

# 46TH ANNUAL CONFERENCE

*Reach Over*

MISSION MOBILIZATION



ADVANCING CHRIST WORLDWIDE

# 2025 DS REPORT

BAIRD CENTER, WISCONSIN

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# A WELCOMING WORD

Welcome delegates, members, and friends to The Hmong District's 46th Annual Conference. I praise the Lord for the honor to serve as District Superintendent of the Hmong District of the C&MA. It has been another year full of His grace and blessings.

The DEXCOM, staff, and I, along with leaders of Alliance Men, Alliance Women, and OTS, are glad to have you with us. We have been praying for you.

God has entrusted the Hmong District with a vision: "Advancing Christ Worldwide". It echoes the heart of the C&MA: "All of Jesus for All the World." This year's theme is "Reach Over – Missions Mobilization." It is a call to preach the gospel and carry the love of Christ to the world, rooted in Acts 1:8.

May God graciously give each of us a heart that embraces His mission, a mind that understands His purposes, and eyes that see His plans for the local church and beyond, all for His glory.

In His blessed love,

A handwritten signature in black ink, appearing to read "Lantzia C. Thao". The signature is fluid and cursive, with a long horizontal line extending from the end.

Dr. Lantzia C. Thao









**DR. LANTZIA C. THAO  
(KX. TSWV TXOS THOJ)**

**District Superintendent of the  
Hmong District**

God has placed an important calling before us: Advancing Christ Worldwide. For many years, He has used many past themes and goals to prepare us for this next season of ministry.

This year's theme, Reach Over – Missions Mobilization, is not just another phrase, it's the next step. It's the invitation to step out and bring the hope of Christ to the nations.

As the apostle Paul reminds us . . .

*“<sup>14</sup> How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? <sup>15</sup> And how can anyone preach unless they are sent? As it is written: “How beautiful are the feet of those who bring good news!” (Rom. 10:14-15) (NIV).*

# LOOKING BACK: 2024

There are two major highlights I would like to share with you: *The Praises* and *The Plans*.

## The Praises:

These are the things for which we give thanks to God.

First, we praise God for His love and faithfulness. He not only sustained us but blessed us financially to carry out His work. Our projected budget for 2024 was \$1,222,112.00. By His grace, the total revenue received was \$1,381,903.36—\$159,791.36 over the budget. To God be the glory!

Second, we celebrate God's continued blessings upon many of His churches across the Hmong District.



### Church Anniversaries

- First Hmong Alliance Church, Hickory, NC: 35 years of Ministry
- Hmong Alliance Church, Coon Rapids, MN: 40 years of Ministry
- Sacramento Hmong Alliance Church, Elk Grove, CA: 40 years of Ministry



### Mortgage Burning Celebrations

- Agape Alliance Church, Fresno, CA
- First United Hmong Alliance Church, Denver, CO
- 4 State Hmong Alliance Church, Neosho, MO
- Grace Hmong Alliance Church, Wauwatosa, WI



### New Church Building

- Victory Hmong Alliance Church, Jefferson, GA



### Celebrating Pastors for Their Years of Faithful Service

- Kx. & Nkx. Txawj Tuam Haam
- Kx. & Nkx. Vaam Tub Hawj
- Kx. & Nkx. Txooj Tub Hawj
- Kx. & Nkx. Tsav Moos Muas

## The Plans:

These are the ministries God led us to pursue and strengthen in 2024.

### 1. HDAOM Revivals:

We accomplished many of the HDAOM Revivals in 2023, and we continued these efforts into 2024. The theme focused on “Reach In – Church Cultivation.” The Church Ministry Department of the Hmong District, with the support of NextGen, AM, AWM, and HDAOM leaders, led the revival efforts in the following areas and cities:

- HDAOM 1 – Portland, OR: May 17-18, 2024
- HDAOM 2 – Fresno, CA: May 10-12, 2024
- HDAOM 3 – Denver, CO: October 4-5, 2024
- HDAOM 7 – Warren, MI: April 26-28, 2024
- HDAOM 9 – Auburn, GA: February 24-25, 2024

## **2. Supporting HDAOM Pastors:**

I strongly believe that the health of our local churches is tied to the health of our pastors and leaders. To support our pastors, we planned three pastoral retreats.

- Eastern Conference – Florida: April 4-7, 2024
- Central Conference – Wisconsin: September 5-8, 2024
- Western Conference – California: August 22-25, 2024

## **3. Ministries of HDAOM:**

The Hmong District is divided into nine regions across the United States, and our HDAOM leaders have worked tirelessly to connect churches, build relationships, and foster community. We thank God for the following HDAOM leaders:

- |   |                                 |
|---|---------------------------------|
| • HDAOM 1 – Kx. Lug Kub Vaaj                            | • HDAOM 5 – Kx. PaaJ Nquab Hawj |
| • HDAOM 2 – Kx. Txawj Huas Yaj and now Kx. Vam Meej Vaj | and now Kx. Nus Yaj             |
| • HDAOM 3 – Kx. Vaam Choj Lis                           | • HDAOM 6 – Kx. Num Yig Hawj    |
| • HDAOM 4 – Kx. Txoos Foom Yaaj                         | • HDAOM 7 – Kx. Tswv Ntxawg Kwm |
|   | • HDAOM 8 – Kx. Tsimnuj Kwm     |
|   | • HDAOM 9 – Kx. Tshaj Koob Vaj  |

## **4. Other Ministries:**

- Staff Spouse Retreat – Winter Park, CO: May 3-5, 2024
- Pastoral Widower Fellowship – Thornton, CO: March 22-24, 2024
- New Pastors & Wives Orientation – Thornton, CO: March 15-16, 2024

## **5. Hmong District 45th Annual Conference:**

We are grateful to God for the delegates, correspondents, and friends who joined us from June 30 – July 5, 2024, in Sacramento, CA. The theme was “Reach Out – Community Engagement.” Roughly 2,000 people attended our evening services, with many hearing and receiving Jesus as their Savior.

## **6. Alliance Men (AM) & Alliance Women (AWM) Ministries:**

AM and AWM continue to connect, support, and encourage our local ministries through visitation, Zoom prayer meetings, retreats, and resources.

## **7. The HKM Prayer Warriors:**

The HKM Prayer Warriors have faithfully prayed for the Hmong District, the staff, and our ministries. They also lead the morning prayer sessions during our Annual Conference.

## **8. Overseas Ministries:**

God continues to open doors for the Hmong District to reach Hmong people worldwide. One avenue is HKM TV, which broadcasts on Facebook and YouTube every Thursday. Additionally, Overseas Tribal Services (OTS) has been a blessing in their support of our people in Vietnam, Laos, Myanmar, and Thailand. Even in the absence of OTS President, God has used OTS to assist these communities. Additionally, SALT & LIGHT, hosted missional opportunities in Australia and Thailand, December 2024. Its purpose was to spur young people on to serve in their local churches and abroad.



## LOOKING WITHIN: LESSONS LEARNED

As we reflect on the lessons we've learned in life and ministry, we can take to heart the words of King Solomon in Proverbs 3:1-5. Understanding comes from the fear of the Lord, and knowledge comes from accepting, storing, hearing, applying, calling, and seeking wisdom. I learned many lessons in 2024. Here are five of them.

The first, *God is Always at Work in the World*. In 2024, we witnessed God's ongoing work. It's true that we were busy in 2024, are busy in 2025, and will continue to be busy in the future. In John 5:17, Jesus defended Himself against the Jewish leaders after healing a man who had been crippled for thirty-eight years, saying, "My Father is always at His work to this very day, and I too am working" (NIV). The same God who worked in the first century is still at work today. Let us follow the footsteps of Jesus.

The second, *The Importance of Working with Others*. I've learned the importance of partnership. King Solomon made this clear in Ecclesiastes 4:9-12, two are better than one because they have a better return on their labor, can support each other in times of need, and can defend each other in difficult situations. This principle applies to those who work in the Hmong District as well. We must never work alone, but rather in collaboration with others.

The third, *There Will Always be Challenges in Ministry*. In 2024, we faced many. But despite the challenges, we must not lose sight of God's calling. We are called to remain focused on the vision and mission He has given to us.

The fourth, *Older Generations are Retiring*. As I celebrated the retirement of many pastors, I was reminded that one day, it will be my turn. We need to raise up the next generation to take our place. Otherwise, who will continue God's work into the future?

And the fifth, *There is Still so Much to Do for the Lord*. During SALT & LIGHT Conference in Australia and Thailand, I saw firsthand that people everywhere are in need of God and His help. Jesus spoke to His disciples about the harvest in Matthew 9, saying, "...The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest field" (NIV). We need more workers.

## LOOKING AHEAD: 2025 AND BEYOND

As we look ahead to next year and the future, we must remember that God calls us to "Advance Christ Worldwide." He has equipped us in multiple ways, but I'll highlight two.

First, during my first term as District Superintendent, God led us to strengthen the health of the Hmong District through:

- LOVE – Relationship (2019)
- LAUNCH – Technology (2020)
- LEAD – Next Gen (2021)
- LIFT – Celebrate (2022)

Second, in my second term as District Superintendent, He continued to strengthen the health of local churches.

- REACH IN – Church Cultivation (2023)
- REACH OUT – Community Engagement (2024)
- REACH OVER – Missions Mobilization (2025)
- REACH UP – Kingdom Advancement (2026)

As you can see, “REACH UP” will be the theme and culmination of our efforts to strengthen the local churches. It will be a time for us to deepen our relationship with God, so that we can advance Christ worldwide. I am praying and seeking ways to focus on the spiritual life of our churches. I ask that you pray with me. We need Jesus. “I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.” (John 15:5, NIV).

As we look ahead to next year, it will also be the year for the election of our new District Superintendent. Let us pray and seek God’s will for the servant He will call to lead the Hmong District for the next four years.

## CONCLUSION

In conclusion, I thank God for giving me the strength and the privilege to represent Him both in this country and around the world, in person and through multimedia. I am grateful for the following people who play a significant role in helping me fulfill God’s call in the Hmong District and beyond:

- The DEXCOM for their support and sacrifice.
- The staff, their spouses, and children for their willingness to serve and do whatever God asks of them.
- The HDAOM leaders for representing the Hmong District well in our local churches, with pastors, leaders, and members.
- The missionaries and their families for their love and sacrifice in serving God overseas on our behalf.
- The local pastors, leaders, and members for their faithfulness in supporting the Hmong District with their prayers, finances, and ministry.
- The Hmong District Prayer Warriors for their diligent daily prayers, especially Kx. & Nkx. Nchaiv Pov Xyooj, Kx. & Nkx. Txawj Fwm Yaaj, Kx. & Nkx. Qhua Maaj Thoj, and Xf. & Nxf. Tsaav Ntxawg Haam.
- My wife, NKx. Tswv Txos, and our children for their patience and hard work in following God and His ministry with me.

I could not have completed the ministries in the Hmong District in 2024 without God, the support of persons listed above, and many others. May the Lord bless each of them and help us all to finish strong for His glory. Amen.



# PRAISE & PRAYER

- SHARE A PRAISE
- HOW CAN I PRAY FOR YOU
- PRAY TOGETHER



*Vision*

BUILD COMMUNITIES OF  
DIVINE TRANSFORMATION  
LIVE ON THE MISSION  
PRIORITIES OF JESUS

*Mission*

PEOPLE ON



**REV. SHAHLAHNG HERR  
(KX. NTXOOV LAAJ  
HAWJ), DMIN**

**CM Director of the Hmong  
District**



**Cog Pawg Ntseeg rua huv Yexus Khetos.  
Rooting the Church in Jesus Christ.**

## **INTRODUCTION**

*“Two are better than one, because they have a good return for their labor: 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. Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.” –Ecclesiastes 4:9-12.*

This passage speaks of a truth that is undeniable when it comes to ministry, and it is particularly meaningful in the Church Ministry (CM) department. This passage speaks of teamwork. It speaks of partnership and working together. As 2024 comes to a close and we look back, we see that every activity and initiative that CM was able to lead or be part of was made possible because of the many “twos”.

The first and more prominent of the “two” is God Himself. Every ministry initiative and church partnership that CM engaged in was only possible because of God and through God. Thanks be to Him. “Great is the LORD and most worth of praise; his greatness no one can fathom” (Psalm 145:3).

The second “two” is the DS, District Staff and DEXCOM. Thank you for your support and encouragement. Your confidence and trust are most energizing.



The third “two” is our pastors, leaders and churches. Thank you for your willingness to invite us in and for your partnership in advancing Christ worldwide. The CM team is appreciative of your sacrifices and faithfulness.

Last but certainly not least, the final “two” is the CM team itself, Rev. Dr. Chou Xiong (Kx. Vaam Txus Xyooj) and Rev. Paul Chonfong Yang (Kx. Txoos Foom Yaj). You two are true brothers and faithful soldiers of Christ in the trenches. We have gone through thick and thin together. You brought a vibrancy to CM Ministries. I could not have asked for better brothers to work alongside with.

## LOOKING BACK: 2024

The theme for 2024 was “REACH OUT: Community Engagement.” Our prayers were to engage with churches and get them excited about reaching out to their communities with the Gospel.

The following activities and initiatives will highlight the work of CM in 2024.

### 1 DISTRICT ACTIVITIES

**These activities and engagement are done to further the ministries and work of the Hmong District as a whole. Some of these activities have more of an indirect impact and advancement of the CM department and duties.**

- Directors’ Meetings and Hmong District’s Annual Planning Retreat. These were held twice by the District Superintendent, with all directors of the Hmong District in attendance. The purpose was to brainstorm, strategize, and plan ministry goals for the year.
- Pastoral Retreats. In 2024, the Hmong District hosted three regional meetings: one on the east coast (April 4-7), one on the west coast (August 22-25), and one in the Midwest (September 20-October 2). I attended two and was the conference manager for one.
- New Pastor’s Orientation. This orientation was held here in Thornton, CO and our entire staff was asked to be a part of it. Some of our responsibilities ranged from chauffeuring to presenting. It was held on March 14-17, 2024.
- Annual Conference Manager. All the staff are integral to the preparation and the operation of the Hmong District’s annual conference. As Conference Manager, my role included overseeing and coordinating the entire conference with the help and assistance of the entire Hmong District staff and other volunteers.
- Other Duties. I had a hand in the installation of pastors in Hmong District churches.

### 2 INTER-DEPARTMENTAL PARTNERSHIPS

**These activities and engagement are done in partnership with and for other departments within the Hmong District.**

- Participated in HKM-TV programs, both as planner and participant.

- Assisted the NextGen Director with Salt and Light Conference in Cairns, Australia, both as a speaker, facilitator, and leader.
- Partnered with the HCI department to help lead and teach classes for the Church Leadership Certificate training.

### 3 CHURCH MINISTRY ACTIVITIES

**These activities and initiatives are engaged and undertaken for the purpose of equipping and encouraging the churches towards discipling its members and reaching out into its communities.**

- **HD Revivals:** With a vision to ignite a passion for our local churches to take the Gospel into their communities, Church Ministry hosted revival conferences throughout the nation. This initiative began in 2023, during which 6 of the 9 revivals were held. And in 2024, closed with the remaining 3.

The outcome was encouraging! Churches came together, leaders united, and members were challenged to put their faith into action.

- **Online Pastoral Mentoring:** In 2024, I mentored two individuals as they served in their local church context. One was an English ministry pastor, and the other was a bible college student.
- **Fresh Start Network Training:** I attended a specialized training in Colorado Springs, CO. I was accompanied by a young pastor in the Hmong District. This training focused on equipping leaders with tools and strategies to help plateauing and declining churches regain health and experience growth once again.
- **Back to Basics Training:** Many of our churches within the Hmong District have been operating with an out-of-date understanding of the purpose and function of the church. In response, the Church Ministry (CM) Department launched a “Back to Basics Training” initiative in 2024. Our goal was to cover key topics such as the purpose and activities of the church, as well as organizational and leadership responsibility and accountability.

The result: churches and leaders have been given a refreshed look and understanding of the biblical and critical elements and components of an effective church and its leadership.

- **Church Planting:** In 2024 as a result of much preparation and planning, CM established its first English-speaking Hmong church planting team in Milwaukee, Wisconsin to plant the first of four English speaking churches in the Hmong District. On March 23-34, 2024, members of the CM Leadership team had the privilege of commissioning the team to plant ABIDE Milwaukee Alliance church.
- **LifeRide Church Plant fundraising:** In 2024, in conjunction with the Annual Conference in Sacramento California, the CM department held a motorcycle ride from Seattle, Washington to Sacramento, California to raise funds for planting English speaking churches in the Hmong District. The LifeRide fundraising motorcycle ride raised about \$21,957 towards church planting.

Thank you to all the churches that were willing to allow the LifeRide team to visit and share CM's vision of church planting. We are so grateful to all the people who participated in pledging and giving towards this initiative.

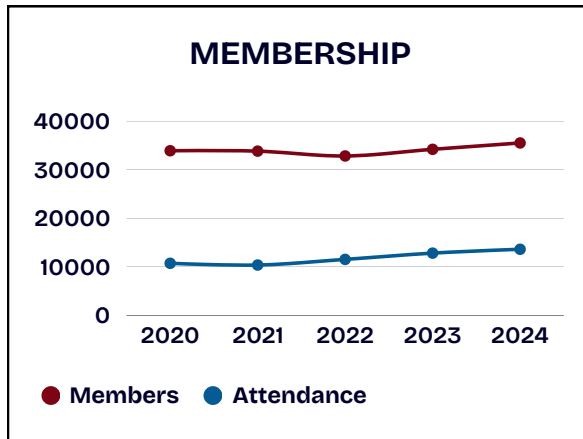
## 4 CHURCH STATISTICS OVERVIEW

**A summary of the annual report as received by the National Office regarding our Hmong District churches.**

These are statistics from Hmong District's annual report. The report shows that 106 churches completed their reports and 4 churches did not. Additionally, as of April 2025, we have nine church plants.

