

46th HMONG DISTRICT ANNUAL CONFERENCE
Baird Center
Milwaukee, WI
June 25, 2025
Official Report of the DS Report Committee

OPENING STATEMENT

The District Superintendent Report Committee is honored to review the District Superintendent's Report for the 46th Hmong District Annual Conference. We aim to provide a fair, thorough, and encouraging evaluation of the leadership of Dr. Lantzia Tswv Txos Thoj and the dedicated Hmong District staff.

As Galatians 6:9 reminds us, "Let us not grow weary in doing good, for in due season we will reap, if we do not give up." With this spirit, the Committee recognizes how the Superintendent and staff have faithfully inspired and equipped local churches to "Advance Christ Worldwide" through consistent leadership and support.

On behalf of the Committee, we express our sincere appreciation to the District Superintendent, staff, and all who labor faithfully for God's Kingdom. Your dedication and sacrifices are deeply commended.

OBJECTIVE OF THE DS REPORT COMMITTEE

The purpose of the DS Report Committee, *as stated in the Annual Conference Committee Guidelines and Procedures, pp. 10-11*, is to review and observe the big picture of the organization in terms of vision, goals, and objectives, and to analyze the system on how the administration operates, manages, controls, and strategizes.

Commendations and Suggestions

1) Ministry Department

a) District Superintendent (DS)

- **Commendation:**
 - a. We commend the District Superintendent for his hard work and faithfulness to God over his service as our called leader.
- **Suggestion:**
 - a. The report should incorporate measurable outcomes to more effectively assess performance and ensure accountability across all areas of ministry and thematic focus. (pp. 5–9)

b) Church Ministry (CM)

- **Commendation:**
 - a. We commend the Church Ministry Director for the hard work and collaborative efforts demonstrated with the local churches.
- **Suggestions:**
 - a. Include a comprehensive church structure roadmap applicable to all district churches. (pp. 11-17)
 - b. Considering that the LifeRide fundraising event raised approximately \$21,957 for planting English-speaking churches, we suggest including specific results or plans for how these funds will be utilized. (p. 13)
 - c. Include in the report the effectiveness of the HD Revivals, held between 2023 and 2024. (p. 13)
 - d. To address the low percentage of local church attendance and suggest targeted outreach, enhanced community engagement, and innovative approaches to make services accessible and more relevant for local churches. (pp. 14-15)
 - e. We suggest providing clarification regarding the discrepancy between the two graphs on pages 14 and 15 concerning Membership and Attendance numbers from 2022 to 2024, along with an explanation for the differences to ensure clarity and prevent confusion. (pp. 14–15)

c) Hmong Christian Institute (HCI)

- **Commendation:**
 - a. We commend the diligence and collaborative endeavors of the HCI Director in supporting the higher learning initiatives of the Hmong District.
- **Suggestions:**
 - a. Include a comprehensive plan for overseas support, specifically outlining collaboration with Christians globally to strengthen Hmong churches worldwide. (p. 21)
 - b. Add details about HCI's involvement in TEE Overseas, particularly regarding the reported 8,196 new students, 4,678 completers, 778 center leaders, and 60 students who completed TEE Level II. (p. 21)
 - c. Provide a clear, descriptive strategy to guide Hmong American churches through the current generational paradigm shift, fostering unity between

older and younger congregants. (p. 22)

- d. Clarify which language translation (e.g., English to Hmong) is being used for the leadership books for which HCI has received permission from SEAN. (p. 22)
- e. Set a higher goal for MSP graduate accreditation, targeting more than one accreditation per year. (p. 22)
- f. Present a promotional strategy to encourage greater enrollment in HCI programs within U.S.-based Hmong churches. (p. 22)
- g. We suggest reviewing the HCI Director's responsibilities to ensure clarity of the role and scope of work as reported. The report should focus solely on the Director's primary duties, avoiding inclusion of extraneous responsibilities such as office administration and maintenance. (pp. 21-22)

d) NextGen

- **Commendation:**
 - a. We commend the NextGen Director for his extensive involvement and dedication to organizing numerous impactful events.
- **Suggestions:**
 - a. Articulate a clear overarching goal that connects all NextGen events to demonstrate cumulative impact. (pp. 25-28)
 - b. Provide a clear vision and direction to give churches a comprehensive understanding of ministry expectations for the upcoming year. (p. 28)

e) Missions

1. **Commendation:**
 - a. We commend the Missions Director, international workers, and local churches for their unwavering commitment to the Great Commission. The milestone of \$1,008,931 given to the Great Commission Fund is a significant achievement.
2. **Suggestion:**

- a. Include results and impact reports of international visitations conducted by Hmong District Missions to encourage continued engagement. (pp. 32-35)

f) Multimedia

- **Commendation:**
 - a. We commend the Multimedia Director and Specialist for their diligent work in advancing technology and supporting district-wide events.
- **Suggestion:**
 - a. Provide a strategic plan to enhance the online presence of the Hmong District, especially in light of the low viewership figures cited in the report. (pp. 42-43)

h) Hmong Study Bible

- **Commendation:**
 - a. We commend the Translator for his ongoing faithful efforts in translating the study Bible into Hmong.
- **Suggestion:**
 - a. Review the translator's assigned duties to ensure they align with the role's primary focus, and revise the report to highlight only responsibilities directly related to translation in order to prevent overextension and misinterpretation of the translator's scope of work. (pp. 52–53)

i) Finance

- **Commendation:**
 - a. We commend the finance department and Hmong District churches for their faithfulness, which has exceeded the forecasted budget for 2024.
- **Suggestions:**
 - a. Include a plan to promote greater participation in the Protective Benefit Plan (Nyaj Foobxaab) among local churches due to the current low engagement. (p. 59)
 - b. We suggest correcting the categories listed on page 62, as there is a duplicate entry for "Total Temporary Revenue." Please review and revise the categories to ensure each is listed only once for clarity and accuracy. (p. 62)

j) Alliance Men

- **Commendation:**
 - a. We commend the Alliance Men's Team for their leadership and dedication to engaging Hmong District churches.

k) Alliance Women

- **Commendation:**
 - a. We commend the Alliance Women's Team for their faithful work in promoting women's leadership and collaboration across ministry departments.

l) Overseas Tribal Services (OTS)

- **Commendation:**
 - a. We commend the OTS Chairman for his leadership during the presidential vacancy, and we join in prayer for God's provision of a new president with renewed vision and purpose.
- **Suggestions:**
 - a. Include a specific call in the report for local churches to actively support OTS during this transitional period. (pp. 85)
 - b. Include the future goals and strategic plans for the ongoing operations of OTS. (pp. 85)

FINAL WORDS

Our DS Report Committee would like to express that our intention is not to criticize this report, but to offer constructive insights that will enhance its clarity and strengthen its impact for the benefit of all District readers. We sincerely commend the District Superintendent, the Hmong District staff, and OTS for your unwavering dedication, exemplary service, and outstanding collaboration. Your commitment and unity are a powerful testimony and an inspiration to us all. As another fruitful year concludes, we celebrate the significant progress made through your faithful efforts. May God's abundant blessings continue to empower and guide you as you diligently advance His Kingdom.

Respectfully Submitted by,

DS Report Committee

Kx. Tsim Nuj Kwm (Chair)
Xf Nom Tub Yaj (Secretary)
Kx. Txawj Riam Xyooj
Kx. Ntxhoo Maas Hawj
Kl. Nyiaj Vuab Yaj