs so we can continue to train individuals to achieve greater self-sufficiency.

Train for success!

BIANKA KAMINSKA
EMPLOYMENT SUPERVISOR

CLIENTS SERVED IN FY’ 2015
Employment Placement – 215
Workforce Investment Act – Training – 82
Workforce Investment Act – Core – 262
Workforce Investment Act – Intensive – 145

DEPARTMENTAL STAFF
Cecylia Dudzinski, Counselor/Job Developer
Magdalena Krzeminska, Case Manager WIA
Katarzyna Rachwal, Career Development Specialist
Agnieszka Schmidt, Job Developer WIA
Barbara Stadnicki, Employment Counselor WIA
Agata Stochalski, Employment Counselor
Mirella Wolak, Receptionist

Almost 60% of our clients earn $29,999 or less annually.

I ALWAYS FEEL GOOD ABOUT THE TRAINEES THE PAA SENDS TO MY SHOP FOR ON-THE-JOB TRAINING.

They are prepared. They are excited. They are skilled. The PAA is my number one partner for acquiring talented new workers for my companies. Many have gotten promotions in my company and then moved on to other companies to get managerial jobs too. We have a wonderful partnership with the PAA. The agency deserves its great reputation. I hope we continue to grow this program, it is good for everyone.

- WOJTEK
DONOR LIST

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- (Chicago Tribune Charitable Trust)

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Dr. Krystyna Kiel
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PROGRAM SUPPORT PARTNERS

ANONYMOUS
General Operations

BANK OF AMERICA
Support Services: Homeless Shelter, Food Pantry, Benefits Outreach

CHICAGO COMMUNITY FOUNDATION
General Operations

CHICAGO COOK WORKFORCE PARTNERSHIP
Employment Services

CHICAGO DEPARTMENT OF COMMUNITY DEVELOPMENT
Technical Assistance for Housing

CHICAGO DEPARTMENT OF FAMILIES AND SUPPORT SERVICES
Services for the Homeless, Youth, Vocational Training, Job Placement, Assistance to Victims of Domestic Violence, and Support Services for the Elderly, Child and Adolescent Counseling

CHICAGO DEPARTMENT OF PUBLIC HEALTH
Substance Abuse Treatment

CIRCUIT COURT OF COOK COUNTY: ADULT PROBATION/REHAB SOCIAL SERVICE DEPARTMENT
Partner Abuse Intervention Program

COMMUNITY AND ECONOMIC DEVELOPMENT ASSOCIATION OF COOK COUNTY
Lighthouse Program

EMIL J. & MARIE D. KOCHTIN FOUNDATION
Social Services and Child and Adolescent Counseling

GREATER CHICAGO FOOD DEPOSITORY
Food Pantry and Day Shelter for Homeless Men

HAYMARKET CENTER
Substance Abuse

ILLINOIS ATTORNEY GENERAL’S OFFICE
Violent Crimes Victims’ Assistance

ILLINOIS COALITION FOR IMMIGRANT & REFUGEE RIGHTS
New American Initiative, Outreach and Interpretation Programs, Immigrant Family Resources

ILLINOIS COMMUNITY COLLEGE BOARD
English as a Second Language Instruction and Adult Education

ILLINOIS DEPARTMENT OF COMMERCe AND ECONOMIC OPPORTUNITY
Job Training, Computer Training, Employment Services for Underserved Populations

ILLINOIS DEPARTMENT OF HUMAN SERVICES
Alcoholism and Substance Abuse Treatment and Prevention Programs, Assistance to Victims of Domestic Violence Programs

ILLINOIS DEPARTMENT OF AGING
Homemaker Assistance for Elderly andDisabled

KAROL URYGA-NAROWSKI FOUNDATION
Substance Abuse Treatment and Prevention Programs for Teens

KAROL URYG A-NAROWSKI FOUNDATION
Substance Abuse Treatment and Prevention Programs for Teens

MAGNUS CHARITABLE TRUST
General Operations

ROBERT R. MCCORMICK FOUNDATION
Job Training and Employment

NORTHERN TRUST CHARITABLE FOUNDATION
General Operations

SMOGOLSKİ FAMILY 2008 LEAD TRUST
General Operations

SOVEREIGN ORDER OF MALTA
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Tea & Beyond, LLC (dba TeaGschwendner)
Teddie Kassof Salon & Spa
Victor Studios, Inc.
White Eagle Banquets & Restaurant
Worth New York / W by Worth
Throughout our agency’s 95 year history, we have experienced periods of financial challenge and fiscal year 2015 was one of them. Our agency’s finances are complex due to the state, federal and private grants that we closely work with. Our mission is always at the forefront of our daily activities as we assist those individuals that truly benefit from our programs. Our agency’s management has had to make difficult decisions during this time and the staff has been nothing short of exceptional in handling the changing financial landscape. Over the past 94 years, past Treasurers have deftly handled 2 depressions, 15 recessions, 7 official military engagements, oil shocks, hyperinflation and a financial collapse. Our agency will continue on past this 2015 period and will remain the only Polish bi-lingual, and arguably the best, social services provider in Chicago. Through it all, we have never lost sight of our mission, which is to help our less fortunate improve their lives.

The Polish American Association is an Illinois non-profit corporation qualifying for tax-exempt status under section 501(c)(3) of the Internal Revenue Code. Revenues are received in the form of contributions from individuals, businesses and organizations; grants from foundations and corporations; contracts and grants from federal, state and local governments; and fees for program services. The 23 member volunteer board of directors is responsible for setting policy, as well as, oversight of the organization’s operations including its complex finances. Financial statements are prepared monthly, reviewed and approved quarterly, and audited on an annual basis. The condensed financial statements for the year ended June 30, 2015, appearing in this report were derived from audited financial statements. The full audited financial statements are available upon request.