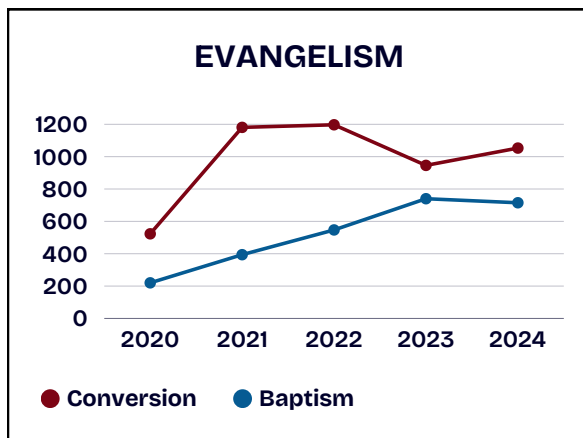
1. ACT 2 Project, Riverview, FL
2. Grace Mobile Church, Fresno, CA
3. Gospel City Church, Sacramento, CA
4. New Hope Ministry, Stockton
5. Bible Life Church, Brooklyn Center
6. True life Alliance, Tulsa, OK
7. New Life Hmong Alliance, Spokane, WA
8. Sonlife Church of Madison, WI
9. Abide Alliance Church, Milwaukee, WI

**Hmong District's Membership graph for the last 5 years:**



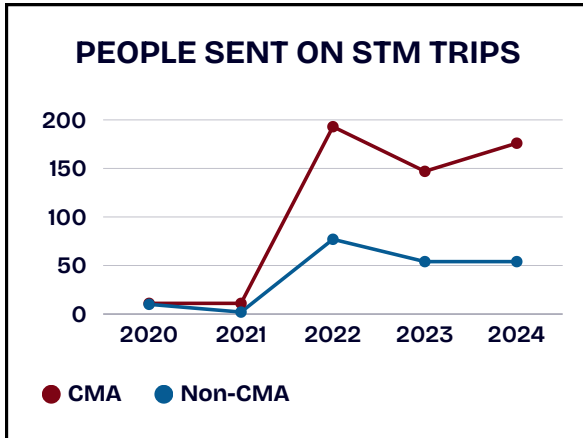
Year	Members	Attendance
2020	33,908	10,721
2021	33,830	10,361
2022	32,832	11,525
2023	34,203	12,815
2024	35,513	13,613

**Hmong District's Evangelism graph for the last 5 years:**



Year	Conversion	Baptism
2020	523	220
2021	1,181	394
2022	1,197	547
2023	946	740
2024	1,053	715

**Hmong District's Short-term Mission trips for the last 5 years:**



Year	CMA	Non-CMA
2020	11	10
2021	11	2
2022	193	77
2023	147	54
2024	176	57

The above graphs and statistics are from the information collected from the Annual Report that was submitted to the National Office. However, the information below is from the Hmong District's collection. We added four churches that did not fill out their annual report to the National office. We also added church plant information to Hmong District's statistics.

Year	Membership	Attendance	Baptism	Conversion
2020	33,908	10,721	220	523
2021	33,830	10,361	394	1,181
2022	33,298	11,850	577	1,237
2023	34,755	15,936	770	976
2024	36,421	19,537	773	1,166

We thank God for the progress and the blessings that He has bestowed on us. For more details, please look to the appendices in the back for a complete report.



## LOOKING BACK: LESSONS LEARNED

### **Pastoral/Visionary Leadership is Vital to Church Growth and Health.**

Pastoral leadership is important in the growth and health of the church, especially visionary leadership. One lesson that is not merely learned but has been seen throughout my time in connecting with and training churches is that the church grows and maintains its health because the pastor has a God-given vision that he leads with and leads the church to accomplish.

This is not just about having a vision, but the pastor continuously and vigorously spurs the church and its leadership to keep the vision and mission in front of them. He leads with this vision, and he champions it in front of his people.

This is a vital part of a growing and healthy church.

### **General Understanding and Knowledge of the Church's Purpose and Function Is Critical for Church Advancement.**

Another lesson learned and is seen is that when the leaders and their churches are on the same page regarding the operation and the function of the church, the overall activities of the church flow smoother.

The leadership and the congregation must have the same understanding and knowledge of the purpose of the church, how the church is structured, and how it functions. While most churches have broad similarities, members of the church are also uniquely wired. Even something as simple as the membership process can be a point of contention if the leadership and the congregation are not on the same page. Thus, the importance of togetherness in understanding and knowledge.

## LOOKING AHEAD: 2025 AND BEYOND

As we think about 2025 and beyond, an important consideration needs to be acknowledged. I resigned my position at the end of the first trimester (April). As a result, this report only reflects on the first trimester's activities and duties.

Here are the activities and duties that I accomplished.

### **Church Mergers**

Christian Fellowship Church in Wausau, WI was brought back to First Hmong Missionary Alliance Church. Alliance Community Church was merged with Hmong New Hope Alliance Church in Auburn, GA.

The churches involved in these two mergers came to a mutual agreement that uniting would be beneficial for the advancement of the Gospel and the overall spiritual health of their members. The Hmong District and the Church Ministry (CM) Department were honored to provide leadership and guidance throughout both processes.



## Church Encouragement

As a result of the C&MA's decision to license women, a few pastors chose to leave the C&MA and the Hmong District. Their departures created splits in a couple of churches. Some members chose to leave the C&MA and the Hmong District while others remained faithful to C&MA and the Hmong District. Understandably, those who stayed experienced distress. In response, the Hmong District sent members of the staff to visit and encourage them. I was among those who visited to encourage and reassure these churches to stand strong.



## Church Launch

Abide Alliance Church in Milwaukee, WI. This church plant is progressing well, with the leadership team demonstrating ownership and commitment to its growth and mission. In light of this, the CM Leadership Team officially launched the church on April 27, 2025.

In addition to the above activities, in my role as CM Director, I participate in daily supportive duties at the Hmong District.

# CONCLUSION

First of all, thank you to the DS, DEXCOM, and the district for allowing me to serve in this capacity for the last six years. It was a privilege and an honor. I genuinely enjoyed my time as the Church Ministry Director.

I want to express my appreciation to the staff of the Hmong District as well. I have come to know each and every one of you and I treasure our teamwork and collaboration. The staff made serving at the district office a joy and a delight. I thank God that I have come to know you all, personally and professionally. I am glad I was a part of a talented team. May God bless you all.

As I venture forth, I put my trust and future in God's hand. Although, I do not have a clear picture of the next step or stage of my life and ministry, I rest in God's unchanging nature. As found in Jeremiah 29:11 and is so often quoted, "For I know the plans I have for you, plans to prosper you and not to harm you, plans to give you hope and a future," declares the LORD.

*"For no one can lay any foundation other than the one already laid, which is Jesus Christ. Rua qhov leejtwg yuav tuaj txhus dlua lwmtug nce tshab yeej tsi tau lawm, tsuas yog tug ncej kws Vaajtswv tau muab txhus ca lawm xwb, tug ntawd yog Yexus Khetos."*

*1 Corinthians (1 Kauleethaus) 3:11*





## REV. WANG CHAO LEE (KX. VAAM CHOJ LIS)

**HCI Director**

### **Purpose**

To provide alternative training for ministries.

### **Vision**

To extend to whoever and wherever, the opportunity to follow the call of God and be trained for ministry.

### **Mission**

To multiply the workers by developing believers.

HCI Committee Members
Rev. Wang Chao Lee, Director
Dr. Rev. Lantzia Thao, DS, Ex Officio
Rev. Nao Xiong Her, Secretary
Nha Ger Kue
Dr. Rev. Timothy T. Vang
Dr. May (N. Tsompuam) Vang
Dr. Rick Neng Fue Vang



# FOREWORD

by Dr. May Vang (N. Tsom Puam Muas)

Growing up as the son of a pastor, Reverend Wang Chao Lee served alongside his father in many capacities of the pastoral ministry. During those early years, Reverend Lee witnessed first-hand the humble work of a servant of God as his father ministered to many Hmong. Those early experiences would lay the foundation for his own calling to the pastoral ministry and continues to echo throughout Reverend Lee's servant leadership like a steadfast companion. Humble servant leadership would be the best way to describe the work and life of Reverend Lee as he strives to live out a life in which "He must become greater; I must become less" (John 3:30, NIV). This verse is evident in his passion to lead and serve in such a way as to intentionally create space for others to learn, grow and rise in their own call to ministries. This leadership style has been a cornerstone to Reverend Lee's mentorship of countless rising leaders. His passion to lead others to Christ and walk alongside fellow brothers and sisters, couched in the humility of a life recognizing the grace of the glory of God, has and will continue to have immeasurable influence for the Kingdom.

As the director of the Hmong Christian Institute (HCI), Reverend Lee is aptly placed for such a time as this when more and more Hmong locally, nationally, and globally are being called by God. Reverend Lee is rightly positioned because he can bridge the gap between younger and older generations and between Western and Eastern cultural worldviews. His thoughtful leadership as director considers the needs of a changing global Hmong demographic through alternative pathways, training, and resources for non-traditional students. As the HCI director, he drives the direction of this important ministry to prepare and train workers to serve their local churches as laypersons or accredited licensed pastors and its influence and reach in shepherding and training current and future leaders will have an impact for many years and generations to come.

## LOOKING BACK: 2024

### Ministry Goals and Accomplishments

#### TRAININGS

\*54 out of 259 pastors in the Hmong District are MSP graduates

##### TEE

- We approved 152 new TEE applications.
- 41 students completed.
- 21 new Center Leaders trained and certified

##### MSP

- 15 new MSP applications approved.
- 6 MSP students graduated at the Annual Conference (July 2) in Sacramento, CA.
- 5 MSP transcripts forwarded to Credential Council (CC) for accreditation purposes.



- 1 MSP graduate was installed with an Assistant Pastor License.
- 1 MSP graduate was issued a Christian Worker's License.

#### **CLC**

- 21 students have completed year-long Church Leadership Certificate program.

#### **Mentoring Training**

- The HCI hosted three Biblical Mentorship seminars at the three regional Pastoral Retreats.

#### **Project**

- HCI has completed the translation of all six Leader's Guides from the TEE curriculum into both Blue Hmong and White Hmong.

### **OVERSEAS ENGAGEMENT**

- TEE Overseas. Our International Workers reported that there were 8,196 new students. 4,678 have completed the program. Additionally, we have 778 center leaders. 60 students have completed TEE Level II.
- We have active communications with our International Workers who work directly with the TEE-I and TEE-II trainings.

### **OTHER DUTIES**

- I serve as a proofreader for the Hmong Study Bible project. I meet regularly with the translator, Rev. Chue Tou Vue, to review his work and provide feedback. We also meet with the translation consultant, Dr. Daniel See. Together, we met twice in person, once in the spring and once in the fall, and several times virtually throughout the year.
- I am the HDAOM 3 leader. In 2024, I met with the local pastors to plan a regional conference in Denver, CO.
- I organized the Western Regional Pastoral Retreat (August 22-25). 60 pastors and their wives attended.
- I am the US Scholarship chairperson. The Hmong District has granted a total of \$9,100 to six approved US Scholarship applications.
- I am the Hmong District Office Manager. My duties included contracting lawn care and snow removal. I also maintain and repair the office building and the DS parsonage, which includes the repairing HVAC units, plumbing, and the replacing of light bulbs. This summer, I organized the staff and called for more volunteers to help paint the outside of the office building.
- Last year, I was part of the planning of the Annual Conference. I drove one of the loading trucks from the district office to the conference center in Sacramento, CA.
- Led a workshop at the conference: "Seizing the Current Event for Strategic Opportunity to Present the Gospel Message."

- I hosted an appreciation banquet for MSP instructors at the Annual Conference (July 2).
- I hosted a graduation ceremony for the 6 MSP students and 21 CLC students.
- I worked with the Hmong District staff to host a New Pastoral Orientation (3/14-16) and for the first time ever, a retreat for widows of pastors (3/22-24).
- I am a Crown College Board of Trustee Member. I have the honor and privilege to serve as a representative of the Hmong District. We meet in person twice a year in addition to two virtual meetings.
- I fulfilled other duties delegated by the DS. These include the installation of new pastors and visiting pastors who were hospitalized.

## **LOOKING BACK: LESSONS LEARNED**

- The ministry of the Hmong District has greatly impacted Hmong churches across the world. My aim is to continue to collaborate with Christians overseas to provide necessary support.
- The Hmong American church is experiencing the highest effect of the paradigm shift. For ministry to remain effective, both the younger and older generations must come together to agree on a path forward.

## **LOOKING AHEAD: 2025 AND BEYOND**

- Peace Making Level 1 Training. Under the direction of the DS, HCI will offer peace making level 1 trainings to all the Hmong District churches in 2025.
- Church Leadership Ministry Certificates. HCI will continue to offer CLC training to churches, both virtual and in-person.
- Project. HCI will initiate the translation of the leadership books which we have permission from SEAN.
- TEE and MSP recruitment. We will continue marketing this. The goal is to have 100 new TEE and 10 new MSP registrations.
- To motivate 1 MSP graduate for accreditation each year.
- HCI encourages local pastors and church leaders to intentionally invest in leadership development by setting aside a budget and creating opportunities for internships.
- The Ministerial Study Program (MSP) is an alternative education option that prepares church leaders for service. We would like to encourage local pastors to use this program as a means to multiply leaders.

- The Hmong District office roof. The flat roof has reached the average life of 25 years. There are numerous leaks. Attempts to repair and patch up leaks are getting complicated. The DEXCOM will need to decide on budget for new roof soon.

## CONCLUSION

All of the ministry's accomplishments would not be possible without the support of local churches and their leaders. One of the most overlooked, yet most essential, aspects of raising up new leaders is providing them with spaces to gain real-life ministry experience. Our churches have been doing just that. Thank you.





*Bridge. Mobilize. Commission.*



**REV. TOUA THAO  
(KX. XEEV TUAM THOJ)**

**Director of NextGen Ministries**

## **INTRODUCTION**

All praise and honor to our Father in heaven. 2024 was another fruitful year. Thank you to our District Superintendent, Dr. Lantzia Thao, for your trust and leadership. My appreciation to the Hmong District's executive committee (DEXCOM) for standing in my corner, and to our District staff for your continued friendship.

To our Hmong District pastors and local churches, thank you for walking alongside NextGen these past five years. Your support has been vital to our ministerial wins. Without your partnership, the ministry would not have had the reach or impact we've seen.

Glory to God!



# LOOKING BACK: 2024

Grace. It's the only word that fully captures calendar year 2024. Honestly, it's the only word that describes my life. Humbled that God would entrust to me the privilege of standing before His people with a Bible in hand. Grace.

Here are a few takeaways and lessons I learned from last year's activities:



## **First, it takes a village.**

The ministry projects, retreats, and conferences we carried out and saw to completion could not have been possible without the support of pastors, churches, and volunteer ministry teams. If I were to list every partner and friend who helped, the names would go on forever. Thank you to every person who voluntarily lent a hand. Your reward is in heaven.



## **Second, God is moving amongst the people.**

From regional revivals to pastoral installations, God's fingerprints were everywhere. Not once was He absent. To Him be all the glory and honor.



## **Third, God-sized dreams begin with prayer.**

The Salt & Light Conferences in Cairns, Australia, and Chiang Mai, Thailand are living proof of that. Yes, there were challenges. Yes, we faced hardships. But I'm grateful to report, no situations were beyond God's repair. Nearly 100 participants from the U.S. attended the Australia portion of Salt & Light; 220 joined us in Thailand for ministry activities.

**The following is a listing of my ministry schedule for 2024.** This summary does not include regular office hours, Zoom calls, in-person meetings, HKM TV programming, or site visits related to retreats and conferences.

- February 24th-25th, 2024: HDAOM 9 Revival, Auburn, GA  
Speaker & Presenter
- March 3rd, 2024: Pastoral Installation of Henson Moua, Coon Rapids, MN  
Speaker at Alliance Bible Church
- March 14th-15th, 2024: New Pastors & Wives Orientation, Thornton, CO  
Speaker & Presenter
- March 16th-17th, 2024: Youth & Young Adults Retreat, Willow River, MN  
Guest Speaker at Disciples Alliance Church
- April 14th, 2024: NEXT Conference, Sacramento, CA  
Sponsor & Panelist at Sacramento Hmong Alliance Church
- April 15th, 2024: Church Visitation, Yuba City, CA  
Guest Speaker at Yuba Sutter Hmong Alliance Church

- April 26th-27th, 2024: Leadership Conference, Eau Claire, WI  
Presenter at Fellowship Hmong Alliance Church
- May 18th, 2024: NextGen Collaboration, Kansas City, KS  
Speaker & Presenter at First Hmong C&MA Church of Kansas City
- May 19th, 2024: Church Visitation, Kansas City, KS  
Guest Speaker at Kansas City Hmong Alliance Church
- June 30th, 2024: Church Visitation, Sacramento, CA  
Guest Speaker for English Service at Sacramento Hmong Alliance Church
- June 30th–July 5th, 2024: Annual Conference, Sacramento, CA  
Speaker & VBS Coordinator
- September 5th-8th, 2024: Central Pastoral Retreat, Green Lake, WI  
Retreat Manager & Presenter
- October 4th-5th, 2024: HDAOM 3 Revival, Denver, CO  
Presenter
- October 20th, 2024: Pastoral Installation of Simon Her, Maplewood, MN  
Speaker at Hmong American Alliance Church
- November 5th, 2024: Pastoral Installation of Jerry Yang, Brooklyn Center, MN  
Speaker at Twin Cities Alliance Church – BC Campus
- December 13th-20th, 2024: Salt & Light Conference – Cairns, Australia  
Organizer
- December 23rd-30th, 2024: Salt & Light Conference – Chiang Mai, Thailand  
Organizer



# LOOKING AHEAD: 2025 AND BEYOND

I could not be more excited about the coming year! There are so many things to look forward to.

