

District Superintendent Questionnaire

1. **Name:** Xeng Yang
2. **Address:** 12212 Crabapple St, Broomfield, CO 80020.
3. **Date and place of birth:** September 24, 1979. Ban Vinai, Thailand. I am a Naturalized Citizen of the United States.
4. **Marital status and family:** I am married to Dayouna Yang, and we have four children together: Faith (21), Caleb (19), Christian (15), and Evangeline (11).
5. **Health—include date of last physical:** I take medications for diabetes but I am not on insulin yet. I am active and I enjoy walking, biking, and swimming. My last physical exam was done on June 12, 2026.
6. **Church membership:** First United Hmong Alliance Church, 7300 Zuni St., Denver, CO 80221.
7. **Present position:** Missions Director for the Hmong District as of May 31, 2026.
8. **Education:**
 - A. Master of Divinity in Pastoral Studies (May 14, 2016)
Liberty University, 1971 University Blvd, Lynchburg, VA 24515
 - B. Master of Theological Studies (May 14, 2011)
Liberty University, 1971 University Blvd, Lynchburg, VA 24515
 - C. Bachelor of Arts in Biblical Studies (2001)
Simpson University, 2211 College View Dr, Redding, CA 96003
9. **Date and place of ordination:** July 6, 2017, Denver, Colorado.
10. **Ministries:**
 - A. **Missions Director of the Hmong District.** I serve as the Missions Mobilizer and Director of the Hmong District. My work involves identifying, equipping, and mobilizing International Workers and churches to send, partner, and engage in Missions locally and globally. My role has helped me to have a greater understanding of the vision, mission, and operations of both Alliance Missions and Church Ministries of the C&MA. God has placed a burden for reaching loss people and advancing His Kingdom both locally and globally with the Alliance.

B. Interim President of Overseas Tribal Services. Last year, I served as the Interim President of OTS, which is the humanitarian arm of the Hmong District. OTS serves ethnic minorities in Southeast Asia by providing scholarships and humanitarian relief along with building hostels and water wells. I led the transition of OTS to operate organizationally under the Missions department of the Hmong District amending its By-laws for greater strategic cooperations.

C. Credential Council Committee Secretary. I served as the Credential Council Secretary of the Hmong District for seven years and I had oversight of all the accreditation candidates and their application process. I assisted and mentored many candidates from their initial application to completion. I also mentored several official provisional workers for their ordination candidacy.

D. Senior Pastor. I served as the Senior Pastor of the Clearwater Hmong Alliance Church for six years prior to my current role as the Hmong District Missions Director. I served as the Chair of the Governing Authority and a member ex-officio of all the ministries and committees of the church. I was given the blessing of preparing a message twice a week for Sunday and mid-week service. What really shaped me during my time there was learning to resolve conflict, be sensitive to hurt, and navigate through power struggles.

E. Elder in the Local Church. I served six years as an elder of the Pontiac Hmong Alliance Church (2005-2011). It shaped me as a leader as we navigated through transition, change, and growth. I also learned to contextualize ministries in the Hmong Church by learning and leading important cultural events like Hmong marriages and funerals.

11. Other achievements I

I have a 21-year-old daughter who loves the Lord and is getting married to a great young man in a few months. My 19-year-old son is preparing for ministry as a student at Moody Bible Institute. My 15-year-old son serves on the Church Worship team and my 11 year old daughter loves traveling with my wife and I for ministry.

12. Committees or boards on which you have served.

A. General Council Alliance Mission Committee Chair and Vice Chair. I served four consecutive terms on the General Council Alliance Mission Committee. Two times as a member and then as Vice Chair in 2021 and Chair in 2023.

B. Chairman of the Hmong District Annual Conference Business Sessions. I served three consecutive years as the moderator for the Hmong District Annual Conference (2022-2024).

