

District Superintendent Questionnaire

1. Chou Xiong
2. 233 E. Greenfield St., Appleton, WI 54911
3. 12/15/1972, Laos
4. Married, 5 children, 8 grandchildren
5. April 2025
6. Living Stone Alliance Church, Appleton, WI
7. Senior Pastor
8. BA – Crown College; MA – Crown College; PhD – Marian University (WI).
9. 2016 – Sheboygan, WI

10. Ministries
 - A. Lay pastor – 9/1994 – 6/2001
Served as lay pastor and interim pastor during this time. Assume all pastoral responsibilities for one and a half year when the church has no pastor. When there was a pastor then just serve in various capacities as the church needed.

 - B. Youth Pastor – 7/2001 – 12/2003
Served as youth pastor. Ran many special events such as retreat, leadership training, prayer meeting, board meeting, and whatever the church assigned. Witness many youths accepting Christ as their savior.

 - C. Senior Pastor – 1/2004 – present
Conduct all worship services. Perform weddings, funerals, and special events. Preach every week. Train new leaders. Serve in whatever capacity the church needed.

11. Other achievements:
Graduate from high school in 3 years (with honor). Graduate with B.A. in 3 years (with honor). Ran a Christian basketball tournament for the state of WI for 24 years. Led the church through two building projects. Helped the church payoff first mortgage in 13 years in a 20-yr mortgage. Led the church from 100 worshipers to 500. Increase the church annual budget from \$80,000 to \$375,000.

12. Committees and boards served on:
Local church: Sunday School, youth, senior, young couples, single adults, evangelism, Governing Board, and many others.

District: DEXCOM for 3 consecutive terms (6 yrs). LO&CC (4 years). By-law Committee (4 years). Church Ministry (7 years). Annual Conference secretary for (2 years). Teacher for HCI (6 years).

13. Spiritual journey (briefly).
I was born and raised in a Christian home. I accepted Christ and was baptized at 15 years old. Went to a secular college but was called by God to go to Crown College. After college graduation, I wanted to pursue a secular career but once again, God changed my

circumstances and I became a pastor for the church I attended. At first, I was hired as a youth pastor but when the senior pastor left, I was promoted to senior pastor. In youth ministry, God confirmed my calling by allowing me to see the youth group grew from less than 10 regular attendees to over 40. I witness over 30 youth getting baptized in our church (never happened before or after). Once I was senior pastor, God continued to confirm my call to ministry by changing the church immensely. Many people came to Christ. The church membership grew more than double and more importantly worship attendees grew five times. I praise God using me to do His work. I am nothing but I get to work for a great and powerful God.

14. Vision for the district

As superintendent I would do all I can to promote and support the vision of our national leaders. The district is not a separate entity but serves under the national office. For my particular district (Hmong District), I would like to see more Hmong come to Christ. I want to provide resources for the local churches to improve its worship attendance, evangelism, and world mission. Many churches are stagnated or dying. If the churches in my district improves, they can play a more vital role in fulfilling God's great commission.

15. Philosophy of leadership and administration.

I follow the servant leadership style of Jesus. Leaders are servants. They do not lord over others. Leaders should also develop others just like Jesus developed his 12 disciples. Leaders must lead. Be bold when needed. Be example in character, attitude, behavior, and godliness.

Administration relies heavily on communication and transparency. For visions to be caught and fulfilled, they must be communicated well to the people. After communicating the goals and purposes, then follow through with actions. But do everything with humility and consideration.

16. Strengths in ministry.

First of all, all strength and abilities come from God. I have nothing that is my own. If I must talk about my strengths, then I will share what others have affirmed to me. Others have told me that I have the gift of leadership, administration, communication, preaching, teaching, hardworking, and positive attitude. I have preached in many Hmong churches throughout the country and have taught in many leadership conferences. I have served in leadership position since my youth years. Then again in college, at various workplaces, and now in the church. I have led many special projects and events such as building search, building expansion, group retreats, sport tournaments, evangelism projects, capital campaigns, and more.

17. Priorities for worldwide work of the C&MA.

Worldwide work starts with the local churches. When the local churches are strong, everything else will be strong. The local churches are the one evangelizing to the communities, paying for mission work, training new leaders and missionaries. Having strong churches is priority. After that, then worldwide work can be planned and executed. I love the fact that C&MA is going to unreached people and hard accessed

locations. We don't need to concentrate on places where there are many churches and Christians already. Why built on someone else's foundation.