## **HLUB 2025, “King’s Tribe”**

Date: July 20-25, 2025

Location: Indiana State University, Terre Haute, IN

Registration numbers have exceeded all expectations. HLUB 2025 will be the largest gathering of Hmong Christian youth, ages 12-17, in the history of the Hmong District. We’re anticipating 3,300 to 3,500 people on campus at any given time.

Our morning and evening worship sessions are open to the public. So parents, we invite you to the conference. Please note, however, that participation in other conference-related activities is limited to registered youth and chaperones only.

Some have asked, “Why Indiana State University?” First, it offers all the venue space we need to run the conference smoothly. Second, it’s centrally located in the United States, making it easily accessible to the majority of our churches. And third, it’s cost-effective. It gives us the ability to host a 4–5 night conference (food and lodging included) at the most affordable price possible for our registrants.

## **Little Lights Retreat 2025**

We’re planning another weekend training for children’s ministry workers across the Hmong District. While the location is still being finalized, the training will include topics related to spiritual care for ministry leaders and creative ministries that can draw children one step closer to Jesus.

We encourage every church to send their children’s ministry workers.

## **SALT & LIGHT 2026**

I so look forward to making this announcement. While details are still being ironed out, and conference locations are still being finalized, discussions have been exciting and Christ-centered. Please join my planning team in prayer! Our desire is to share an official announcement, whether it be dates or locations, sometime before, during, or after the Annual Conference in Milwaukee, WI.

# CONCLUSION

Tomorrow is not promised to anyone. Life truly is, but a vapor. May we have a willingness to become all things to all people, so that by all possible means, we might save some.

Again, my gratitude to everyone who has supported NextGen Ministries of the Hmong District. Your prayers, partnership, and encouragement have made it possible for us to keep moving forward in the mission.

God be glorified!









# HMONG DISTRICT — OF THE C&MA —

MISSION MINISTRY PARTNERSHIPS



## CHRISTINA HER

“In July of 2023, I applied to the Christian and Missionary Alliance as the Lord grew my heart to ache for the hurting and lost people of Cambodia. I also realized that my life is not my own and I choose to serve God with my whole being because whether I live or die, I belong to the Lord (Rom. 14:7-8). I said here am I! Send me (Isa. 6:8)! In February 2024, I went to Phnom Penh Cambodia as a vocational international worker.”



**REV. SWM XENG YANG  
(KX. SWM XEEB YAAJ)**

**Missions Director of the  
Hmong District**

## INTRODUCTION

*“And because lawlessness is increased, most people’s love will become cold. But the one who endures to the end is the one who will be saved. This gospel of the kingdom shall be preached in the whole world as a testimony to all the nations, and then the end will come (Matthew 24:12-14, NASB).”*

The year of 2024 was marked with wars in Ukraine, Gaza, Israel, Myanmar, Syria, and other places around the world. Even many Alliance believers in Africa lost their lives when Jihadists attacked their villages and churches.

These events remind us that lawlessness will increase as we draw near to the time of our Lord’s return. These catastrophic events may harden our hearts and at times dissuade us from missions. But we are reminded that it was because of sin and lawlessness that Jesus came to die for us. For that reason, many have gone before us so willingly to give their lives to share the gospel so that others may come to know Him as their Savior. As we see the chaos in the world increasing, may we be more urgent to obey Christ’s command to preach the gospel to the whole world as a testimony to all nations before our King Jesus returns.



## LOOKING BACK: 2024

The year 2024 began with my wife and I returning from our trip to Thailand serving alongside our International Workers. It was a blessing to serve in the villages of Chiang Mai with our Marketplace worker Paul Her, and in the urban city of Bangkok with Pastor Tou Lee's family. We also had the opportunity to visit our workers in Khonkaen and Udon Thani to see the sacrifice they make each day serving faithfully.

I was privileged to return to Southeast Asia in March for a strategic review. It was with much joy hearing about the labor of our workers and the fruits of their ministry. We traveled through three countries evaluating ministries and strategizing about the needs for the next five years. I can testify that the need is great, and we desire to send more workers into the harvest field.

This past year I had the privilege of visiting French Guiana and Suriname to encourage and share God's word with the believers there. I am enthusiastic about the impact that our Hmong people have made as they make remarkable strides in agricultural advances and sustainability. However, I am more than overjoyed to see how they have used their blessings to bless others as they live simply and give generously.



The year ended with a remarkable trip to Australia and Thailand for the SALT and LIGHT conference. I was privileged to lead the mission portion of both conferences with more than 300 young people from the United States serving in Australia and the villages in Thailand. These young men and women were impacted by the cross-cultural mission experiences and lives were changed for Jesus. Several have expressed their call to pursue a life-long ministry of serving overseas.



## Equipping, Sending, and Celebrating

This past year, many churches took short-term missions trips in the United States, to Southeast Asia and other parts of the world. Short-term trips continue to be one of the most impactful ways to develop missional leaders and disciples.

We were blessed with the many inspiring stories of individuals within the Hmong District who are hearing the call to serve overseas. I was privileged to host a retreat with twenty-two potential candidates. I am excited to see where God will lead each of them and what God will do through them.



We praise the Lord for the sending of our sister Christina Her to Cambodia and the appointment of one of our own pastoral couples to serve in a creative access country.

We celebrate the Her and the Cha families as they completed their service as International Workers in 2024. We continue to pray for them as they enter a new chapter of life and ministry.

“Thank you for your love, support, and prayers. We had to return from overseas because of cancer. Although our doctors have said it’s stage 4 cancer with no cure, we are still trusting God and praying that He will remove the cancer. God has sustained us and blessed our family even in the midst of this dark and difficult season. We’ve grieved many things, but we especially grieve that we can’t return to serve overseas. We pray that the Lord of the Harvest will send more workers from our people to share the Gospel all over the world. It’s our time, let’s answer the call!!!” (*The Her Family*)

“We want to express our deepest gratitude to our sending church, Stockton Hmong Alliance, and all our partnering churches for your faithful prayers, support, and belief in our ministry. To those who personally gave and prayed for us, you were vital to every Gospel opportunity in the Middle East. We trust God is preparing our next steps in future international missions. We humbly ask for your continued prayers as we seek His guidance. Thank you for being co-laborers in this work.” (*Jackson and Laura Cha*)



## Projects and Relief 2024

### Evangelism and Church Planting.

One of our greatest desires is to share the good news of Jesus Christ and see the body of Christ established in unreached places. We continue to provide support to National Churches to help with evangelism and church planting in the most impoverished areas



### Leadership Training.

We continue to support leadership trainings in the Long Valley field. Hundreds of leaders have been trained, and thousands have completed the TEE program. Many have gone to complete the Ministerial Studies program and are serving in local churches. We also continue to support leadership training where we see that doing so can help develop local people for Kingdom impact.



### Overseas Scholarships.

We continue to provide scholarships to students pursuing Bible and Seminary degrees overseas. We continue to build networks of accountability for churches and members to give scholarships to students in partnership with the Hmong District. Members can give specifically towards the scholarship of a student or generally towards the scholarship fund.



### **Bibles.**

One of our goals is to have the newly translated Hmong Bible made available to those who need it. We gave away more than two hundred Bibles at the SALT and LIGHT Conference to our Oversea guests. We hope to one day have the most current translation be made available in an electronic format so it can be accessed from anywhere and by anyone in the world.

### **Relief.**

We thank everyone who gave generously for the relief in Myanmar, the landslide victims in northern Vietnam, and other relief efforts. As many of you know, Myanmar has been in a war for several years and many of our Hmong people have been displaced from their homes. We truly appreciate everyone.



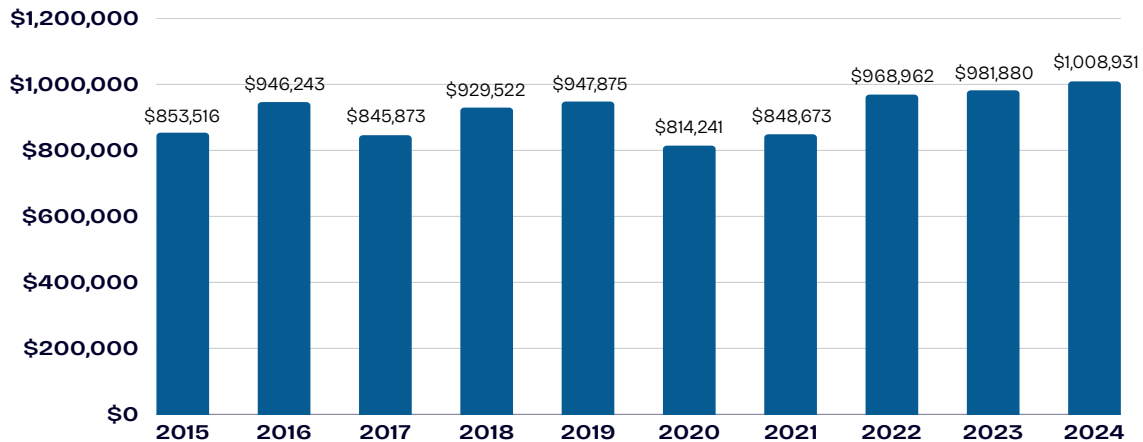
### **Church Building Projects.**

We recognize that Church buildings are needed for the body of Christ to gather and worship. Hmong District churches and members have for many years provided financial support for building projects overseas. Our efforts are to provide accountable ways for church building projects to be verified and endorsed by National Churches before Hmong District churches financially support them.

### **Great Commission Fund and Hmong District Mission Givings 2024**

I commend our Hmong District churches for contributing \$1,008,731 to the Great Commission Fund in 2024. This is the first time we have exceeded one million dollars in annual contributions to the GCF. It was \$27,051 more than 2023 and a 2.8% increase in annual giving.

## HMONG DISTRICT 10 YEARS OF GCF GIVING



We want to thank our churches for giving an additional \$28,341 to Overseas Ministries, \$27,485.32 to Missions Projects, \$18,445.00 to the relief in Myanmar and Vietnam, and \$7,315.15 to Overseas Scholarships. Because of your love and support, we have reached many people for Jesus, trained many leaders, built church buildings, and provided relief for those who are suffering.

We truly appreciate our pastors, elders, leaders, and local church mission mobilizers for championing the Great Commission Fund and Hmong District Mission ministries. We could not do this ministry without the sacrificial giving of our Hmong District family. Lost people are being reached, and our International Workers are fully funded because of your love and support.

### LOOKING AHEAD: 2025 AND BEYOND

#### **Our Mission.**

We remain committed to identifying, equipping and sending more workers. We continue to champion partnerships because we firmly believe that we can do more together to advance Christ's kingdom locally and globally.

#### **Missions Mobilization.**

We desire to see a greater role for all local church Missions Directors or Mobilizers. Our prayer is that they're empowered by Senior Pastors and Governing Authorities to mobilize their local churches for mission engagement. The role of the mission director or mobilizer should be more than organizing a missions conference each year. His or her role should be to create opportunities for the local church and its members to partner, participate, and engage in Christ's mission locally and globally. This includes identifying, equipping, and sending more workers into the mission field.

## **Mobilizers.**

We can mobilize Hmong District churches with the training and equipping of regional and local church missions mobilizers who will lead missions mobilization in our local churches. The Hmong District Missions Department meets monthly on the second Monday of each month to connect, share, and train these individuals. Lookout for our posts and invitations to join us for “Mission Mondays.”

## **2025 Hmong District Annual Conference.**

The theme for the 2025 Annual Conference is Reach Over: Mission Mobilization. Our goal is to see our churches develop a missional culture that makes disciples who will complete Christ’s Great Commission locally and globally. Missions mobilization training is also being offered at the Hmong District Annual conference this year.

## **Converge Conference.**

Converge is the C&MA Missions Mobilization conference and training that is held every year in the month of January. It has been instrumental in training and equipping mobilizers to lead churches to engage in mission ministry. We encourage every Hmong District church to send mission leaders and mobilizers to attend the conference in January 2026.



## **Short-Term Trips.**

We continue to encourage churches to identify and develop missional leaders with engagement in missions locally and globally. We would like invite our churches to send short-term teams to serve with our domestic and international Envision sites.

“The Lord has brought people from over 25 people groups from Africa, the middle east, and South America through the doors of Envision Cleveland. We hosted 9 short-term mission teams in 2024, and 2 people from the short-term participants dedicated their lives to Jesus.



Hmong District church family, my team and I invite you to join us on mission in Cleveland by sending your congregation to serve with us and live on mission during your short-term mission trip. Thank you for your ongoing prayers, support, and words of encouragement.”  
(Sheng Chang)



**Scholarship and Loan Repayment.**

We continue to have scholarships available for individuals who are pursuing cross-cultural studies, and a loan repayment matching program for mission candidates completing their ALME.

**Projects.**

We remain committed to advancing Christ through partnership with our International Workers and National Churches. We continue to support overseas ministries by providing resources where initiatives can advance Christ's kingdom. Therefore, we continue to work towards accountable networks where opportunities can be made available for our local churches and members to support.

**CONCLUSION**

I want to thank all our Hmong District pastors, leaders, mobilizers, and churches for your sacrificial support of Christ's Great Commission ministries. A special thank you to the Hmong District Mission Mobilization team for your sacrificial leadership in championing mobilization in the Hmong District.

God has been moving among the Hmong District and our brothers around the world. He is now using Hmong believers to reach other unreached people groups. Pray with me as we ask the Lord of the harvest to send out more workers and deepen our partnerships with our International Workers to advance Christ worldwide. Let us continue to champion Christ's Great Commission and make missions a priority in our churches.











**PASTOR KAO CHANG  
(XH. ZAM NKAUB TSAB)**

**Multimedia Director**



**GER VANG  
(NTXAWG VAAJ)**

**Multimedia Specialist**

## **INTRODUCTION**

**By Kao Chang**

I thank God for calling my family to know His Son, Jesus Christ. For many who do not know Him, believing is the hardest thing to do. For those of us who have made Jesus our Lord and Savior, following Him can be equally difficult. Our position in serving God does not reflect our relationship and intimacy with God. We may hold the highest position in the church, but our walk with God, and our faith and trust in Him may not be as deep as those who lack titles and ministry positions. This thought has really struck me lately. It reminds me that our faith in God is not measured by our title, our position, or even the work that we do. It is measured by the choices we make and the actions we take when we're faced with temptations, when we become prideful, and when we deal with life crises. I pray for humility and obedience, and I pray for the Holy Spirit to continue working in my life and sanctifying me so that I remain close to Jesus. This walk with Jesus is not meant for a few days or a few years, it is meant for a lifetime, until the day we return home and reunite with God our Creator. May you find this report to reflect what God has done through the Multimedia Ministry of the Hmong District.



## By Ger Vang

It is with great joy that we present our 2024 Hmong District Annual Report – to reflect on progress and see how God has used us and our ministry to further God's Kingdom. As the years go by serving here at Hmong District, I find the challenges growing greater and greater but see my view of God being greater and greater; thus, we come out stronger in faith and in technical ability. We continue to remain committed to our mission of Advancing Christ Worldwide, and may this report give you a glimpse of how that has been accomplished and how it will continue being accomplished for the future.

## LOOKING BACK: 2024

### Hmong District Business Operation And Multimedia Functions

In today's digital society, multimedia plays a crucial role for the business operations and ministries of the Hmong District. For the Hmong District to stay connected and minister to its pastors, leaders, and Christ followers, the Hmong District has no choice but to adopt and stay updated with relevant technologies. This will ensure readiness, efficiency, and effectiveness in conducting the business of God regardless of what unexpected circumstances it may find itself in (case in point, Covid-19). What we know is the Hmong District can sustain and thrive in its ability to continue advancing God's kingdom.



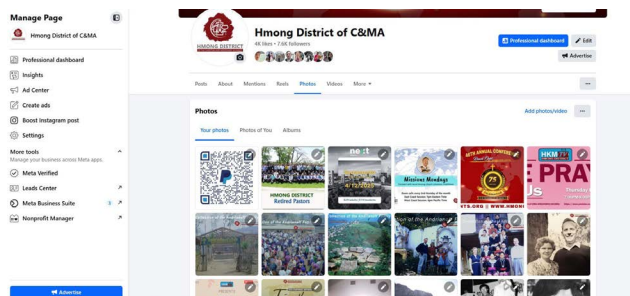
#### Websites

During 2024 there were 25,049 visits to [www.hmongdistrict.org](http://www.hmongdistrict.org) and that consisted of 55,049 site sessions. Of these visits, 52 percent of the traffic sources were from Google, 32 percent were direct search, 7 percent were from Facebook and the rest were from elsewhere such as Bing, Yahoo, etc. Of the total number of visitors, 68 percent were new or first-time visitors while 32 percent were returning visitors. The end user devices for our website include Mobile (64%), Desktop (35%), and Tablet (1%). Top 5 visiting countries include United States (51,674), Australia (568), Thailand (397), Laos, (382), and Vietnam (336).



#### Social Media Sites

The year before (2023), the Hmong District's Facebook page had 83,086 visits. In 2024, this number grew to 112,475. Furthermore, our posts reached 212,700 persons. This was an increase of 36,587 persons from 2023 (when posts reached 176,113). The total number of content



views was 294,423. The number of followers on our page also climbed to 7.6K, up by more than 1,500 from the previous year.