C. Chairman of the Hmong District 75th Anniversary Celebration and Annual Conference (2025).

13. State briefly your spiritual journey (conversion, crisis experience and continuing walk with God).

A. Conversion: I came to the United States as an immigrant child and grew up in Merced, CA. My parents were Christians and took me to church every Sunday. However, most of the children in my neighborhood were living under poverty and we started shoplifting at the local convenient store at a young age. One day at the age of twelve, I went to the convenience store with the intention to shoplift and I placed a candy bar in my pocket. It was at that moment that I thought I heard the audible voice of God. The conviction of the Holy Spirit was so real that I placed the candy bar on the shelf and went home. I went straight to my bedroom, got on my knees, and gave my life to Jesus. It was at that moment that I experienced a rebirth and a filling of the Holy Spirit. I began reading the Scriptures and it came to life in ways that it never did before. I started to serve in my youth group at the age of fourteen and knew by the age of fifteen that the Lord was calling me to a life of service. I went to Simpson College right out of High School and pursued my ministry degree so I could get accredited to serve as an official worker.

Crisis Experience: I remember when I was in High School and I was on a spiritual high. I became prideful and told the Lord to give me Satan and I could convert him. I went into a depression as the Lord taught me that I was nothing without Christ. I learned to trust Jesus for my identity, my strength, my life, and my deliverer. I live each day in dependence on my Lord Jesus and the Holy Spirit. His grace is sufficient for me.

Continuing Walk with God: The more I have come to know Christ, the more I understand my need for Him every day. My wife and I deal with continuous medical issues, but the Lord has always provided just enough for our daily needs: spiritually, physically, and mentally. My life verses are Galatians 2:20, John 15:5, and Philippians 4:13. Jesus is my Savior, Lord, and King. The Holy Spirit sanctifies and empowers me to live each day. My life purpose is to serve my King Jesus by the empowerment of the Holy Spirit and honoring my Father who is in heaven.

14. As district superintendent, what would be your vision for the future of the C&MA in the district?

The Alliance is a diverse Great Commission movement with a rich history of the deeper life. The Fourfold Gospel is not just our distinctive, but also our ecclesiology and missiology. Each believer is to be saved, sanctified, empowered, and mobilized to take “All of Jesus” to all the world. I believe it is time for the Hmong District to play a leading role in the C&MA as we are the district with the largest demographic of youths, single adults, and young couples that can be mobilized to serve.

I believe the Lord has called me to lead the Hmong District into a ministry of reconciliation, restoration, healing, and being United in King Jesus. My vision as the District Superintendent would be to bridge our theological, cultural, generational, and ministry divides. Each of our churches are to be equipped to minister effectively to our first, second, and third generation Hmong believers through cultivating healthy ministry contextualizations.

A united Church under King Jesus and empowered by the Holy Spirit can then be mobilized to disciple those in our churches, evangelize the lost in our community, serve in C&MA leadership, reach the Hmong people with the gospel, and send workers to the unreached peoples of the world.

15. Articulate your philosophy of leadership and administrative style.

A. The Leader provides vision and direction for the organization. Effective leadership starts with a clear vision. It’s important to know where you’re going and why it matters. Administration is putting your vision into action plans. Leadership asks: “What is God (or the mission) is calling us to do?” Administration asks: “How are we actually going to get there?” People do not have direction without a clear a vision and the vision is just a dream without good administration.

2. Integrity and Character. Leadership is built on trust and integrity. Your character sustains your leadership more than your skills, talents, and abilities. Ethical decisions with accountability builds trust. People will follow a leader they trust even through difficult situations.

3. Communication and Clarity. Strong leaders communicate clearly, consistently, and purposefully. Administration ensures that communication flows well across teams and organizations. Set clear expectations, speak clearly, and listen actively

to avoid confusion. Most organizational problems aren't due to bad intentions—they're due to unclear communication.

4. Empowerment and Delegation. A key leadership mistake is trying to do everything alone. A good leader identifies and develops people's spiritual gifts, delegates authority along with responsibility, and trust others while keeping them accountable. Leadership multiplies impact through delegation and effective administration.

