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The image shows a large, modern interior space, likely a lounge or meeting area. The ceiling is high and features a grid of recessed lighting. Large windows on the right side allow natural light to fill the room. In the foreground, there are several tables and chairs, suggesting a seating area. The overall atmosphere is clean, bright, and professional.

A WORD OF WELCOME



HMONG DISTRICT
OF THE CHRISTIAN AND MISSIONARY ALLIANCE

Welcome delegates, members, and friends to the Hmong District's 44th Annual Conference. I thank God for giving me the honor to serve the Hmong District as District Superintendent for a second term. My life is testament to His goodness. The DEXCOM, staff, and I, along with leaders of HD Men, AWM, and OTS, are glad to have you with us. We have been praying for you.

The vision of the C&MA is: *"All for Jesus for All the World"*. The vision for the Hmong District – *"Advancing Christ Worldwide"* – falls under that umbrella. Our district's theme for 2023 is *"Reach In – Church Cultivation"*. It is a time for us to prepare and ready our churches to take Jesus into the world. This report will reflect our desire.

As you are here, we pray that God will give you the heart to engage with others and the mind to understand and see what He is leading our district to do so that you can be part of this plan – His plan – in your local church for His glory.

In His Blessed Love,

A handwritten signature in blue ink, appearing to read 'Lantzia C. Thao'. The signature is fluid and cursive.

Lantzia C. Thao
District Superintendent of the Hmong District of the C&MA

Advancing Christ Worldwide Reach In – Church Cultivation

Dr. Lantzia C. Thao (Kx. Tswv Txos Thoj)
District Superintendent of The Hmong District



⁶ Then he told this parable: “A man had a fig tree growing in his vineyard, and he went to look for fruit on it but did not find any. ⁷ So he said to the man who took care of the vineyard, ‘For three years now I’ve been coming to look for fruit on this fig tree and haven’t found any. Cut it down! Why should it use up the soil?’

⁸ “Sir,’ the man replied, ‘leave it alone for one more year, and I’ll dig around it and fertilize it. ⁹ If it bears fruit next year, fine! If not, then cut it down.’” - Luke 13:6-9

Introduction

For the past four years of my tenure as District Superintendent, I have seen the favor of God upon our district. I praise Him for His faithfulness. He has done a good work through the DEXCOM, our district staff, our pastors, our leaders, our members, and myself. To say that I am humbled by His calling to serve another term as District Superintendent would be an understatement.

The parable above is one that brings me to my knees in prayer, especially as I reflect upon the last four years and the immeasurable possibilities of the next four. There are two crucial lessons I find in the text: (1) God is attentive to His vineyard and desires fruitfulness. And (2), leaders – those entrusted by God – must be faithful in their work and open to improvement.

A Look Back: 2022 Overview

Time goes by so fast. It is hard to believe that the first year of my second term is coming to an end. The following bullet points summarize key aspects of my previous term – a term dedicated to the accomplishing of four goals.

- The first and most important goal was to “**LOVE**” or to build *relationships* (2019). God brought us together at HKM’s 41st Annual Conference (June 30 – July 4, 2019) for this purpose. It’s there, a foundation was laid for strong and healthy relationships amongst our DEXCOM & staff and between the Hmong District with our pastors and churches. This remains an ongoing effort. Relationships are key to effective ministries.

- The second goal was “**LAUNCH**” or *technology* (2020). We live in a digital age. The internet has changed the way many churches do ministry. In 2020, our staff built HKM’s TV studio, upgraded our technology, and improved how we utilized our websites and social media handles to reach people for Christ. Today, we’re better positioned to advance Christ worldwide.
- The third goal was “**LEAD**” (2021). Our basic premise was to raise up and develop a next generation of biblical and spiritual leaders, men and women who will carry the torch of Christ to future generations. Our 42nd Annual Conference in Milwaukee, WI (July 4 – 9, 2021) reflected that. Conference speakers and attendees were mostly young. We thank God for awakening us to the importance of this. Raising up and developing a next generation of leaders is necessary for us to advance Christ worldwide.
- The fourth goal was “**LIFT**” (2022). During our 43rd Annual Conference in Tulsa, OK (June 19 – 24, 2022), Hmong District departments spent a considerable amount of time celebrating the faithfulness and work of God during the worship services and business sessions. I believe that as a district and within our local churches, we should praise God regularly for His goodness.

I reiterate my belief in the importance of the Hmong District’s stated goals above: building relationships, leveraging technology, raising up a next generation, and celebrating God’s faithfulness. I urge our churches to continue pursuing and improving each.

A Look Within: Lessons Learned

The knowledge I’ve gained will carry myself and our district into the next four years.

1. We must seek to align ourselves with God’s vision for His church. We must discern what the Father desires of us? To do so requires much fasting and prayer. It’s what our district staff, our DEXCOM, and I did to come up with the Hmong District’s vision: “Advancing Christ Worldwide.” I urge you – our pastors, elders, and church leaders – to do the same. Aligning yourselves with God’s vision is necessary for the church to minister effectively for His glory.
2. We must stay near to God by praying daily. It’s foundational to every Christian. If I were to be asked what I spent the bulk of my time doing these past four years, my answer would be “in prayer”. Prayer is what the staff and I do collectively every Tuesday, Wednesday, and Thursday mornings. Prayer is what our HKM Prayer Warriors do for us as a staff every week. Prayer is what our churches have been joining together to do 40 Days prior to these past two Annual Conferences (2022 & 2023). Prayer is what has helped HKM accomplish many goals and overcome many obstacles the last four years. Prayer is what will help HKM in the next four years as well. I urge you, brothers and sisters, to make “prayer” primary in every aspect of life.
3. We must build strong and healthy relationships with each other. Ecclesiastes 4:9-12 speaks well of this:

“Two are better than one, because they have a good return for their labor: ¹⁰ If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. ¹¹ Also, if two lie down together, they will keep warm. But how can one keep warm alone? ¹² Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.”

4. In my travels, I’ve begun to notice that the strongest, growing, and most vibrant Hmong churches are ones where:

- Young people can be found sprinkled throughout the church actively serving in church leadership and various ministries where their gifts are put to use.
- Older members willingly serve alongside and play supportive roles.
- Within church worship and gatherings, both Hmong and English are spoken.

I urge our churches, therefore, to continue to encouraging the many generations in the local church to build bonds and come together. We should all be committed to this.

A Look Ahead: 2023 and Beyond

We took incredible strides the past four years towards accomplishing our vision: “Advancing Christ Worldwide.” But to complete the task, continued work must be done.

In my second term as DS, I am committed to focusing on assisting and partnering with our local churches. I firmly believe that if our local churches are strong and healthy, the Hmong District will be strong and healthy. The following are my goals for 2023 – 2026.

2023: REACH IN – Church Cultivation

Our objective is to prepare the hearts of local church leaders and members, equipping and readying each party for ministry for God’s purpose and glory. The DEXCOM, staff, and I have two critical plans to carry out this mission.

The Diagnosis

It is to study and gauge where our local churches presently are health-wise. My current observations are:

- The healthy and growing churches: we only have a handful.
- The maintaining or routine churches: roughly half of our churches.
- The struggling or declining churches: about one-third of our churches.

This is reflected in key data points collected between 2018-2022 from our Annual Reports to the C&MA, as summarized below.

Hmong District Areas of Ministry (HDAOM) ALL 9 AREAS AT THE END OF 2017

Area	Churches	Membership	Attendance	Pastors
1	10	1,724	897 (52%)	17
2	22	8,093	3,171 (40%)	42
3	2	790	438 (55%)	13
4	17	8,795	3,208 (36%)	54
5	15	2,971	1,345 (45%)	25
6	24	6,888	2,936 (45%)	44
7	8	1,226	752 (61%)	7
8	3	1,045	449 (43%)	4
9	16	4,428	1,972 (45%)	36
Total	117	35,960	15,168 (42%)	240

Year	Membership	Attendance	Conversion
2018	35,836	15,591 (44%)	925 (.025%)
2019	35,062 (-774)	15,186 (43%)	928 (.026%)
2020	34,136 (-926)	10,850 (32%)	537 (0.15%)
2021	34,303 (+167)	12,901 (37%)	523 (.015%)
2022	32,298 (-1,005)	11,850 (37%)	1,237 (.037%)

Special Note: These data points show that there are many churches within the Hmong District in need additional support and extra assistance in order to work themselves back to health. My best estimate would be 44-45%.

The Prognosis

This is what the DEXCOM, Staff, and I plan to do the next four years.

1. Bring on an additional full-time staff member to help our Church Ministry Department. Projected start date: January 1, 2024.
 2. CM/DS will pray, select, and partner with churches in need of additional support – the exact number of churches will be determined at a later date.
 3. Offer an online and on-site Church Leadership Certificate (CLC) through our HCI department. This will be a five-course program.
 4. The creation of a \$100,000 fund (DEXCOM approved April, 2023) to help churches in need. Grants may be approved for things such as hiring a pastor and training/developing current pastors/leaders.
 5. Lord willing, the DS and the staff plan to write and publish a series of discipleship books – “Knowing Christ”; “Growing in Christ”; “Loving Christ”; “Serving Christ”; and “Sharing Christ”. The series will be titled: “**A Life with Jesus.**”
 6. Host one Revival Conference yearly in each of the 9 Hmong District Areas of Ministry.
- The goal for 2024 is to challenge our churches to **REACH OUT – Community Engagement**. Our desire is to see local churches prioritize evangelism and outreach. Dr. Ntxoov Laaj, Church Ministry Director, will lead in the development of strategies, methods, and training.
 - The goal for 2025 is **REACH OVER – Missions Mobilization**. Our hope is to put a spotlight on the importance of overseas missions. Rev. Swm Xeeb Yaaj, our Missions Director, will lead this effort. In 1950, Jesus Christ was first brought to the Hmong in Laos. To mark the 75th anniversary of this momentous occasion, the Hmong District will celebrate the gospel coming to our people at the Annual Conference (2025). The plan is to invite Hmong Christians from across the globe to join us and Lord willing, tell their stories of God’s work in their countries as well.
 - The goal for 2026 is **REACH UP – Kingdom Advancement**. It is to focus on praise, worship, and celebrating God’s love and grace to the Hmong District. It is also to have a clearer understanding of God as He reigns in our lives, churches, and district.

Conclusion

I want to praise God and thank Him for calling the DEXCOM, HKM Staff, and HDAOM leaders to serve alongside me these past four years. Because of their partnership, the Hmong District is in a stronger position to advance Christ worldwide. Furthermore, I commend the leaders of Alliance Women Ministries, HD Men, OTS, our local church pastors, church leaders, and HKM members who have also played a great part in accomplishing the goals, plans, and works of the Hmong District. Additionally, my gratitude goes out to our Prayer Warriors who have played a crucial part in everything we do, both in the local church and at our annual conferences. I thank God for each of you. Last but not least, I am also indebted to my wife and children. Without their love, sacrifice, and support, I would not be able to serve and help the Hmong District advance Christ worldwide. My prayer for us, as we move forward, is that God would fill us with His Holy Spirit and that with His presence, we will be able to accomplish all things for His glory. Amen.



Dr. Shahlahng Herr (Kx. Ntxoov Laaj Hawj)
Church Ministry Director



Introduction

The passage that best captures the 2022 tone and culture of my department – CHURCH MINISTRY – is 1 Corinthians 3:7-9.

So neither the one who plants nor the one who waters is anything, but only God, who makes things grow. The one who plants and the one who waters have one purpose, and they will each be rewarded according to their own labor. For we are co-workers in God's service; you are God's field, God's building. - 1 Corinthians 3:7-9

The work of ministry gets done when the church comes together, shares the load, and each member uses his or her own gifts to advance Christ worldwide. I am honored and privileged to have had so many brothers and sisters in Christ walk alongside my ministry in 2022. I genuinely appreciate each person, their contribution, and their camaraderie.

A word of gratitude to the many able and willing churches who partnered with myself and my team, by hosting our trainings, seminars, and teachings. Without your support, cooperation, and assistance, my department would not have been able to accomplish its said goals and objectives.

In this report, Church Ministry will highlight the activities of 2022 and will look ahead to 2023.

A Look Back: 2022 Overview

The responsibilities and duties of myself and the Church Ministry department can be divided into three main categories:

1. Church Advancement
2. Church Multiplication
3. District Responsibilities

Church Advancement

The intent of these activities and initiatives are to assist and better equip local churches, helping each to be more focused on advancing Christ in their neighborhoods and communities.

DISCIPLESHIP TRAINING: The Church Ministry (CM) leadership team visited and held three discipleship trainings: Fresno, CA (April); St. Paul, MN (August); and Milwaukee, WI (October). At these trainings, our goal was to encourage the churches, call them to make discipleship a priority, and lead them in workshops aimed at discipleship and evangelism. Our trainers also visited local churches and preached at separate locations on Sundays as well.

EVANGELISM TRAINING: I went to Fresno (December) to do an evangelism training for local churches in preparation for an evangelism campaign at the Fresno Hmong New Year.

LEADERSHIP TRAINING & ENCOURAGEMENT: I hosted a leadership training in Marysville, CA (September). And in October, I went to encourage the church in Akron, OH at one of their church conferences.

NATIONAL OFFICE GENDER TRAINING: I traveled with other staff from the Hmong District to the National Office in Columbus, OH (September) to learn about the issue of gender and how it could and has affected the church and various ministries throughout the nation.

NATIONAL CHURCH ADVANCE SUMMIT: I went to a training hosted by the National Office in Columbus, OH to network and learn about a variety of issues affecting local churches (October).

Church Multiplication

These activities and initiatives are done with the purpose of assisting church plants and encouraging church planters to be steadfast and diligent in their mission to win communities for Christ.

CHURCH PLANT TRAINING: My CM leadership team went to Florida to help train the church plant leadership team of Acts 2 Project (A2P). A2P is a multi-ethnic church plant that uses English as their primary language to reach the community.

EXPONENTIAL: My CM leadership team attended the Exponential Conference in Orlando, FL (March). Exponential is a church planting conference that focuses on helping church planters from all denominations plant churches for God's kingdom. My team went to learn and seek God's direction.

EXPONENTIAL LEARNING COMMUNITY: I, along with a member of CM's leadership team, participated in the Exponential learning community to be better equipped to help and assist church planting and planters. This learning community included Alliance multiplication leaders and church planters. We met three times, twice in 2022 and will meet once this year, 2023.

CHURCH PLANTERS ZOOM: I connected with the eight church plants within the Hmong District to encourage and generate ideas to assist their churches. The church planters gave updates and shared about how they are implementing various ideas and activities.

NEW CHURCH PLANTERS ZOOM: I connected with a few individuals who are interested in church planting to facilitate discussion and to seek God's direction for possible church plants and new church planters.

District Responsibilities

These activities and duties are performed on behalf of the DS and the Hmong District to better facilitate communication, relationships, and to accomplish the objectives of the Hmong District in advancing Christ worldwide.

CONFERENCE PLANNING: I am part of the Annual Conference committee that oversees the budgeting, planning and execution of the District's Annual conference. I serve as the Conference Manager.

PASTORAL RETREAT: I took part in two pastoral retreats. One in area 3 (as an attendee): Colorado (August), and the other in area 7 (where I taught and preached): Michigan (September).

PASTORAL INSTALLATION: I took part in visiting churches to encourage pastors and congregations. I also had a hand in pastoral installations as well.

A Look Within: Lessons Learned

In this next section, I want to give you an overview of what the annual report shows.

First and foremost, thank you to the churches that made filling out the annual report a priority. I want to reiterate the utmost importance of this. Not only is the annual report informational, it offers the district a glimpse into the health of our local churches. I ask that all pastors and leaders be diligent in filling out your reports and getting them back to our district office in a timely fashion. Thank you.

An analysis of the 2022 Annual Report overall shows:

1. The Hmong District's membership declined from years 2021 to 2022.
 - 2021: 34,303
 - 2022: 32,298
2. An increase in professions of faith, as seen in Chart 1.
 - 2021: 1,181
 - 2022: 1,197
3. A decrease in worship attendance. To paraphrase, we still have a long way to go in bringing our people back to active worship. See Chart 2.
 - 2021: 12,901
 - 2022: 11,850
4. 547 people last year made decisions to publicly declare Jesus Christ as Lord through baptism. Glory to God. See Chart 3.
5. Giving to the Great Commission Fund increased. Thank you for your faithfulness. See Chart 4.
 - 2021: \$846,635
 - 2022: \$950,443
 - Difference of \$103,808

CHART 1: PROFESSIONS OF FAITH GRAPHING

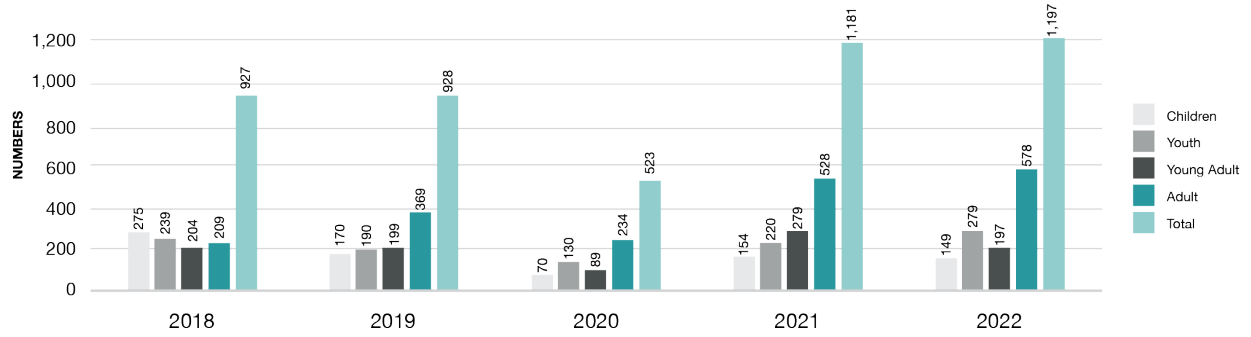


CHART 2: ATTENDANCE GRAPHING

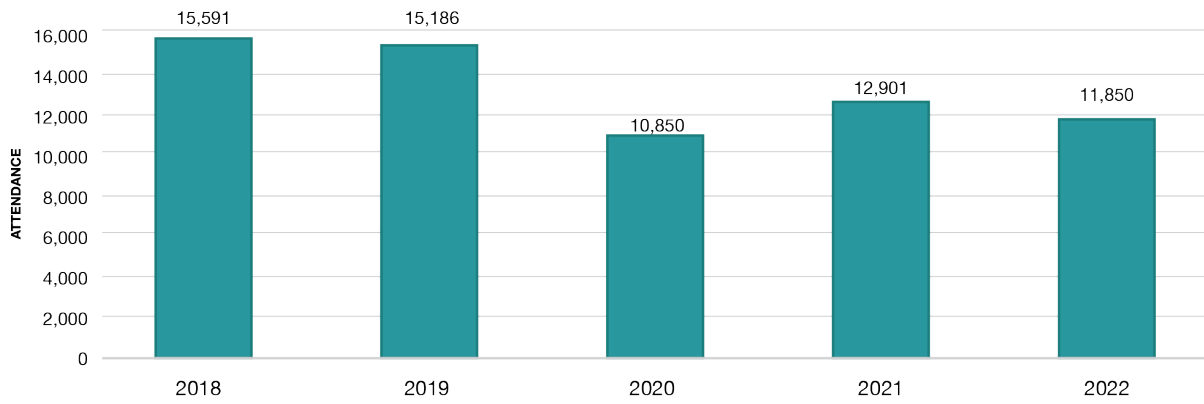


CHART 3: BAPTISM

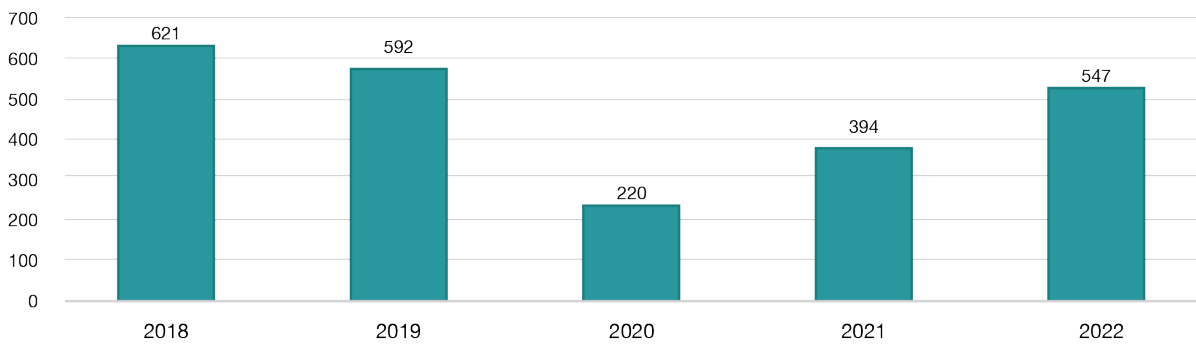
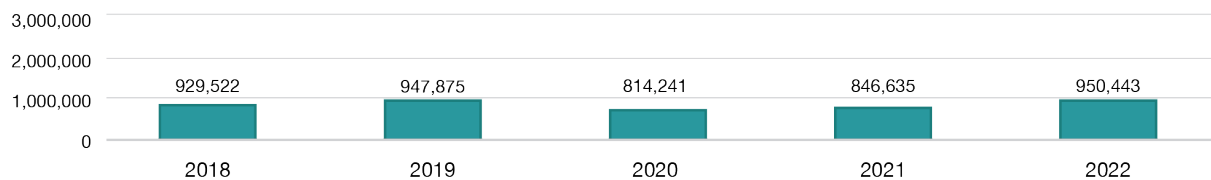


CHART 4: GREAT COMMISSION FUND



That was just a quick overview of what is found in the annual report. My encouragement is for all leaders to continue keeping accurate records of the various data that are reported to the National Office, so we can maintain a better picture of the health and growth of our churches.