For our YouTube Channel, the number of views in 2024 was 441,000, lower than the year before (570,000). This reflects a reduction of HKM TV produced content. The watch time also dropped from 109,000 to 79,000. On a positive note, our channel gained 3,000+ subscribers, bringing the current number to 13,045.

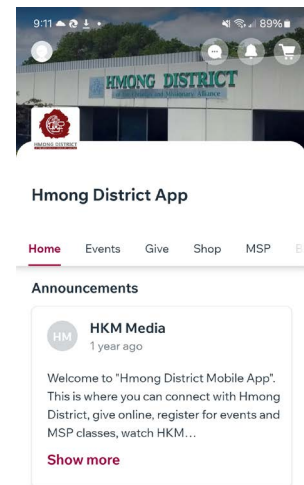
The number of views and the watch time depends on the type of content and the amount of content being produced during the year. Regardless of what's reflected by the statistics, it is important for Hmong District to continue its online and social media presence to connect and impact the faith of Hmong Christians around the world and be a gateway for the gospel to reach nations.



### **Hmong District App**

These analytics here pertain to our three apps on the Apple App Store and our Hmong District app on the Google Play Store. For Apple App Store, during the 2024 fiscal year, the app impression or number of views for our three apps are as follows:

- The White Hmong hymnal app had 26.3K views, with 117 downloads.
- The Blue Hmong hymnal app had 20.8K views, with 135 downloads.
- And the Hmong District app had 5.17K views, with 438 downloads.
- On the Google Play Store, there were 181 downloads.



### **Technical and Operational Support**

Most often, we see the Hmong District from a ministry and spiritual point of view which operates much like a local church. We don't see Hmong District as an organization with a multilayer of functions that require day to day technical and operational support. Very truly, Hmong District is not a large organization with hundreds of employees. This, however, does not exempt the Hmong District from the technical and operational support required for an organization to run efficiently and effectively. Basic IT, computer, and network support are still necessary to help district staff so that they can better do their jobs and serve others.



### **AV Media Support for Other Departments**

As we continue to support our neighboring departments with technical support, we also assist in audio/visual and creative assistance as well. Such as creating logos, fliers, t-shirts, banners, promotional videos for department-based events/activities, and so much more. With all the content we produce, we create with intent, purpose, and heart, in hopes that we can communicate the mission of each department event or activity effectively.

## **Multimedia Department Projects**

### **Hymnal Songs for Senior and New Believers**

Praise be to God that despite the busy schedule of the Multimedia Department, we were able to edit and upload 46 songs in 2024. These 46 hymnal songs have generated 52,203 views on our YouTube channels. This gives indication of a strong demand to help the new believers and elderly parents from around the world in learning and practicing our hymnal songs. Again, we want to express our thankfulness and appreciation to N. Txhiaj Tuam Xyooj for her prayers and continuous support for this project. Additionally, many thanks should also be given to Kl. Txawj Ntxhw Vaj and N. Tswv Nploo Hawj for the sacrifices they've made to continue recording and mixing the tracks for publication. May God bless them abundantly and help them to complete this project for His glory.

### **2024 Theme Songs**

It is the vision of the District Superintendent to produce a song to support the theme of the year for the Hmong District. In 2024, the theme was "Reach Out." The Multimedia Department was tasked to spearhead this project. This meant composing the track, coordinating with singers and bands, recording, and editing the music video to be released at the 45th Annual Conference. Big thanks to Ger Vang for his gift in music. The music video was completely mastered and released on June 21, 2024. We also want to extend our thanks and appreciation to Sacramento Hmong Alliance Church, especially Xh. Kong Yang and the band for their continued partnership in ministry with Hmong District and their willingness to serve God through their gifts in music.

### **75 Year Celebration Historical Documentary**

First and foremost, Ger and I would like to thank the DS and DEXCOM for entrusting us with this important historical documentary of the Hmong Christian movement over the past 75 years. Our process began with researching and gathering historical information from existing books, literature, articles, journals, images, and videos. We then acquired video footage and photos from the C&MA National Office, traveling to significant locations both in the US and overseas to capture footage relevant to this story. We continued to outline the event and draft the narration script as the story developed. We coordinated and traveled to interview many of our retired pastors and elders who served in both Laos and the US. Most of our interviews were conducted in 2024. We pray that this historical documentary will serve in telling the Hmong Christian story to future generations.

## **Hmong District Conferences**

### **Annual Conference**

The Hmong District annual conference plays an important role in conducting official business, carrying out elections, and leading corporate worship services for district churches, their delegates and correspondents attending the conference. It is an important role for the Multimedia Department to ensure we have all the necessary equipment and technologies to effectively execute this conference. We fully understand that the

Hmong District is not in the business of chasing technology, however, we also understand the importance of staying up to date with relevant technologies to enhance how we communicate and do ministry in the digital world. Thus, we've purchased additional equipment such as the Blackmagic Atem Switcher, Atem Recorder, and wireless microphones to improve our overall production capabilities.

Our 45<sup>th</sup> Annual Conference in Sacramento, CA came with many challenges. New equipment meant new learning curves. Though we ran into issues here and there, our team tried our best to troubleshoot and address these issues on the spot. One of the issues we faced was audio frequencies and interferences, along with ranges for some of our equipment. Despite all the challenges, we praise God for keeping our AV production team rolling and working patiently and in godly manner while working under pressure. We thank the AV team for their gifts and willingness to serve God in this capacity.

### **SALT & LIGHT Conference**

The Salt & Light Conferences in 2024 took place in two different locations: Cairns, Australia and Chiang Mai, Thailand. We thank the NextGen Department for always involving the Multimedia Department as a part of its ministries and conferences. Ger and I were invited to join numerous meetings with Rev. Toua Thao and his Australian counterparts to discuss AV needs and develop a production plan for the Cairns event.



We traveled to Australia and assisted with the coordination, which included communication with hotel AV personnel, preparing visuals for the event, and coordinating the photography and videography teams. We were able to create a highlight video at the end of the conference and all were amazed to see themselves on screen in such a short turnaround time. I (Kao Chang) was able to lead a team to do home visitations, meeting several families. We got to listen to their stories, spiritual struggles, and prayed for them. We've learned that our presence meant a lot to them. We met new people, made some friends, and hope that we'll be able to continue the relationship into the future.

Ger and I had the opportunity to coordinate AV media for the Salt & Light Conference in Chiang Mai as well - by visiting the conference center beforehand with Kx. Xeev Tuam and discussing the possibilities of hosting morning & evening services. Come conference time, I was unable to attend, but Ger had the opportunity to. He oversaw the AV setup of the conference and prepared the graphics and visuals for the event, as well as coordinating the photography and videography teams there too. We were able to share our photos in real time with the world, with the hopes of them feeling a part of the event from afar. Additionally, our videography team created an end-of-week highlight video to cap off the event. Again, making the event feel extra special and memorable for the attendees. Ger was unable to attend the village visitation portion of Salt & Light, however the video and photo team were able to capture and document the activities happening there. It was a great experience for us and for the people viewing the content we created.



## HKM TV Programs

### HKM Live Prayer

Every first Thursday of each month we host our HKM Live Prayer, except for the few months during the summer when we are busy with our conferences. Each HKM Live Prayer is coordinated by a pastoral staff member covering a wide range of topics. However, for the months that fall within a special times such as Easter, Pastor Appreciation, and Christmas, we often dedicate our prayer for that occasion. We strongly believe that prayer is an important part of the life of a Christian and we want to continue doing this not only, so we get to join our brothers and sisters online and the opportunity to pray for those in need, but to also demonstrate our commitment to prayer.

### A Moment with the DS

Due to the busy schedule of traveling for ministries, during 2024, the district superintendent was able to complete 2 communication contents for the “A Moment with the DS program”. Both are in the form of sermons. The first one which is #28, titled “Success with Praying Knees” and the second one #29 titled “The things of God Rather than the Things of Men.” This program was purposely created for the DS to communicate what’s on his heart to the church. It is a platform for him to stay connected with people.

### Hmong Christian Talks

During Christmas of 2023, the Hmong Evangelical Churches in Colorado had organized a joint Christmas Celebration. It was held at First United Hmong Alliance Church. The Multimedia Department took the effort to record and edit the program for rebroadcast. We published that in January of 2024. As the theme for 2024 was “Reach Out: community engagement,” the Multimedia assisted in coordinating the CPR discussion series with Dr. Ntxoov Laaj Hawj and the DS to push out the narrative and spark conversation relating to community engagement. We published the series in February, March, and May. During the month of April, it was the initiative of the District Superintendent to bring the widows of our late pastors who had served God through the Hmong District to Colorado for a weekend of fellowship and encouragement. The Multimedia Department took the opportunity to feature them in an interview. It was a unique program that provided a different perspective and encouragement to those who’ve lost their husbands. As Ger and I traveled to Thailand, we had opportunities to interview Kx. Tsaav Ntxawg Muas, the President of Koomhaum Moob Thaib (KMT) regarding Hmong Christianity in Thailand, especially those affiliated with the C&MA of Thailand. We also interviewed Qhua Nkws, who is a church planter in Ban Vinai, the former refugee camp of the Hmong from 1975 to 1992. She evangelizes to the Thai people who live there. We then traveled to Khon Kaen and interviewed Lee Her, one of our missionaries to Thailand. She shared about her work and the impact TEE has had on the students over there. Due to our travel for Salt & Light in Australia and Thailand, we ended the Hmong Christian Talks program with an interview with Xh. & Nxb. Tswv Nao Vang about their local church mission experience done by the youth members of their church.



An Interview with Nkx. Nyaj Tawh Yaj, Nkx. Tawj Kxem Yaj, and Nkx. Zoov Reg Lauj

**HMONG CHRISTIAN TALKS**



## **Preaching Ministry**

The Preaching Ministry was something we began in 2024. The plan was to start with the DEXCOM pastoral members, then with the pastoral staff of the Hmong District, and so on. In the month of January, the DS kicked it off with “The Heart of Leadership”. It was followed by Kx. Tswv Hlau Yaaj, the corporate secretary, who preached on “Seeking and Receiving Eternal Life.” The sermons each month thereafter were:

- Mar – The First Will Be Last and The Last Will Be First – Kx. Nom Xyooj Hawj
- April – Your Rest in God – Kx. Tsaav Moob Yaaj
- May – God Can Do Great Things – Dr. Ntxoov Laaj Hawj
- Aug – The Great Invitation – Kx. Vaam Choj Lis
- Sept – The Fourfold Gospel – Kx. Swm Xeeb Yaaj
- Oct – The Unconditional Love of God – Kx. Xeev Tuam Thoj
- Nov – What Will You Leave Behind – Kx. Tswv Tub Vwj
- Dec – God, The Savior, The Saved, and the Sinner – Xh. Zam Nkaub Tsab

We thank God for each of these pastors who shared what’s on their hearts for the viewers. May God continue to use them to impact His kingdom.

## **Life Matters**

It is the intent of this “Life Matters” program to speak gospel truth to life crises. We know that people both Christian and non-Christian face many challenges in this life. Many times, they don’t know what to do and where to find the answer. We hope that these programs will not only shine light onto their hardships, but also speak the truth from God’s word into their lives. The list below details the programs for 2024.

- Feb – Lub Neej Ib Vuag Nyob Hauv Ntiaj Teb – Xh. Zam Nkaub Tsab
- Mar – Sib Raug Zoo Nrog Vajtswv Tus Tsim Peb thiab Nrog Noobneej Tus Vajtswv Tsim – Kx. Vaam Choj Lis
- April – Lub Neej Ntshaw Luag Tug – Xh. Zam Nkaub Tsab
- Sept – There are Ways out of Darkness – Kx. Tswv Tub Vwj
- Oct – Homphiaj Ntawm Peb Lub Neej Txojisa – Xh. Zam Nkaub Tsab
- Nov – Your Life Matters (Suicide is not the answer) – Dr. Ntxoov Laaj Hawj
- Dec – Ua Neej Nrog Kev Cibnyeej – Xh. Zam Nkaub Tsab

## **Special Program**

Two of our special programs for 2024 were hosted by the Alliance Women Ministries of the Hmong District. The special programs are for the months that have a fifth Thursday. Sometimes, we create special programs for special occasions such as Mother’s Day, Father’s Day, Valentines, Easter, and Christmas.

- Feb – AWM Ministry Update
- Oct – An AWM Special

## **Sr. Bible Study with Maiv**

It is the desire of Maiv to lead the seniors in bible study through this program. Her focus is on Psalm 92:12 “Laug Lawm Los Tseem Txiv Taug Txiv.” We thank Maiv for her dedication to reach the senior population and encourage them to continue walking faithful with God. During 2024 Maiv was able to record a series of nine bible studies. May God continue to lead Maiv as she continues to impact this population for God’s kingdom.

## LOOKING AHEAD: 2025 AND BEYOND

2025 has many important tasks that need to be done. Prior to the 46th Hmong District Annual Conference and the 75 Year Celebration of the Gospel to the Hmong in Laos, Ger and I plan to complete the documentary and publish it in a short series form at the Annual Conference and afterwards. Many photos and videos still need to be sorted through and digitized. A lot of B-roll footage and interviews need to be edited and organized for the final edit. Voice narration, graphics, intro and outro credits, music, and other visual designs are still works in progress. Additionally, Ger and I will also be planning the kick-off program for the conference/celebration. We are thankful that we have a dedicated team working closely with us to make this happen. Ger is also composing a theme song for the celebration. We've titled it: "Vajtswv Hlub Hmoob." The song will be performed live at the celebration as part of the kick-off program.

Furthermore, we want to update that in consultation with the DS, we have decided to postpone the contemporary hymnal project until further notice. We understand the magnitude of this project as it will take a lot of time and resources in order to see it completed. However, we will continue the hymnal song project for new believers and elders until it has come to completion.

Going forward, we'll be partnering with AWM to feature selected songs from their album and make music videos for them. The goal is to continue promoting Hmong Christian music to continue impacting believers and nonbelievers through musical arts.

Lastly, we'll continue the discussion for a possible bible app and audio bible. This is not going to be easy, but it is not impossible with God. Please keep us in your prayer for these important future projects.

## CONCLUSION

As an organization, the business operations, ministries, communication, and conferences of the Hmong District rely heavily on the technologies it has at its disposal. Knowing how to effectively deploy these technologies for maximum impact depends on the human capital it has. To do all the things we're doing, from running weekly television programming, graphic and web design and management, social media management, digital assets management, IT, Network, and other AV functions of our events and conferences, it is not possible for a team of two people. We ask for your grace and patience when things are going slower than they should or get delayed. We thank you for your understanding and continuous prayer for us.

Over the course of the last 6 years, the Hmong District has been able to effectively connect with our churches, pastors, leaders, members and Hmong Christians worldwide because of our active utilization of technologies and our engagement in the online spaces. Our online presence has made it possible for a lot of people to connect with us. By no means are we worshiping technology as an idol. Rather, we worship God, the Creator, who fashioned garments for Adam and Eve, instructed Noah to build the ark, and gave Solomon the plans for the Temple. He is not surprised by innovation. When technology is used for His purposes and glory, it becomes a tool. And we intend to use this tool.





PAAJLUG 9, 10

tuabneeg kws raug nwg ntxag ntawd tsi  
 paub tas cov kws moog huv tug quaspui  
 ntawd tsev puavleej tuag taag lawm, hab  
 cov kws moog rua huv nwg tsev lawm,  
 yog cov kws nyob huv tubtuag teb qhov  
 kws tub tshaajplawg.

**10** Xalumoos Tej Paajlug

1 Tej nuav yog Xalumoos tej paajlug:  
 Tug tub kws muaj tswvvyim ua  
 rua leejtxiv zoosab, tabsis tug tub kws  
 ruag coj kev txuag kws tau lug ntawm kev tsi

2 Tej nyajtxag kws tau lug ntawm kev tsi  
 ncaajnceeg, yeej tsi muaj nujnqes dlaabtsi,  
 tabsis txuj kev ncaajnceeg yuav cawm  
 tau koj txuj.

3 Tug Tswv yuav tsi ca cov tuabneeg  
 ncaajnceeg tshaib nqhes, tabsis Nwg yuav  
 tsi pub cov tuabneeg phem tau tej kws  
 puab ntshaw.

4 Kev tubnkeeg yuav ua rua koj pluag,  
 tabsis kev nquag yuav ua rua koj npluanuj,  
 5 Tug kws muaj tswvvyim, nwg sau  
 qoobloo rua thaus tej qoob sav, tabsis  
 tug kws pw thaus lub caij sau qoob, yuav  
 poob ntsejmuag.

6 Tug tuabneeg ncaajnceeg yuav tau txais  
 koobmoov, tabsis tug tuabneeg sabphem tej  
 lug yeej zais ntshis txuj kev uanruj uatsiv.

7 Luas yuav ncuntsoov tej tuabneeg  
 sabzoo tseg ca ua koobmoov, tabsis cov  
 tuabneeg sabphem lub koob lub npe yuav  
 lwj taag.

8 Tug tuabneeg muaj tswvvyim khaws luas  
 tej lug qhuabntuag, tabsis tug tuabneeg kws  
 has tej lug ruam-ruam yuav raug puamtsuaj.

9 Tug tuabneeg ncaaj yeej ua neej tsosab  
 lug, tabsis tug tuabneeg nkaus suavdlawg  
 yeej yuav paub xwb.

10 Tug kws zais qhov tseeb yog ua kuas  
 muaj kev kubntxhuv, tabsis tug kws ntuag  
 luas taabmeeg, yog yuav ua kuas muaj  
 kev sis humxeeb.