5. Stewardship and Accountability. Everything we lead—people, resources, and time—belongs to God and not to us. Good administration ensures responsible use of all God's resources by setting realistic goals and responsible spending.

6. Collaboration and Partnerships. I believe that we can make a greater impact when we collaborate together as a team and with partners. A team needs to communicate more than what each part is doing but how all the parts are working together to accomplish the greater vision and mission of the organization.

16. What do you consider your strengths in ministry?

My ultimate strength in ministry is the Holy Spirit. My ultimate goal is to see Christ Kingdom come, His will be done, and the glory be to my God. However, in regard to my gifts and talents, I believe my strength in ministry is vision casting, strategic planning, communicating ideas, and monetary policy.

17. What would be your priorities for the worldwide work of the C&MA?

My greatest priority in the worldwide work of the C&MA is "All of Jesus for All the World." The fourfold gospel is more than just our Christology in the Alliance. It is our ecclesiology and missiology. My greatest priority for the Hmong District is to see every believer be truly born again, set aside for God's purpose, empowered by His Holy Spirit, and actively living out God's purpose in their lives. Completing the great commission will take the mobilization of every believer.

18. Outline your philosophy of church planting.

I agree with the Alliance strategic themes of serving communities, multiplying churches, and developing people. Church planting is done best with healthy churches that can multiply itself. The mother church or green house church raises up leaders from within who are sent to plant churches like itself. Secondly, evangelization is most effective through missional serving communities. Third, I believe that churches should always build churches on the foundation of Christ and His Kingdom.

19. Give a brief outline of any experience you have had in an urban setting.

I have never lived or served in an urban setting, but I grew up in a place of poverty. I have childhood friends who turned to gangs and are still doing prison time for their crimes. I have a heart for loving and serving the less fortunate and would like the Hmong District to do better at serving our communities.

20. If you had the time, money, staff, and God gave you the “green light” and you knew you could not fail, what would you do as district superintendent?

I believe this would hurt more than it would help. God’s kingdom does not move by money, human resources, and human abilities. The Kingdom of God moves when Jesus is Lord and there is total dependency on the Holy Spirit. I would rather do God’s ministry with little and trusting in His kingdom to move, than to have all the wealth in the world and think I can make a difference with money, human strategies, and feeding people’s material needs.

21. What priorities would you have and what changes would you make in the Hmong district?

My first priority in the Hmong District would be to advance the Kingdom of God in the lives of our believers and churches. All of Jesus must be in All of us so we can take All of Jesus into All the world.

My second priority is to equip our young pastors and leaders to lead the Hmong Churches as we make our transition from eastern Hmong Churches to western Hmong Churches.

My third priority is to mobilize our retired workers to mentor our young pastors and leaders. I will also open doors for them to serve on short-term mission work with Hmong people around the globe.

My fourth priority would be to disciple, equip, and mobilize our youths, single adults, and young professionals to serve with the C&MA National Office and with Alliance Missions as we go to the Nations with All of Jesus.

22. What would you describe your three guiding principles in life to be?

- A. All of Jesus for All the World
- B. Trust and be dependent on the Holy Spirit
- C. Honor my Father in Heaven with the life He has given me.

23. What five milestones have most shaped your life and ministry to this point?

A. My conversion when I was twelve was the first milestone in my life. I was on my way to a life of disobedience and was saved by the grace of God. The course of my life changed at this moment in time.

B. My marriage. I saw how God shaped and matured my faith through my marriage relationship. I learned what it meant to love someone regardless of her flaws. I began to understand grace, forgiveness, and conflict resolution.

C. My Wife's sickness. I always had control of my life until my wife had her first lupus flare. She was sick and lying on the bed helpless. I could not help her nor were I able to ease her pain. The Lord used her sickness to humble us and teach us to trust the Lord when things are out of our control.