A Look Ahead: 2023 and Beyond

As we look forward to the future, it is by His might that we will accomplish our goals and initiatives. For we are reminded in Proverbs 16:9 that, “People may make plans..., but the LORD decides what they will do” (NCV). It is great to know that God is with us and leads us.

So, in 2023 and beyond, these are some of the goals and initiatives my department, CM, believes God has called us to implement.

- The first thing we want to do is to develop a discipleship curriculum. We started calling churches to make discipleship a priority in 2022. In 2023, our hope is to assist the very same churches as they make the shift towards that. This discipleship curriculum will consist of biblical knowledge, character building, and lifestyle investment. Biblical knowledge deals with helping the people to have a deeper understanding of Scripture, which will translate into a deeper relationship with God. We believe that as their relationship with God deepens, their character will change as well. Discipleship is about becoming more like Jesus in our inner thoughts and outward actions. These changes are not done in a vacuum, but in the context of a relationship between a disciple and the disciple-maker. This curriculum will incorporate the element of one-on-one relationship. It will call for the disciple-maker to invest time and do life with his disciple.
- Another initiative in 2023 is to bring our pastors together. We want to hold a couple of conferences, focused on preaching. These gatherings will incorporate learning communities to help pastors better understand preaching and be more effective in their preaching.
- A third initiative is to raise church planting teams to plant English-speaking churches in St. Paul, MN, Fresno, CA, Sacramento, CA, and Milwaukee, WI. Our desire and focus is to begin this work in Milwaukee, WI. We are praying for and engaging with young people who are interested in church planting. We want to be able to start forming a team or teams for this endeavor in 2023. If God is calling you to plant a church, contact CM.
- A final initiative for CM is to connect with our smaller churches (membership under 25 adults) and to sit down for conversations about the direction of the church and provide strategic help in moving these churches toward growth and renewal or restructure and reintegration into existing churches. We will seek God’s will and direction in this and work with the leadership of these churches to find the best possible solutions.

This is but a brief snapshot of what we believe God is calling CM to do in 2023. The DS, the district staff, and the Church Ministry Team are excited about these initiatives. We invite you to partner with us in accomplishing our goals.

Conclusion

The CM department's vision is to help the churches become rooted in Jesus Christ. What that means is that we want our churches to become dependent upon Christ, who is the head and foundation of the church. Paul says in 1 Corinthians 3:11, "For no one can lay any foundation other than the one already laid, which is Jesus Christ." The church is the expression of God. He wants to show the world His love and chooses to demonstrate it through the body of Christ. Our foundation and power is Christ Jesus. The CM department and leadership team is here to serve you in accomplishing that goal.

The leadership team consists of myself, Director of Church Ministry at the Hmong District, Rev. Paul Chonfong Yang (Kx. Txoos Foom Yaj), lead pastor of Compassion Chapel in Maplewood, MN, who is passionate about discipleship and evangelism, and Dr. Chou Xiong (Dr. Vaam Txus Xyooj), lead pastor of Living Stone Alliance Church in Appleton, WI, a shepherd gifted with the ability to lead and train leaders. Our desire is to support and assist our pastors and churches in their shepherding of God's people.

As always, we are His humble servants, co-workers in God's service (1 Corinthians 3:9). We want to partner with you and assist you in advancing Christ worldwide. Therefore, let us "spur one another on toward love and good deeds" (Hebrews 10:24). So that we, "may bring salvation to the ends of the earth" (Acts 13:47).



Rev. Wang Chao Lee (Kx. Vaam Choj Lis)
Hmong Christian Institute (HCI) Director



HCI Committee Members

- Rev. Wang Chao Lee, Director
- Dr. Kx. Lantzia Thao, DS
- Rev. Nom Xyooj Hawj
- Dr. Timothy T. Vang
- Dr. May (N. Tsompum) Vang
- Dr. Neej Fwm Vang
- Dr. Nha Ntxawg Kwm

Partner Schools

- Crown College
- Simpson University
- Australia School of Theology
- Hanoi Bible College

Introduction

The Hmong District has ministered to the Hmong worldwide for over 40 years. We appreciate past leaders who impressed upon us four essential principles to discipleship.

1. Having the Bible in our own language.
2. The development of a discipleship curriculum.
3. The importance of leadership training.
4. The necessity of being faithful to the Great Commission Fund.

Because of these pioneers, our leadership training program has raised 40% of the Hmong pastors. The Hmong Christian Institute of the Hmong District is committed to continuing this alternative training program.

A Look Back: 2022 Overview

Accomplishments for the HCI

1. Reviewed and approved ninety-seven new TEE students and fifteen new MSP students.
2. Gave center leader training for thirty-two leaders, twenty-four of whom were certified to lead TEE cohorts.
3. Forwarded five MSP transcripts, three for accreditation purposes and two for college applications.

Accomplishments for the HCI continued

4. Planned the annual graduation ceremony for three MSP students.
5. Held an appreciation banquet at the Annual Conference for MSP instructors, the DEXCOM members, and representatives from our partner schools.
6. Traveled to 3 churches for their TEE completion celebrations.
7. Took part in the installation of pastors, duties delegated by the DS.
8. Participated in the Overseas Ministry Network trip (Dec. 1-20). The purpose of the trip was to reconnect with national leaders of Thailand, Laos, and Vietnam to discuss possible partnerships in various ministries.
9. Rev. Chue Yer Vang completed the translation project of the TEE Book-5 from English to Green Hmong. Rev. Nkangle Vang converted the Green Hmong TEE Book-5 to the White Hmong dialect. Books 1-5 are now complete in both Hmong dialects.
10. Our IWs who help oversee TEE in Asia reported that they have a total of 2,600 new students, 957 completed students, and 214 center leaders.

Data-At-A-Glance

U.S.A	Basic (TEE)		Advanced (MSP)	
	New	Completed	New	Completed
2020	10	-	20	-
2021	29	120	3	5
	New	Completed	New	Completed
2022	97	77	15	3
	32 people attended Center Leader Training		3 MSP transcripts forwarded to LO/CC for accreditation purpose	
	24 certified new center leaders		2 MSP transcripts forwarded to Bible colleges for admission purpose.	
	1 TEE center opened			
S.E. Asia	Basic (TEE)		Advanced (MSP)	
2022	2,608 New Students 957 Completed 214 Center Leaders			

Other Ministry Involvement

Aside from the HCI duties, I also participated in various ministries.

1. I led a workshop, "The Need for Senior Adult Ministries", at the 43rd Annual Conference in Tulsa, OK.
2. Participated in HKM TV's monthly "Ministry Moments" program.

3. Took part in leading the monthly “Live Prayer” via HKM TV.
4. Worked with the staff to do logistical planning for the HD New Pastoral Orientation in Thornton, CO.
5. I made periodic phone calls and sent cards to encourage and support fellow pastors during moments of challenge. There were times when I stopped by their houses to visit when in their cities.

US Bible Student Scholarship

1. Reviewed and approved 4 scholarship applications totaling \$5,700.

Office Manager Duties

1. Performed regular maintenance and repairs of the HVAC units, the lights within the office building, and the DS' parsonage.
2. Called for service contracts as needed.
3. Oversaw the office fire and safety protocols and regulations.

Board of Trustees for Crown College

I represent the Hmong District as a member of Crown College's Board of Trustees.

1. Attended the Spring and Fall in-person meetings and took part in the annual graduation commencement ceremony.
2. Joined the Summer and Winter virtual meetings.

Hmong Study Bible Translation Project

I spent a good amount of time, besides office hours, proofreading the English-White Hmong translation.

A Look Within: Lessons Learned

The *Overseas Ministry Network* trip was the major highlight of the year. The Hmong District has always maintained good relationships with ministry leaders in Thailand, Laos, and Vietnam. Post- COVID, it was important that we reconnect. I believe our meetings have paved a good foundation for Hmong ministries to thrive in each country. As leaders, we discussed the partnerships and signed MOUs for future ministries.

A Look Ahead: 2023 and Beyond

1. Collaborate with the Church Ministry department and the DS to extend the Church Leadership Certificate training to local church settings, as needed. If a local church needs to certify its leadership team, we will adjust the curriculum to meet their needs.
2. Continue to offer Mentorship training to church leaders.

3. Contract English-Hmong translators for:

- I. Six TEE teacher's guides.
- II. Seven other leadership training books from S.E.A.N., for which permits are granted.

Conclusion

The HCI is committed to promoting the Ministerial Study Program (MSP) as an alternative training program for those who feel a call to serve. We will continue to network with more Christian colleges so our MSP graduates will have more choices to continue formal education.

According to a Hmong District survey, by 2035 over 60% of our current pastors will reach retirement age. To replenish pastors for our 117 churches, we will need to raise at least 5 new pastors each year. HCI's goal is to motivate at least one person from every MSP graduating class to enter the ministry each year.

"Everything is possible for one who believes" (Mark 9:23). I am excited to see what God has for us in the new year. I believe.



Rev. Toua Thao (Kx. Xeev Tuam Thoj)
NextGen Director

Introduction

2022 was a year of rebirth. Coming out of a global pandemic, it was imperative to rework plans, and retool the mission. With normalcy returning to church ministries, and the presence of young people still in decline, a decision was made to leverage whatever influence my department might have to walk-alongside and assist local churches in (1) their making of disciples, (2) their pursuit of prodigals, and (3) their search for lost sheep. This report details calendar year 2022 and offers a glimpse into 2023.

I would be remiss if I did not thank the DS, the DEXCOM, our Hmong District staff, and you – our Hmong District pastors, and Hmong District churches – for the support I’ve been given and the love I’ve been shown to carry out the mission of raising up a next generation. You have my appreciation.

A Look Back: 2022 Overview

What a year it was! Busy at times, but necessary. Exhausting, but rewarding. Praise be to God, for His strength! Jesus was our anchor and shield.

Children’s Ministry Events

Little Lights Regional Gathering (March 26, 2022)

Location: Alliance Church of Merced
Speaker: Leah Broach, Director Alliance Kids

Little Lights Regional Gathering (April 9, 2022)

Location: First Hmong Alliance Church (NC)
Speaker: Leah Broach, Director Alliance Kids

Go Big Conference (October 28-29, 2022)

Sponsored by the Hmong District, Alliance Kids, Awana, Moody Bible Institute, Life Promotions, Discovery Land Global, and the Western Great Lakes District of the C&MA
Location: Appleton Alliance Church (Appleton, WI)



Little Lights 2022 (December 2-4, 2022)

Location: Hmong District of the C&MA (Thornton, CO)

Speakers: Rev. Phillip Her; Kris Smoll; Rev. Toua Thao; Stephanie Xiong; Yia Yang

Breakouts: Children's Ministry Essentials; Special Needs in the Church; Autism; Marks of Faithful Leadership

Total Attendance: 80+



Youth Ministry Events

C128 Equip, hosted by NextGen Stockton (March 5, 2022)

Location: Hmong Alliance Church of Stockton (CA)

NextGen Youth Gathering (April 2, 2022)

Location: Trinity Alliance Church (AR)

Speakers: Rev. Toua Thao; Dr. Timothy Vang

Overnight Experiences @Alliance Bible Colleges

1. Toccoa Falls College (September 16-17, 2022)
Speakers: Rev. Lee Thao; Pastor David K. Vang
Total Attendance: 40+
2. Crown College (November 11-12, 2022)
Speaker: Rev. Vang Yang
Total Attendance: 50+

Single Adult/Young Married Couple Events

SALT & LIGHT Conference (July 13-17, 2022)

Location: San Diego State University (CA)

Theme: Sojourners

Speakers: Rev. Cawjajyim Charand; Pastor Drew Hyun; Rev. Joseph Kue; Mayche Kue; Pastor Chee Lee; Rev. Keith Neigenfind; Omee Thao (Nkx. Tsw Txos Thoj); Rev. Toua Thao; Rev. Albert Vang; Pang Vang (Nkx. Ntsum Thaiv Vaaj); Rev. Bruce Yang; Rev. Vang & Shannon Yang

Total Attendance: 1,154

Baptisms: 75+



Other Ministries

Pastoral Installations

1. Pastor Zoov Pos Lis @Victory Alliance Church (May 1, 2022)
2. Pastor Tou Yang @Twin Cities Hmong Alliance Church (July 31, 2022)
3. Pastor Happy Mua @Portland Hmong Alliance Church (September 11, 2022)
4. Pastor Nathan Her @Denver Hmong Alliance Church (February 5, 2023)

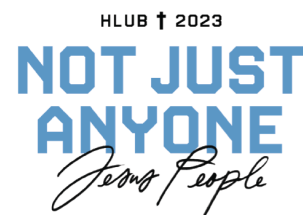
A Look Ahead: 2023 and Beyond

HLUB 2023

Location: Indiana State University (Terre Haute, IN)

Date: July 23-27, 2023

For: Youth, ages 12-18



SALT Regionals

1. Palomar Christian Conference Center (Palomar Mountain, CA)
September 15-17, 2023
For Single Adults (18+): AK, WA, OR, CA
2. Ridgecrest Conference Center (Black Mountain, NC)
September 29-October 1, 2023
For Single Adults (18+): MI, IN, OH, PA, RI, MA, NC, SC, GA, FL
3. Camp Wood YMCA (Elmdale, KS)
October 6-8, 2023
For Single Adults (18+): IA, NE, MO, KS, OK, AR, TX, CO



4. Silver Birch Ranch (White Lake, WI)
October 20-22
For Single Adults (18+): IL, WI, MN

Little Lights 2023

Location: Thornton, CO
Date: December 8-10, 2023
For: DMDs and Children's Ministry Teams

SALT & LIGHT 2024

Location: TBD
Date: TBD
For: Single Adults (18+) and Young Married Couples

Conclusion

I thank Jesus for His goodness. Without His guidance and the power of His Spirit, my department would be lost and powerless in our pursuit of the Father's will. I humbly ask that you – delegates and churches of the Hmong District – continue to keep myself and the department I lead in your prayers. Pray for wisdom and discernment as we continue pushing the needle of disciple-making forward. To God be the glory!



Rev. Swm Xeng Yang (Kx. Swm Xeeb Yaaj)
Missions Director



Introduction

Greetings my fellow pastors, leaders, and members of the Hmong District. It has been my pleasure to serve the Lord Jesus Christ as your Missions Director and Mobilizer for the past four years. The heartbeat of the Alliance has always been “All of Jesus for All the World.” We do so by making our presence known in our community and sharing the good news of Jesus Christ with others.

The vision of the Hmong District Missions Department continues to be *Sending* more workers, *Partnering* with them, and *Advancing* Christ worldwide. We praise the Lord Jesus that our Hmong District churches remain faithful in their support of the Alliance Great Commission ministries. Together, Hmong District churches contributed \$950,443.00 to the Great Commission Fund in 2022. This is a 12% increase over the previous year.

A special thank you to the SALT and LIGHT Conference for raising \$13,450.00 towards the building of two churches overseas and the support of two national leadership trainings. Thank you to all our friends and family who donated \$5,483.50 to the purchasing of gifts for the “Proclaim the Gospel Christmas Crusades”. We truly appreciate churches and members who gave an additional \$31,649.79 towards various Hmong District Mission Project initiatives and \$23,450.96 to the Overseas Scholarship fund. Together, we are Advancing Christ Worldwide by sending workers, partnering in their ministries, and raising up disciples for Jesus Christ.

A Look Back: 2022 Overview

Send

In 2022, we saw many churches and individuals step out of the comfort and safety of their homes to engage in short-term missions. Many served on Envision trips domestically and overseas. Some went on short term trips with their churches and many participated in the Hmong District short-term trip to Thailand.

Short-term trips have been instrumental in developing our young people for missions. For example, a young lady, who took part in the Hmong District’s short-term trip to Thailand, stayed beyond her intended/planned trip because she really fell in love with serving the Lord overseas. While at the same time, many of our short-term participants have plans to return to the missions field for trips in 2023 and beyond.



MJ and Nhia – short-term participants – have made decisions to dedicate their lives to serving the Lord overseas. MJ and Nhia are in the process of applying to serve with CAMA Services and Marketplace ministries. Please pray for the Lord to continue leading them in their decision to serve the Lord.

Candidates. We have seen a rise of interest in our young people wanting to go and serve abroad. We currently have three candidates pursuing placement with international ministries and three other candidates in the process of completing their ALMEs. Please continue to pray for our future candidates as God raises a generation of men and women who are called to go and advance Christ worldwide.

Partnership

International Workers. We thank you for loving and supporting our International Workers! Most of them were fully funded in 2022. They have been able to serve the Lord because of your love and faithful giving. We continue to ask our churches to pray, care, and support our International Workers in their ministries as we advance Christ together.

National Churches. The Hmong District continues to deepen our relationships with National Churches and Hmong Church leaders overseas. God has placed the Hmong District in a strategic position to lead the advancement of the gospel to other unreached Hmong and minority groups in Asia. This can be most effectively done through partnerships with National Churches in training leaders and supporting Great Commission initiatives.

Advancing Christ

Our purpose is to take All of Jesus to All the World! We thank you and your church for supporting these mission projects. We look forward to greater partnerships with our Churches in advancing Christ overseas!

Overseas Leadership Training. The Hmong District provided a grant of \$21,600.00 for the support of TEE and MSP training in three Southeast Asian countries in 2022. Since the program's inception, 957 graduates have been through T.E.E. Level 1 training. There are currently 1,651 students going through the

program. We anticipate 300-400 students will graduate in June 2023 and another 700-800 will graduate by December 2023.



Provincial Cohort Bible and Ministry Training. There are over 1,000 Hmong Churches in Long Valley who have a great need for biblically sound and trained church leaders. The National Church Bible College developed bi-annual weekly cohort leadership trainings in 8 provinces. Those who complete the cohort training will be certified for ministry in the local church. The Hmong District granted \$8,000.00 for the support of the provincial cohort trainings.

Overseas Bible Scholarship. The Hmong District granted 16 partial scholarships to Bible students in 2022. These students all graduated and are now serving in different capacities of ministry.



We continue to look for greater support and sponsorship towards developing biblical leaders for ministry. The average cost of tuition for an overseas Bible student is between \$800.00 and \$1,000.00 per year. You may choose to support the general Overseas Scholarship Fund or specific students with whom you have a relationship.

Daily Devotional App. The Hmong District granted \$4,600.00 to our partner National Church to continue the Hmong Daily Devotional application. We encourage our first-generation Hmong District members to download and listen to the Hmong daily devotional app.

Radio Distribution. An effective way to share the gospel message to the lost continues to be through radio. Distributing radios with recordings of the Scriptures, hymnals, and sermons remains a priority. We continue to support this ministry initiative by distributing radios to non-believers and new believers.



Church Building Support. We continue to support the planting and building of churches in the most impoverished and least reached areas. We believe that multiplying churches are crucial for the propagation of the gospel.



A Look Within: Cultivating the Heart of Missions

The Great Commission has always been the heartbeat of the Alliance. It is like the air we breathe and the motivation that drives us to the ends of the earth.

Lost People. We are reminded of the Alliance core value that “Lost people matter to God and He wants them found.” It is not easy for us to go into the world because it requires us to get out of our comfort zone. However, 2022 was a year that we saw many of our men, women, and churches step out of their Covid 19 hibernation and serve on short-term mission trips.

Stewardship. We are reminded that “everything we have belongs to God and we are His stewards.” There was a time when Alliance churches were giving more than 50% of their annual income towards Great Commission Ministries. The average Hmong District church is currently giving and/or utilizing under 10%

of our annual income for Missions and reaching the lost in our communities. We would like to encourage and challenge our pastors and leaders to cultivate missional churches that utilize more than 10% of God's resources for reaching lost people.

Great Commission. "Completing the Great Commission will require the mobilization of every fully devoted disciple." It will take each of us doing our part and contributing to the mission of the Alliance for the Hmong District to make a meaningful impact for the Great Commission. Therefore, we encourage you – our churches and members – to make a meaningful presence in your community by the way you impact the lives of those around you.

A Look Ahead: 2023 and Beyond

Send More Workers. We believe that God is raising a generation of young men and women with the calling to go and make disciples of all nations. We are seeing a rise in those who are feeling the call to go. The Hmong District continues to identify, develop, and walk alongside candidates who are called to take the gospel to every nation, tribe, and tongue. We also have a scholarship and a loan matching repayment program for missional candidates who are called to serve overseas.

Deepening Partnerships. The Hmong District continues to deepen our partnership with National Churches and Hmong church leaders overseas. Our desire is to bring together a fellowship of Hmong Christian leaders from around the globe. Together we can advance the gospel among unreached Hmong people and other ethnic groups.

Advancing Christ Together. We continue to invest in initiatives that will reach lost people, plant churches, and train leaders. We prayerfully ask that our churches continue to support the Overseas Bible Scholarship and the Overseas Ministry Fund.

Special Note: We want to recognize Kx. & Nkx. Ceev Xwm Hawj as they have returned home to serve at the National Office. We would like recognize Nkx. Ceev Xwm as one of the new Assistant Vice Presidents of Alliance Mission. She continues to be an inspiration for the Hmong District and our young women seeking to serve the Lord domestically and overseas.



Conclusion

We are encouraged to see an increase in partnerships and engagements from our churches and members in the mission field. We truly appreciate each and every one of our churches and members for your partnership in advancing Christ together.



Kao Chang (Xh. Zam Nkaub Tsab)
Multimedia Director

Ger Vang (Ntxawg Vaaj)
Multimedia Assistant



Introduction

Matthew 24:14 reminds us that when the gospel is preached to all nations, the end will come. When we realistically and strategically think about the task of preaching and sharing the gospel to all nations, two questions often arise: Who will go? And what mode of communication will they leverage for the kingdom?