11 Lub  
 12 Yog koj muaj tswvvyim,  
 13 Kev fwm tug Tswv, yog lub hauvpaug  
 14 Kev fwm tug Tswv, yog lub hauvpaug  
 15 Kev fwm tug Tswv, yog lub hauvpaug





**REV. TOU D. VUE  
(KX. TSWV TUB VWJ)**

**The Hmong Study Bible  
Translator**

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

## INTRODUCTION

God is abounding in grace, mercy, and wisdom. Since the beginning of the Hmong Study Bible project in October 2021, the work has continued at a healthy pace and remains on schedule, despite a few team changes and an updated completion timeline. In June 2024, Rev. Nou Houa Moua resigned from his role as the Blue Hmong Adaptation. Although DEXCOM appointed a new individual to fill this position, the consultant advised postponing the addition of the new team member until Rev. Wang Chao Lee and I complete the current review process. Additionally, the consultant extended the final stage of the project, moving the anticipated completion date from 2027 to 2028. This extension provides me with the necessary time to finish translating notes for key portions of the Bible.

These two adjustments represent the most significant developments in 2024. Aside from these changes, I continue to thank God for His provision and guidance every step of the way.

I want to extend my thanks to the team—Dr. Daniel See, Omea Thao (Nkx. Tswv Txos Thoj), Dr. Lantzia Thao, Rev. Wang Chao Lee, and Rev. Nou Houa Moua—for their dedication and insight throughout this translation process. Their knowledge and wisdom have enriched the Hmong language component of the translation.

I want to express my gratitude to my wife and children for their patience and support throughout this project. Their prayers and encouragement have kept me going, and both have meant the world to me.

I want to thank each and every one of you for your prayers, advice, financial giving, and support for this project. Thank you to those who have offered suggestions as well. May God bless you richly.

# LOOKING BACK: 2024 (JULY 2024 TO APRIL 2025)



## Major Accomplishments

1. Held Zoom meetings with the project consultant in January, February, March, April, and May to review the books of Galatians, Ephesians, Philippians, Colossians, 1 & 2 Thessalonians.
2. Had one consultation session with Dr. Daniel See and Rev. Wang Chao Lee on April 15-26, 2024 to review the books of Luke and Acts.
3. A total of one thousand copies of the first trial edition of the books of Luke and Acts were printed. Seven hundred copies have been sent to The Hmong District in Thornton, CO on April 27, 2025 and three hundred copies were sent to the Hmong District of Thailand for storage in March 2025 for future distribution.
4. Finished the translation of the notes to the Old Testament books of Leviticus, Numbers, Deuteronomy, Joshua, Judges, Ruth, 1 & 2 Samuel, 1 & 2 Kings, 1 & 2 Chronicles, Ezra, Nehemiah, and Esther.
5. Met with Rev. Wang Chao Lee the last Wednesday of every month to do a review on the notes of the books in the Old Testament that have been translated.
6. Interviewed Dr. Daniel See on HKM-TV's "Ministry Moments" to discuss why there's a need for a Hmong Study Bible.
7. Met with Rev. Nou Houa Moua on Zoom in January and May to go over the Blue Hmong adaptation of the translation.
8. Met with Dr. Daniel See and the Typesetter team to go over the printing of the first trial edition of Luke and Acts.
9. Designed the cover for the first trial edition.
10. Wrote three articles on the progress of the project for United Bible Society to share with donors.



## Other Ministries Involved at the Hmong District

1. Helped with HKM-TV's Live Prayer once a month with worship and prayers.
2. Taught for HKM-TV's Life Matters two times.
3. Gave a sermon for HKM-TV's preaching program.
4. Led worship for the New Pastor Orientation in March 2024.
5. Installed Pastor Pao Doua Xiong (Xh. Ntxoov Nruas Xyooj) to Akron Hmong Alliance Church in Akron, OH on March 24, 2024.
6. Installed Rev. Touhoua Yang (Kx. Ntxoov Huas Yaaj) and Pastor Souk Vang (Xf.

Souk Vaaj) to Tulsa Hmong Alliance Church in Tulsa, OK on March 31, 2024.

7. Installed Pastor Revelation Lee (Xf. Tshwmsim Lis) to New Life Hmong Alliance Church in Milwaukee, WI on July 21, 2024.
8. Led worship for the HDAOM leaders' meeting at the Hmong District office.
9. Met with the 75 Year Celebration Opening Leadership Team to plan for the opening service for the Hmong District 46th Annual Conference twice through Zoom.
10. Taught New Testament Survey for Hmong Christian Institute's MSP class.

## LOOKING AHEAD: 2025 AND BEYOND

1. To continue the translation of the notes, beginning with the book of Job to the end of the Old Testament.
2. To meet with the team and the consultant to finish the review for the books of First Timothy to Revelation in the New Testament and all the books in the Old Testament.
3. To have two consultation sessions each year with the Consultant at the Hmong District office in Thornton, CO and/or in Chaing Mai, Thailand until the project is complete.
4. To finalize the review of the book of Hebrews and Revelation and send both out for print and distribution.
5. To continue to have zoom meetings with Rev. Wang Chao Lee and Dr. Daniel See for review sessions.
6. To continue meeting with Rev. Wang Chao Lee once a month to review the translation.
7. To continue to revising the translation as suggested by the proofreaders.
8. To gather the surveys from the readers of the trial editions and make improvement to the translation.
9. To help carry out other ministry assignments assigned by the District Superintendent and/or District Staff.

## CONCLUSION

The Hmong Study Bible project is an endeavor created to assist people, especially the Hmong community around the world. Its intent is to grow believers in their knowledge and understanding of Scripture. Our prayer is that this resource would lead readers to seeking an even deeper personal relationship with Jesus Christ. As we continue moving toward completion of this project, we ask for your continual prayers and support.

Thank you!



# **FINANCE DEPARTMENT**



**MAY HER  
(MAIV HAWJ)**

**Finance Department**

## INTRODUCTION

*“You will be enriched in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God. This service that you perform is not only supplying the needs of the Lord’s people but is also overflowing in many expressions of thanks to God.”*

*2 Corinthians 9:11-12*

The heart of the Finance Department of the Hmong District is to provide a way for Hmong Christians to worship God and receive His blessing through faithful and joyful giving. This department provides operational support and offers financial resources in support of Hmong District ministries.

*Giving is an Act of Worship.* It begins with the realization that “From Him and through Him and to Him are all things, to Him be the glory both now and to the day of eternity.” (Rom. 11:35,36)

*Giving is Dependent on the Power of the Holy Spirit.* It is an attitude that allows us to give all that we are, all that we have, and all everything we possess to provide greater glory to God.

# LOOKING BACK: 2024

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

## Operating Fund:

To God be the glory, in 2024, the Lord has blessed Hmong District with the total Operating Fund as following:

Revenues	Amount
Total Local Church 10%	\$1,381,903.36
Total District Support	\$10,361
Total Hymnal Fee	\$11,525
Total Bible Fee	\$12,815
Total General Revenue	\$13,613
Total CLA	\$71,310.22
Total Church Ministry	\$25,295.78
Total Conference Income	\$309,769.22
Total Media	\$1,618.39
Total Other Revenues	\$48,675.08
<b>Total Revenues</b>	<b>\$2,077,390.49</b>

## 10% of Local Churches 2024:

Accounts	YTD Actual (This Year) 2024	YTD Budget (This Year)	YTD Over Budget 2024 (This Year)	YTD Actual (Last Year) 2023	Over (Under) Last Year
Total Local Church 10%	\$1,381,903.36	\$1,222,112.00	+\$159,791.36	\$1,228,747.32	+\$153,156.04



There were 20 churches that donated more than \$20,000 in 2024.

	State, City	Church	Amount
1	MN, MAPLEWOOD	St. Paul Hmong Alliance Church	83,522.88
2	GA, AUBURN	Hmong New Hope Alliance Church	63,935.37
3	CA, ELK GROVE	Sacramento Hmong Alliance Church	62,537.24
4	MN, MAPLEWOOD	Hmong American Alliance Church	55,414.70
5	WI, WAUWATOSA	Grace Hmong Alliance Church	53,640.48
6	CA STOCKTON	Hmong C&MA Church of Stockton	53,191.92
7	MN, COON RAPIDS	Hmong Alliance Church	50,220.45
8	KS, OLATHE	First Hmong Alliance Church	38,568.41
9	WI, WAUSAU	First Hmong Missionary Alliance Church	31,671.79
10	CO, WESTMINSTER	Denver Hmong Alliance Church	29,450.95
11	CA, FRESNO	Agape Alliance Church	26,932.39
12	NC, HICKORY	True Life Church of C&MA	26,676.34
13	GA, JEFFERSON	Victory Hmong Alliance Church	25,824.23
14	AK, ANCHORAGE	Grace Alliance Church of the C&MA	25,772.16
15	CA, OROVILLE	Oroville Hmong Alliance Church	24,853.00
16	WI, APPLETON	Living Stone Alliance Church	24,747.89
17	MI, WARREN	Warren Hmong Alliance Church	24,297.96
18	MI, WATERFORD	Pontiac Hmong Alliance Church	24,150.34
19	PA, LEOLA	Hmong Alliance Church	24,021.82
20	CA, SACRAMENTO	Hmong Family Community Alliance Church	22,194.45

Let us praise God for the blessings we received from the 10% that flowed through our local churches in the last 5 years. Total giving over that time period: \$5,977,850.16. Praise the Lord!

There are 16 churches that gave more than \$100,000 in the 5 years:

	State, City	Church	Amount
1	MN, MAPLEWOOD	St. Paul Hmong Alliance Church	\$440,292.58
2	MN, MAPLEWOOD	Hmong American Alliance Church	\$305,414.62
3	GA, AUBURN	Hmong New Hope Alliance Church	\$264,920.79
4	CA, ELK GROVE	Sacramento Hmong Alliance Church	\$259,948.30
5	WI, WAUWATOSA	Grace Hmong Alliance Church	\$251,970.31
6	MN, COON RAPIDS	Hmong Alliance Church	\$203,516.19
7	KS, OLATHE	First Hmong Alliance Church	\$167,575.26
8	CO, WESTMISTER	Denver Hmong Alliance Church	\$147,878.54
9	MI, WARREN	Warren Hmong Alliance Church	\$142,202.26
10	WI, WAUSAU	First Hmong Missionary Alliance Church	\$122,878.11
11	CA, STOCKTON	Hmong C&MA Church of Stockton	\$121,786.46
12	PA, LEOLA	Hmong Alliance Church	\$118,757.95
13	NC, HICKORY	True Life Church of C&MA	\$111,480.52
14	WI, APPLETON	Living Stone Alliance Church	\$106,032.50
15	MI, WATERFORD	Pontiac Hmong Alliance Church	\$104,387.12
16	CA, SACRAMENTO	Hmong Family Community Alliance Ch.	\$102,525.56

### **Restricted Fund:**

Total Revenues of Temporary Restricted Fund in 2024 is \$185,538.53.

Temporary Restricted	Amount
Total Overseas	\$37,103.00
Total Domestic	\$35,498.47
Total Custodial	\$112,937.06
Total Temporary Restricted	\$185,538.53
Total Permanent Restricted	\$846.84

### **Protective Benefit Plan (Nyaj Foobxaab):**

The total contributions received for the Protective Benefit Plan in the year 2025 amounted to \$16,431.77. This total includes \$14,604.33 from local church contributions and \$1,827.44 earned through interest. 18 churches participated in this.

The ending balance of the Protective Benefit plan as of December 31, 2024: \$105,119.86.

In the past 9 years, 97 churches participated in this fund, but there has been inconsistency. A total of 27 churches have contributed over \$1,000.00 in the span of 9 years.



Churches that contributed over \$1,000.00 in the span of 9 years:

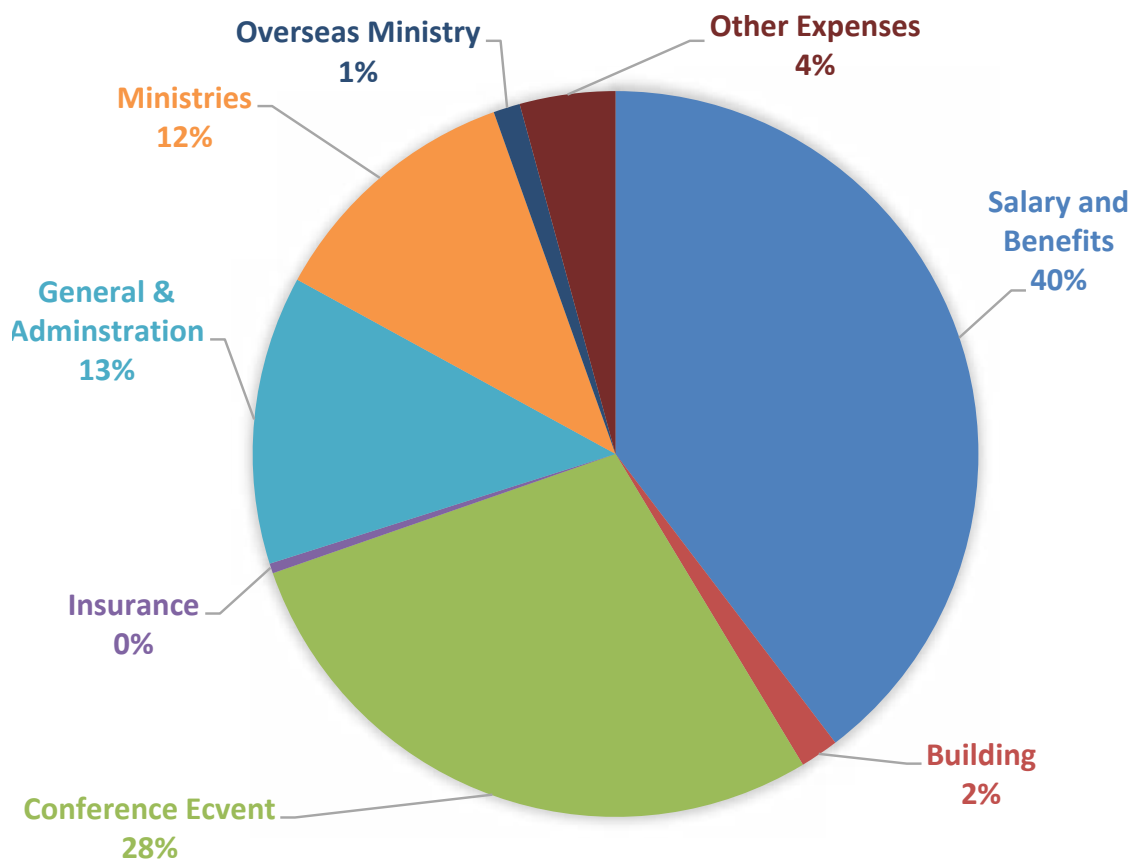
State, City	Church	Amount
GA, Auburn	Hmong New Hope Alliance Church	\$7,142.64
CA, Elk Grove	Sacramento Hmong Alliance Church	\$7,074.31
WI, Wauwatosa	Grace Hmong Alliance Church	\$6,654.01
MN, Maplewood	Hmong American Alliance Church	\$6,322.00
WI, Wausau	First Hmong Missionary Alliance Church	\$6,279.65
WI, Appleton	Living Stone Alliance Church	\$5,600.00
CA, Modesto	Central Grace Hmong Alliance Church	\$4,996.92
CA, Sacramento	Hmong Family Community Alliance Ch.	\$4,616.65
CO, Westminster	Denver Hmong Alliance Church	\$3,566.80
NC, Charlotte	Charlotte Hmong Alliance Church	\$3,024.00
KS, Olathe	First Hmong Alliance Church	\$2,821.06
MN, Coon Rapids	Hmong Alliance Church	\$2,620.00
FL, Plant City	Sunshine Hmong Alliance Church	\$2,619.05
WI, Milwaukee	Legacy Hmong Christian Alliance	\$2,113.65
MN, Maplewood	Twin Cities Hmong Alliance Church	\$1,987.61
MI, Waterford	Pontiac Hmong Alliance Church	\$1,785.25
MN, Coon Rapids	Alliance Bible Church	\$1,738.51
RI, Providence	Providence Hmong Church of the C&MA	\$1,690.83
AK, Anchorage	Grace Alliance Church of the C&MA	\$1,573.00
OK, Tulsa	Tulsa Hmong Alliance Church	\$1,482.01
MN, Walnut Grove	Agape Hmong Alliance Church	\$1,337.00
CA, Stock	Hmong C&MA Church of Stockton	\$1,241.45
WI, Green Bay	Green Bay Hmong Alliance Church	\$1,200.00
OR, Portland	Gospel Hmong Alliance Church	\$1,113.00
CA, Fresno	Agape Alliance Church	\$1,085.55
MI, Warren	Warren Hmong Alliance Church	\$1,078.70
CA, Oroville	Oroville Hmong Alliance Church	\$1,067.20

## Operating Expenses:

Total operating expenses of 2024: \$2,301,013.37.