D. My Church. I learned what it meant to love a church that was hurting from a recent split. I learned that many times a church may not need a visionary pastor but a shepherd to care for their wounds after a bloody break up.

E. My Children giving their lives to Jesus. I am thankful that all my children gave their lives to Jesus and I had the opportunity to baptize all of them. That is the greatest joy and milestone in the life of a father.

24. Describe your personal time alone with God. Your family time with God?

I spend each morning in the word of God and prayer. I do prayer walks at least once a day after lunch. I speak to the Lord throughout my day and stay entrenched in worship music when I am working.

25. What top three items have you been praying most about in the past 30 days?

A. God please remove from my heart all fears and selfish ambitions.

B. God may your will be done and your Kingdom Come.

C. God please help me be obedient to you.

26. At this point in life, how would you describe your relationship with God? What is the most meaningful spiritual highlight you have experienced this past year?

My relationship with God at this moment is one that is dying to self and living for Christ. Seeking first the Kingdom of Heaven and letting go of my insecurities. I am learning to trust God and depend on him to meet all my needs.

The most meaningful spiritual highlight I have experienced this past year is seeing oldest daughter leading single adult's ministry at her church, my oldest son

dedicating his life to serve the Lord and studying at Moody Bible Institute, and both my youngest son and daughter giving their lives to Jesus.

27. What causes you 80 percent of your frustration, tension, and pressure? Why?

What causes 80 percent of my frustration, tension, and pressure is when I am not walking in obedience to the will of God. These are moments when I try to take control of my situations and try to get things to go my way.

28. What causes you 80 percent of your pleasure, joy, and fun? Why?

What causes 80 percent of my pleasure, joy, and fun is when I am walking in the will of God and in the fullness of His Holy Spirit. Nothing else gives me true joy other than the joy of the Lord and seeing His Kingdom advance in the lives of people.

29. Describe your relationship to your wife and family.

My wife and I are in agreement with God's calling for our lives. We both trust in the Lord to be our provider and sustainer. Our relationship started rough in the beginning because we were both young and selfish. We had a lot of disagreements and days of frustration. God healed our marriage when we both surrendered our relationship to Jesus. We still have much growing to do but Jesus is Lord and He continues to lead us.

The busyness of ministry can and have taken a toll on my marriage and family, but I have learned to dedicate a day a week to my wife and children. I have had to learn to detach my mind from ministry to be more present with my wife and children. Most importantly, I thank the Lord for leading my wife and all my children in surrendering their lives to Jesus. It has been my greatest joy to see my children passionately serving the Lord and wanting to follow God's calling for their lives.

30. Are there any skeletons in your closet about which you would like us to hear your side of the story before we hear it from someone else?

My wife and I have been through a few rough battles with her sickness. She came down with a sepsis infection 3 years ago and lost her job. There was bleeding in her lungs as she was diagnosed with bronchoalveolar hemorrhage. She went through six months of chemo treatments to suppress her immune system, and she had not been able to work since then. She has recovered from her illness and is currently seeking employment. We continue to trust the Lord for our daily strength to serve Him. We believe that His grace is sufficient for us.

31. Why are you open to serving in this position? What is the motive deep in your heart?

I am open to serving in this position because God is calling me to carry my cross and follow Jesus. I believe the Lord has called me to lead the Hmong District into a ministry of reconciliation, restoration, and unity in Christ Jesus. A united Hmong District that can be empowered and mobilized to take All of Jesus to all the world.

32. What do you understand a leader to be and how do you see yourself fitting that description and role?

A leader is someone who picks up his cross and follows Jesus. Knowing that he can be crucified by those he loves. But there is no greater joy, honor, and privilege than to follow the Lord Jesus. I hear the Lord speaking to me in a small still voice, "If you love me, care for my sheep."

33. Please provide at least three names with addresses and phone numbers of individuals who can provide references regarding your life, Christian testimony, and ministry.

A. Pastor Fue Thao
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