Within the Multimedia Ministry of the Hmong District, God has called Ger and I to utilize our spiritual gifts to share the gospel message across all available multimedia platforms. For this very purpose, everything the Multimedia Department does – whether it be on our social media sites, HKM TV programs, Christian music projects, through our downloadable apps, et cetera – is aimed at engaging people with the hope that they will be touched by God.

This report focuses on three areas for fiscal year 2022: A Look Back (2022 Overview), A Look Within (Lessons Learned), A Look Ahead (2023 and beyond).

A Look Back: 2022 Overview

Hmong District Business Operation and Multimedia Functions

Website

HKM's website demands ongoing maintenance and improvement. We added a prayer tab to our website, one where a variety of prayer requests are posted from the C&MA's national office, the Hmong District, our local churches, HKM pastors, our international workers, and others. This prayer tab serves an important purpose. Not only does it offer the public a glimpse into the needs of God's people, it paints a clear picture of what members of HKM can pray for.

Additionally, our multimedia department launched an instant chat function on our website as well. This allows our online visitors the opportunity to chat with the district instantly. Many visitors have already used this feature to connect with us. In 2022, our website registered 20,023 visits and 46,589 site sessions.

HKM Shopify Online Store

This past year, we changed our account subscription with Shopify to save the Hmong District money. In the past, we paid around \$3,600 a year to sell our resources. After a thorough evaluation of our subscription plan, we made the decision to switch. We simply did not need all the features in the advanced plan. We moved to “basic” (\$312 per year), a net savings of almost \$2,300.

Additionally, we created an “Online Store” on our website with WIX at very minimal cost and added all our inventory into this new store. In the future, if WIX offers better shipping options, there is a possibility we might close our Shopify store completely.

Media Handles

Subscriptions and followers to our media handles continue to rise. In 2022, our Facebook Page had 31,103 visits and reached 217,621 people, an increase from the previous year (2021), where our social media page logged 14,788 visits and 102,682 reached. Our YouTube channel currently has 352,575 views and 70,083 hours of watch time. Previous year (2021): 263,429 views and 60,055 hours of watch time.



The content we produce through HKM TV affords our multimedia department the opportunity to reach audiences both in the United States and all over the world. We see this as important. The ability to communicate and stay connected with our local churches, pastors, leaders, and members domestically and around the globe is indispensable. It's why we will continue investing and making improvements to this ministry. It's important we reach people in the digital realm.



Technical and Operational Support

Supporting our District Staff is a critical function of the Multimedia Department. In order for the Hmong District to effectively carry out its mission and conduct its daily business operation, the multimedia department must maintain a healthy IT environment. This demands that Ger and I maintain and upkeep computers, secure our internet connection, safeguard our email system, take care of copiers and printers, and stay up to date with software applications. Though a full-time IT staff is not necessary (we're a small organization), there are times when situations can be challenging and time-consuming. When the work is beyond our ability, we thank the DS and DEXCOM for allowing Multimedia to outsource jobs to third parties.

The Publishing of the Alliance Women Musical Album to HKM's YouTube Channel

Over the course of the last 2-3 decades, AWM has produced many albums and hundreds of songs. Our desire is to use this material for maximum gospel impact. In partnership with AWM, we were able to upload ninety-one songs and instrumentals and monetize each on HKM's YouTube channel to support HKM TV and our online ministry. We thank AWM for their sharing of our vision and for giving us permission to use their music to speak gospel truths and touch the hearts of people across the globe for Jesus.

HKM Mobile App

This mobile app is a long-term project. It's part of our plan to better connect with people. Our hope is to launch an economical app that provides direct and exclusive access to HKM ministry resources.

New Contemporary Hymnal Songbook

The goal of this project is to reproduce and contemporize our current HKM hymnal/songbook of 435 songs. We understand the difficulty of completing such a project, much of which might seem impractical. But this is an endeavor, nonetheless, we're exploring. We have established a committee to oversee the possibility of such a project. And if the Lord wills this hymnal into existence, we hope to accomplish three things:

1. Support local church worship ministries.
2. Encourage younger generations to use our hymnals.
3. Advance the gospel through music.

New Contemporary Worship Song Collection

The purpose of this project is to gather and compile a new set of worship songs. Our intent is to collect biblical and popular worship songs from a variety of artists and assemble these songs into a new songbook to be used in our local churches. We understand the complexity of such a project as it deals with acquiring copyrights from original artists or music studios. We ask for your prayers.

HKM Music Album

Ger and I were able to plan, coordinate, and bring to reality the first HKM music/video album. This would not have been possible without the hard work of countless ministry friends. We would like to thank all the singers for their dedication and faithfulness. But most importantly we would like to thank Kl. Tsaav Nyaj Haam for the tireless work he put into composing, mixing, and mastering the album, despite his ongoing battle with illness. Although I made the recommendation for Kl. Tsaav Nyaj to step aside and focus on his health, he saw this project to completion. Little did we know this would be one of the last music albums he'd compose this side of heaven. The entire Hmong District thanks him and his family for their love and contribution to Hmong Christian music.

New Pastor Orientation

An important highlight for 2022 was our planning, promotion, and execution of the “New Pastor Orientation”. Though our AV operation was minimal, it was necessary; and the ability to use HKM equipment without having to rent from hotel was priceless, saving HKM thousands of dollars. The event was well attended and we were able to capture a lot of ministry moments, including on-spot interviews with a number of pastors.



HKM Director’s Planning Retreat

For the first time since our DS took office in 2018, our directors gathered for a planning retreat. It allowed opportunity for the DS to cast his vision for the next 4 years. Strategies were developed for DEXCOM, our district staff, AWM, HD-Men, OTS, and HDOAM Leaders. The goal of our DS: for local church pastors to see his vision, be part of it, and have a hand in seeing it come to completion.

HKM Staff and Family Retreat

The pandemic disrupted much of our plans to gather staff families together for prayer and fellowship.

Thank you to DEXCOM for supporting and providing resources for this HKM staff and family retreat. It was much-needed, especially for our children, who've sacrificed much in order to journey with their parents.

Thank you, thank you.

Asia Ministry Trip

First, I would like to thank the DS and DEXCOM for authorizing my wife and I to be part of this Asian ministry trip. Our primary goals were to:

1. Document the trip.
2. Promote HKM TV and HKM social media.
3. Promote the utilization of media and technology in ministries.
4. Network and find talent for HKM TV programs.



Six things we noticed right away, while in the field:

1. There were faithful servants of Christ in Vietnam.
2. Everyone had a smartphone with access to the internet.
3. Many people were unsure about how they could connect to HKM websites and social media handles.
4. There were some who watched HKM TV programming.
5. The people needed biblical, systematic, and doctrinal training.
6. To advance the gospel, we must assess how we can come alongside these Christian brothers and sisters of ours.

Australia Ministry Trip

Ger was able to accompany Kx. Tswv Txos and N. Kx. Tswv Txos to Australia for a revival event. He helped record an interview with Kx. Tsav Ntxawg Thoj, Sr. Pastor at Hmong Christian Alliance Church in Cairns, Queensland. Ger also filmed and edited a highlight of the revival and documented the trip.

Assistant to NextGen Department

Ger was able to travel with Kx. Xeev Tuam to Paris, AR and Merced, CA as part of Xeev Tuam's NextGen Pilot Program. Ger helped edit and put out three different highlight videos. He also assisted our NextGen Department in creating marketing posters for the Little Light's training event, the Overnight Experiences at Crown College and Toccoa Falls College, in addition to creating and editing a promotional video for HLUB 2023 and our Salt Regional retreats.

Hmong District Conferences

Annual Conference

Planning and executing our annual conference is always demanding. It requires promotion, graphic designs, the maintenance of websites, keeping up-to-date with registrations, and detailed coordination with a variety of persons and groups. Additionally, each venue brings its own set of challenges. The venue chosen for the 43rd Annual Conference in Tulsa, for example, had a low ceiling that forced us to make a lot of adjustments related to our projection screen, stage set-up, and sound system.

The success of these conferences lay squarely on the shoulders of our volunteers. Credit to them. They're the reason we can pull these things off. We could not be more appreciative.

NOTE: we were able to add a wireless video transmission unit to our inventory of equipment, which allowed us to get more dynamic shots from the stage to the audience. This added production value to the conference.



SALT & LIGHT Conference

As previously mentioned, our multimedia department plays an important role in HKM's conference operations. SALT and LIGHT Conference in San Diego, CA was no different. Not only did Ger and I transport our sound equipment to San Diego (from Denver, CO), we oversaw key aspects of the conference.

My appreciation to all our volunteers because without them, conferences like SALT & LIGHT would not be possible. But most importantly, I thank God for His protection. In the end, everything is done for His purpose and glory.

HKM TV Programs

HKM Live Prayer

Prayer is important in the life of a Christian. The HKM Live Prayer program aims to not only pray for the ministries of our churches, pastors, leaders, and members, but also the world.



A Moment with the DS

Communication from the District Superintendent is critically important, especially regarding the vision and direction of the Hmong District. This program helps the DS stay connected with our pastors and churches.

Hmong Christian Talks

There are many things happening at the district, within our churches, among our members, and through the Hmong Christian community around the world. It is the intention of the program to capture and tell Hmong Christian stories.

Sr. Bible Study with Maiv

This past year, Maiv focused heavily on the theme “Laug Lawm Los Tseem Txi Taug Txiv: Ntawv Nkauj 92:14”. For Maiv, teaching seniors in the church is a passion. Please continue to pray for her. Based on social media analytics, we have a consistent senior population who tunes in.

Ministry Moments



Annually, each ministry department updates ministry plans and periodically, retools their vision. Ministry Moments is an important strategic program for HKM ministry directors to communicate vision and provide ministry updates. Ministry directors have the opportunity to use this program to talk about relevant topics related to their ministry, train local church leaders, and offer counsel to churches in need of support.

Life Matters

It is the intention and strategic goal of HKM to utilize Life Matters as a program to speak gospel truths and encourage viewers that their lives matter to God. Our desire is to see lives transformed through the renewing of minds as spoken of in Romans 12:2. This program is still in its infancy stage. Please pray that we will find ways to consistently create content and make this program edifying to audiences worldwide.

Special Programs

Our special programs are among the most watched programs produced through HKM TV. We hope to continue gathering Hmong Christians from around the world to engage in virtual multimedia Christian events such as these to glorify God.

A Look Within: Lessons Learned

Connections and Relationships Are Important

Over the course of calendar year 2022, we learned the importance of staying connected. It's of benefit to the kingdom as a whole. It is integral that we continue building new relationships while maintaining existing ones. They are crucial for our ministries because one person alone cannot do everything. The journey to advance the gospel was never meant for a lone ranger. The work demands a team.

The Enemy Is Still at Work, Much Prayer Is Needed.

We also realized that no matter how hard we work, the enemy is always trying to cause division and disrupt our momentum. It can often be discouraging. Knowing this truth, we must never stop praying for one another. Though we know what the enemy can do, we also know that our Lord Jesus Christ is more powerful. Prayer is needed.

God's Work Through the Hmong District

Hmong Christians around the world look to the Hmong District for support, guidance, and direction. The Hmong District's influence and impact extends beyond our 117 churches in the United States. The Hmong District, our churches, and members independently have impacted Hmong Christians far and near in many ways. If we combine our efforts and resources and work collectively, we can impact more.

A Look Ahead: 2023 and Beyond

On top of the ongoing daily operational support, HKM TV Programs, and Social Media management, there are some important projects that we hope to accomplish as well. These projects are not new as they were initiated the year before. We are aware that they will be multiyear projects and are subject to change depending on availability of resources.

1. A combined app that includes our websites, www.hmongdistrict.org, www.hkmevents.org, and www.hkmnextgen.org, our YouTube channel, and our Facebook page. We've decided to proceed with a Wix branded app as it is the most cost-effective and allows us to manage and modify as necessary.
2. We've established a committee to oversee the new contemporary HKM hymnal project. This committee will meet to discuss a realistic approach, a fundraising plan, management plan, and consider deadlines for the project.

3. We'll continue to explore ways in which we can create a dramatized audio bible of our newly translated bible.
4. Establish criteria and a song selection process for the new compilation of Hmong contemporary worship music as well as exploring options to acquire copyright from rightful owners.

Conclusion

The multimedia department currently oversees the IT needs of HKM, the maintenance of computers, web development, graphic designs, promos and marketing, social media management, and HKM TV weekly programs. Ger and I understand that there's only so much we can do. Nevertheless, we are aware of our roles here at the district. Our desire is to do our best to support the vision and mission of the DS and our respective staff members. And in doing so, our hope is that audiences will be touched by God and non-believers will place their faith in Jesus Christ as Lord.

The Hmong Study Bible

Rev. Tou D. Vue (Kx. Tswv Tub Vwj)
Hmong Study Bible Translator



Introduction

*“The Word was the source of life, and this life brought light to people.
The light shines in the darkness, and the darkness has never put it out” - John 1:4-5*

As I reflect upon the beginning of this project in August 2021, to where I am now, I praise God for His faithfulness in giving me health, ability, and the opportunity to work on this Hmong study bible. Thus far, there have been no major roadblocks to the completion of the translation. Be as it may, we will be implementing, in the near future, a strategy to make our translating process more efficient. This will involve having Rev. Wang Chao Lee, Director of the Hmong Christian Institute of the Hmong District, and I coming together to smooth out sentences, work on structures, grammar, and the understandability of words. Our Proofreader Team, will follow up by offering suggestions, should they deem further corrections to be necessary. The final process will involve Rev. Nou Houa Moua converting our work to Blue Hmong before the printing of a trial edition.

As this project progresses, the Committee and I will continue to discuss ways to improve to the Hmong study bible. For my part, I will (1) continue translating, ensuring that each book is completed on time, as scheduled, and (2) meet with my team to make certain the translation is progressing as planned.

A Look Back: 2022 Overview

The Hmong Study Bible Project

1. Zoom calls with Rev. Nou Houa Moua, Tuesdays of every week to go over the finished portions.
2. Meetings with Dr. Daniel See, Project Consultant for United Bible Society, twice online through zoom. These included my team.
3. In-person meeting with Dr. Daniel See, September 5-16, 2022 at the Hmong District office. We went over the four Gospels.
4. The books of the bible that I have finished translating and are being proofread are Mark, John, Acts, Romans, 1 & 2 Corinthians, Galatians, Ephesians, Philippians, Colossians, Philemon, 1 & 2 Thessalonians, 2 Timothy, and Titus.

Other Ministry Involvement at the Hmong District

1. I led praise and worship for HKM-TV Live Prayer nights.
2. I taught HKM-TV special programs.
3. I assisted in the installation of pastors (Pastor Nha Seng Chang, Clearwater Hmong Alliance Church, St. Petersburg, FL, February 13, 2022 & Rev. Nou Yang, Living Stone Alliance Church, Appleton, WI, April 24, 2022.)
4. I presented my area of ministry to the new pastors and wives orientation, March 10-13, 2022.
5. I was the Stage Manager at HKM's 43th Annual Conference in Tulsa, OK, June 19-24, 2022.
6. I was sent by the DS to join and teach at the HDAOM region 4 pastors and wives retreat in MN on August 11-14, 2022.
7. I joined HDAOM 3 pastors and wives retreat, August 25-28, 2022.
8. I joined the DS and Directors Yearly Planning Meeting, September 26-28, 2022.
9. I taught New Testament Survey for HCI's MSP program.
10. I led worship at the Hmong District staff and family retreat, Nov. 17-20, 2022.

A Look Within: Lessons Learned

The biggest lesson I learned in 2022 was to be creative, especially with Hmong words in order to capture the meaning of the English counterpart. For example, for the word Septuagint, the team and I used the phonic sound of the English word to create the Hmong word, i.e., Xathuntseem (Septuagint). Another area that we reformatted was the abbreviations of the books of the Bible. For example, Khiav Dim is Kdim, 1 Xwmtxheej Vajntxwv is 1Xwm; Malaukaus is Mlak, 1 Kauleethaus is 1Klt, Tshwmsim is Tshs, etc. I envision that as the project progresses, there will be new creative ways to work out the logistics in translation.

A Look Ahead: 2023 and Beyond

The first thing I am looking forward to is the publishing of the first edition trial version of the four Gospels. Our projected date is the end of 2023. It will be sent to selected individuals both here in the states and overseas to read and to offer feedback. My desire is to finish the New Testament by the Fall of 2023 and start on the Old Testament by the end of the year. There will be two more edition trials after the four Gospels are done. I want to finish the project by the end of 2026 and publish the Hmong Study Bible by July 2027.

Conclusion

My team and I have been hard at work for almost two years now. I want to thank God for the granting of wisdom, knowledge, and insight. I also want to thank the Hmong Study Bible team – Dr. Daniel See, Dr. Lantzia Thao, Rev. Nou Houa Moua, Rev. Wang Chao Lee, and Mrs. Omee Thao (N. Kx. Tswv Txos) – for their diligent effort and faithful service. Their tireless work has made this project possible. Furthermore, I want to thank everyone for their prayers. As the final leg of the New Testament comes to its first stage of completion, know how appreciative I am of each of you. God's blessings to all!

May this Hmong Study Bible be a resource to fulfill the Hmong District's vision of advancing Christ worldwide.

Finance Annual Report

May Her (Maiv Hawj)
Finance Department Director



Introduction

“...they will glorify God because of your submission that comes from your confession of the gospel of Christ, and the generosity of your contribution for them and for all others,”
 - 2 Corinthians 9:13b

To provide an outlet for Christians to worship God by giving is the heartbeat of the Finance Department. Generosity is an attitude. The act of giving affords us the opportunity to give all that we are and all that we have, to provide greater glory to God. The Finance Department serves God by managing the Hmong District’s financial resources. It also provides operational support.

A Look Back: 2022 Overview

Nature of Financial Records

The Hmong District records cash flows as: Operating Fund and Restricted Fund.

Operating Revenues

The following summarizes the Hmong District’s 2022 Operating Fund. To God be the glory.

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)
Total Revenues	\$1,931,227.73	\$2,192,385.00	(\$261,157.27)
Total Expenses	\$2,176,107.75	\$2,192,385.00	\$18,277.25
Net Total	(\$244,880.02)	\$0.00	
Other Expenses			
Total Other Expenses	\$58,151.20	\$0.00	(\$58,151.20)
Net Operating Total	(\$303,031.22)	\$0.00	\$303,031.22

Revenue Total

Local Church (10%)	\$1,100,348.35
District Support	\$23,019.22
Hymnal Fee	\$5,005.00
Bible Fee	\$133,125.00
General Revenue	\$119,980.77
CLA	\$52,107.69
Church Ministry	\$8,270.90
Conference Income	\$481,111.77
Media	\$8,259.03
Total Revenues	\$1,931,227.73

In 2022, the contribution of Local Church 10% was \$1,100,348.35. It exceeded our budgeted goal by \$25,348.35. But it was less than the previous year's giving by \$118,927.51.

14 churches contributed over \$20,000.00 in 2022.

	State, City	Name	YTD
1	MN, Maplewood	St. Paul Hmong Alliance Church	\$98,561.95
2	MN, Maplewood	Hmong American Alliance Church	\$60,000.00
3	CA, Elk Grove	Sacramento Hmong Alliance Church	\$50,341.88
4	WI, Wauwatosa	Grace Hmong Alliance Church	\$48,164.97
5	GA, Auburn	Hmong New Hope Alliance Church	\$45,672.15
6	MN, Coon Rapids	Hmong Alliance Church	\$40,131.92
7	KS, Olathe	First Hmong Alliance Church	\$30,056.38
8	CO, Westminster	Denver Hmong Alliance Church	\$29,391.97
9	MI, Warren	Warren Hmong Alliance Church	\$29,112.81
10	PA, Leola	Hmong Alliance Church	\$24,505.77
11	NC, Hickory	True Life Church of C&MA	\$22,550.94
12	CA, Sacramento	Hmong Family Community Alliance	\$21,205.56
13	WI, Wausau	First Hmong Missionary Alliance	\$21,037.33
14	WI, Appleton	Living Stone Alliance Church	\$20,952.67

The following summarizes our Local Church 10% Giving the last 7 years. Let us praise God for His faithfulness! Total: \$7,303,162.77.

Local Church 10%



There were 23 churches that gave more than \$100,000.00 total the past 7 years.