See breakdown:

- Salary and Benefits: \$912,190.31
- Building: \$39,597.10
- Conference Events: \$651,323.40
- Insurance: \$10,161.88
- General and Administration: \$295,960.47
- Ministries \$266,448.91
- Overseas Ministry \$27,357.11
- Other Expenses \$97,974.19



## Restricted Expenses:

Temporary Restricted	Amount
Total Overseas	\$8,184.80
Total Domestic	\$37,960.56
Total Custodial	\$48,703.06
Total Temporary Restricted	\$94,848.42
Total Permanent Restricted	\$0.00

## Summary of Cash Flow in the Year 2024

Total Operation Revenues	\$2,077,390.49
Total Temporary Revenue	\$185,538.53
Total Temporary Revenue	\$846.84
Totals Cash Flow In, 2024	\$2,263,775.86

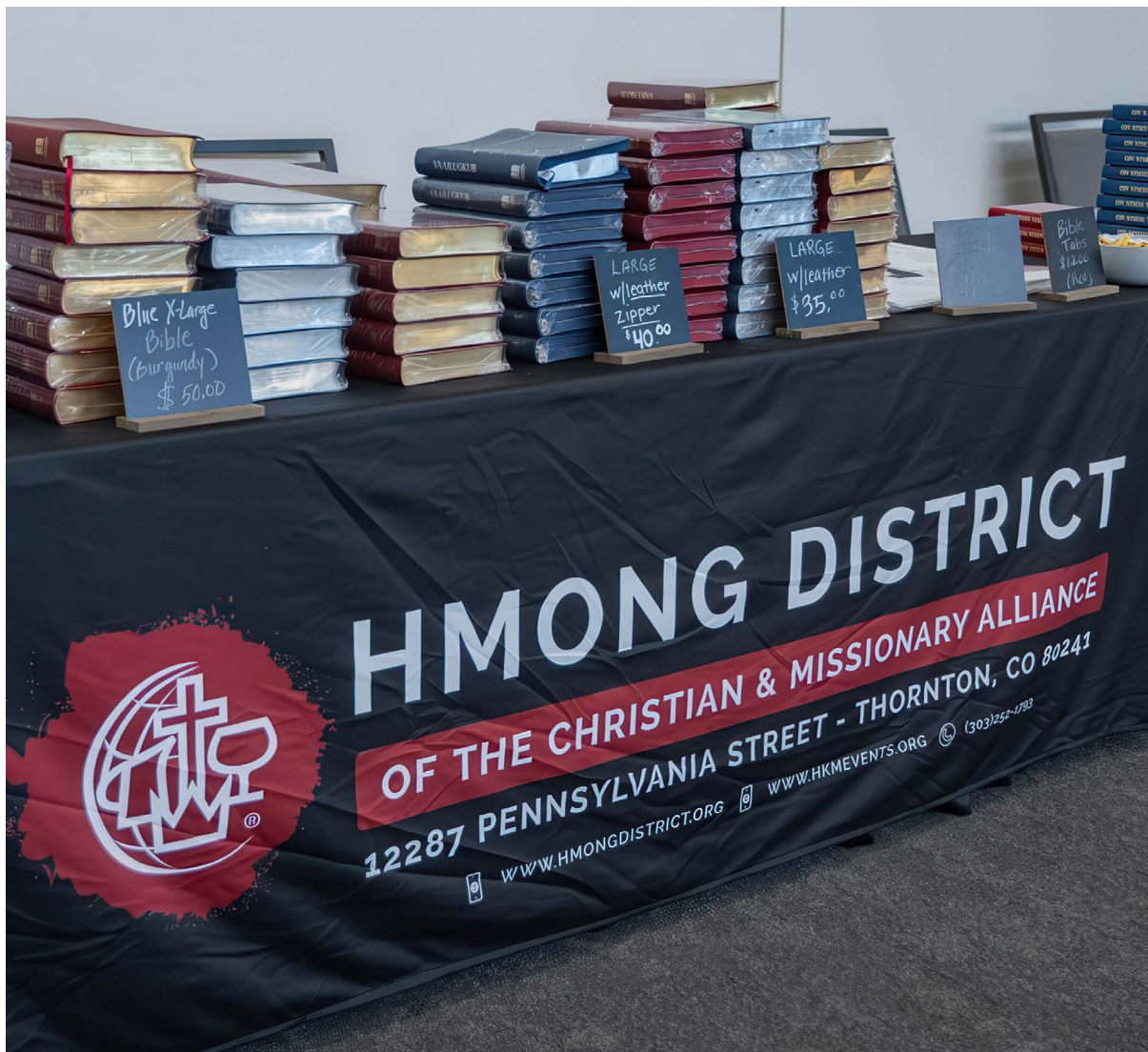
Total Operation Expenses	\$2,301,013.37
Total Temporary Expenses	\$94,848.42
Totals Cash Flow Out, 2024	\$2,395,861.79
Net Totals of The Cash Flow In, 2024	-\$132,085.93

- Current Assets: \$1,782,275.70
- Total Fixed Assets: \$914,181.67
  - Total Assets: \$2,696,457.37
- Current Liabilities: \$342,041.25
- Total Fund Principal and Current Year Revenue/Expense: \$1,584,722.45
- Total Restricted Funds: \$769,693.67
  - Total Assets: \$2,696,457.37

## CONCLUSION

Praise God for His guidance over our Hmong people to walk in His will. May the Holy Spirit establish in us a strong foundation for joyful and generous giving. I am truly grateful to everyone who opened their hearts and gave faithfully this past year. The figures above reflect your obedience and commitment. I believe our Lord is pleased when we honor Him through faithful giving.

*“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









**DR. ETHAN YANG  
(DR. XEEM NTXHW YAAJ)**

**Alliance Men Director**

**Vision:**

To be Christ-centered men for God's glory and purpose.

**Theme:**

"Dead to Sin, Alive in Christ" – Romans 6:1–14

**Leadership Team:**

Xeem Ntxhw Yaaj, Director  
Tshuaj Kaus Vaaj, Secretary  
Vaam Tibtus Xyooj, Treasurer  
Nom Txawj Thoj, Member  
Ntxoov Xaab Vaaj, Member  
Txawj Ntaj Xyooj, Member  
Kx. Tswv Txos Thoj, Advisor  
Kx. Tswv Hlau Yaaj, Advisor



# INTRODUCTION

## A Message from the Leadership Team

As we reflect on the past year, we give thanks to God for His faithfulness and the continued growth and impact of The Alliance Men Ministry. In 2024-2025, our focus remained clear: to strengthen relationships with local men's ministries, reignite spiritual passion among men, and walk alongside churches in cultivating God-honoring male leadership.

Through prayer, fellowship, and intentional outreach, we have seen God move in the lives of men across many regions. As we move into 2025, we embrace our God-given theme, "Dead to Sin, Alive in Christ", taken from Romans 6:1-14. This call is timely and urgent.

## LOOKING BACK: 2024

### Highlights & Ministry Focus

#### Strengthening Local Connections

Our leadership team made it a top priority to personally visit local churches, meet with men's ministry leaders, and build deeper relationships that foster accountability, encouragement, and growth. Building strong relationships allows us to experience the strength and wisdom that come from unity. In Christian fellowship, these connections become a reflection of Christ's love—where we grow together, carry one another's burdens, and pursue godliness in community. True spiritual growth happens not in isolation, but in faithful relationships with others. These visits continue to be the heartbeat of our ministry efforts.

#### Men's Fellowship

Men's fellowship is vital in the life of the Church. In a world that often isolates and distracts, Christian fellowship provides a space where men can come together to encourage one another, grow spiritually, and build strong, Christ-centered relationships. It is within these gatherings that men are sharpened—challenged to lead with integrity, love their families faithfully, and walk boldly in their faith.

Through fellowship, men find accountability, brotherhood, and a deeper understanding of their God-given purpose. As Proverbs 27:17 says, "As iron sharpens iron, so one man sharpens another." When men unite in prayer, study, and service, they strengthen not only each other, but also their families, churches, and communities for the glory of God.



In 2024, the Alliance Men Ministry hosted two Valentine's events, one on Sacramento, CA with over 350 attendees and the other in St. Paul, MN with over 500 attendees. In 2024, the



Alliance Men's retreat in Georgia brought together over 150 men for a weekend of worship, fellowship, teaching, and prayer. In 2025, the retreat in California brought over 160 men together to be challenged to let go of their sinful past and to be alive in Christ. The Alliance Men has plans to host a retreat in Wisconsin in May 2025 and will be going to Alaska to lead a retreat in June 2025. The retreats serve as a powerful time of spiritual renewal and a reminder of our identity and purpose in Christ.

Here is feedback we received from the California retreat:

*"I need this and made my belief and stronger."*

*"I came into this retreat not expecting much, but I really enjoyed the fellowship. Getting to know the dads, elders, and spending time with fellow men was great. I really like the sermons and devotions."*

*"Inspired me to be a better Christian man."*

*"First time but overall I did learn a lot and be a better txiv tsev."*

*"I came here just a simple person. The whole entire time while I was here I felt God's presence. Not knowing what could or will happen, I believe God is directing me in the righteous path of his."*

*"God was able to use the event and speakers to speak into me."*

*"It changed my life."*



### **Online Engagement**

We continued to reach men beyond the church walls by hosting monthly virtual prayer sessions, meetings, and conferences. These online touchpoints have been especially impactful for those who are seeking connection and spiritual direction in their everyday lives.

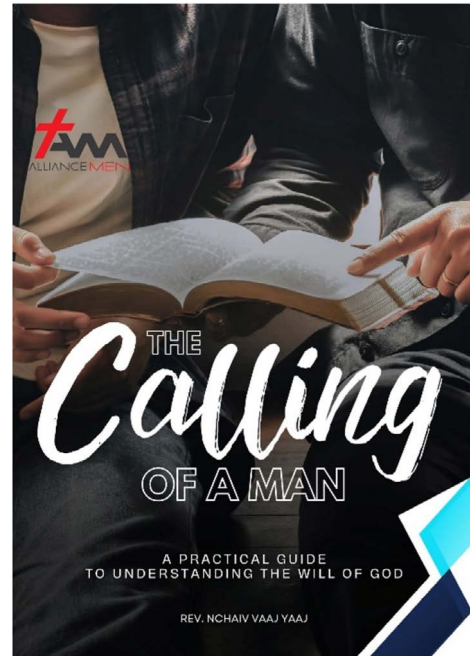




## Learning Resource

In response to a growing spiritual need identified through church visitations, The Alliance Men Ministry has developed a new learning curriculum for Christian men: The Calling of a Man. Commissioned and written by Rev. Nchaiv Vaaj Yaaj, this resource speaks directly to the heart of the modern man offering biblical wisdom, practical insight, and spiritual direction for navigating today's challenges.

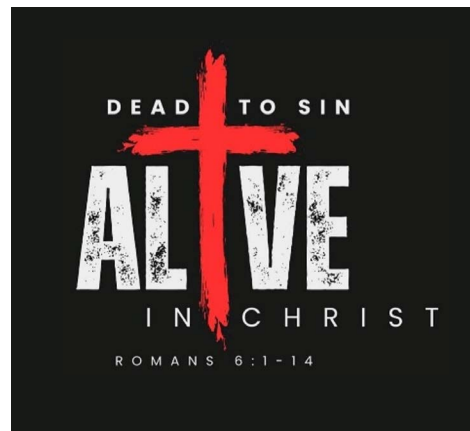
The Calling of a Man is designed to foster spiritual growth, deepen a man's understanding of his God-given role, and help him live with purpose, conviction, and integrity. Rooted in Scripture and tailored to real-life issues, this curriculum invites men to rise above cultural pressures and rediscover their identity as leaders, husbands, fathers, and servants of Christ. Whether used in small groups, men's ministries, or personal study, this resource is a tool to equip men for the calling God has placed on their lives.



## Theme for 2025: “Dead to Sin, Alive in Christ”

Romans 6:1–14 reminds us that we are no longer slaves to sin, but made alive through Jesus Christ. As our leadership team discerned the spiritual temperature of our churches, we noticed a concerning drift—a growing number of men prioritizing worldly things over their walk with Christ.

This year's theme is not just a slogan—it's a call to repentance and renewal. It's a challenge to every man to let go of the old self and step fully into the life Christ offers. We believe that when men are truly alive in Christ, their families, churches, and communities will flourish.



## The Importance of Leadership

We believe that strong, Christ-centered leadership within the local church is essential for a thriving men's ministry. When leaders are equipped, encouraged, and grounded in God's Word, they become catalysts for change and spiritual growth in their congregations.

To support this, The Alliance Men Ministry will continue to prioritize leadership development in 2025. Our annual conference will include focused sessions on biblical leadership, mentorship, and discipleship strategies to empower local leaders in their unique callings.

## 2024-2025 At a Glance

### Leadership Team Meetings

- May 21, 2024 – zoom
- August 11, 2024 – zoom
- September 8, 2024 – zoom
- September 30, 2024 – zoom
- November 5, 2024 – zoom
- November 22, 2024 – zoom
- December 19, 2024 – zoom
- January 7, 2025 – zoom
- February 10, 2025 – zoom
- March 9, 2025 – zoom
- April 13, 2025 – zoom

### Area Zoom Meetings

- March 2, 2025 - Leaders from the local churches in MN

### Zoom Conference (Christ-Centered Men)

- March 30, 2025 - Open to all men

### Prayer Meetings

- Date: Third Sunday of every month - zoom

### Special Events

- Georgia Retreat  
Date: October 25-27, 2024  
Location: Timber Lake Retreat Center, Forsyth, GA
- Fishing Trip with Hmong Christian Alliance Church  
Date: March 22, 2025  
Location: St. Petersburg, FL
- California Retreat  
Date: April 4-6, 2025  
Location: Old Oak Ranch, Sonoma, CA
- Wisconsin Retreat  
Date: May 16-18, 2025  
Location: Spencer Lake Christian Center, Waupaca, WI
- Alaska Church Retreat/Visitation  
Date: May 30-June 1, 2025  
Location: Anchorage, AK

## Videos

The Alliance Men had the opportunity to create three promotional videos - one for each of the retreats, a recap video of the Georgia retreat, a recap of the California retreat and 3 supporting videos from the District Superintendent. The Alliance Men understand that social media possesses significant power and reach, impacting various aspects of modern life. The leadership team will continue to leverage technology to reach a broader audience.

## Church Visitations/Events

These were all churches and events the Alliance Men leadership team had the opportunities to visit, fellowship, and share the Alliance Men vision:

- July 19, 2024 - Hmong C&MA Church of Stockton, Stockton, CA
- July 27, 2024 - Agape Hmong Alliance Church, Walnut Grove, MN
- July 28, 2024 - Hmong Alliance Church, Des Moines, IA
- August 3, 2024 - Hmong Christian Alliance Church, Winder, GA
- August 4, 2024 - Victory Hmong Alliance Church, Hoschton, GA
- August 18, 2024 - Hmong New Hope Alliance Church, Auburn, GA; Cross & Crown Alliance Church, Oshkosh, WI; First Hmong Missionary Alliance Church, Wausau, WI
- August 24, 2024 - Leola Hmong Alliance Church, Leola, PA
- August 25, 2024 - Providence Hmong Alliance Church, Providence, RI and Hmong Christian Fellowship of C&MA, Fitchburg, MA
- September 8, 2024 - Clearwater Hmong Alliance Church, St. Petersburg, FL
- September 15, 2024 - Mid Florida Hmong Alliance Church of C&MA, Wauchula, FL
- September 22, 2024 - Central Florida Alliance Church, Clermont, FL
- September 29, 2024 - Hmong Menomonie Alliance Church, Menomonie, WI
- October 5, 2024 - Victory Alliance Church, Marysville, CA
- October 6, 2024 - Sacramento Hmong Alliance Church, Elk Grove, CA and Cross & Crown Alliance Church, Oshkosh, WI
- October 10, 2024 - Zoom call with the men at Gospel City Church, Sacramento, CA
- October 20, 2024 - Yuba-Sutter Hmong Alliance Church, Yuba City, CA
- October 29, 2024 - Meal and fellowship time with the men ministry board from Sunshine Hmong Alliance Church, Plant City, FL
- November 10, 2024 - Alliance Church of Merced, Merced, CA
- November 17, 2024 - Central Grace Hmong Alliance Church, Modesto, CA
- January 26, 2025 - First Hmong Alliance Church, Aurora, IL
- February 23, 2025 - St. Paul Hmong Alliance Church, St. Paul, MN
- March 15, 2025 - Joint workshop on “Bridging the Generation Gap” at Alliance Church of Merced with Hmong Family Community Alliance Church
- March 16, 2025 - Green Bay Hmong Alliance Church, Green Bay, WI

## Benevolence

- January 2025 - AM attended the funeral for Kx. Num Nyaj Hawj and provided a love donation.

## Merchandise

The Alliance Men was able to produce merchandise for rebranding and promotion of the Alliance Men Ministry. The merchandise were available at the retreats and the annual conference. Merchandise includes the following:

### Hats

- Hoodies
- Polo shirts
- Ties
- T-shirts
- Wind breaker face masks
- Pens
- Notebooks

# 2024-2025 FINANCIAL REPORT

Statement of Financial Position - As of 3/31/2025

## ASSETS

Cash and Bank Accounts

<u>Alliance Men XX5788</u>	<u>22,654.60</u>
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TOTAL Cash and Bank Accounts	22,654.60
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Other Assets

Retractable Banners (3 items)	456.75
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<u>Square Reader-Reader for contactless and c...</u>	<u>58.99</u>
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<u>TOTAL Other Assets</u>	<u>515.74</u>
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<u>TOTAL ASSETS</u>	<u>23,170.34</u>
---------------------	------------------

<u>LIABILITIES</u>	<u>0.00</u>
--------------------	-------------

<b>OVERALL TOTAL</b>	<b>23,170.34</b>
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## Income by Category

### 8/1/2024 through 3/31/2025

Category	8/1/2024 - 12/31/2024	1/1/2025 - 3/31/2025	OVERALL TOTAL
<b>INCOME</b>			
<b>GENERAL FUND</b>			
Carry Over Balance	\$23,593.34	\$0.00	\$23,593.34
Contribution from Local AM church	\$2,069.74	\$2,149.36	\$4,219.10
Donations (Nya j sab dawb)	\$592.78	\$3,046.65	\$3,639.43
HD Support for Alliance Men	\$0.00	\$10,000.00	\$10,000.00
Merchandise Sales	\$6,021.71	\$776.39	\$6,798.10
Other Inc-Other Income	\$32.89	\$0.00	\$32.89
Area 2 Men's Retreat CA	\$0.00	\$26,627.44	\$26,627.44
Area 9 Men's Retreat GA	\$14,546.72	\$0.00	\$14,546.72
TOTAL Other Inc-Other Income	\$14,579.61	\$26,627.44	\$41,207.05
TOTAL General Fund	\$23,263.84	\$42,599.84	\$65,863.68
Oversea Fund for Vietnam	\$500.00	\$0.00	\$500.00
<b>TOTAL INCOME</b>	<b>\$47,357.18</b>	<b>\$42,599.84</b>	<b>\$89,957.02</b>

We want to thank you for your continued partnership in advancing God's work through The Alliance Men Ministry. Your financial support have helped us reach men across the nation with the life-changing message of Jesus Christ.