18. Church planting.

My philosophy on church planting is similar to mission work. It begins with strengthening and nurturing the local established churches first. Once the established churches are strong, they can start to plant and support new churches. The key to a successful church plant is the pastor/leader. Without one, it will be difficult for the church to grow and maintain its members. Once a church planter is found, location is next. A thorough study of a location and its demographic will help determine if a church plant is necessary and what strategies to utilize.

19. Experience in urban setting.

My urban experience was living in uptown Chicago for 7 years. City life is very busy. Even McDonald and Burger King are open 24 hours. Streets are always busy. People in urban areas tend to be more vocal, more violent, and more liberal. I went to an elementary school with 1000 students and over 50 nationalities. I experienced many negative things in Chicago, including being robbed 3 times, beaten on the way to schools and parks, called all kinds of names and discriminated against in schools and hospitals. As a child under 14, I've already seen the widespread of sex, drug, gang, and crimes. From a spiritual perspective, urban setting is the place where Christ is needed most. I have never ministered in an urban setting. We moved to a midsize city when I was a teenager and have lived here since then.

20. If there were no constraints to ministry, I would place a pastor in every church. Plant new churches in every community (town). Pay school tuition for anyone who wants to obtain a ministry degree. Anyone that is willing to go into the mission field should not have to worry about financial constraints. Open food pantries and shelters for the poor.

21. What priorities or changes you would make in the Hmong District?

Provide more training for pastors of local churches. Some of our pastors are older and need to be up to date on theological, leadership, and cultural knowledge.

Connect more with local churches. Many churches are not aware of Hmong District and their visions and plans.

Be specific on district staff's role and responsibilities. As a DEXCOM member, I have seen many staff being lost or sidetracked from their core responsibilities.

22. 3 guiding principles in life.

A. God first. Make sure every area of my life is focus on God. Time, money, relationships, service, etc... all have to point to God and His glory.

B. Family over ministry. As the saying goes, I can be a good father/husband without doing ministry, but I cannot do ministry without being a good father/husband. If my marriage and family fall apart, there is no ministry left for me to do.

C. Stay physically healthy. Even though we are spiritual leaders, our spiritual impact is limited by our physical health. I often preach that a pastor who lays in bed or in the hospital is useless and must resign. A leader who cannot *demonstrate* his idea of speaking, cleaning, serving, leading, giving, etc. is not a good leader. Stay healthy, anything a leader teaches, he should do it first. A person who is not healthy can only talk; he cannot walk the talk.

23. Five milestones that shaped my life.

A. Moved to Appleton, WI. My family came as refugees through an agency in Chicago. We lived there for 7 years. The Hmong church there was very small. There was no ministry besides Sunday worship. But when we moved to Appleton, there was a Hmong church. It was a little bigger and more structured. I would not be the Christian I am if we did not move from Chicago.

B. Attended Crown College. Before I went to Crown College, I wanted to pursue an engineering or business degree. Like many college kids, I wanted to pursue a good career, make lots of money and become rich and famous. But when God called me to Crown College, my mind changed completely. I decided to pursue a Bible degree and open myself up to serve in ministry.

C. Became youth pastor. I was working a secular job. Did not foresee myself as a pastor yet. But on the summer of 2001, our church board sent two elders to my house and asked if I would serve as a youth pastor. They can only offer a part-time salary but I accepted the offer. At that time, I thought it was just a side job. I always enjoyed serving God so that fulfilled my spiritual yearning. However, God had a bigger plan. When I started as a youth pastor, we had 5 youths on Wednesday Bible study and 10 youths on Sunday youth service. But by the end of one year, our youth group has over 15 on Wednesday night and over 20 on Sunday. Then in year two and onward, our Bible was over 30 and Sunday worship was over 40. Like I mentioned above, in my second year, we had over 30 youth baptized on one occasion. God opened my eyes to ministry and affirmed my calling.

D. Became senior pastor. After 3 years of youth ministry, our senior pastor resigned and left the church. The board asked me to be the senior pastor. It was a full-time position and full responsibility. My wife and I accepted the offer with fear and uncertainty, but we knew we had to leave everything in God's hand. My salary was cut in half. Our lives became very busy. But there is no regret, just a lot of gratitude towards God. I have grown exponentially on the spiritual side and as a person. I tell people that serving God is never a sacrifice, it is a blessing. I gain more than I give up. Glory to God.

E. Building project. After 3 years as senior pastor, our church decided to pursue a new church building and location. The task involved capital campaign, promoting the vision, and many difficult meetings with the board and the church. Many miracles happened along the way. I matured immensely through this process.