	State, City	Name	YTD
1	MN, Maplewood	St. Paul Hmong Alliance Church	\$425,590.04
2	MN, Maplewood	Hmong American Alliance Church	\$338,499.92
3	WI, Wauwatosa	Grace Hmong Alliance Church	\$316,018.29
4	GA, Auburn	Hmong New Hope Alliance Church	\$315,167.23
5	CA, Elk Grove	Sacramento Hmong Alliance Church	\$304,778.71
6	MN, Coon Rapids	Hmong Alliance Church	\$261,370.68
7	KS, Olathe	First Hmong Alliance Church	\$209,178.95
8	CO, Westminster	Denver Hmong Alliance Church	\$193,637.42
9	MI, Warren	Warren Hmong Alliance Church	\$192,461.45
10	PA, Leola	Hmong Alliance Church	\$155,804.41
11	WI, Wausau	First Hmong Missionary Alliance Church	\$154,610.46
12	CA, Stockton	Hmong C&MA Church of Stockton	\$145,063.31
13	NC, Hickory	True Life Church of C&MA	\$130,642.28
14	CA, Sacramento	Hmong Family Community Alliance Church	\$128,234.64
15	WI, Appleton	Living Stone Alliance Church	\$125,015.95
16	MI, Waterford	Pontiac Hmong Alliance Church	\$123,241.85
17	CA, Merced	Alliance Church of Merced	\$120,245.82
18	NC, Charlotte	Charlotte Hmong Alliance Church	\$112,100.95
19	WI, Green Bay	Green Bay Hmong Alliance Church	\$109,687.91
20	CA, Fresno	Hmong Alliance Church of Fresno	\$109,337.76
21	OR, Portland	Gospel Hmong Alliance Church	\$104,055.05
22	CA, Oroville	Oroville Hmong Alliance Church	\$103,552.19
23	CO, Denver	First United Hmong Alliance Church	\$101,933.86

Analysis of Revenues & Expenses - Summary YTD January to December, 2022

Revenues

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)
Local Church 10%	\$1,100,348.35	\$1,075,000.00	\$25,348.35
District Support	\$23,019.22	\$20,000.00	\$3,019.22
Hymnal Fee	\$5,005.00	\$8,755.00	(\$3,750.00)
Bible Fee	\$133,125.00	\$8,755.00	\$124,370.00
General Revenue	\$119,980.77	\$109,565.00	\$10,415.77
CLA	\$52,107.69	\$61,650.00	(\$9,542.31)
Church Ministry	\$8,270.90	\$11,300.00	(\$3,029.10)
Conference Income	\$481,111.77	\$896,360.00	(\$415,248.23)
Media	\$8,259.03	\$500.00	\$7,759.03
Total Revenues	\$1,931,227.73	\$2,192,385.00	(\$261,157.27)

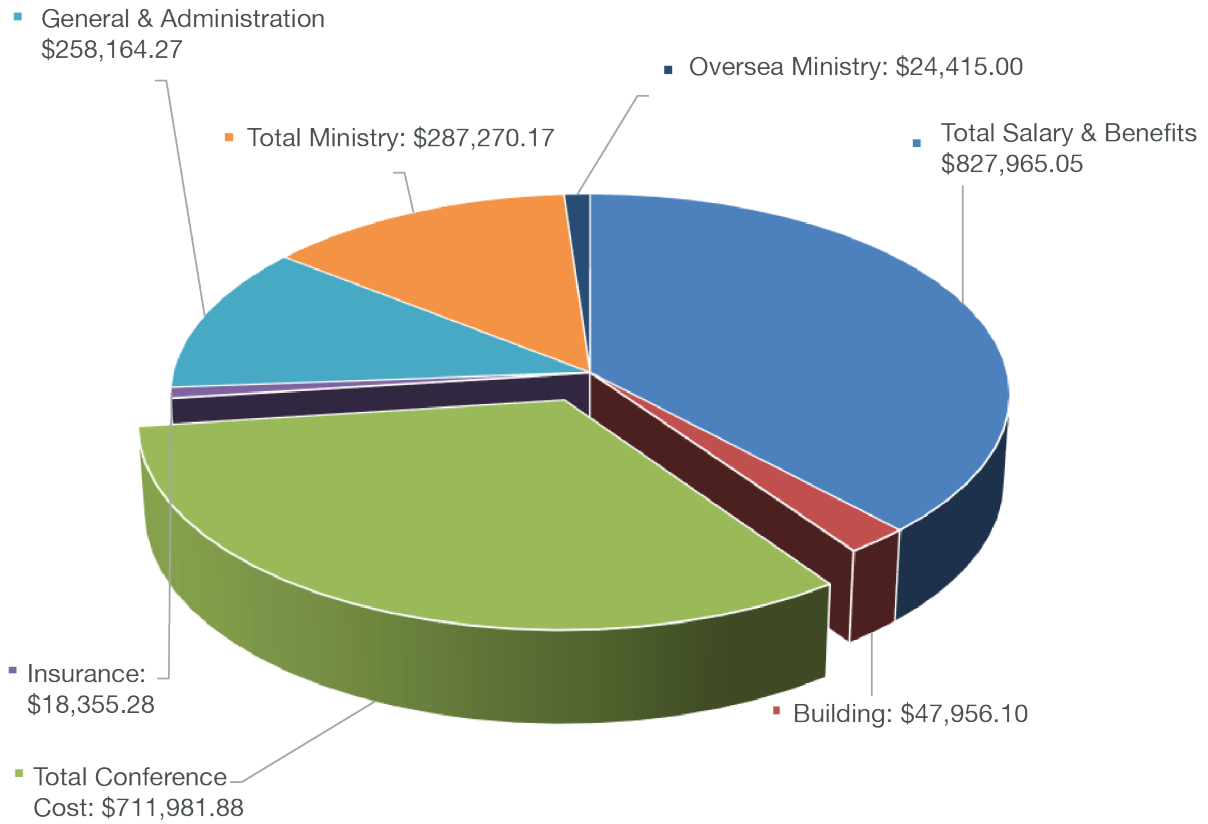
Expenses

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)
Total Salary & Benefits	\$827,965.05	\$771,177.90	(\$56,787.15)
Building	\$47,956.10	\$46,500.00	(\$1,456.10)
Total Conference Costs	\$711,981.88	\$926,676.74	\$214,694.86
Insurance	\$18,355.28	\$10,264.00	(\$8,091.28)
General & Administration	\$258,164.27	\$178,811.36	(\$79,352.91)
Total Ministry	\$287,270.17	\$235,355.00	(\$51,915.17)
Oversea Ministry	\$24,415.00	\$23,600.00	(\$815.00)
Total Expenses	\$2,176,107.75	\$2,192,385.00	\$16,277.25

Other Expenses

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)
Total Other Expenses	\$58,151.20	\$0.00	(\$58,151.20)
Net Operating Total	(\$303,031.22)	\$0.00	\$303,031.22

Expenses 2022



Summary of Restricted Accounts - Portrait January to December 2022

Restricted Funds, Temporary Restricted

Accounts	Restricted Revenue	Restricted Expenses
Total Oversea	\$25,248.96	\$35,227.04
Total Domestic	\$9,934.54	\$18,357.92
9100 - Protective Benefit (NyajFoobXaab)	\$11,162.73	\$11,004.47
Total Custodial	\$125,513.91	\$63,181.87
Total Temporary Restricted	\$171,860.14	\$127,771.30

Protective Benefit Plan (Nyaj Foobxaab)

The total received for the Protective Benefit Plan was \$11,162.73 = \$9,813.00 from local churches + \$549.73 from interest earned + \$800.00 from an enrollment fee. 21 churches contributed to this fund.

Balance Sheet as December 31, 2022

Total Current Assets	\$2,045,116.43
Total Fixed Assets	\$964,153.22
Total Assets	\$3,009,269.65
Total Liabilities	\$231,980.31
Total Fund Principal and Current Year Rev/Expense	\$2,129,761.04
Total Restricted Funds	\$647,528.30
Total Liabilities, Fund Principal, & Restricted Funds	\$3,009,269.65

Conclusion

Thank you for living for the Lord and opening your hearts to Him through giving. We can see this clearly in how you poured out your wealth to advance the work of the Gospel, as shown in the above figures. I believe that our Lord is pleased when we are faithful in obeying His commandments to us.

“The LORD bless you and keep you; the LORD make His face shine upon you, and be gracious to you; the LORD lift up His countenance upon you, and give you peace.” - Numbers 6:22-26

Hmong District Alliance Men's Ministry

Outhaya Xiong (Kl. Nom Kub Xyooj)
HD Men's President



HD Men's Ministry Staff (Cov Tsaavxwm HD Txivtsev)

Name	Position
Txawj Hwm Vaj	Vice President/Lwm Tsaavxwm
Kenson Vang	Secretary/Teevntawv
Bill Xiong	Treasurer/Ca Nyaj
Ryan Khang	Media

Introduction

First and foremost, praise the Lord for another year that He has provided for all of us. Glory to God for His grace, blessings, and love. My appreciation to the DS, DEXCOM, and all the HD staff members at the Hmong District.

A Look Back: 2022 Overview

A Personal Note

I sincerely would like to apologize to the DS, DEXCOM, the HD staff, my HD Men officers, and my fellow Alliance Men throughout the district. This year, I have disappointed myself and others who have put their trust in me to lead our Alliance Men. There are no excuses for my lack of leadership and performance. Along the way, I got distracted by work, health issues, and anxiety, all of which discouraged me from trying to stay connected with everyone. This year, the ideal thought was to "Reach In", aligning HD Men, local church HD Men presidents, HD pastors, and leaders, to the vision of the DS. Unfortunately, we fell short and were unable to reach all of you.

Nevertheless, I was able to attend 2022 Christmas gatherings and year-end Alliance Men celebrations at some of our local churches in California. Additionally, I joined some of their beginning of the 2023 Alliance Men kick-offs as well. I apologize that I couldn't make it to other Alliance Men and NextGen events.

Appreciation for HD Men

Thank you to the HD Men's Ministry for your encouragement and dedication in helping and supporting the HD ministries. Your hard work often goes unnoticed; may God bless each and every one of you.

Budget

Our budget for 2022-2023 was \$40,000. Thank you to all the individuals and churches who contributed generously.

Annual Budget

ADMINISTRATION	2021-2022	2023
220 - Printing Supplies/Mail	\$500.00	\$500.00
230 - Office Supplies	\$500.00	\$500.00
240 - Promotion/Advertise	\$10,000.00	\$10,000.00
OPERATION		
320 - Regional Training	\$10,000.00	\$9,000.00
330 - Equipment	\$5,000.00	\$3,000.00
370 - HD Annual Conference	\$8,000.00	\$10,000.00
380 - Meetings (In-Person)	\$3,000.00	\$5,000.00
390 - Resourcing	\$500.00	\$500.00
400 - Miscellaneous	\$1,500.00	\$1,500.00
Total	\$39,000.00	\$40,000.00

INCOME TYPE	2021-2022	2023
Contribution (10%)	\$10,000.00	\$5,000.00
Offerings (Annual Conference & Other Conf.)	\$2,500.00	\$1,000.00
Donations (Generous)	\$3,000.00	\$1,000.00
\$20/Person	\$10,000.00	\$30,000.00
Merchandise Sales	\$13,500.00	\$3,000.00
Total	\$39,000.00	\$40,000.00

Expenses

ADMINISTRATION	2022-2023 Budget	2022-2023 Actual
220 - Printing Supplies	\$500.00	\$0.00
230 - Office Supplies	\$500.00	\$0.00
240 - Promotion/Advertise	\$10,000.00	\$0.00
320 - Regional Training	\$10,000.00	\$0.00
330 - Equipment	\$5,000.00	\$0.00
370 - HD Annual Conference	\$8,000.00	\$1,652.96
380 - Meetings (In-Person)	\$3,000.00	\$1,026.54
390 - Resourcing	\$500.00	\$0.00
400 - Miscellaneous	\$1,500.00	\$0.00
Total	\$39,000.00	\$2,679.50

Income

2022-2023 INCOME TYPE BUDGET	GOAL	CURRENT
Contribution (10%)	\$5,000.00	\$2,294.98
Offerings (Annual Conference & Other Conf.)	\$1,000.00	\$0.00
Donations (Generous)	\$1,000.00	\$3,664.58
\$20/Person	\$30,000.00	\$968.45
Merchandise Sales	\$3,000.00	\$0.00
Total	\$40,000.00	\$6,928.01

Contributions & Donations

Church	City, State	Tithing	\$20	Donation
Yuba Sutter Alliance Church Men	Yuba City, CA		\$293.18	
Ryan Khang	Denver, CO			\$49.58
Grace Alliance Church of Anchorage	Anchorage, AK	\$310.26		
Living Stone Alliance Church	Appleton, WI	\$1,245.00	\$1,170.00	
Calvary Hmong Alliance Church	Spartanburg, SC	\$96.62		
Hmong New Hope Alliance Church	Auburn, GA	\$87.10	\$222.86	
Nchaiv Vaj		\$193.38	\$150.00	
Alliance Church of Merced	Merced, CA	\$255.00	\$180.00	
Tzer (Sam) Xiong	Lompoc, CA	\$400.00		
Central Grace Hmong Alliance Church	Modesto, CA	\$48.06		
Hmong Alliance Church of Fresno	Fresno, CA	\$996.38		
Sunshine Hmong Alliance Church	Plant City, FL	\$387.46		
Joth Xiong		\$27.66		
Grace Alliance Church	Milwaukee, WI	\$91.76		
First United Hmong Alliance Church	Denver, CO			\$200.00
Kx. Calvin Xiong	St. Paul, MN			\$1,000.00
Total		\$4,138.68	\$2,016.04	
Total Contributions & Donations		\$6,154.72		

Conclusion

Thank you for making the best of Alliance Men in your local churches. I understand that at times, it's hard to give your time and energy to serve. Yet serving God is one of the most important principles of the Christian faith. As believers, we are expected to help the church with a joyful spirit. And though serving may not always be easy, we all know that it's always rewarding. So continue in your service. There is nothing too small that God cannot use. What we do for God is never in vain!

As found in Hebrews 6:10, "God is not unjust; He will not forget your work and the love you have shown Him as you have helped His people and continue to help them." "Not looking to your own interests but each of you to the interests of the others (Philippians 2:4)." Hence, I say to you, be patient and love one another, care for one another, pray for one another, encourage one another, and support one another.

Last but not least, thank you to our Hmong District Superintendent Dr. Tswv Txos Thoj for his continuing support of HD Men's Ministry. Your words of wisdom have helped us to become what we are today. We pray for your strength and leadership to lead the Hmong District for many more years to come and reach as many Hmong families across the world to know God and accept His son Jesus as Lord and Savior. Thank you to all the DEXCOM members also, for your support and help when called upon. May you be blessed with the knowledge and wisdom to support the Hmong District for years to come.



Pang Vang (Nkx. Ntsum Thaiv Vaaj)
AWM Director



Introduction

Theme: Belong (Ib Feem)

“I was a stranger and you invited me in...” (“Thaum kuv tuaj ua qhua, nej hu kuv los haw nej tsev.”) - Matthew 25:35b

Attendance Status of AWM Groups

- 117 Total Hmong Alliance churches in HD
- 88 AWM groups registered their Leadership team with AWM of the HD
- 16 churches do NOT have an AWM group in their local church.
- 11 AWM groups did NOT report back to AWM.

AWM District Leadership Team (DLT)



Position	Name	From
AWM Director	Nkx. Ntsum Thaiv Vaaj (Pang Vang)	Maplewood, MN
Assistant Director	Nkx. Txawj Pov Vaaj (Chao Vang)	Charlotte, NC
Media	Nkx. Jerry Lor (Pa-Chia Yang)	Lompoc, CA
Secretary	N. Txawj Havis Hawj (Winnie Her)	Thornton, CA

Position	Name	From
Treasurer	Nkx. Xeevlooj Thoj (Sue Yang)	Milwaukee, WI
Ex Officio	Dr. Tswv Txos Thoj (DS Lantzia Thao)	Hmong District
Ex Officio	Nkx. Tswv Txos Thoj (NDS Omee Thao)	Hmong District
Auditor	Nkx. Soob Vwj Lauj (Zee Yang Lor)	Owasso, OK

AWM Prayer Team

Position	Name	From
Ex Officio	Nkx. Va Moua Lo	Kansas
Member	Nkx. Chang Xiong Her	California
Member	N. Txawj Kuam Muas (Tia V. Moua)	North Carolina
Member	N. Nkias Pov Tsab (Amy Cha)	California
Member	N. Nyiaj Xiong Yaj (Anna)	Oregon
Member	Nxh. Txwj Kawm Vwj	Ohio
Member	Nkx. Num Toua Vaaj	Georgia
Member	N.Txooj Vaj Muas	Pennsylvania
Member	N. Ntsum Yeeb Hawj	Colorado
Member	N. Txooj Tub Lis	Minnesota
Member	Nkx. Zoov Rwg Lauj	Alaska

AWM Trustee

Position	Name	From
Ex Officio	Nkx. Ntsum Thai Vaaj	Minnesota
Member	N. Txia FOUNG Thao	Colorado
Member	N. Emmanuel Vang	Colorado
Member	Ms. Pa Thao	Colorado

40 Year Celebration Decoration Subcommittee

Position	Name	From
Ex Officio	Nkx. Txawj Pov Vaaj (Chao)	
Member	Nxf. Xuv (Souk) Vaaj – Tug Thawj	Tulsa, OK
Member	Nxf. Ntxoov Fwj Vaaj – Teev Ntawv	Milwaukee, WI
Member	N. Txawj Npis Hawj	Kansas City, KS
Member	N. Yeej Xwm Tsab	Gentry, AR

AWM History Book Committee (Cov Kaavxwm Keebkwm)

Position	Name	From
Ex Officio	Nkx. Ntsum Thaiv Vaaj	Minnesota
Chair	Nxh. Txawj Huas Yaj	California
Secretary	N. Tsom Puam Muas	Wisconsin
Member	Nxh. Xaliyas Yang	Washington
Member	Nkx. Wang Chao Lee	Colorado

History Book Committee

Position	Name
Proofreader	Angel Comer (N. Preston Comer)
Proofreader	Connie K. Thao (N. Ntxhi Pov)
Proofreader	Omee Thao (Nkx. Tswv Txos)
Proofreader	Priscilla Thao (N. Ntxawg Vaaj)
Proofreader	Pang Vang (Nkx. Ntsum Thaiv)
DEXCOM Proofreader	Rev. Jimmy Yang (Kx. Tsaavmoob)
DEXCOM Proofreader	Rev. Tom Yang (Kx. Tswv Hlau)
English Editor	Joan Philips
Graphic Designer	Matthew Yang
Graphic Designer	Nkx. Jerry Lor

A Look Back: 2022 Overview

AWM History Book

We thank God for the vision to capture the blessings and ministries of Alliance Women over the course of 40 years in a book. We consider this an extension of the grace found in Christ. We want to thank our History Committee for their tireless work. Because of their faithfulness to the tasks at hand, their in-depth research, their gathering of information, the hours they put into interviewing past leaders and participants, and the writing they spent months on, a project that was once a vision, is now a reality. You have the appreciation of our Alliance Women Leadership Team. The same is true for every individual who served, contributed, wrote, proofread, edited, interviewed, printed, designed, prayed and or helped in any fashion. This book would not have been possible without your help. And lastly, a word of gratitude to our families and spouses for their love, patience, and support. Thank you for allowing us time to work on this project without worry.

Although this book was not completed for the AWM's 40 year celebration in June of 2022, we're excited that it will be shared this summer at the 44th Annual Conference in Duluth, GA. God's timing is always

better than ours and “we know that in all things God works for the good of those who love him, those whom he has called according to his purpose” (Romans 8:28). Our prayer is that this book will be a blessing NOT only to our Alliance Women Ministries, but it will also bless young Hmong Christian women of the next generation and be of encouragement to Hmong Christians around the world.

40 Year Celebration of God’s Grace at the 43rd Annual Conference



For the first time ever, AWM joined the Hmong District in leading & planning the Annual Conference’s Monday morning service. It was a celebration that began with me leading over 200 AWM delegates and correspondents into the service room. We wore Hmong (princess) hats while singing a special song and reflecting on God’s blessings to AWM for the past 40 years. Worth more than Jewels (Proverbs 31:10), our Alliance Women sparkled and lit up the room. Everyone looked beautiful. The pageantry stood as a reminder that we, Alliance Women – are more than just Hmong daughters, we are daughters of the King.

On stage, I rejoiced in the Lord with tears of gladness, ever grateful for the goodness of God lavished upon us, every sister in Christ, our Alliance Women Ministries of the HD, in addition to our families in the local church for the past 40 years and more. As I was standing front and center, these words came to mind, “Who am I? That I would have the privilege to witness God’s spectacular work through AWM, all the while, receive the honor of being a servant daughter?” It was a moment I will remember for the rest of my life. God saved me from my sins, redeemed me from Satan, and delivered me from eternal death to eternal life. I am His child and no longer a stranger. I have the greatest task to share the Gospel message and serve Him however long He wills me. All the hard work AWM has done and will do will not be done in vain.

“God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them.” - Hebrews 6:10

AWM at the 43rd Annual Conference

Date	Total Attendance
Tuesday (PM) 6/21/22	194
Wednesday (AM) 6/22/22	239
Wednesday (PM) 6/22/22	164
Thursday (AM) 6/23/22	167
Thursday (PM) 6/23/22	128



Three Teaching Sessions:

1. Nkx. Albert Vang, with the older generation.
2. Nxh. Steve Thao, with the middle generation.
3. Nkx. Tswv Txos Thoj, with the younger generation.

AWM gifted all the ladies that attended the AWM sessions with a “God’s Grace” bracelet and a 30-Day Prayer Journal as a small token of our appreciation for their partnership, support & dedication to God, their local women, and to us. The bracelet was engraved with the writing “God’s Grace” along with two Hmong hearts.

AWM recognized and honored the 10 previous AWM Directors of the Hmong District for their sacrifice, faithful service, and courageous leadership with engraved pearl necklace appreciation gifts. The obedience of these 10 Directors have illuminated a path for AWM over our 40-year existence. They have led the C&MA Hmong Christian women in the United States and their work has reached women around the globe.

Ministry Session - Pang Vang (AWM Director)

1. Shared the AWM Report 2021 and budget.
2. Shared new theme, cast vision & went over budget for 2022.
3. Prepared for the Hmong District’s Q&A panel in the business session.

AWM DLT Sessions:

1. Experiencing the Love of Christ - Chao Vang
2. Love of Christ in the Home - Pang Vang
3. Grounded in the Truth - Windie Her
4. Love of Christ to Others - Omee Thao

I want to thank every volunteer, donor, speaker, decoration committee member, usher, sales booth attendant, local AW Director, local AWM church group, singer, praise & worship team, and our sound tech/media team for their tremendous work in making our 40th year celebration and conference wonderful and memorable. May God bless each one of you graciously.

40 Year Legacy Project and AWM Partnership with HCI

Alliance Women Ministries introduced the 40-year Legacy Project (set to fully launch in 2023) at our AWM gathering at Annual Conference and set a goal of raising \$40,000 over the next four years. Thank you to all the local AWM groups and individuals who have contributed and continue to support this project. Praise God for your donations! As of December 2022, we (AWM) have received \$10,230.99.