We kindly encourage you to continue giving 10% of your yearly budget. Your contributions directly support leadership development, discipleship resources, men's events, and the growth of our ministry in local churches just like yours. Every gift—no matter the size—makes a difference in helping men become strong, godly leaders in their homes, churches, and communities. Together, we are building something eternal. Let's keep pressing forward, shoulder to shoulder, to see men fully alive in Christ and walking in their God-given calling.

## Expense by Category 8/1/2024 through 3/31/2025

Category	8/1/2024 - 12/31/2024	1/1/2025 - 3/31/2025	OVERALL TOTAL
<b>EXPENSES</b>			
<b>ADMINISTRATION</b>			
Office Supplies	\$0.00	\$53.18	\$53.18
Zoom Video Meeting Service	\$17.11	\$51.33	\$68.44
<b>TOTAL ADMINISTRATION</b>	<b>\$17.11</b>	<b>\$104.51</b>	<b>\$121.62</b>
<b>BENEVOLENCES</b>			
Pastor or Prior AM Director Benevolences	\$0.00	\$200.00	\$200.00
<b>TOTAL BENEVOLENCES</b>	<b>\$0.00</b>	<b>\$200.00</b>	<b>\$200.00</b>
<b>MINISTRIES</b>			
Area 2 Men's Retreat CA	\$2,250.00	\$25,153.84	\$27,403.84
Area 9 Men's Retreat GA	\$15,411.08	\$0.00	\$15,411.08
Area Midwest Men's Retreat WI	\$0.00	\$2,437.15	\$2,437.15
Curriculum 2025	\$0.00	\$2,500.00	\$2,500.00
HD Annual Conference	\$1,019.49	\$1,090.15	\$2,109.64
<b>TOTAL MINISTRIES</b>	<b>\$28,026.83</b>	<b>\$38,953.97</b>	<b>\$66,980.80</b>
<b>MEETINGS (IN-PERSON)</b>			
HD Leaders Orientation in Denver	\$1,776.29	\$0.00	\$1,776.29
HD Leaders Visit Churches	\$1,496.30	\$2,405.84	\$3,902.14
<b>TOTAL Meetings (in-person)</b>	<b>\$3,272.59</b>	<b>\$2,405.84</b>	<b>\$5,678.43</b>
<b>PROMOTION &amp; ADVERTISE</b>			
Beanie, Caps & T-shirts	\$6,073.67	\$0.00	\$6,073.67
T-shirts & Hoodies CA Retreat	\$0.00	\$5,366.99	\$5,366.99
<b>TOTAL Promotion &amp; Advertise</b>	<b>\$6,073.67</b>	<b>\$5,366.99</b>	<b>\$11,440.66</b>
<b>TOTAL EXPENSES</b>	<b>\$28,043.94</b>	<b>\$39,258.48</b>	<b>\$67,302.42</b>

## LOOKING AHEAD: 2025 AND BEYOND

In the coming year, The Alliance Men Ministry remains committed to our mission of building up godly men, equipping local leaders, and witnessing lives transformed through the power of Christ. We will continue to invest in relationships with local churches, offering support, resources, and encouragement to help men's ministries grow stronger and more spiritually effective.

Our focus will remain on discipleship and leadership—raising up men who are not only strong in their faith but also courageous in their witness, compassionate in their families, and faithful in their service. Through retreats, leadership conferences, prayer gatherings, and new teaching resources, we aim to create more opportunities for men to encounter Jesus, walk in their calling, and influence the world around them for His glory.

The road ahead may hold challenges, but we move forward with boldness, knowing that the God who calls us is faithful. Together, let's continue to stand firm, link arms, and press on—because when men are transformed, families are strengthened, churches are empowered, and communities are changed.

We're excited for what's to come—and we invite you to be part of it.

## CONCLUSION

### In Gratitude

To every man, pastor, local leader, volunteer, and supporter—thank you. Your dedication and heart for men's ministry have made this year a success. We ask you to continue walking with us in faith as we answer the call to live fully Alive in Christ.









**WINDIE HER  
(N. TXAWJ HAVI HAWJ)**

**Director of  
Alliance Women Ministries**

## INTRODUCTION

I consider it an honor to be in this role for a time such as this. God has been so faithful and good to Alliance Women Ministries. It's been a blessing to witness God's hands in our Alliance Women Ministries, both nationally and throughout our Hmong District churches. I applaud you, our women, for your passion and fervent servanthood.

### **Alliance Women Ministries (AWM) Theme and Verse: Rise Up.**

*"See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland." - Isaiah 43:19*

### **AWM Mission:**

We will be Christ-centered women in this generation and the coming generations for God's purpose and glory.

### **AWM Vision:**

We are to SERVE our family, our church, our community, the Hmong District/C&MA, and the world.

S: Self development  
E: Edify others  
R: Relationship building  
V: Victorious in Christ  
E: Enhance God's Kingdom

## AWM 2024-2025 District Leadership Team (DLT)

Director	N. Txawj Havis Hawj (Windie Her)	Denver, CO
Assistant Director	Nkx. Nus Yaj (Edna Yang)	Appleton, WI
Secretary	N. John Muas (Mary Moua)	Portland, OR
Treasure	Nkx. Nchaiv Vaaj Yaaj (Shannon Yang)	Coon Rapids, MN
Communications	Nkx. Nyiaj Tseeb Lauj (Pa-Chia Lor)	Lompoc, CA
Ex-Officio	Kx. Tswv Txos Thoj (Lantzia Thao)	Denver, CO
Ex-Officio	Nkx. Tswv Txos Thoj (Omee Thao)	Denver, CO
Auditor	Nkx. Xeev Looj Thoj (Sue Thor)	Milwaukee, WI



### Attendance status AWM Groups (Status of Local AWM groups):

- 115 total Hmong Alliance Churches in the Hmong District
- 95 churches currently have Alliance Women Ministries
- 20 churches who currently do not have an AWM.

# LOOKING BACK: 2024

## Annual Conference (June 25-June 30) Sacramento, CA

There was a total of 68 AWM delegates with over 300+ attendees at each of the sessions.

Breakout sessions offered were:

1. Effectual and Fervent Prayer (James 5:17-18)
2. A Peace Offering (Colossians 1:19-20)
3. Being Christ Centered in a Me culture (2 Corinthians 4)
4. Put On the New Self (Colossians 3)
5. Rise-Up: Be Bold (Psalm 138:3)

Our Annual Conference Raffle was a success and raised over \$8,000 for the 75th Anniversary celebration. These funds will be used to sponsor an overseas guest to join and speak to us about what God is doing with Alliance Women Ministries overseas.





## 40-Year Legacy Project

Thank you for your faithfulness! 2024 marked our 3rd year on this project. We set a goal of raising \$10,000 annually for 4 years (\$40,000 total) to lay a foundation and raise up the next generation for God. Because of your generosity, here are a few projects we were able to support:

- We launched our HCI Women's certificate program in the Pacific Northwest. This class/cohort will graduate in 2025.
- We were able to award four \$200 scholarships to encourage and send Hmong ladies to "The Gathering", a conference hosted by Alliance Women, in Columbus, Ohio.

### AW The Gathering

We were blessed to have a group of 20+ ladies represent our Hmong District at the National Alliance Women "The Gathering" Conference June 6-9, 2024, in Columbus, Ohio. Our ladies were amazing and jumped in to help lead, introduce workshop speakers, and enjoy fellowship with other districts.



## 2024 Revivals & Church Visitations

What a blessing it has been to be able to visit and join so many women this year!

### February 2024 Atlanta Georgia Region 2 Revival



### **May 2024 Portland Oregon Region 1 Revival**



### **July 2024 with Anchorage Alaska Alliance Women**



### **September 2024 with Akron Ohio Alliance Women**



### **October 2024 - Denver Colorado Region 3 Revival**





**SALT - AWM Partnership with NextGen Ministry.**

What an amazing experience to see the heart of young people run after God and His work with our Alliance Women Ministries of Thailand sisters. Many lives were touched and saved.



**Digital Footprint**

AWM is leaving a digital footprint, expanding our reach! Join us on social media, Spotify, and take a moment to review our website. You will find encouraging blogs, videos, and many Christ-Centered resources.

**2024 BUDGET**

**AWM Funds:**

2024 Budget	\$68,000.00
2024 Actual Received	\$48,796.17
2024 Actual Expense	-\$38,279.68
2024 Variance	\$10,516.49

# LOOKING AHEAD: 2025 AND BEYOND

■ *Psalms 128:1 “Blessed are all who fear the Lord, who walk in His ways.”*

Praise God for His faithfulness and His sovereignty. His hands are seen in all that has come to pass and all that will be. I am excited to see what the future holds for Alliance Women Ministries.

## CONCLUSION

First and foremost, praise God for all He has done and for all He will continue to do. It is an honor and blessing to be able to serve our Lord and our ladies. This experience has been once in a lifetime, and I am humbled to be able to learn from the best.

To the Hmong District, DEXCOM, and our pastors, thank you for seeing the value of Alliance Women Ministries. Because of your support, our women are flourishing and encouraging each other and the next generation. We need Christ-centered women to raise up our children in His ways and support their spouses to be the leaders that God has called them to be. Women who are on their knees to pray for the present and the future.

Thank you to our amazing DLT team and Kx. and Nkx. Txwv Txos! So blessed that God has brought us together to not only do ministry but do life together with our families. Thank you for your patience, flexibility and perseverance. Most importantly thank you for your humbleness and faithfulness in Christ. I see it evident in all that you do. What a gift it is to serve alongside you and call you my friend.

Thank you to my amazing husband and children who carry this load with me every day. What a blessing to be able to serve with you! Thank you for your encouragement and love, the memories, and your willingness to go on this crazy adventure called life with me.

Thank you to my cheerleading corner. To my parents, my in-laws, my grandpa, my sisters and brothers, my family and my church family. Thank you for all your prayers and encouragement. Thank you for your willingness to jump in to help before I even ask. Thank you for all your love and support.

Thank you to all our ladies within the Hmong District. I am so proud to be able to call you my sisters in Christ and to have this honor of serving you. Thank you for your trust, for all your support and prayers. Thank you for your love for God, we feel it overflow into our lives every day.

Thank you all for your willingness to serve alongside our District Leadership Team. My prayer, our prayer for you is:

■ *“May the Lord bless and protect you: May the Lord’s face radiate with joy because of you. And may He be gracious to you, show you His favor and give you His peace”*  
Numbers 6:25.





# INTRODUCTION

I begin by giving all praise, honor, and glory to God! On behalf of the OTS Board, we are grateful to our incredible donors, churches, and communities for your unwavering support. Your generous contributions have allowed us to lift others up, persevere through challenges, and create lasting, life-changing impacts. Your commitment is a powerful reminder of what we can achieve together through compassion and purpose. I thank God for your faithful partnership and the love you continue to show through your support.

This past year has been a challenging one as OTS has yet to secure a new President after an extensive search process. Despite launching a comprehensive search, OTS faced challenges in identifying a candidate with the right balance of experience, vision, and leadership skills. The Board remains committed to selecting an individual who embodies our values, understands the complexities of humanitarian work, and possesses the ability to navigate an evolving global landscape.

Consequently, this prompted our Board to reconsider the organization's structure and operational strategies. The OTS Board has taken this opportunity to assess the organization's future direction and sustainability. Recognizing the need for long-term sustainability and efficiency, we launched a strategic review of our operations with the guidance of District Superintendent, Dr. Tswv Txos, and the Missions Director, Kx. Swm Xeeb. This process involved evaluating internal structures, financial sustainability, governance models, and resource allocation to ensure the organization can be agile and effective.

The lack of a President has led to a notable decrease in requests for new projects this past year, as partners have understandably been hesitant to submit new requests. Despite this challenge, we continued to receive donations for ongoing projects. The Board took proactive measures to ensure the continuous disbursement of funds for these projects. We provided much-needed humanitarian assistance to our Christian brothers and sisters in Myanmar and sent funding to complete projects in Northern Vietnam.

OTS remains committed to its mission to provide humanitarian assistance to those in need. The restructuring efforts aim not only to address the current leadership gap but also to position the organization for long-term success. By embracing change and refining its operational model, OTS is confident in its ability to continue delivering impactful programs worldwide.

The OTS Board remains optimistic that God will bring renewed energy and strategic direction to the organization.

Joyfully in Christ,



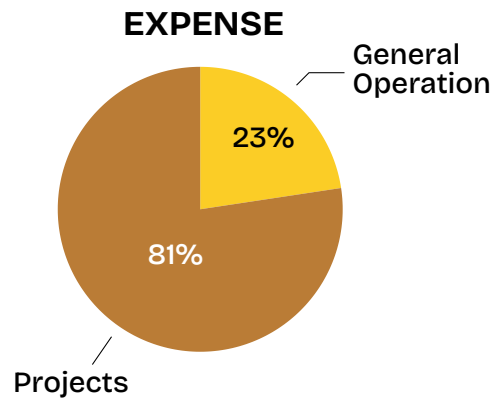
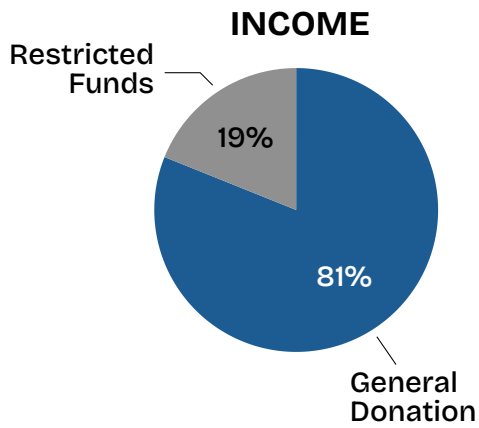
Nyiaj Ntxhw Yaj  
OTS Chairman

# OTS FY2024-2025 FINANCIAL STATEMENT

as of March 31, 2025

Income	\$48,209.00
General Donation	\$39,090
Grants	-
Restricted Funds	\$9,119

Expense	\$24,564.00
Administration	-
General Operation	\$5,555
Projects	\$19,009









# APPENDICES

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# APPENDIX I

## SECRETARY REPORT

	Churches	Inclusive Members	Average Attendance	Baptism	Conversions
1	Grace Alliance Fellowship, Anchorage, AK	362	180	8	25
2	Grace Alliance Church, Gentry, AR	107	85	8	7
3	Trinity Alliance Church of the C&MA, Lamar, AR	109	30	5	0
4	The New Vine Alliance Church, Banning, CA	189	60	6	7
5	Hmong Alliance Church of Chico, Chico, CA	80	44	2	2
6	Sacramento Hmong Alliance Church, Elk Grove, CA	1,079	552	34	34
7	Agape Alliance Church of Fresno, Fresno, CA	1,090	486	6	16
8	Family Alliance Church, Fresno, CA	909	430	25	80
9	Hmong Community Alliance Church, Fresno, CA	168	86	4	4
10	Central Valley Hmong Alliance Church, Hanford, CA	62	20	2	2
11	CPC Hmong Alliance Church, Lompoc, CA	146	80	0	0
12	Victory Alliance Church, Marysville, CA	102	54	2	1
13	Alliance Church of Merced, Merced, CA	393	200	8	4
14	Central Grace Hmong Alliance Church, Modesto, CA	132	88	2	3
15	Oroville Hmong Alliance Church, Oroville, CA	521	175	10	10
16	Hmong Family Community All. Ch., Sacramento, CA	886	310	10	45
17	San Diego Hmong Ch. of the C&MA, San Diego, CA	93	71	3	3
18	First Hmong Alliance Church, Santa Ana, CA	78	42	0	0
19	Cornerstone Community Alliance Ch., Stockton, CA	28	285	0	0
20	Hmong C&MA Church of Stockton, Stockton, CA	650	30	5	0
21	Yuba Sutter Hmong Alliance Church, Yuba City, CA	499	180	7	7
22	First United Hmong Alliance Church, Denver, CO	364	189	8	8
23	Denver Hmong Alliance Church, Westminster, CO	381	200	8	3
24	Central Florida Alliance Church, Clermont, FL	22	19	0	0
25	Sunshine Hmong Alliance Church, Plant City, FL	275	125	7	7
26	Cambodian Christian Fellowship, St. Petersburg, FL	50	55	0	2
27	Clearwater Hmong Alliance Ch., St. Petersburg, FL	119	90	2	1