Very Truly,

GREGORY W. KOJAK
TREASURER
### Condensed Statement of Financial Position for the Fiscal Year Ended June 30, 2015

<table>
<thead>
<tr>
<th>ASSETS</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>$1,577,001</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property &amp; Equipment</td>
<td>795,308</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$2,372,309</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIABILITIES AND NET ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liabilities</td>
<td>$519,558</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>1,803,890</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temporary Restricted</td>
<td>48,861</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$2,372,309</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Condensed Statement of Activities for the Fiscal Year Ended June 30, 2015

<table>
<thead>
<tr>
<th>REVENUES</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Special Events</td>
<td>$237,494</td>
<td>4.75%</td>
<td></td>
</tr>
<tr>
<td>Government Contracts</td>
<td>4,449,286</td>
<td>88.77%</td>
<td></td>
</tr>
<tr>
<td>Corporate and Foundation Grants</td>
<td>151,570</td>
<td>3.02%</td>
<td></td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>151,026</td>
<td>3.01%</td>
<td></td>
</tr>
<tr>
<td>United Way</td>
<td>19,008</td>
<td>0.38%</td>
<td></td>
</tr>
<tr>
<td>Other Revenues</td>
<td>3,559</td>
<td>0.07%</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td><strong>$5,012,033</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$1,020,020</td>
<td>93.29%</td>
<td></td>
</tr>
<tr>
<td>Social Services</td>
<td>368,711</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment and Training Services</td>
<td>136,037</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Immigration Services</td>
<td>1,585,930</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Homemaker Services</td>
<td>1,782,375</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support Services</td>
<td>352,203</td>
<td>6.71%</td>
<td></td>
</tr>
<tr>
<td>Management/Fundraising</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$5,245,276</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INCREASE/(DECREASE) IN NET ASSETS</strong></td>
<td><strong>$(233,243)</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### PAA - REVENUE SOURCES

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Special Events</td>
<td>4.75%</td>
</tr>
<tr>
<td>Government Contracts</td>
<td>88.77%</td>
</tr>
<tr>
<td>Corporate and Foundation Grants</td>
<td>3%</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>3%</td>
</tr>
<tr>
<td>United Way</td>
<td>0.7%</td>
</tr>
<tr>
<td>Other Revenues</td>
<td>0%</td>
</tr>
</tbody>
</table>

### PAA - AGENCY EXPENSES

<table>
<thead>
<tr>
<th>Service Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigration Services</td>
<td>3%</td>
</tr>
<tr>
<td>Management/Fundraising</td>
<td>7%</td>
</tr>
<tr>
<td>Employment and Training Services</td>
<td>7%</td>
</tr>
<tr>
<td>Social Services</td>
<td>19%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>30%</td>
</tr>
<tr>
<td>Elderly and People with Disability Services</td>
<td>34%</td>
</tr>
</tbody>
</table>
NEW PROGRAMMING

In looking to the future, we foresee changes in immigration patterns, continuing Polish-American out-migration from the city, and increased social and economic pressures on families resulting in more substance and domestic abuse. We also know that the employment landscape will require advanced educational and technological skills, and our clients will seek greater and more rapid integration into the technical and professional fields. We have already begun developing programs to address needs that are just emerging and create education and training programs that accelerate access to more diverse employment options. New programs will also be developed for our future individual and business members.

MEMBERSHIP

For the first time in its 94-year history, the PAA will transform itself into a membership organization. As immigration has slowed and geography no longer defines the Polish American community, it is time to move beyond traditional neighborhood boundaries and a sole focus of serving the community’s most vulnerable. We want to expand our work and our scope by harnessing the energy, vitality, talent, and support of all those who have been touched by the challenges of the immigration experience, the benefits of the social service experience, and the value of corporate citizenship. Through membership, the PAA can achieve a greater degree of financial self-sufficiency that allows us to grow and meet the emerging needs and interests of today’s clients, partners, businesses, and community members. Membership will help ensure the agency’s viability for its second century of service.

MEMBERSHIP BENEFITS EVERYONE

For an Individual Membership of $9/month the PAA can support a homeless client to regain his dignity and his path to independence.

For a Family Membership of $19/month the PAA can provide a father new confidence in his language skills, so he can help his children with their schoolwork.

For a Business Membership of $35/month the PAA can instill courage in a domestic violence victim through our counseling programs.

For a Corporate Membership fee the PAA can foster job growth for the underemployed in our job skills training programs.

JOIN US

How will you recognize our transformation?

It won’t be visible or tangible at first. There will be a changed tone, a new turn of phrase; like an insistent drumbeat, it will build. You will see new programs reflecting innovative thinking and contemporary approaches. You will meet those who are already part of the movement, and they will be excited, energized, and fully involved in the mission. You will hear about our new successes, first in whispers and finally, in full voice. You will feel it and want to follow.

For the first time in its 94 year history, the PAA will transform itself into a membership organization. As immigration has slowed and geography no longer defines the Polish American community, it is time to move beyond traditional neighborhood boundaries and a sole focus of serving the community’s most vulnerable. We want to expand our work and our scope by harnessing the energy, vitality, talent, and support of all those who have been touched by the challenges of the immigration experience, the benefits of the social service experience, and the value of corporate citizenship. Through membership, the PAA can achieve a greater degree of financial self-sufficiency that allows us to grow and meet the emerging needs and interests of today’s clients, partners, businesses, and community members. Membership will help ensure the agency’s viability for its second century of service.