AWM wants to empower our ladies and future generations. We have partnered with HCI to bring forth a Women's Ministry Leadership Certificate. Through online learning, students will gain theological foundations, an in depth understanding of C&MA history, and be equipped for church leadership. Two AWM courses will be offered along with other HD & C&MA courses:

1. Leadership Principles of Women in the Bible
2. History of Alliance Women's Ministries with a Hands-On Practicum

We are excited and pray that God will use these courses to equip Hmong Christian women to become more confident in their leadership as they serve in the church, in their home and community. Our first cohort kicks off April 2023.

AWM Promotional Items

- AWM produced the Belong, Ib FEEM Album. The two singers were Nxf. Chao Xiong (Karen) from Sacramento, CA and N. Fue Chi Xiong (Melissa) from Florida. Thank you to everyone for your hard work and the countless hours you put into making this project possible. A special thanks to Nkx. Tswv Txos Thoj (Omee) for leading and spearheading this entire project. With everyone's help, time, talent and sacrifice the album came to fruition. May God be glorified through these sweet songs!
- Two special t-shirts were created: A short black sleeve and a blue long sleeve "40 Year Celebration" t-shirt marked the 40 years of God's Grace celebration.
- Extra "God's Grace" bracelets are being sold on Shopify and all proceeds from the bracelet will go towards the 40-year Legacy Project.

AWM Partnership with Next Gen Ministry

SALT & LIGHT Conference, July 2022. It is by God's grace that Rev. Xeng Toua, Director of NextGen Ministries gave AWM the privilege to join Salt & Light in San Diego, CA. This was the first time in history that AWM joined a "Youth/NextGen" conference for the entire week. It was our goal and intent to meet, connect, and build lasting relationships with the young men and women there. AWM had the opportunity to:

1. Pray for young people.
2. Share and pass out AWM brochures.
3. Gift each of the young ladies with a 30- Day Prayer journal.
4. Sell the Belong cd album and t-shirts. Note: Pang, AWM Director, oversaw the sales booth. And it was a central place to have young people stop by to meet our leadership team also.
5. Raffle off older AWM cd albums.
6. Teach a workshop (Pang Vang): "Whose are we? Taking One's Rightful Place in the Church."

AWM Ministry Donations

1. Ruth Andrianoff Scholarship. \$554.20.
 - A. Many of the local AWMs continue to donate to this scholarship. Thank you for your generosity.
2. Cambodia Guest House. \$1,400.00.
 - A. A love offering was collected at the Annual Conference; funds were sent in 2022.
3. Sheng Chang at Envision. \$800.
 - A. Upon request for assistance, AWM donated to Sheng Chang to help her mission budget so that she could complete her ministry in Cleveland, OH.

Partnerships for TCKS

This past year, AWM held a meeting with Kx. Swm Xeeb Yaaj, Missions Director of the Hmong District. Together, we came to an understanding and agreement about Third Culture Kids (TCKs); they will return to AWM to oversee their care. The AWM Assistant Director Chao Vang (Nkx. Txawj Pov Vaaj) was designated to follow up with missionary families and partnering churches.

Pastor Tou Lee and Tang Thao's TCKs:

1. Abraham Lee Thao
2. Selah Hosanna Thao
3. Winston Thao

Partnering Church	First United Hmong Alliance Westminster, CO	Kx. Txawj Vam Lauj
Partnering Church	Living Stone Alliance Church Appleton, WI	Dr. Vaam Txus Xyooj

Pastor Jackson and Laura Cha's TCKs:

1. Tobias Cha
2. Matthias Cha

Partnering Church	Leola Hmong Alliance Church, Leola, PA	Kx. Tswv Daus Yaj
Partnering Church	Hmong C&MA Church of Stockton, Stockton, CA	
Partnering Church	True Life Church	Kx. Nyiaj Vaj Vaj
Partnering Church	Hmong Family Community Alliance Sacramento, CA	Kx. Vam Neeb Yaj
Partnering Church	Portland Hmong Alliance Church Portland, OR	Kx. Zoov Ntxhees Xyooj

Rev. Nkaaj Cheng and Pa Her's TCK:

1. Iris Her

Partnering Church	Community Alliance Church	Kx. Abel Yaj
Partnering Church	Tulsa Hmong Alliance Church	Kx. Ntxoov Huas Yaj
Partnering Church	Victory Hmong Alliance Church	Kx. Tswv Tub Vwj
Partnering Church	Twin Cities Hmong Alliance Church	Kx. Tswv Hlau Yaj

Bereavements

Our AWM Leadership Team provided bereavement gifts to three families in 2022 totaling \$600 (to Pastors & Pastors' wives who lost spouses and pastoral families who lost loved ones). We sent sympathy cards with monetary gifts.

It is with profound sadness that Nkx. Xiong Cheng (Xyooj Tsheej), the Hmong District's first AWM Director, went to be with the Lord this past year. Alliance Women Ministries and the Hmong District lost a great Director and leader. Nkx. Xyooj Tsheej will forever be cherished and remembered in our hearts. AWM sends our condolences and deepest sympathies to the Xiong family.

Pang Vang's Speaking Engagements & Visitations

1. April 29th-20th: California Region's Pastoral Retreat. Gifts were given to pastor wives.
2. July 14th-17th: Salt & Light Conference, San Diego, CA. Guest speaker. Topic: "Whose Am I? Taking One's Rightful Place in the Church."
3. August 20th-21st: Alliance Women at Hmong American Alliance Church, Maplewood, MN.
4. August 26th-28th: Family Hmong Alliance Church, Sacramento, CA. Guest speaker for AWM Retreat. Led three workshop sessions. Topic: "Belong, There's Still Room".
5. October 21st-23rd: New Vine Alliance Church, Hemet, CA. Guest speaker for their AWM Tea Party. Topic: "Spiritual mother/daughter and sister - Mary & Elizabeth". Met with New Vine's youth group too.
6. December 9th-11th: Seattle Hmong Alliance Church, Seattle, WA. Guest speaker for AWM

- Christmas. Topic: “Belong, There's Still Room”.
7. Dec. 18th: Alliance Church of Merced, Merced, CA. Guest speaker for AWM Christmas Event. Topic: “Belong to the Kingdom of Heaven”
 8. November & December: Attended Funerals (DS Lantzia Thao's family & families of HD churches).

Meetings

1. February 24th-27th: Fresno, CA, Spring Meeting.
2. February 26th: AWM hosted a fellowship event for central California AWM groups/churches (Visalia to Modesto). Several AWM groups in Fresno sponsored dinner for everyone. This event was held at the Fresno Community Alliance Church in Fresno, CA. Over 125 women, men, and children were in attendance. There, the DS clarified the ministry structure of AWM and Pa-Chia (Nkx. Jerry Lor) gave a message.
3. Summer meeting in Tulsa, OK (Pre-annual conference).
4. ZOOM meetings: 1x per month.
5. October 12th-16th: Thornton, CO. Preparation for 1st quarterly meeting with AWM, the Hmong District, and all ministry departments. AWM's Leadership Team also had a day retreat too.



Website and YouTube 2022 Blogs and Devotions

Blogs

- | | |
|---------|--|
| 1/24/22 | “Meet the Treasurer” – Nkx. Xeev Looj Thoj |
| 1/26/22 | “In 2022, Do Not Break Fellowship With The Church” – Nkx. Albert Vaj |
| 2/9/22 | “Family and Community: Belong” – Nkx. Xeev Tuam Thoj |
| 2/21/22 | “Belonging” – N. Ntxawg Vaaj |
| 3/11/22 | “Let Us Do Good To Everyone” – Nkx. Matthew Xyooj |
| 3/20/22 | “Belong in Christ” – N. Preston Comer |
| 4/6/22 | “A Place of Belonging” – Nkh. Zam Nkaub Tsab |
| 5/4/22 | “Composed Unity” – Nxf. Koob Meej Haam |

Blogs, continued

7/4/22	“My Journey to Belong” – N. Xeem Ntxhw Yaaj
7/27/22	“We Belong Because of God” – Nkx. Nchaiv Vaaj Yaaj
8/17/22	“Caw Koj Lug Ua Ib Feem” – Nkx. Nchaiv Pov Xyooj
11/23/22	“The J.O.Y. in Belonging” – Nkx. Nom Xyooj Hawj
12/8/22	“Be-Long in All Seasons” – Nkh. Ntshaus Xyooj

Video Devotions

1/12/22	“H.O.P.E” – Nkx. Tswv Txos Thoj
2/8/22	“God is Our Constant” – N. Txawj Havis Hawj
3/7/22	“Contentment in the Lord” – N. Txawj Havis Hawj
5/13/22	“Jesus Shares Our Sorrows” – Nkx. Txawj Pov Vaaj

Budget (Nyajtxag)

Cov nyaj tau lug hab siv tawm:

- Peev nyaj komtseg (Budget) dlha dlejnum rua xyoo 2022 yog \$94,100.00.
- Txhua yaam nyaj tau lug yog \$61,808.32 (total) kws yog xaam taagnrho cov yuav xaa moog rua KHNQS hab Ruth Andrianoff scholarship tuabsi (pass through).
- Txhua yaam nyaj siv tawm yog \$44,111.71 (Expenditure) (xaam cov xaa moog rua HKM kws yog Ruth Andrianoff scholarship hab xaa moog rua KHNQS nrug huv tuabsi - pass through).

Vaajtswv pub KHN tau nyaj txaus leg cov dlejnum kws cheemtsum tav moog rua qhov zoo.

Komtseg (Budget)	\$94,100.00	Tau Lug Txhua Yaam (Total w/ Pass Through)	\$61,808.32
Tau Lug (Actual Income)	\$61,808.32	Siv Tawm Txhua Yaam (Expenses)	\$44,111.71
Tsi Ncaav Homphaj (Short)	(\$42,522.67)	Cov Tau Lug (Income)	\$17,696.61

Taagnrho cov nyaj kws KHN muaj:

Cov nyaj pib (Beginning Balance) lub 01/01/2022	\$37,416.53
Cov nyaj tau lug (Deposits) rua lub Jan. - Dec.	\$55,697.36
Taagnrho (Total)	\$93,113.89

Cov nyaj siv tawm (Expenditures) rua lub Jan. – Dec.	-\$42,047.31
Cov nyaj tshuav (Ending Balance) lub 12/31/2022	\$51,066.58
Nyaj ntawm tes	\$100.00
(Total) Taagnrho cov nyaj kws KHN muaj (12/31/2022)	\$52,066.58

Conclusion

I want to thank you – God – for choosing me to serve as Director of AWM of the Hmong District. It has been an honor to serve all the women in our local AWM groups/churches! I am forever grateful for being your servant daughter. I'm grateful that by grace, through the blood of Jesus Christ, I have been counted worthy to serve. Thank you, Lord, for protecting me and caring for my family through these years, especially my children and my home church. It has allowed me to serve AWM of HD peacefully. Thank you for blessing me with loving and caring children (Angelina, Preston, Austin, Angel, Isabella & Isaac), a husband (Rev. Ntsum Thaiv) who supports and encourages me to be bold and never give up, a wonderful Christ-centered family, and friends who care. God, you have placed every person in my life intentionally to help me on this journey. Thank you for choosing the BEST teammates to serve next to me: Chao, Windie, Pa-Chia, Sue, District Superintendent Lantzia Thao and N. D.S. Mrs. Omee Thao. May you bless each person graciously!

And lastly, I am forever grateful for the countless prayers, petitions and words of encouragement, not only for me, but for the AWM Leadership Team, and our ministry work as well. It is only by God's grace that we have been called for such a time as this.



Rev. Asia Yang (Kx. Tsaav Asxis Yaaj)
President & CEO



Board of Directors

Name	Position
Tsu Ya	Chair
Jim Soung	Vice Chair
Tim Kong	Secretary
Mary Yang	Treasurer
Rev. Chong Tou Her	Clergy Member
Rev. Shong Chai Her	Clergy Member
Dr. Lantzia Thao	Ex-Officio
Tsaav Asia Yang	President & CEO 2022 - Current

Introduction

First of all, I want to thank our Lord Jesus Christ for His mercy and grace. I still cannot fathom His great love for us, to save us, and to call us to serve. It has been my privilege and honor, since January of 2022, to serve as the OTS President. Next, I also want to thank Dr. Lantzia Thao for his guidance and support of OTS. Moreover, I want to thank all the Hmong District staff and families for their love and acceptance of our family. Your partnership and collaboration have made my work and transition to Colorado very smooth. Furthermore, I want to thank the OTS board for their leadership, insight, and meaningful strategic actions. Thank you for your confidence in me and accepting our family into OTS. Finally, I want to thank all the churches, pastors, individuals, businesses and organizations for their love and support of the work of the Lord through OTS. We were able to accomplish so much because of you. Thank you and may the Lord bless you abundantly.

The Great Commandment, Our Motivation. When asked about the greatest commandment, Jesus replied:

“And you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.” The second is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.” - Mark 12:30-31

Our motivation at OTS is to find meaningful and impactful ways to live out the Great Commandment. From infancy, we have looked for ways to let the love of God flow to our neighbors and beyond to the many people groups in Southeast Asia. Today, we continue to show God's love through the many projects initiated and completed throughout our 20 plus years of OTS ministry. With partnerships from the Hmong District, Hmong District churches, foundations, businesses, and individuals, we have been able to accomplish so many good works for God's glory (Eph 2:10).

The Great Commission, Our Mandate. The Great Commission is not just for pastors and leaders but for all believers. At OTS, we operate with the faith that the Great Commission can be completed by fulfilling the Great Commandment - to love God and our neighbors. Our labor of love, which includes the good work laid before us - both past and present - has opened numerous doors for the Gospel to be preached. Our process is as follows. Onsite, we partner with local churches and leaders to complete projects to bless villages and communities. When people come to faith in Christ, they are discipled by local believers and cared for by local churches. Stateside, the many supporters who are in partnership with us can rejoice and give God the glory knowing that together, our efforts are making impact for all eternity. In this way, the body of Christ is collectively advancing Christ worldwide.

A Look Back: 2022 Overview

In this section, I will review some of the completed work that I've done as the President of OTS as well as what OTS has done as an organization. Some of these items will be bulleted for quick overview.

Completed OTS Projects 2022



- Water Well: Ban Na Lao, Vang Vieng
- Water Well: Ban Phon Phing, Vang Vieng
- Water Well: Ban Phon Kham, Vang Vieng
- Water Well: Ban Phou Din Daeng, Vang Vieng



PHOTO 1



PHOTO 2



PHOTO 3



PHOTO 4

- Hostel in Muong Nhe, Dien Bien, Vietnam (PHOTO 1)
- Hostel support, Pac Nam #7, Bac Kan, Vietnam
- Pac Nam Student Covid Relief
- Assisted with student fees to help Bible College students graduate (PHOTO 2)
- Thanh Hoa's Church road pavement
- Water Well: Dat Si village, Vietnam
- Supported the orphans at the LPB hostel (PHOTO 3, 4)

- Supported the construction of LPB hostel with building materials (PHOTO 5)
- Water Well: Na Mone Neua, LAOS (PHOTO 6)
- Supported the Udon Xay Hostel
- Supported the Bridge House New Well Project in Myanmar
- Sponsored specialized training (2) for dorm parents of hostels in Vietnam
- Completed the second hostel Cho Don, VN for students to live in as they attend primary school
- Helped with food supplement at Laj Nyawj 1, Dien Bien
- Completed Pac Nam Village road pavement
- Provided educational grant for an accounting student (LBP)
- Provided emergency assistance in South Vietnam (PHOTO 7)
- Conducted leadership trainings (PHOTO 8)
- Shipped Bibles (older version) overseas



PHOTO 5



PHOTO 6



PHOTO 7



PHOTO 8

Completed Administrative Tasks

- Setup auto payroll with Ministry Works (Ministry Works will pay federal, state and local taxes. MW to issue W2)
- Website, FB, emails, business cards, brochures, annual report
- P.O. Box renewal
- Membership with Grant Station (for grant writing and database search)
- Sent out tax receipt letters
- Sent out campaign letters to 500+ donors
- Insurance paid with Church Mutual
- Checked the mail, prepared checks for deposit (double checked by Kl. Ntxoov Yaaj Vaaj)
- Deposited checks, updated financial ledger

Hmong District Involvement

- Participation in weekly prayers
- Participation in monthly HKM TV Thursday night prayers
- Involvement with HKM TV's Christmas concert – music selection, pre-recording preparation, coordinated practices with HKM families, and recorded Christmas program.
- Involvement with HKM New Pastors' Orientation.
- Involvement in HKM TV's Easter program - music selection, pre-recording preparation, coordinated practices with HKM families, and recorded Easter program.
- MSP Instructor
- Contributed to HKM annual conferences through directing a choir for the opening songs
- Led morning worship and preached at HKM annual conference.



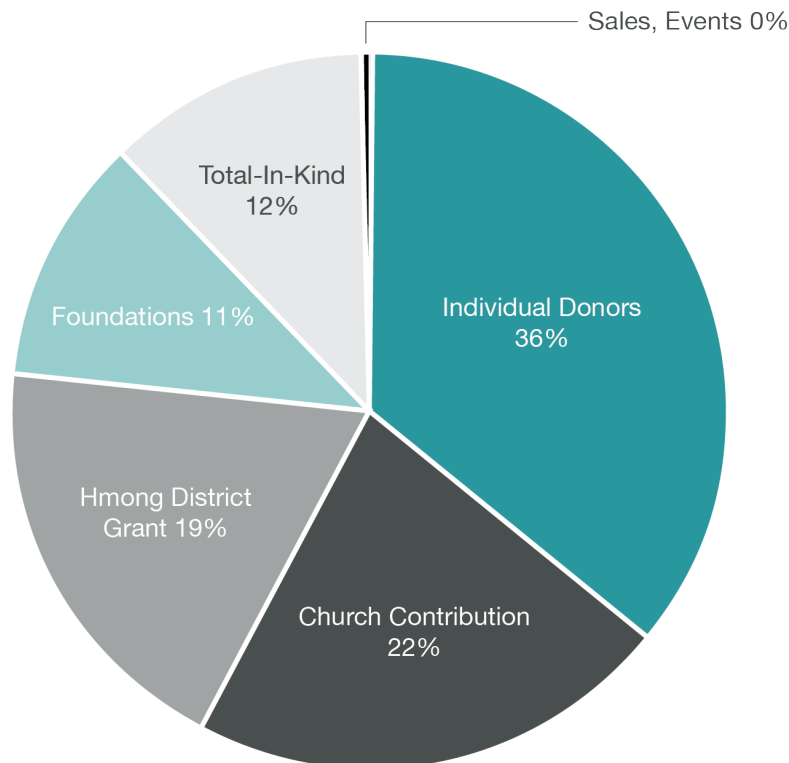
- Yard work, trimmed bushes, replaced a sprinkler head, and performed other labor as needed
- Led choir from Denver Hmong Alliance Church and First United Hmong Alliance Church to perform for the DS Installation Celebration
- Participated in other HKM activities as directed by DS such as directors' meetings, HKM family outings, and strategic planning sessions.

Shared OTS Ministries

- Participated in HKM Region 2 pastoral event
- Shared at SALT and LIGHT conference July 2022
- Participated in HKM Region 3 pastoral event
- New Vine Hmong Alliance Church, July 2022
- Discipleship Training in MN, Aug 2022
- Missions Conference Speaker at Compassion Chapel, Aug 2022
- Shared OTS at Calvary Hmong Alliance Church, Aug 2022
- Missions Night, Grace Hmong Alliance Church, Sep 2022
- Discipleship Training in Milwaukee, Oct 2022
- Denver Hmong Alliance Church gave permission to use church property to do R&D of Water Filtration and Treatment System
- Missions Conference Speaker at Gospel City, Oct 2022
- Missions Conference Speaker at Portland Hmong Alliance Church, Nov 2022
- Concert of Praise, Benefit Concert for OTS, Dec 2022

2021-2022 Financials (THRU MAY 2022. YEAR ENDS JUNE 30, 2022)

Revenue

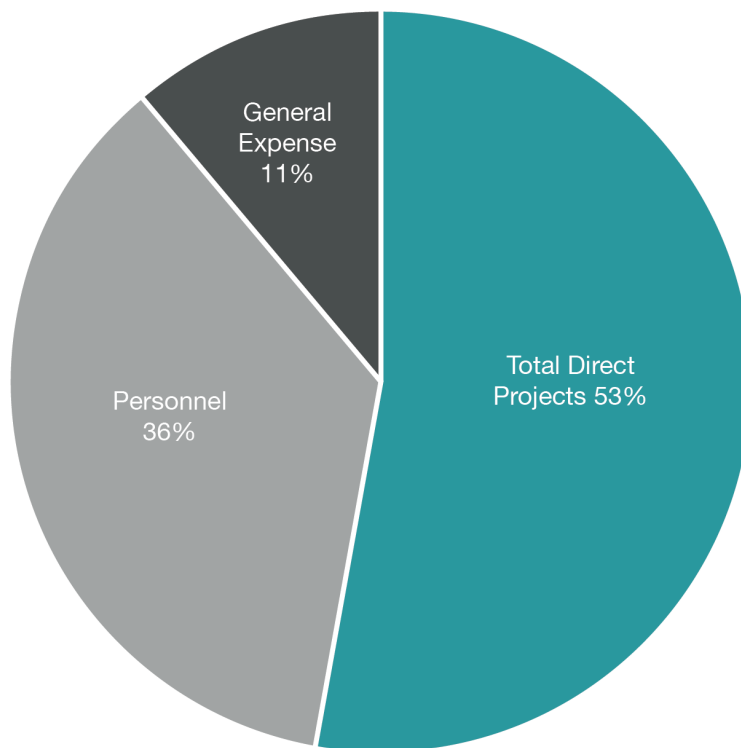


Statement

Income by Type	Amount	Budgeted
Foundations	\$17,993.40	\$40,000.00
Hmong District Grant	\$32,500.00	\$35,000.00
Church Contributions	\$38,362.90	\$50,000.00
Individual Donors	\$62,215.11	\$50,000.00
Sales, Events	\$460.00	\$25,000.00
FY 20-21 Balance	\$0.00	\$50,000.00
Total Income	\$151,531.41	\$250,000.00

In-Kind Donations	Budgeted
Office Space, Phone, Internet	\$20,000.00
Total In-Kind	\$20,000.00

Expenses



Statement

Personnel Expenses	Actual	Budgeted
Personnel	\$68,867.82	
Staff Salary	\$43,251.73	\$52,318.00
Health Insurance	\$13,526.16	\$15,600
Fed & State Tax	\$11,009.93	\$24,000
403b Plan	\$1,080.00	\$360
General Expenses	Actual	Budgeted
General Expenses	\$20,283.39	
Staff Travels	\$6,063.32	\$6,000
Board Meeting, Conference	\$8,794.96	\$5,000
Office Supplies	\$897.01	\$300
Postage, Mass Mails		\$500
Professional Fees and Dues	\$2,786.87	\$1,000
Office Equipments	\$1,741.23	\$1,500
Micellaneous		\$200.00
PERSONNEL & GENERAL EXPENSES	\$89,151.21	\$106,778.00
Total Direct Projects	\$102,442.00	\$143,222.00
TOTAL EXPENSES	\$191,593.21	\$250,000
TOTAL INCOME	\$151,531.41	
BALANCE/(DEFICIT)	(\$40,061.80)	

A Look Ahead: 2022 and Beyond

In Isaiah 12, Isaiah looked ahead to the future, a time when Israel would be able to rejoice once again and give thanks to God. Even though God was angry with Israel, there would come a time when His anger would turn away. He would save and comfort them.