24. Personal time and family time with God.
My personal time with God is in the morning and before bed. As much as I can, I pray for my family and the church every morning. I like to go to my bedroom and kneel down and pray. This is a posture that many Christians have stop practicing, but I love to kneel and pray privately. Every night I read God's word and then pray before I sleep. There are times when I break my routines but not very often.
For my family, we have devotion and prayer every Monday night 9 – 10pm. Every week a different family member gives a devotion and ask one question for the family to ponder and discuss. We love family devotion. During devotion we get to catch up on life and pray for one another.
I also want to share that our family time with God is every Sunday. Our family doesn't just go to church; we all serve in multiple ministries. Church time is family time. We find that many of our conversations and activities revolved around the church.
25. Three items I prayed for in the last 30 days.
- A. Evangelism. This year our church wants to put more emphasis on evangelism. I am praying for opportunity to meet community leaders and lead to them to Christ. I want to make the most of every opportunity to bring others to Christ.
- B. Leadership development. As I age, I want to see more people in the church become good leaders. I pray for wisdom and patience. I want to be able to recognize those who have leadership potential and to invest time to develop them.
- C. Direction. I am at a crossroad in my life. I am seeking direction from God whether to stay at my church, go to a different church, or become DS. Whatever God has for my wife and I, we are ready to follow Him.
26. Relationship with God as of now.
My relationship with God is great. God has given me peace in whatever I do and wherever I am. I love my life, my family, and my church. I cannot image a happier circumstance. God has blessed me so much. Whatever God wants me to do, I am ready to do it. I just want to live in His will all the time.
The most meaningful spiritual highlight this year is seeing about 10 families come to Christ. I realize that God will bring people to the church as long as I am a faithful pastor.
27. What causes frustration and pressure.
- A. People who don't listen. Whether I am trying to teach them, reason with them, or just having a friendly conversation with them, some people do not listen well. They are more interested in what they have to say rather than listening to others.
- B. People who are selfish. In a culture of self-promotion, I run into many people who do things without consideration of others. They are driven by emotions and personal goal. They constantly thinking about themselves and what will make them happy.

- C. My inabilities. I get frustrated when I do not know enough and cannot do what is needed. For instance, I cannot change people's mind, only God can. But I often wish I can make my children love God more or be more kind. I wish I can make non-Christians see the importance of faith and having Jesus Christ in their lives. I want to make the church healthier and even obtain a better facility for worship. I feel like all these things are limited by my abilities. But I have learned to trust in God more. Although, I have very limited ability, God can do all things, and I must learn to not get frustrated over the things that I cannot control.
28. What causes pleasure, joy, and fun.
- A. Church. I love being around my church family and doing ministry with them.
- B. Family. Just love the time my family can relax, eat, talk and spending time together.
- C. Friends. I am an extrovert. I love eating out with friends, traveling, and playing sports. As long as I am with a friend, it is always a good time.
29. Relationship with wife and family.
My wife and I are constantly growing. We are not a perfect couple, but we love each other. We do everything together.
My family loves to vacation together and eat together. Although my children are adults, they love to spend time with my wife and me. It has become harder and harder to coordinate events together, but we are doing the best we can. Side note, I have grandchildren now, so family time is even more fun.
30. Skeletons.
I don't have any skeleton that I can think of. But if anyone hears anything about me, I will gladly share my side of the story.
31. Why am I open to this position?
I praise God for my friends and colleagues who have been encouraging me and supporting me to become DS. I feel unworthy and incapable for the position, but I trust that if God wants me to hold this position, He will provide whatever I need. I want to be submissive to Him. Honestly, my life is great, and my church is wonderful. There is no personal ambition to become DS. I have been here all my life and served over 20 years as the senior pastor. But I want to be a vessel for God. I have served many years with Hmong District in various capacities. If God wants me to be DS, may His will be done.
32. Understanding of leadership and how I see myself.
Leaders are the most important aspect of any family, church, organization, or country. Whether something is successful or not depends on the leaders. Leaders move people. Leaders have vision. Leaders organize chaos. Leaders give security and purpose to those around them. The list goes on and on.
I have served in many leadership positions since youth. My master's degree was on Organizational Leadership (Crown College) and my doctoral study is on Leadership

Studies (Marian University – WI). I believe one of my spiritual gifts is leadership. The church and many colleagues have affirmed it. I praise God for all the leadership opportunities in my life. I will use my leadership gift to glorify God whenever and wherever I can. The DS role will be like other leadership roles that I have served. With God, everything will be fine. I am not scared or worried.

33. References.

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