*Surely God is my salvation;
I will trust and not be afraid.
The LORD, the LORD himself, is my strength and my defense;
he has become my salvation.”
With joy you will draw water
from the wells of salvation.” - Isaiah 12:2-3*

At OTS we continue to put our trust in God. We exist for God to use us to impact minority people groups in Southeast Asia with the love of Christ. We will continue to build hostels and dormitories to provide opportunities for children to go to school and to have a better future. We will continue to dig wells so villages and communities can have clean water. We will do what we can to help marginalized and disadvantaged people groups gain more training, skills, and be self-sustaining. We are doing some of the simplest yet important things to help people meet some of their most basic needs by demonstrating the love of Christ.

Stateside, we hope to launch our OTS HESED Center – a ministry and thrift store – to help those in need locally and to generate funds for OTS projects overseas. We hope to gather believers together to worship God, proclaim His name, and to make known what He has done (Isaiah 12:4-5) through our Concert of Praise night. Our desire is to raise all the funds to support all the current projects and potential future projects which God has in store for us.





Conclusion

Finally, thank you for your prayers, financial support, and encouragement. We could not have accomplished so many projects without your help. Yet, we still fall short of our goals and finances. I want to emphasize again that our ministry is dependent solely upon supporters like you. If it has been awhile since you have supported OTS or if you've never supported OTS, I ask for your partnership in the ministry God has given us. I firmly believe that we can accomplish the Great Commission through the Great Commandment which is loving God and loving people.

Would you join us in demonstrating that our faith is not confined to the four walls of our church building, but that our faith is demonstrated through acts of kindness, compassion, mercy, and love to all the world? Together, we can proclaim the Gospel and be present in all the places in Southeast Asia. Together we can indeed advance Christ worldwide.

A grayscale architectural rendering of a modern building interior. The scene features a high ceiling with a grid of recessed lighting fixtures. Large windows on the right side allow natural light to enter. In the foreground, there is a seating area with several chairs and a table. The overall atmosphere is clean and minimalist.

APPENDICES

Appendix I

Secretary Report - Churches Annual Report 2022

	Church	Inclusive Members	Average Attendance	Baptism	Conversion
1	Grace Alliance Fellowship, Anchorage, AK	331	121	18	8
2	Grace Alliance Church, Gentry, AR	145	85	9	12
3	Trinity Alliance Church of the C&MA, Lamar, AR	127	41	1	1
4	The New Vine Alliance Church, Banning, CA	184	83	0	0
5	Hmong Alliance Church of Chico, Chico, CA	77	28	0	3
6	Family Alliance Church, Fresno, CA	712	220	20	22
7	Sacramento Hmong Alliance Church, Elk Grove, CA	1,007	455	17	23
8	Hmong Alliance Church of Fresno, Fresno, CA	1,097	150	3	3
9	Hmong Community Alliance Church, Fresno, CA	315	120	12	12
10	Central Valley Hmong Alliance Church, Hanford, CA	57	18	0	57
11	CPC Hmong Alliance Church, Lompoc, CA	165	85	1	0
12	Victory Alliance Church, Marysville, CA	129	47	2	2
13	Alliance Church of Merced, Merced, CA	477	190	17	15
14	Central Grace Hmong Alliance Church, Modesto, CA	137	75	1	1
15	Oroville Hmong Alliance Church, Oroville, CA	514	139	0	0
16	Hmong Family Community All. Ch., Sacramento, CA	842	250	7	15
17	San Diego Hmong Ch. of the C&MA, San Diego, CA	105	78	3	3
18	First Hmong Alliance Church, Santa Ana, CA	84	40	0	0
19	Cornerstone Community Alliance Ch., Stockton, CA	72	25	1	0
20	Hmong C&MA Church of Stockton, Stockton, CA	682	140	4	0
21	Yuba Sutter Hmong Alliance Church, Yuba City, CA	474	140	6	10
22	First United Hmong Alliance Church, Denver, CO	339	137	5	5
23	Denver Hmong Alliance Church, Westminster, CO	402	195	11	1
24	Central Florida Alliance Church, Clermont, FL	27	21	0	0
25	Sunshine Hmong Alliance Church, Plant City, FL	203	125	11	11
26	Cambodian Christian Fellowship, St. Petersburg, FL	35	25	0	0
27	Clearwater Hmong Alliance Church, St. Petersburg, FL	189	122	0	0
28	Hmong New Hope Alliance Church, Auburn, GA	913	205	9	15
29	Victory Hmong Alliance Church, Braselton, GA	374	140	6	6
30	Alliance Community Church, Hoschtton, GA	151	80	2	2
31	Hmong Christian Alliance Church, Winder, GA	185	140	0	0
32	First Hmong Alliance Church, Aurora, IL	136	80	0	0
33	Hmong Hope Church of the C&MA, Indianapolis, IN	11	16	0	0
34	Hmong Alliance Church, Des Moines, IA	47	43	1	71
35	Kansas City Hmong Alliance Church, Kansas City, KS	180	46	0	0
36	New Life Worship Church, Kansas City, KS	309	85	0	1
37	First Hmong Alliance Church, Olathe, KS	845	189	4	60
38	Hmong Christian Fellowship of C&MA, Fitchburg, MA	58	45	1	62
39	Tri City Hmong Alliance Church, Bay City, MI	6	8	0	0
40	Lansing Hmong Alliance Church, Lansing, MI	98	40	4	2
41	Pontiac Hmong Alliance Church, Pontiac, MI	286	150	5	17

	Church	Inclusive Members	Average Attendance	Baptism	Conversion
42	City On A Hill Church, Warren, MI	113	58	0	2
43	Christ Salvation Hmong Alliance Church, Warren, MI	52	25	0	0
44	Warren Hmong Alliance Church, Warren, MI	409	80	0	0
45	Hmong Community All. Ch., Brooklyn Center, MN	173	55	0	0
46	New Life in Christ Worship Cen., Coon Rapids, MN	218	62	13	13
47	Alliance Bible Church, Brooklyn Park, MN	178	100	3	1
48	Hmong Alliance Church, Coon Rapids, MN	995	250	18	36
49	Triumph Alliance Church, Coon Rapids, MN	215	80	14	15
50	Obedience Alliance Church, Lake Elmo, MN	106	75	6	1
51	Compassion Chapel, Maplewood, MN	210	84	9	15
52	Hmong American Alliance Church, Maplewood, MN	2,218	504	22	15
53	Seven Stones Alliance Church, Maplewood, MN	242	135	7	32
54	St. Paul Hmong Alliance Church, Maplewood, MN	2,741	620	38	51
55	Twin Cities Hmong Alliance Church, Maplewood, MN	378	150	15	15
56	Calvary Alliance Church, St. Paul, MN	117	75	0	0
57	Kingdom Life Alliance Church, St. Paul, MN	156	75	6	23
58	Agape Hmong Alliance Church, Walnut Grove, MN	194	64	8	8
59	New Life Hmong Alliance Church, Brookline, MO	63	30	4	29
60	4 State Hmong Alliance Church, Stella, MO	56	30	0	0
61	Hmong Alliance Fellowship, Omaha, NE	30	13	0	0
62	Albemarle Hmong Alliance Church, Albemarle, NC	61	40	0	0
63	Charlotte Hmong Alliance Church, Charlotte, NC	332	141	9	9
64	Grace Community Church, Charlotte, NC	1	1	0	0
65	First Hmong Alliance Church, Hickory, NC	389	125	6	8
66	True Life Church, Hildebran, NC	1,065	350	33	43
67	Christ Redeemed Alliance Church, Hudson, NC	131	57	0	1
68	Hmong Alliance Fellowship, Statesville, NC	226	100	0	6
69	Akron Hmong Alliance Church, Akron, OH	122	40	0	64
70	Serenity Missionary Alliance Church, Jay, OK	153	65	8	18
71	Owasso Hmong Alliance Church, Owasso, OK	250	80	4	0
72	Tulsa Hmong Alliance Church, Tulsa, OK	443	140	5	0
73	Hmong Oklahoma Alliance Church, Tulsa, OK	70	31	0	4
74	Gospel Hmong Alliance Church, Aloha, OR	165	80	6	0
75	Portland Hmong Alliance Church, Portland, OR	415	150	20	3
76	Faith Christian Fellowship Church, Salem, OR	22	24	1	0
77	Hmong Salem Community Alliance Ch., Salem, OR	85	33	0	0
78	Leola Hmong Alliance Church, Leola, PA	545	200	16	16
79	Providence Hmong Ch. of the C&MA, Providence, RI	307	103	0	0
80	New Life Upstate Church, Boiling Springs, SC	334	136	3	21
81	Calvary Hmong Alliance Church, Spartanburg, SC	171	70	0	1
82	DFW Hmong Alliance Church, Arlington, TX	78	70	0	0
83	Outreach Hmong Alliance Church, Kent, WA	13	12	0	0
84	Hmong Seattle Alliance Church, Seattle, WA	176	98	0	170
85	Northwest Hmong Alliance Church, Seattle, WA	118	57	8	8
86	Spokane Hmong Alliance Church, Spokane, WA	120	60	0	0

	Church	Inclusive Members	Average Attendance	Baptism	Conversion
87	Living Stone Alliance Church, Appleton, WI	726	375	20	13
88	Fellowship Alliance Church, Eau Claire, WI	187	71	0	0
89	Hope of Life Alliance Church, Eau Claire, WI	34	10	0	0
90	Green Bay Hmong Alliance Church, Green Bay, WI	537	145	4	0
91	Hmong Faith Alliance Church, La Crosse, WI	154	107	0	1
92	Victory Hmong Alliance Church, Madison, WI	234	66	2	2
93	Hmong Menomonie Alliance Ch., Menomonie, WI	240	89	0	0
94	Eternal Hope Ministry Alliance Ch., Milwaukee, WI	56	16	0	0
95	Faith in Christ Hmong Alliance Ch., Milwaukee, WI	54	20	0	64
96	Legacy Hmong Christian Alliance, Milwaukee, WI	220	55	3	6
97	Mission Alliance Church, Milwaukee, WI	99	53	5	5
98	New Life Hmong Alliance Church, Milwaukee, WI	199	100	8	0
99	Emanuel Alliance Church, Onalaska, WI	102	65	0	2
100	Cross & Crown Alliance Church, Oshkosh, WI	68	33	6	6
101	Community Alliance Church, Sheboygan, WI	360	200	0	5
102	Holy Covenant Alliance Church, Sheboygan, WI	159	120	8	18
103	Hmong Alliance Church, Stevens Point, WI	134	53	1	0
104	Living Son Church, Stevens Point, WI	36	15	2	4
105	Cornerstone Alliance Church, Two Rivers, WI	260	75	0	0
106	Christian Fellowship, Wausau, WI	49	30	0	0
107	First Hmong Missionary Alliance Church, Wausau, WI	834	280	4	7
108	Grace Hmong Alliance Church, Wauwatosa, WI	907	297	21	2
	Total	32,832	11,525	547	1,203

	Church Plant	Inclusive Members	Average Attendance	Baptism	Conversion
1	Cross Alliance Church, Fresno, CA	50	23	7	2
2	Grace Mobile Church, Fresno, CA	68	28	0	0
3	Gospel City Church, Sacramento, CA	50	20	0	0
4	New Hope Ministry of the C&MA, Stockton, CA	15	15	8	0
5	Bible Life Church, Brooklyn Center, MN	61	55	1	1
6	Disciples Alliance Church, Roseville, MN	75	55	5	3
7	True Life Alliance Tulsa Church, Tulsa, OK	106	101	9	22
8	New Life Hmong Alliance, Spokane, WA	16	8	0	0
9	Sonlife Church of Madison, DeForest, WI	25	20	0	6
	Total	466	325	30	34

	Grand Total	33,298	11,850	577	1,237
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Appendix II

Analysis of Revenues & Expenses Summary Annual Report (Jan 2022 - Dec 2022)

Revenues

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)	Last Year YTD Actual (2021)	Annual Budget (2021)	Actual Change (from Prior Year Period)
Local Church 10%	\$1,100,348.35	\$1,075,000.00	\$25,348.35	\$1,219,275.86	\$1,100,000.00	(\$118,927.51)
District Support	\$23,019.22	\$20,000.00	\$3,019.22	\$21,067.31	\$113,000.00	\$1,951.91
Hymnal Fee	\$5,005.00	\$8,755.00	(\$3,750.00)	\$4,810.57	\$8,500.00	\$194.43
Bible Fee	\$133,125.00	\$8,755.00	\$124,370.00	\$5,377.13	\$8,500.00	\$127,747.87
General Revenue	\$119,980.77	\$109,565.00	\$10,415.77	\$95,900.97	\$101,600.00	\$24,079.80
CLA	\$52,107.69	\$61,650.00	(\$9,542.31)	\$36,454.56	\$60,000.00	\$15,653.13
Church Ministry	\$8,270.90	\$11,300.00	(\$3,029.10)	\$3,345.06	\$16,433.00	\$4,925.84
Conference Income	\$481,111.77	\$896,360.00	(\$415,248.23)	\$636,823.39	\$965,080.00	(\$155,711.62)
Media	\$8,259.03	\$500.00	\$7,759.03	\$10,550.00	\$7,500.00	(\$2,290.97)
Radio	\$0.00	\$500.00	(\$500.00)	\$200.00	\$3,000.00	(\$200.00)
Total Revenues	\$1,931,227.73	\$2,192,385.00	\$261,157.27	\$2,033,804.85	\$2,383,613.00	(\$102,577.12)

Expenses

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)	Last Year YTD Actual (2021)	Annual Budget (2021)	Actual Change (from Prior Year Period)
Total Salary & Benefits	\$827,965.05	\$771,177.90	(\$56,787.15)	\$707,528.45	\$804,409.12	(\$120,436.60)
Building	\$47,956.10	\$46,500.00	(\$1,456.10)	\$32,338.95	\$45,000.00	(\$15,617.15)
Total Conference Costs	\$711,981.88	\$926,676.74	\$214,694.86	\$706,551.27	\$986,214.35	(\$5,430.61)
Insurance	\$18,355.28	\$10,264.00	(\$8,091.28)	\$12,803.34	\$10,000.00	(\$5,551.94)
General & Admin.	\$258,164.27	\$178,811.36	(\$79,352.91)	\$209,561.89	\$211,425.00	(\$48,602.38)
Total Ministry	\$287,270.17	\$235,355.00	(\$51,915.17)	\$138,890.67	\$317,508.25	(\$148,379.50)
Oversea Ministry	\$24,415.00	\$23,600.00	(\$815.00)	\$6,940.00	\$7,000.00	(\$17,475.00)
Total Expenses	\$2,176,107.75	\$2,192,385.00	\$16,277.25	\$1,814,614.57	\$2,381,556.72	(\$361,493.18)
Net Total	(\$244,880.02)	\$0.00	\$244,880.02	\$219,190.28	\$2,056.28	(\$464,070.30)

Other Expenses

Accounts	YTD Actual (2022)	YTD Budget (2022)	YTD Budget Remaining (2022)	Last Year YTD Actual (2021)	Annual Budget (2021)	Actual Change (from Prior Year Period)
Total Other Expenses	\$58,151.20	\$0.00	(\$58,151.20)	\$56,633.30	\$50,000.00	\$1,517.90
Net Operating Total	(\$303,031.22)	\$0.00	(\$303,031.22)	\$162,556.98	(\$47,943.72)	(\$465,588.20)

Appendix III

Multi-Year Giving Report 10% In Order by Largest to Smallest in the Year 2022

From 01/01/2013 To 12/31/2022, Local Church 10% (lbfeem 10)

	State	City	Church Name	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
1	MN	Maplewood	St. Paul Hmong Alliance Church	98,561.95	98,127.30	72,061.93	10,000.00	33,272.57	56,001.49	57,564.80	425,590.04
2	MN	Maplewood	Hmong American Alliance Church	60,000.00	64,999.92	65,000.00	65,000.00	52,500.00	7,000.00	24,000.00	338,499.92
3	CA	Elk Grove	Sacramento Hmong Alliance Church	50,341.88	46,657.77	40,752.30	38,070.61	48,581.73	39,947.25	40,427.17	304,778.71
4	WI	Wauwatosa	Grace Hmong Alliance Church	48,164.97	49,855.02	40,910.37	48,479.39	46,308.01	38,346.39	43,954.14	316,018.29
5	GA	Auburn	Hmong New Hope Alliance Church	45,672.15	53,379.19	50,044.64	42,859.24	40,757.33	41,777.83	40,676.85	315,167.23
6	MN	Coon Rapids	Hmong Alliance Church	40,131.92	30,470.11	32,366.50	40,182.93	40,541.40	39,002.90	38,674.92	261,370.68
7	KS	Olathe	First Hmong Alliance Church	30,056.38	32,385.22	32,414.12	34,769.83	29,591.78	23,804.15	26,157.47	209,178.95
8	CO	Westminster	Denver Hmong Alliance Church	29,391.97	30,844.94	27,894.08	23,280.83	29,729.09	26,690.30	25,806.21	193,637.42
9	MI	Warren	Warren Hmong Alliance Church	29,112.81	33,488.76	27,646.78	27,055.30	25,698.00	23,376.45	26,083.35	192,461.45
10	PA	Leola	Hmong Alliance Church	24,505.77	18,752.45	25,882.06	20,866.99	20,736.14	21,319.59	23,741.41	155,804.41
11	NC	Hickory	True Life Church of C&MA	22,550.94	20,376.53	18,764.00	17,332.90	18,369.07	16,776.47	16,472.37	130,642.28
12	CA	Sacramento	Hmong Family Community Alliance Church	21,205.56	20,770.00	15,143.08	17,638.00	17,519.00	18,873.00	17,086.00	128,234.64
13	WI	Wausau	First Hmong Missionary Alliance Church	21,037.33	25,671.94	24,109.28	20,504.82	24,157.99	20,473.21	18,655.89	154,610.46
14	WI	Appleton	Living Stone Alliance Church	20,952.67	25,728.99	16,268.11	19,960.20	20,648.66	11,366.18	10,091.14	125,015.95
15	MI	Waterford	Pontiac Hmong Alliance Church	19,976.22	21,189.54	18,712.84	16,319.41	17,089.39	14,985.93	14,968.52	123,241.85
16	OR	Portland	Gospel Hmong Alliance Church	19,772.03	17,821.23	15,300.36	13,069.28	13,822.16	11,468.57	12,801.42	104,055.05
17	CA	Oroville	Oroville Hmong Alliance Church	19,232.00	21,056.30	14,130.59	9,470.17	20,455.50	8,203.65	11,003.98	103,552.19
18	WI	Green Bay	Green Bay Hmong Alliance Church	19,144.42	16,425.00	14,724.00	15,129.63	12,729.64	15,713.64	15,821.58	109,687.91
19	CO	Denver	First United Hmong Alliance Church	18,511.91	15,912.67	17,105.58	15,212.19	24,990.40	0.00	10,201.11	101,933.86
20	NC	Charlotte	Charlotte Hmong Alliance Church	16,967.64	17,773.22	15,581.91	12,466.45	16,786.29	12,424.11	20,101.33	112,100.95
21	GA	Hoschton	Victory Hmong Alliance Church	15,940.47	10,551.33	8,995.82	10,891.65	8,647.63	6,978.85	7,579.21	69,584.96
22	OR	Portland	Portland Hmong Alliance Church	15,844.88	17,770.87	14,887.92	10,882.31	15,329.76	12,244.72	12,700.41	99,660.87
23	CA	Fresno	Hmong Alliance Church of Fresno	15,567.42	12,974.49	16,125.64	18,218.01	17,606.89	11,831.90	17,013.41	109,337.76
24	CA	Modesto	Central Grace Hmong Alliance Church	14,801.83	9,003.14	6,118.88	11,804.86	9,228.80	12,812.00	8,311.00	72,080.51
25	CA	Merced	Alliance Church of Merced	14,252.00	18,365.00	16,946.00	17,781.00	14,842.09	18,602.99	19,456.74	120,245.82
26	AK	Anchorage	Grace Alliance Church of the C & MA	13,689.17	0.00	0.00	0.00	0.00	216.99	5,352.83	19,258.99
27	CA	Fresno	Family Alliance Church	13,461.90	14,081.79	7,465.53	7,187.96	8,892.09	724.54	5,764.65	57,578.46
28	WI	Eau Claire	Fellowship Alliance Church	13,024.77	14,023.53	9,136.52	0.00	9,757.00	0.00	9,658.00	55,599.82
29	WI	Two Rivers	Cornerstone Alliance Church	12,133.00	8,090.00	790.50	4,365.29	3,881.29	5,533.21	4,632.35	39,425.64
30	MN	Coon Rapids	Alliance Bible Church	11,861.80	12,686.60	11,776.00	11,932.00	10,994.00	6,971.78	5,865.01	72,087.19
31	OK	Tulsa	Tulsa Hmong Alliance Church	11,339.95	13,979.47	10,992.26	8,769.20	11,549.33	8,281.75	12,822.68	77,734.64
32	WA	SeaTac	Hmong Seattle Alliance Church	10,438.02	10,737.91	13,516.83	10,318.19	0.00	0.00	0.00	45,010.95
33	MN	St. Paul	Triumph Alliance Church	10,209.02	10,078.75	4,061.30	6,053.32	6,852.18	7,551.86	0.00	44,806.43
34	CA	Yuba City	Yuba Sutter Hmong Alliance Church	10,202.12	10,008.40	9,259.68	19,291.47	2,334.01	6,840.26	9,719.00	67,654.94
35	MN	Coon Rapids	New Life In Christ Worship Center	10,000.00	5,000.00	10,000.00	8,000.00	8,867.03	14,332.74	13,545.64	69,745.41
36	MN	Maplewood	Twin Cities Hmong Alliance Church	10,000.00	10,000.00	9,166.63	9,166.63	13,439.21	14,588.80	11,527.43	77,888.70
37	MI	Warren	City On A Hill Church	9,940.30	10,236.59	8,756.01	8,967.11	4,228.23	6,950.38	0.00	49,078.62
38	FL	Plant City	Sunshine Hmong Alliance Church	9,918.00	10,885.00	6,426.00	7,836.00	9,842.00	8,110.00	9,874.45	62,891.45
39	OK	Colcord	Serenity Missionary Alliance Church	9,491.53	9,416.82	8,345.22	7,056.62	8,686.88	9,649.80	3,091.44	55,738.31
40	CA	Hemet	The New Vine Alliance Church	9,399.10	12,378.58	4,316.53	4,274.54	0.00	0.00	0.00	30,368.75
41	FL	St. Petersburg	Clearwater Hmong Alliance Church	8,862.20	16,763.03	9,962.61	6,734.10	2,789.00	7,330.88	13,891.27	66,333.09
42	NC	Statesville	Hmong Alliance Fellowship	8,123.79	6,491.43	6,574.76	4,974.67	6,766.89	4,919.15	7,940.85	45,791.54
43	SC	Spartanburg	Calvary Hmong Alliance Church	7,934.71	8,047.36	5,560.81	7,201.89	6,369.28	4,993.47	3,147.41	43,254.93
44	GA	Hoschton	Alliance Community Church	7,933.29	11,455.89	8,286.90	8,933.44	9,370.21	9,585.07	1,993.59	57,558.39

	State	City	Church Name	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
98	AK	Anchorage	Grace Alliance Church of the C&MA	0.00	18,566.14	15,744.44	15,076.18	15,451.34	13,418.57	9,592.83	87,849.50
99	AR	Springdale	NWA Hmong Alliance Church	0.00	0.00	0.00	0.00	0.00	0.00	2,506.79	2,506.79
100	CA	Stockton	Cornerstone Community Alliance Church	0.00	0.00	4,150.00	0.00	0.00	5,501.23	5,022.49	14,673.72
101	CA	Crescent City	Crescent City Hmong Alliance Church	0.00	0.00	0.00	0.00	216.00	50.00	0.00	266.00
102	CA	Stockton	Family of Christ Alliance Church	0.00	0.00	300.00	617.50	0.00	0.00	0.00	917.50
103	CA	Banning	Hmong Alliance Church	0.00	0.00	0.00	0.00	2,337.29	4,720.57	5,266.35	12,324.21
104	CA	Moreno Valley	Hmong Alliance Fellowship	0.00	0.00	0.00	0.00	2,431.69	1,198.92	0.00	3,630.61
105	CA	Fresno	Hmong American Harvest Church	0.00	0.00	2,030.00	1,725.00	2,154.00	2,098.00	3,291.00	11,298.00
106	CA	Stockton	Hmong C&MA Church of Stockton	0.00	26,292.74	16,720.37	23,598.66	25,806.90	22,149.35	30,495.29	145,063.31
107	CA	Fresno	Hmong Community Alliance Church	0.00	7,200.00	2,400.00	4,800.00	3,400.00	1,200.00	4,019.59	23,019.59
108	CA	Cerritos	Mr. Abel Vang	0.00	0.00	0.00	0.00	0.00	385.00	0.00	385.00
109	CO	Thornton	John Doe	0.00	0.00	0.00	0.00	0.00	0.00	1,467.55	1,467.55
110	CO	Commerce City	Mai Khang	0.00	0.00	150.00	50.00	100.00	0.00	0.00	300.00
111	MI	Kalamazoo	Chad Alberts	0.00	0.00	0.00	0.00	0.00	0.00	761.90	761.90
112	MI	Waterford	Blong Her	0.00	0.00	0.00	0.00	0.00	0.00	1,505.43	1,505.43
113	MI	Lansing	Lansing Hmong Alliance Church	0.00	0.00	2,112.10	2,662.91	6,605.43	3,697.96	5,283.80	20,362.20
114	MN	St. Paul	Family of Christ Alliance Church	0.00	0.00	2,476.12	906.80	0.00	0.00	0.00	3,382.92
115	MN	St. Paul	Gospel Alliance Church	0.00	0.00	0.00	723.00	1,753.00	1,742.00	500.00	4,718.00
116	MN	St. Paul	Kingdom Life Alliance Church	0.00	4,403.09	4,446.58	0.00	4,706.06	3,131.84	0.00	16,687.57
117	MN	Maplewood	Mrs. Kia Moua	0.00	2,600.00	2,200.00	0.00	0.00	0.00	0.00	4,800.00
118	MN	Maplewood	Obedience Alliance Church	0.00	0.00	0.00	0.00	0.00	0.00	476.50	476.50
119	MN	Maplewood	Seven Stones Alliance Church	0.00	0.00	0.00	1,989.65	1,540.88	0.00	0.00	3,530.53
120	MN	Fridley	United Hmong Alliance Church	0.00	0.00	755.60	4,218.80	1,460.40	4,289.67	4,912.57	15,637.04
121	NC	Hickory	First Hmong Alliance Church	0.00	4,274.48	3,868.24	12,431.14	7,792.15	6,152.21	12,502.03	47,020.25
122	NC	Charlotte	Grace Community Church	0.00	0.00	0.00	1,590.53	1,743.41	1,132.90	1,181.20	5,648.04
123	NC	Conover	Kube Vang	0.00	435.73	0.00	0.00	0.00	0.00	0.00	435.73
124	NE	Omaha	Hmong Alliance Church	0.00	0.00	0.00	298.83	458.57	248.30	0.00	1,005.70
125	RI	Providence	Providence Hmong Church of the C&MA	0.00	0.00	12,711.59	14,995.79	27,362.09	2,777.61	18,420.95	76,268.03
126	UT	Roy	Hmong Alliance Fellowship of Ogden	0.00	0.00	50.00	67.25	171.96	179.28	1,117.15	1,585.64
127	WA	Port Hadlock	Ruth Andrianof	0.00	0.00	0.00	0.00	0.00	0.00	1,890.90	1,890.90
128	WA	Kent	Rev. Pang Yer Chang	0.00	0.00	0.00	0.00	0.00	0.00	930.58	930.58
129	WA	Seattle	Northwest Hmong Alliance Church	0.00	800.00	0.00	0.00	0.00	0.00	0.00	800.00
130	WI	Sheboygan	Community Alliance Church	0.00	0.00	10,863.50	8,906.70	10,626.64	12,798.98	13,662.66	56,858.48
131	WI	Oshkosh	Cross & Crown Alliance Church of the C&MA	0.00	0.00	0.00	600.00	0.00	5,626.00	0.00	6,226.00
132	WI	Schofield	Grapevine Hmong Alliance Church	0.00	0.00	0.00	1,958.60	1,600.00	1,800.00	2,100.00	7,458.60
133	WI	La Crosse	Hmong Faith Alliance Church	0.00	0.00	3,295.03	3,854.39	4,132.24	3,931.41	4,100.03	19,313.10

Total	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
	1,100,348.35	1,219,265.86	1,047,585.27	1,010,047.86	1,043,987.60	884,521.19	997,396.64	7,303,152.77

	State	City	Church Name	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
98	CA	Marysville	Victory Alliance Church	3,559.73	3,240.00	0.00	1,356.79	0.00	0.00	0.00	8,156.52
99	WI	Milwaukee	Eternal Hope Ministry Alliance Church	1,521.11	3,356.14	1,400.00	1,500.00	0.00	0.00	0.00	7,777.25
100	WI	Schofield	Grapevine Hmong Alliance Church	0.00	0.00	0.00	1,958.60	1,600.00	1,800.00	2,100.00	7,458.60
101	OR	Salem	Faith Christian Fellowship Church	581.75	0.00	1,058.55	1,231.73	1,475.99	1,236.37	1,149.02	6,733.41
102	WI	Oshkosh	Cross & Crown Alliance Church of the C&MA	0.00	0.00	0.00	600.00	0.00	5,626.00	0.00	6,226.00
103	OK	Tulsa	Hmong Oklahoma Alliance of the C&MA	1,923.10	1,200.80	820.79	1,886.30	0.00	0.00	0.00	5,830.99
104	NC	Charlotte	Grace Community Church	0.00	0.00	0.00	1,590.53	1,743.41	1,132.90	1,181.20	5,648.04
105	MI	Bay City	Tri-City Hmong Alliance Church	337.20	41.00	872.50	1,400.83	1,270.29	461.52	554.90	4,938.24
106	MN	Maplewood	Mrs. Kia Moua	0.00	2,600.00	2,200.00	0.00	0.00	0.00	0.00	4,800.00
107	MN	St. Paul	Gospel Alliance Church	0.00	0.00	0.00	723.00	1,753.00	1,742.00	500.00	4,718.00
108	WI	Stevens Point	Living Son Church	1,182.00	1,000.00	0.00	800.00	700.00	500.00	0.00	4,182.00
109	MN	Maplewood	Compassion Chapel	1,600.00	0.00	0.00	0.00	0.00	499.99	2,000.00	4,099.99
110	CA	Moreno Valley	Hmong Alliance Fellowship	0.00	0.00	0.00	0.00	2,431.69	1,198.92	0.00	3,630.61
111	MN	Maplewood	Seven Stones Alliance Church	0.00	0.00	0.00	1,989.65	1,540.88	0.00	0.00	3,530.53
112	MN	St. Paul	Family of Christ Alliance Church	0.00	0.00	2,476.12	906.80	0.00	0.00	0.00	3,382.92
113	FL	St. Petersburg	Cambodian Christian Fellowship CEC	1,777.00	1,483.00	0.00	0.00	0.00	0.00	0.00	3,260.00
114	AR	Springdale	NWA Hmong Alliance Church	0.00	0.00	0.00	0.00	0.00	0.00	2,506.79	2,506.79
115	WI	DeForest	Sonlife Church	748.03	611.20	560.00	0.00	0.00	0.00	0.00	1,919.23
116	WA	Port Hadlock	Ruth Andrianof	0.00	0.00	0.00	0.00	0.00	0.00	1,890.90	1,890.90
117	UT	Roy	Hmong Alliance Fellowship of Ogden	0.00	0.00	50.00	67.25	171.96	179.28	1,117.15	1,585.64
118	MI	Waterford	Blong Her	0.00	0.00	0.00	0.00	0.00	0.00	1,505.43	1,505.43
119	CO	Thornton	John Doe	0.00	0.00	0.00	0.00	0.00	0.00	1,467.55	1,467.55
120	CA	Fresno	Grace Mobile Church	1,214.00	0.00	0.00	0.00	0.00	0.00	0.00	1,214.00
121	NE	Omaha	Hmong Alliance Church	0.00	0.00	0.00	298.83	458.57	248.30	0.00	1,005.70
122	WA	Kent	Rev. Pang Yer Chang	0.00	0.00	0.00	0.00	0.00	0.00	930.58	930.58
123	CA	Stockton	Family of Christ Alliance Church	0.00	0.00	300.00	617.50	0.00	0.00	0.00	917.50
124	WA	Seattle	Northwest Hmong Alliance Church	0.00	800.00	0.00	0.00	0.00	0.00	0.00	800.00
125	MI	Kalamazoo	Chad Alberts	0.00	0.00	0.00	0.00	0.00	0.00	761.90	761.90
126	WI	Appleton	Shawn Thao	500.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
127	MN	Maplewood	Obedience Alliance Church	0.00	0.00	0.00	0.00	0.00	0.00	476.50	476.50
128	NC	Conover	Kube Vang	0.00	435.73	0.00	0.00	0.00	0.00	0.00	435.73
129	CA	Cerritos	Mr. Abel Vang	0.00	0.00	0.00	0.00	0.00	385.00	0.00	385.00
130	CO	Commerce City	Mai Khang	0.00	0.00	150.00	50.00	100.00	0.00	0.00	300.00
131	CA	Crescent City	Crescent City Hmong Alliance Church	0.00	0.00	0.00	0.00	216.00	50.00	0.00	266.00
132	WI	Eau Claire	Hope of Life Alliance Church	215.31	0.00	0.00	0.00	0.00	0.00	0.00	215.31
133	WA	Federal Way	Nomtsua Lauj	200.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00

Total	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
	1,100,348.35	1,219,265.86	1,047,585.27	1,010,047.86	1,043,987.60	884,521.19	997,396.64	7,303,152.77

Appendix V

Multi-Year Giving Report From Largest to Smallest in the Year 2022

From 01/01/2016 To 12/31/2022 Protective Benefit Plan (Nyaj Foobxaab) Church's Contribution

	State	City	Church Name	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
1	CA	Elk Grove	Sacramento Hmong Alliance Church	\$1,515.00	\$896.80	\$778.80	\$737.00	\$588.26	\$1,784.50	\$773.95	\$7,074.31
2	MN	Maplewood	Hmong American Alliance Church	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$2,322.00	\$0.00	\$2,000.00	\$6,322.00
3	WI	Appleton	Living Stone Alliance Church	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$0.00	\$0.00	\$4,000.00
4	CA	Sacramento	Hmong Family Community Alliance Church	\$660.00	\$598.00	\$663.00	\$647.49	\$712.00	\$731.16	\$0.00	\$4,011.65
5	FL	Plant City	Sunshine Hmong Alliance Church	\$550.00	\$390.00	\$0.00	\$511.00	\$0.00	\$588.05	\$0.00	\$2,039.05
6	CA	Oroville	Oroville Hmong Alliance Church	\$512.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.20	\$0.00	\$680.20
7	CO	Westminster	Denver Hmong Alliance Church	\$500.00	\$190.00	\$344.00	\$577.00	\$493.00	\$737.00	\$292.80	\$3,133.80
8	CA	Fresno	Family Alliance Church	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00
9	WI	Wauwatosa	Grace Hmong Alliance Church	\$500.00	\$500.00	\$0.00	\$807.00	\$605.25	\$830.07	\$0.00	\$3,242.32
10	CA	Hemet	The New Vine Alliance Church	\$486.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$486.00
11	MI	Waterford	Pontiac Hmong Alliance Church	\$436.00	\$374.00	\$200.00	\$258.25	\$0.00	\$0.00	\$0.00	\$1,268.25
12	MN	Maplewood	Twin Cities Hmong Alliance Church	\$400.00	\$400.00	\$0.00	\$387.61	\$0.00	\$0.00	\$0.00	\$1,187.61
13	OK	Tulsa	Tulsa Hmong Alliance Church	\$295.00	\$495.00	\$0.00	\$248.40	\$308.00	\$0.00	\$135.61	\$1,482.01
14	MN	Walnut Grove	Agape Hmong Alliance Church	\$270.00	\$0.00	\$220.00	\$245.00	\$0.00	\$0.00	\$0.00	\$735.00
15	CA	San Diego	San Diego Hmong Alliance Church	\$256.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139.50	\$0.00	\$395.50
16	SC	Spartanburg	Calvary Hmong Alliance Church	\$215.00	\$141.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$356.00
17	WI	Wausau	Christian Fellowship Church	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00
18	WI	Green Bay	Green Bay Hmong Alliance Church	\$200.00	\$0.00	\$250.00	\$0.00	\$250.00	\$250.00	\$250.00	\$1,200.00
19	WI	Stevens Point	Living Son Church	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00
20	KS	Kansas City	New Life Fellowship Church	\$200.00	\$200.00	\$0.00	\$153.00	\$0.00	\$0.00	\$0.00	\$553.00
21	OH	Akron	Akron Hmong Alliance Church	\$118.00	\$0.00	\$0.00	\$100.00	\$100.00	\$200.00	\$100.00	\$618.00
22	MO	Neosho	4-State Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$149.80	\$249.80
23	MN	Coon Rapids	Alliance Bible Church	\$0.00	\$87.00	\$0.00	\$720.01	\$451.50	\$0.00	\$0.00	\$1,258.51
24	CA	Merced	Alliance Church of Merced	\$0.00	\$470.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$470.00
25	GA	Hoschton	Alliance Community Church	\$0.00	\$0.00	\$0.00	\$192.00	\$0.00	\$150.00	\$0.00	\$342.00
26	FL	Clermont	Central Florida Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$150.00
27	CA	Modesto	Central Grace Hmong Alliance Church	\$0.00	\$427.50	\$991.04	\$0.00	\$402.00	\$2,569.00	\$0.00	\$4,389.54
28	CA	Lompoc	Central Pacific Coast Hmong Alliance	\$0.00	\$260.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$260.00
29	GA	Hoschton	Rev. Hadassah Charand	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
30	NC	Charlotte	Charlotte Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$475.00	\$629.00	\$0.00	\$1,104.00
31	FL	St. Petersburg	Clearwater Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$388.00	\$200.00	\$738.00
32	WI	Sheboygan	Community Alliance Church	\$0.00	\$0.00	\$0.00	\$135.00	\$0.00	\$0.00	\$0.00	\$135.00
33	MN	Maplewood	Compassion Chapel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
34	WI	Oshkosh	Cross & Crown Alliance Church of the C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$131.00	\$0.00	\$0.00	\$131.00
35	OK	Tulsa	Damasus Road Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
36	TX	Arlington	DFW Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$215.15	\$272.00	\$211.00	\$698.15
37	WI	Galesville	Emmanuel Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$163.00	\$0.00	\$224.00	\$387.00
38	WI	Milwaukee	Faith in Christ Hmong Alliance Church	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$185.00	\$0.00	\$285.00
39	MN	St. Paul	Family of Christ Alliance Church	\$0.00	\$0.00	\$0.00	\$88.00	\$0.00	\$0.00	\$0.00	\$88.00
40	CA	Santa Ana	First Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$237.93	\$0.00	\$161.00	\$398.93
41	KS	Olathe	First Hmong Alliance Church	\$0.00	\$0.00	\$376.35	\$626.00	\$422.41	\$0.00	\$0.00	\$1,424.76
42	WI	Wausau	First Hmong Missionary Alliance Church	\$0.00	\$0.00	\$0.00	\$1,863.00	\$0.00	\$469.69	\$0.00	\$2,332.69
43	CO	Denver	First United Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$201.00	\$0.00	\$0.00	\$201.00
44	MN	St. Paul	Gospel Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$53.00	\$0.00	\$0.00	\$53.00

	State	City	Church Name	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
45	OR	Portland	Gospel Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$239.00	\$305.00	\$569.00	\$1,113.00
46	AK	Anchorage	Grace Alliance Church of the C&MA	\$0.00	\$0.00	\$385.00	\$397.00	\$791.00	\$0.00	\$0.00	\$1,573.00
47	NC	Charlotte	Grace Community Church	\$0.00	\$0.00	\$0.00	\$198.00	\$0.00	\$0.00	\$0.00	\$198.00
48	WI	Schofield	Grapevine Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$117.00	\$50.00	\$0.00	\$167.00
49	CA	Banning	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$170.18	\$0.00	\$0.00	\$170.18
50	IA	Des Moines	Hmong Alliance Church	\$0.00	\$285.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$285.00
51	MN	Coon Rapids	Hmong Alliance Church	\$0.00	\$650.00	\$0.00	\$0.00	\$652.00	\$1,318.00	\$0.00	\$2,620.00
52	PA	Leola	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$435.00	\$0.00	\$0.00	\$435.00
53	WI	Stevens Point	Hmong Alliance Church	\$0.00	\$0.00	\$20.00	\$0.00	\$101.27	\$210.00	\$0.00	\$331.27
54	CA	Chico	Hmong Alliance Church of Chico	\$0.00	\$0.00	\$145.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.00
55	CA	Fresno	Hmong Alliance Church of Fresno	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$705.70	\$379.85	\$1,085.55
56	CA	Moreno Valley	Hmong Alliance Fellowship	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$0.00	\$50.00
57	NC	Statesville	Hmong Alliance Fellowship	\$0.00	\$240.00	\$0.00	\$145.19	\$0.00	\$196.25	\$0.00	\$581.44
58	CA	Stockton	Hmong C&MA Church of Stockton	\$0.00	\$0.00	\$0.00	\$246.00	\$547.00	\$0.00	\$448.45	\$1,241.45
59	MA	Fitchburg	Hmong Christian Fellowship of the C &MA	\$0.00	\$0.00	\$100.00	\$0.00	\$206.00	\$0.00	\$0.00	\$306.00
60	CA	Fresno	Hmong Community Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$302.90	\$302.90
61	IN	Carmel	Hmong Hope Church of C &MA	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00	\$140.00	\$177.00	\$617.00
62	WI	Menomonie	Hmong Menomonie Alliance Church	\$0.00	\$0.00	\$0.00	\$125.25	\$0.00	\$254.10	\$0.00	\$379.35
63	GA	Auburn	Hmong New Hope Alliance Church	\$0.00	\$1,374.26	\$500.00	\$872.72	\$0.00	\$1,940.47	\$933.19	\$5,620.64
64	OK	Tulsa	Hmong Oklahoma Alliance of the C&MA	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
65	WI	Sheboygan	Holy Covenant Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.00	\$0.00	\$172.00
66	KS	Kansas City	Kansas City Hmong Alliance Church	\$0.00	\$100.00	\$0.00	\$128.00	\$100.00	\$0.00	\$0.00	\$328.00
67	MI	Lansing	Lansing Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$440.00	\$0.00	\$0.00	\$440.00
68	WI	Milwaukee	Legacy Hmong Christian Alliance	\$0.00	\$200.00	\$340.00	\$0.00	\$320.00	\$162.65	\$0.00	\$1,022.65
69	WI	Milwaukee	Mission Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$370.00	\$0.00	\$329.00	\$699.00
70	MO	Brookline	New Life Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00	\$100.00	\$300.00
71	WI	Milwaukee	New Life Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$219.00	\$536.00	\$0.00	\$0.00	\$755.00
72	MN	Roseville	New Life In Christ Worship Center	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$317.00	\$0.00	\$317.00
73	SC	Boiling Spring	New Life Upstate Church	\$0.00	\$0.00	\$0.00	\$200.00	\$140.00	\$0.00	\$0.00	\$340.00
74	WA	Seattle	Northwest Hmong Alliance Church	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00
75	WA	Kent	Outreach Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$92.00	\$0.00	\$136.00	\$0.00	\$228.00
76	OK	Owasso	Owasso Hmong Alliance Church	\$0.00	\$220.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.00
77	RI	Providence	Providence Hmong Church of the C&MA	\$0.00	\$0.00	\$0.00	\$342.14	\$0.00	\$0.00	\$1,348.69	\$1,690.83
78	OR	Aumsville	Salem Community Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$95.00	\$0.00	\$0.00	\$0.00	\$95.00
79	OK	Colcord	Serenity Missionary Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$100.00
80	WA	Spokane	Spokane Hmong Alliance Church	\$0.00	\$0.00	\$130.00	\$81.00	\$0.00	\$83.00	\$109.23	\$403.23
81	MN	St. Paul	Triumph Alliance Church	\$0.00	\$0.00	\$0.00	\$180.00	\$0.00	\$0.00	\$0.00	\$180.00
82	NC	Hickory	True Life Church of C&MA	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00
83	MN	Fridley	United Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$131.00	\$0.00	\$0.00	\$0.00	\$131.00
84	CA	Cerritos	Mr. Abel Vang	\$0.00	\$0.00	\$0.00	\$0.00	\$157.75	\$122.50	\$0.00	\$280.25
85	CA	Hoschtton	Victory Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$526.71	\$0.00	\$0.00	\$0.00	\$526.71
86	WI	Madison	Victory Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$457.00	\$312.30	\$0.00	\$769.30
87	MI	Warren	Warren Hmong Alliance Church	\$0.00	\$675.70	\$0.00	\$0.00	\$0.00	\$0.00	\$403.00	\$1,078.70
88	CA	Yuba City	Yuba Sutter Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$286.25	\$0.00	\$0.00	\$0.00	\$286.25

Total	2022 YTD Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
	9,813.00	10,974.26	6,643.19	14,061.02	15,659.70	16,666.14	9,798.47	86,615.78

Appendix VI

Hmong District of the C&MA Balance Sheet (December, 2022)

Current Assets

Accounts

Total Cash & Cash Equivalents	\$807,656.18	
Total Certificates of Deposit	\$1,082,175.32	\$1,889,831.50
Total Inventory	\$129,448.38	
Total Prepaid Expense	\$25,836.55	\$155,284.93
Total Other Current Assets		
Total Current Assets		\$2,045,116.43

Fixed Assets

Accounts

Total Land	\$192,909.00	
Total Buildings	\$1,718,853.01	
Total Furniture & Equipment	\$315,830.30	
Total Accum Depreciation	(\$1,263,439.09)	
Total Fixed Assets		\$964,153.22
Total Assets		\$3,009,269.65

Liabilities, Fund Principal, & Restricted Funds

Accounts

Total Liabilities		\$231,980.31
Total Fund Principal and Current Year Rev/Expense		\$2,129,761.04
Total Restricted Funds		\$647,528.30
Total Liabilities, Fund Principal, & Restricted Funds		\$3,009,269.65



Audit Review Committee Report

**By: N. Xeev Toov Vaj (Chair), N. Nyajtub Yaaj (Member),
N. Koob Pheej Muas (Member)**

Greetings to you from the Hmong District Audit Review Committee. Our team would like to thank the District Superintendent, Dr. Lantzia Thao and the Hmong District DEXCOM for this opportunity to serve in this capacity. Each committee member has either ministry experience working with financials or has a professional background in accounting so we are hopeful that with our combined skillset, we can provide meaningful support to the Hmong District.

ROLES AND RESPONSIBILITIES

The Committee provides an independent overview of the effectiveness of the financial reporting process and internal financial control systems. At the conclusion of the full-year review, the Committee receives a detailed report from the Auditors. The Committee reviews this report, as well as the integrity of the accounting statements.

The Committee monitors the external auditor's effectiveness, independence and objectivity including the nature and appropriateness of any non-audit fees. Additionally, the Committee assists the Board in monitoring and reviewing the Hmong District's system of internal control and risk management.

CAPIN CROUSE MANAGEMENT LETTER REVIEW

In respect of the year under review (2022), the committee affirms that the Hmong District's (HD) current accounting and finance operations are in overall compliance. We are happy to report that there were no material adjustments noted for the calendar year 2022. We'd like to report that the material adjustment from the prior year has been corrected by the district staff.

Capin Crouse did roll forward two recommendations to management from the prior year, to which the Committee have a few suggestions to resolve. Please see the recommendations from the auditors for the Contribution Process and Vacation Accrual Policy below. X`

- 1. Contribution Process:** As with previous year audits, Capin Crouse continues to detail the potential risk for financial fraud/theft, through the current process in receiving and processing paper checks via mail; one person opens and processes the checks.

Committee Response: We do understand Capin Crouse's recommendation when paper checks are received, they should be processed only when there are 2 people available for processing.



What should happen:

Upon opening the envelope together, the checks should be endorsed “for deposit only”. When cash or checks are received regularly in the mail, two people should be present when the mail is opened. One person should total and record the remittances (log). The other should prepare the deposit slip and forward it with the cash/checks to the Financial Officer. The deposit slips should be reconciled by the Financial Officer to the general ledger.

Committee recommendation:

1. The second person to assist with opening mail could be a volunteer from a local Hmong CMA church in the area. They should come at least once a week to perform this task.
2. Hire the bank to perform lockbox service where they receive the checks and perform the deposit task for the Hmong District. Churches and donors would be required to send all checks to the lockbox location.

2. **Vacation Accrual Policy:** On June 14, 2021, the Colorado Supreme Court issued a ruling in *Nieto v. Clark’s Market* in which all employers must now pay employees earned and determinable vacation upon termination. This ruling effectively overrides HD’s current “use it or lose it” policy.

Committee Response: The ruling went into effect as of January 1, 2022. As a result, we agree with Capin Crouse’s recommendation; HD should re-visit their vacation policy and remove “the use it or lose it” requirement.

What should happen:

If Hmong District wants to continue to use the Paid Time Off benefit, the policy should have verbiage to ensure all vacation will be paid upon termination. If the Hmong District no longer wants to have a PTO benefit and decides to implement a different vacation benefit such as Flexible Time Off, the DS and Dexcom should revisit the policy to make necessary changes.

Committee recommendation:

Implement one of the following:

1. Flexible Time Off Policy: There is a current best practice for organizations in Colorado, where they have implemented the Flexible



Time Off vacation policy. This policy requires all staff to use all vacation time during the calendar. This type of policy prevents the carryover of vacation time and/or payout during termination.

2. Paid Time Off Policy: The Hmong District currently uses this policy but does not have the appropriate verbiage. Verbiage should be changed to allowing all unused hours to carryover until termination. If a staff employee is terminated, all unused vacation hours must be paid out. This requires the Financial Controller to track all unused vacation hours throughout the tenure of each staff member and record the liability at year end.

ANNUAL ACCOUNTING STATEMENTS

In respect of the year under review (2022), the committee affirms the integrity of the HD's Financial Statements are fair in all material respects.

COMMITTEE RECOMENDATION: ESTABLISH FINANCE COMMITTEE

In the committee's previous year review (2021), we had recommended that a finance committee be established within the HD, to help overhaul the HD's current financial operating policy and procedures. While it was decided that a finance committee was not needed, we ask that the DS and Dexcom reconsider this decision. We as a team believe that it would be in the HD's best interest to do so. And so, with all due respect, **it is still our strong recommendation that a HD Finance Committee be established to perform special projects/reviews under the guidance of the Audit Committee and the District Superintendent.**

As expressed in the beginning of this letter, we are honored to serve the Hmong District in this capacity. We would be pleased to further discuss any matters regarding the details of this letter and/or any other matter which would be of benefit. Please feel free to reach out in regards.

Respectfully,

N. Xeev Toov Vaj (Chair)
N. Nyabtub Yaaj (Member)
N. Koob Pheej Muas (Member)

Audit Review Committee



MANAGEMENT LETTER

April 20, 2022

DEXCOM
Hmong District of the Christian and
Missionary Alliance
Thornton, Colorado

In planning and performing our audit of the financial statements of Hmong District of the Christian Missionary Alliance (HD) for the year ended December 31, 2021, in accordance with auditing standards generally accepted in the United States of America, we considered HD's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of HD's internal control. Accordingly, we do not express an opinion on the effectiveness of the HD's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. In addition, because of inherent limitations in internal control, including the possibility of management override of controls, misstatements due to error or fraud may occur and not be detected by such controls.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis.

Professional standards define a material weakness and a significant deficiency as follows:

A material weakness is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the organization's financial statements will not be prevented, or detected and corrected, on a timely basis.

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our comments concerning internal control and other significant matters are presented as follows:

- Current Year Material Weakness
- Other Current Year Matters
- Status of Prior Year Comments--Other Matters
- DEXCOM Matters

DEXCOM
Hmong District of the Christian and
Missionary Alliance
April 20, 2022
Page 2

This communication is intended solely for the information and use of management, the DEXOM members, and others within the organization and is not intended to be and should not be used by anyone other than these specified parties.

We will be pleased to further discuss these matters with you and want to express our sincere appreciation to the staff for the cooperation and assistance received during the audit engagement and for the opportunity to serve Hmong District of the Christian Missionary Alliance.

Sincerely yours,

A handwritten signature in cursive script that reads "Capin Crouse LLP".

CAPIN CROUSE LLP

MANAGEMENT LETTER

March 31, 2023

DEXCOM

Hmong District of the Christian and
Missionary Alliance
Thornton, Colorado

In planning and performing our audit of the financial statements of Hmong District of the Christian Missionary Alliance (HD) for the year ended December 31, 2022, in accordance with auditing standards generally accepted in the United States of America, we considered HD's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of HD's internal control. Accordingly, we do not express an opinion on the effectiveness of the HD's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. In addition, because of inherent limitations in internal control, including the possibility of management override of controls, misstatements due to error or fraud may occur and not be detected by such controls.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis.

Professional standards define a material weakness and a significant deficiency as follows:

A material weakness is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the organization's financial statements will not be prevented, or detected and corrected, on a timely basis.

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our comments concerning internal control and other significant matters are presented as follows:

- Current Year Matters
- Status of Prior Year Comments—Material Weakness
- Status of Prior Year Comments—Other Matters
- DEXCOM Matters

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This communication is intended solely for the information and use of management, the DEXOM members, and others within HD and is not intended to be and should not be used by anyone other than these specified parties.

We will be pleased to further discuss these matters with you and want to express our sincere appreciation to the staff for the cooperation and assistance received during the audit engagement and for the opportunity to serve Hmong District of the Christian Missionary Alliance.

Sincerely yours,

A handwritten signature in cursive script that reads "Capin Crouse LLP".

CAPIN CROUSE LLP

CURRENT YEAR MATTERS

Contributions Process

In the current and prior year audits, we became aware that one individual opens the mail by herself and enters the amounts into the donor system. This weakness is mitigated by the fact that most checks that come into HD are from the district churches that give approximately 10% of their support and revenue to HD. It is our understanding that the district superintendent sends an acknowledgement to each church that gives quarterly. However, access to unopened mail by one individual still creates opportunity for misappropriation or mistakes to be made. Therefore, **we continue to recommend** HD have two people open the mail together and endorse the checks “for deposit only” at that time.

Vacation Accrual Policy

Under the ruling by the Colorado Supreme Court in *Nieto v. Clark’s Market* all employers must pay employees earned and determinable vacation upon termination. This ruling effectively overrides internal organization’s “use it or lose it” and carry over provisions within their employee vacation policy. We noted that HD currently has a “use it or lose it” policy.

Therefore, **we recommend** HD re-visit their vacation policy and liability calculation in light of this new ruling.

STATUS OF PRIOR YEAR COMMENTS–MATERIAL WEAKNESS

Material Adjustments

During the prior year audit, we became aware of conference registrations that were recorded as revenue in the year that were related to an upcoming conference in the next calendar year. It was also noted that there was a prepaid deposit made in relation to the upcoming conference that was recorded as an expense in the audit. To correct these errors, we made material adjustments to increase deferred income (a liability account) and decrease revenue by \$122,902 and to increase prepaid expenses and decrease expenses by \$87,595.

We recommended management wait until January 1st to keep registrations and the conference in the same calendar year. Alternatively, all registrations received prior to December 31st should be tracked and recorded in deferred income in order to recognize revenue in the proper period. **We also recommended** management keep track of any expenses made prior to the calendar year end that relate to the upcoming conference and record that as a prepaid expense.

Current Year Status
Implemented.

STATUS OF PRIOR YEAR COMMENTS–OTHER MATTERS

Contributions Process

See current year status in the Current Year Matters section above.

Vacation Accrual Policy

See current year status in the Current Year Matters section above.

DEXCOM MATTERS

The following information about our audit, as required by professional standards, is considered to be significant and relevant to the responsibilities of those charged with governance in overseeing the financial reporting process.

Auditors' Responsibility under U.S. Generally Accepted Auditing Standards

As independent auditors of the financial statements, we are responsible for:

- Performing the audit in accordance with U.S. generally accepted auditing standards.
- Designing the audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement.
- Forming and expressing an opinion about whether the financial statements, that have been prepared by management with the oversight of those charged with governance, are presented fairly, in all material respects, in conformity with accounting principles generally accepted in the United States of America.

An audit of financial statements includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of HD's internal control over financial reporting.

Our audit of the financial statements does not relieve management or those charged with governance of their responsibilities. Because of the concept of reasonable assurance and because we did not perform a detailed examination of all transactions, there is the risk that material errors, fraud, or other illegal acts may exist and not be detected by us.

Independence

Under professional standards, including Rule 101 of the American Institute of Certified Public Accountants' Code of Professional Conduct and its interpretations and rulings, we are required to communicate all relationships between CapinCrouse LLP and the board that, in our professional judgment, may reasonably be thought to bear on independence.

We are not aware of any relationships or services that would jeopardize this condition. We affirm our objectivity and independence in performing our audit services in conformity with professional standards.

Qualitative Aspects of Accounting Practices

Accounting policies—Management has the responsibility for selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we have evaluated the appropriateness of accounting policies and their application. The significant accounting policies used are described in Note 2 to the financial statements.

Changes in accounting policies—HD adopted Accounting Standards Update (ASU) No. 2020-07, as described in Note 2 to the financial statements. The application of existing policies was not effected by this adoption.

Recently issued pronouncements—There were no recently issued accounting pronouncements that were applicable

Significant and unusual transactions—Under professional standards, we are required to inform you about transactions we noted that were both significant and unusual, or transactions for which there is a lack of authoritative guidance or consensus. We noted no such transactions entered into by HD during the year. All significant transactions have been recognized in the financial statements in the proper period.

DEXCOM MATTERS, continued

Qualitative Aspects of Accounting Practices, continued

Uncorrected misstatements– The following were uncorrected misstatements identified during the audit:

- To record a vacation accrual liability balance and associated expense for unused vacation of \$7,303.
- To record additional deferred registrations and cash of \$9,239.

The total effect of uncorrected misstatements on ending net assets was \$7,303 as of December 31, 2022.

Material corrected misstatements–There were no material corrected misstatements identified during the audit.

Other corrected misstatements–The following were other corrected misstatements identified during the audit:

- To accrue credit card liabilities of \$20,869.
- To reclass revenues out of expenses for \$6,930.

Accounting estimates–Accounting estimates are an integral part of the financial statements prepared by management and are based on management’s knowledge and experience about past and current events, and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

The most significant estimates include:

- Depreciation of property and equipment based on useful lives.
- Allocation of expenses on a functional basis based on time and effort.

We reviewed the process and basis for management’s judgments and estimates impacting key accounting and financial reporting areas and concluded they are reasonable in relation to the financial statements taken as a whole.

Financial statements disclosures and related matters–We considered issues involved and related judgments made, in formulating sensitive financial statements disclosures and believe they are presented with overall neutrality, consistency, and clarity.

Representations requested from management–A copy of the letter containing representations requested from management is attached.

Significant Difficulties Encountered During the Audit

We are pleased to report that there were no significant difficulties in dealing with management in performing and completing our audit.

Disagreements with Management

Professional standards define disagreements with management, whether or not resolved to our satisfaction, as a matter concerning financial accounting, reporting, or auditing that could be significant to the financial statements or the independent auditors’ report.

We are pleased to report that no such disagreements arose during the course of our audit.

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DEXCOM MATTERS, continued

Management's Consultations with Other Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts.

To our knowledge, there were no such consultations with other accountants.

Significant Issues Discussed with Management

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the independent auditors. However, any discussions occurred in the normal course of our professional relationship, and our responses were not a condition to our retention.



March 31, 2023

CapinCrouse LLP
9085 E. Mineral Circle, Suite 305
Centennial, CO 80112

This representation letter is provided in connection with your audits of the financial statements of Hmong District of the Christian Missionary Alliance (HD), which comprise the statements of financial position as of December 31, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements, for the purpose of expressing an opinion as to whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States (U.S. GAAP).

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, as of the date of this letter, the following representations made to you during your audits.

Financial Statements

- 1) We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated January 12, 2023, including our responsibility for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP.
- 2) The financial statements referred to above are fairly presented in conformity with U.S. GAAP.
- 3) We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
- 4) We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
- 5) Significant assumptions we used in making accounting estimates, including those measured at fair value, are reasonable.
- 6) Related-party relationships and transactions have been appropriately accounted for and disclosed in accordance with U.S. GAAP. We have disclosed to you the identity of HD's related parties and all the related-party relationships and transactions of which we are aware.
- 7) All events subsequent to the date of the financial statements and for which U.S. GAAP requires adjustment or disclosure have been adjusted or disclosed.
- 8) We are in agreement with the adjusting journal entries you have proposed, and they have been posted to HD's accounts. The listing of journal entries is attached to the back of this letter.
- 9) The following were uncorrected misstatements identified during the audit:
 - To record a vacation accrual liability balance and associated expense for unused vacation of \$7,303.
 - To record additional deferred registrations and cash of \$9,239.
 - The total effect of uncorrected misstatements on ending net assets was \$7,303.

- 10) The effects of all known actual or possible litigation, claims, and assessments have been accounted for and disclosed in accordance with U.S. GAAP.
- 11) Significant estimates and material concentrations have been appropriately disclosed in accordance with U.S. GAAP.
- 12) Guarantees, whether written or oral, under which HD is contingently liable, have been properly recorded or disclosed in accordance with U.S. GAAP.
- 13) In regard to the preparation of the financial statements and related notes services performed by you, we have—
 - Assumed all management responsibilities.
 - Designated individuals who have suitable skill, knowledge, or experience to oversee the services.
 - Evaluated the adequacy and results of the services performed.
 - Accepted responsibility for the results of the services.
- 14) We have implemented Accounting Standards Update (ASU) 2020-07, *Not-For-Profit Entities (Topic 958): Presentation and Disclosures by Not-For-Profit Entities for Contributed Nonfinancial Assets* during the audit period. We have implemented the new accounting standard in accordance with the transition guidance prescribed in the ASU. We have sufficient and appropriate documentation supporting all estimates and judgments underlying the amounts recorded and disclosed in the financial statements.

Information Provided

- 15) We have provided you with:
 - Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters
 - Additional information that you have requested from us for the purpose of the audit.
 - Unrestricted access to persons within HD from whom you determined it necessary to obtain audit evidence.
 - Minutes of the meetings of the governing board or summaries of actions of recent meetings for which minutes have not yet been prepared.
- 16) All material transactions have been recorded in the accounting records and are reflected in the financial statements.
- 17) We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- 18) We have no knowledge of any fraud or suspected fraud that affects HD and involves:
 - a) Management,
 - b) Employees who have significant roles in internal control, or
 - c) Others where the fraud could have a material effect on the financial statements.
- 19) We have no knowledge of any allegations of fraud or suspected fraud affecting HD's financial statements communicated by employees, former employees, grantors, regulators, or others.
- 20) We have no knowledge of any instances of noncompliance or suspected noncompliance with laws and regulations whose effects should be considered when preparing financial statements.
- 21) We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements in accordance with U.S. GAAP, and we have not consulted a lawyer concerning litigation, claims, or assessments.
- 22) We have disclosed to you the names of all of HD's related parties and all the related-party relationships and transactions, including any side agreements.