	Churches	Inclusive Members	Average Attendance	Baptism	Conversions
28	Hmong New Hope Alliance Church, Auburn, GA	1,044	410	21	21
29	Victory Hmong Alliance Church, Braselton, GA	402	210	21	21
30	Alliance Community Church, Hoschton, GA	35	35	2	2
31	Hmong Christian Alliance Church, Winder, GA	230	175	9	9
32	First Hmong Alliance Church, Aurora, IL	146	72	2	2
33	Hmong Hope Church of the C&MA, Indianapolis, IN	16	13	0	0
34	Hmong Alliance Church, Des Moines, IA	94	52	3	3
35	Kansas City Hmong Alliance Ch., Kansas City, KS	152	60	2	2
36	New Life Worship Church, Kansas City, KS	314	125	1	0
37	First Hmong Alliance Church, Olathe, KS	797	432	18	21
38	Hmong Christian Fellowship, Fitchburg, MA	55	31	1	3
39	Tri City Hmong Alliance Church, Bay City, MI	8	6	0	0
40	Lansing Hmong Alliance Church, Lansing, MI	100	56	3	3
41	Pontiac Hmong Alliance Church, Pontiac, MI	294	250	10	25
42	City On a Hill Church, Warren, MI	125	75	3	0
43	Christ Salvation Hmong Alliance Ch., Warren, MI	52	25	0	0
44	Warren Hmong Alliance Church, Warren, MI	364	160	2	2
45	Hmong Community All. Ch., Brooklyn Center, MN	213	133	9	13
46	New Life in Christ Worship, Brooklyn Park, MN	307	110	0	0
47	Alliance Bible Church, Brooklyn Park, MN	247	163	0	1
48	Hmong Alliance Church, Coon Rapids, MN	996	375	24	44
49	Triumph Alliance Church, Coon Rapids, MN	184	80	3	3
50	Obedience Alliance Church, Lake Elmo, MN	111	70	0	10
51	Compassion Chapel, Maplewood, MN	345	102	14	24
52	Hmong American Alliance Church, Maplewood, MN	2,864	497	64	79
53	Seven Stones Alliance Church, Maplewood, MN	245	160	5	5
54	St. Paul Hmong Alliance Church, Maplewood, MN	3,077	2,030	63	156
55	Twin Cities Hmong Alliance Ch., Maplewood, MN	411	180	19	19
56	Disciples Alliance Church, Roseville, MN	109	70	6	16
57	Messengers for Christ Alliance Church, St. Paul, MN	82	2,044	3	9
58	Agape Hmong Alliance Church, Walnut Grove, MN	193	95	9	9
59	New Life Hmong Alliance Church, Brookline, MO	43	21	0	0
60	4 State Hmong Alliance Church, Stella, MO	53	39	2	2
61	Hmong Alliance Fellowship, Omaha, NE	35	27	6	3
62	Albemarle Hmong Alliance Church, Albemarle, NC	100	58	1	5
63	Charlotte Hmong Alliance Church, Charlotte, NC	413	179	13	13



	Churches	Inclusive Members	Average Attendance	Baptism	Conversions
64	First Hmong Alliance Church, Hickory, NC	420	130	5	6
65	True Life Church, Hickory, NC	1,561	445	26	23
66	Christ Redeemed Alliance Church, Hudson, NC	115	58	0	0
67	Hmong Alliance Fellowship, Statesville, NC	223	219	0	2
68	Akron Hmong Alliance Church, Akron, OH	67	48	2	0
69	Serenity Missionary Alliance Church, Jay, OK	205	76	4	25
70	Owasso Hmong Alliance Church, Owasso, OK	402	160	15	20
71	Hmong Oklahoma Alliance Church, Tulsa, OK	74	31	0	0
72	Tulsa Hmong Alliance Church, Tulsa, OK	589	250	10	35
73	Gospel Hmong Alliance Church, Aloha, OR	271	85	0	0
74	Portland Hmong Alliance Church, Portland, OR	376	170	14	0
75	Hmong Salem Community Alliance Ch., Salem, OR	86	45	2	2
76	Leola Hmong Alliance Church, Leola, PA	561	255	9	9
77	Providence Hmong Ch. of the C&MA, Providence, RI	275	79	0	3
78	New Life Upstate Church, Boiling Springs, SC	409	360	3	3
79	Calvary Hmong Alliance Church, Spartanburg, SC	135	70	0	0
80	DFW Hmong Alliance Church, Arlington, TX	52	32	0	0
81	Outreach Hmong Alliance Church, Kent, WA	7	10	0	0
82	Hmong Seattle Alliance Church, Seattle, WA	179	100	2	6
83	Northwest Hmong Alliance Church, Seattle, WA	154	60	4	0
84	Spokane Hmong Alliance Church, Spokane, WA	115	70	0	0
85	Living Stone Alliance Church, Appleton, WI	711	300	12	12
86	Fellowship Alliance Church, Eau Claire, WI	173	78	6	6
87	Hope of Life Alliance Church, Eau Claire, WI	38	26	0	0
88	Green Bay Hmong Alliance Church, Green Bay, WI	445	137	8	8
89	Hmong Faith Alliance Church, La Crosse, WI	411	180	0	3
90	Victory Hmong Alliance Church, Madison, WI	212	84	3	3
91	Hmong Menomonie Alliance Ch., Menomonie, WI	162	70	4	5
92	Faith in Christ Hmong Alliance Ch., Milwaukee, WI	94	26	0	0
93	Legacy Hmong Christian Alliance, Milwaukee, WI	187	61	5	5
94	Mission Alliance Church, Milwaukee, WI	94	55	5	7
95	New Life Hmong Alliance Church, Milwaukee, WI	347	170	14	14
96	Emanuel Alliance Church, Onalaska, WI	113	65	0	10
97	Cross & Crown Alliance Church, Oshkosh, WI	68	33	0	0

	Churches	Inclusive Members	Average Attendance	Baptism	Conversions
98	Community Alliance Church, Sheboygan, WI	650	240	17	18
99	Holy Covenant Alliance Church, Sheboygan, WI	148	50	0	0
100	Hmong Alliance Church, Stevens Point, WI	154	83	7	0
101	Living Son Church, Stevens Point, WI	34	17	2	4
102	Cornerstone Alliance Church, Two Rivers, WI	280	125	7	7
103	First Hmong Missionary Alliance Ch., Wausau, WI	859	1,181	16	18
104	Grace Hmong Alliance Church, Wauwatosa, WI	907	385	2	2
	<b>TOTAL</b>	<b>35,513</b>	<b>18,905</b>	<b>715</b>	<b>1,052</b>

	Church Plants	Inclusive Members	Average Attendance	Baptism	Conversions
1	Grace Mobile Church, Fresno, CA	144	95	48	79
2	Gospel City Church, Sacramento, CA	60	30	1	5
3	New Hope Ministry of the C&MA, Stockton, CA	26	20	0	0
4	Act 2 Project, Riverview, FL	62	53	0	1
5	Mid-Florida Hmong Alliance Church, Wauchula, FL	76	44	0	0
6	Bible Life Church, Brooklyn Center, MN	88	80	7	7
7	True Life Alliance Tulsa Church, Tulsa, OK	239	182	0	20
8	New Life Hmong Alliance, Spokane, WA	120	60	2	2
9	Sonlife Church of Madison, DeForest, WI	40	30	0	0
10	Abide Milwaukee Alliance Church, Greenfield, WI	53	38	0	0
	<b>TOTAL</b>	<b>908</b>	<b>632</b>	<b>58</b>	<b>114</b>

	<b>GRAND TOTAL</b>	<b>36,421</b>	<b>19,537</b>	<b>773</b>	<b>1,166</b>
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# APPENDIX II

## HMONG DISTRICT OF THE C&MA MULTI-YEAR 10% GIVING REPORT

From 01/01/2020 To 12/31/2024 In Order of State AND  
City Local Church 10% (Ib Feem 10)

	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
1	AK, ANCHORAGE	Grace Alliance Church of the C&MA	\$25,772.16	\$13,626.11	\$13,689.17	\$0.00	\$0.00	\$53,087.44
2	AR, GENTRY	Grace Alliance Church	\$5,118.50	\$7,659.44	\$1,906.43	\$1,270.50	\$0.00	\$15,954.87
3	AR, PARIS	Trinity Alliance Church of the C&MA	\$0.00	\$3,640.00	\$2,492.77	\$2,486.40	\$882.44	\$9,501.61
4	CA, ELK GROVE	Sacramento Hmong Alliance Church	\$62,537.24	\$59,659.11	\$50,341.88	\$46,657.77	\$40,752.30	\$259,948.30
5	CA, FRESNO	Agape Alliance Church	\$26,932.39	\$24,019.79	\$15,567.42	\$12,974.49	\$16,125.64	\$95,619.73
6	CA, FRESNO	Family Alliance Church	\$17,488.27	\$15,076.50	\$13,461.90	\$14,081.79	\$7,465.53	\$67,573.99
7	CA, FRESNO	Hmong Community Alliance Church	\$8,302.27	\$4,800.00	\$0.00	\$7,200.00	\$2,400.00	\$22,702.27
8	CA, FRESNO	Grace Mobile Church	\$0.00	\$3,061.90	\$1,214.00	\$0.00	\$0.00	\$4,275.90
9	CA, FRESNO	Hmong American Harvest Church	\$0.00	\$0.00	\$0.00	\$0.00	\$2,030.00	\$2,030.00
10	CA, HEMET	The New Vine Alliance Church	\$12,431.45	\$10,762.95	\$9,399.10	\$12,378.58	\$4,316.53	\$49,288.61
11	CA, LOMPOC	Central Pacific Coast Hmong Alliance	\$9,908.87	\$7,072.41	\$6,274.78	\$8,057.30	\$9,829.72	\$41,143.08
12	CA, MARYSVILLE	Victory Alliance Church	\$2,769.29	\$6,920.93	\$3,559.73	\$3,240.00	\$0.00	\$16,489.95
13	CA, MERCED	Alliance Church of Merced	\$17,625.00	\$18,351.00	\$14,252.00	\$18,365.00	\$16,946.00	\$85,539.00
14	CA, MODESTO	Central Grace Hmong Alliance Church	\$14,452.74	\$15,346.94	\$14,801.83	\$9,003.14	\$6,118.88	\$59,723.53
15	CA, MODESTO	Chao Thao	\$959.15	\$0.00	\$0.00	\$0.00	\$0.00	\$959.15
16	CA, OROVILLE	Oroville Hmong Alliance Church	\$24,853.00	\$10,543.00	\$19,232.00	\$21,056.30	\$14,130.59	\$89,814.89
17	CA, SACRAMENTO	Hmong Family Community Alliance Church	\$22,194.45	\$23,212.47	\$21,205.56	\$20,770.00	\$15,143.08	\$102,525.56

	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
18	CA, SAN DIEGO	San Diego Hmong Alliance Church	\$7,017.28	\$7,017.26	\$7,123.16	\$5,430.71	\$5,079.44	\$31,667.85
19	CA, SANTA ANA	First Hmong Alliance Church	\$7,521.50	\$1,562.90	\$4,376.90	\$3,629.00	\$5,128.51	\$22,218.81
20	CA, STOCKTON	Hmong C&MA Church of Stockton	\$53,191.92	\$25,581.43	\$0.00	\$26,292.74	\$16,720.37	\$121,786.46
21	CA, STOCKTON	Cornerstone Community Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$4,150.00	\$4,150.00
22	CA, STOCKTON	Family of Christ Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00	\$300.00
23	CA, VISALIA	Central Valley Hmong Alliance Church	\$1,557.10	\$3,039.00	\$3,493.70	\$4,562.83	\$3,596.17	\$16,248.80
24	CA, YUBA CITY	Yuba Sutter Hmong Alliance Church	\$10,736.31	\$8,507.12	\$10,202.12	\$10,008.40	\$9,259.68	\$48,713.63
25	CA, CHICO	Hmong Alliance Church of Chico	\$3,047.00	\$3,265.00	\$2,572.00	\$2,759.00	\$2,347.00	\$13,990.00
26	CO, COMMERCE CITY	Mai Khang	\$50.00	\$0.00	\$0.00	\$0.00	\$150.00	\$200.00
27	CO, DENVER	First United Hmong Alliance Church	\$11,256.31	\$15,704.28	\$18,511.91	\$15,912.67	\$17,105.58	\$78,490.75
28	CO, WESTMISTER	Denver Hmong Alliance Church	\$29,450.95	\$30,296.60	\$29,391.97	\$30,844.94	\$27,894.08	\$147,878.54
29	FL, CLERMONT	Central Florida Alliance Church	\$5,591.54	\$0.00	\$4,603.59	\$4,101.97	\$2,587.02	\$16,884.12
30	FL, PLANT CITY	Sunshine Hmong Alliance Church	\$14,983.00	\$7,586.00	\$9,918.00	\$10,885.00	\$6,426.00	\$49,798.00
31	FL, ST. PETERSBURG	Clearwater Hmong Alliance Church	\$11,496.78	\$9,237.80	\$8,862.20	\$16,763.03	\$9,962.61	\$56,322.42
32	FL, ST. PETERSBURG	Cambodian Christian Fellowship CEC	\$3,948.75	\$4,166.88	\$1,777.00	\$1,483.00	\$0.00	\$11,375.63
33	GA, AUBURN	Hmong New Hope Alliance Church	\$63,935.37	\$51,889.44	\$45,672.15	\$53,379.19	\$50,044.64	\$264,920.79
34	GA, HOSCHTON	Alliance Community Church	\$15,398.24	\$4,256.03	\$7,933.29	\$11,455.89	\$8,286.90	\$47,330.35
35	GA, JEEFFRRSON	Victory Hmong Alliance Church	\$25,824.23	\$17,254.45	\$15,940.47	\$10,551.33	\$8,995.82	\$78,566.30
36	GA, WINDER	Hmong Christian Alliance Church	\$11,382.35	\$14,758.90	\$4,491.72	\$8,441.77	\$3,216.53	\$42,291.27
37	IA, DES MOINES	Hmong Alliance Church	\$8,928.23	\$8,981.67	\$7,896.22	\$7,725.00	\$6,308.00	\$39,839.12
38	IL, AURORA	First Hmong Alliance Church of C&MA	\$2,573.60	\$1,746.91	\$1,250.00	\$14,000.00	\$6,000.00	\$25,570.51
39	IN, CARMEL	Hmong Hope Church of C &MA	\$730.00	\$214.00	\$2,629.40	\$3,923.00	\$3,773.10	\$11,269.50
40	KS, KANSAS CITY	New Life Fellowship Church	\$9,500.00	\$0.00	\$2,927.18	\$14,832.46	\$7,450.00	\$34,709.64



	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
41	KS, KANSAS CITY	Kansas City Hmong Alliance Church	\$7,349.80	\$5,733.67	\$3,000.00	\$3,000.00	\$3,000.00	\$22,083.47
42	KS, KANSAS CITY	Mai Her	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00
43	KS, OLATHE	First Hmong Alliance Church	\$38,568.41	\$34,151.13	\$30,056.38	\$32,385.22	\$32,414.12	\$167,575.26
44	MA, FITCHBURG	Hmong Christian Fellowship of the C & MA	\$4,701.04	\$4,270.53	\$7,026.30	\$4,809.30	\$4,429.67	\$25,236.84
45	MI, BAY CITY	Tri-City Hmong Alliance Church	\$0.00	\$427.50	\$337.20	\$41.00	\$872.50	\$1,678.20
46	MI, LANSING	Lansing Hmong Alliance Church	\$7,304.60	\$4,431.83	\$0.00	\$0.00	\$2,112.10	\$13,848.53
47	MI, WARREN	Warren Hmong Alliance Church	\$24,297.96	\$27,655.95	\$29,112.81	\$33,488.76	\$27,646.78	\$142,202.26
48	MI, WARREN	City On A Hill Church	\$8,904.27	\$10,744.85	\$9,940.30	\$10,236.59	\$8,756.01	\$48,582.02
49	MI, WARREN	Christ Salvation Hmong Alliance Church	\$2,363.90	\$2,648.90	\$1,198.10	\$1,441.50	\$1,515.10	\$9,167.50
50	MI, WATERFORD	Pontiac Hmong Alliance Church	\$24,150.34	\$20,358.18	\$19,976.22	\$21,189.54	\$18,712.84	\$104,387.12
51	MN, BROOKLYN CENTER	Hmong Community Alliance Church	\$5,945.30	\$6,857.36	\$7,038.95	\$8,758.59	\$10,158.68	\$38,758.88
52	MN, BROOKLYN CENTER	Bible Life Church	\$9,822.84	\$6,279.20	\$3,536.50	\$4,260.70	\$2,408.21	\$26,307.45
53	MN, COON RSPIDS	Hmong Alliance Church	\$50,220.45	\$50,327.21	\$40,131.92	\$30,470.11	\$32,366.50	\$203,516.19
54	MN, COON RAPIDS	New Life In Christ Worship Center	\$10,000.00	\$0.00	\$10,000.00	\$5,000.00	\$10,000.00	\$35,000.00
55	MN, FRIDLEY	United Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$755.60	\$755.60
56	MN, MAPLEWOOD	St. Paul Hmong Alliance Church	\$83,522.88	\$88,018.52	\$98,561.95	\$98,127.30	\$72,061.93	\$440,292.58
57	MN, MAPLEWOOD	Hmong American Alliance Church	\$55,414.70	\$60,000.00	\$60,000.00	\$64,999.92	\$65,000.00	\$305,414.62
58	MN, MAPLEWOOD	Twin Cities Hmong Alliance Church	\$10,833.33	\$8,333.30	\$10,000.00	\$10,000.00	\$9,166.63	\$48,333.26
59	MN, MAPLEWOOD	Compassion Chapel	\$0.00	\$0.00	\$1,600.00	\$0.00	\$0.00	\$1,600.00
60	MN, MAPPLEWOOD	Seven Stones Alliance Church	\$1,135.92	\$0.00	\$0.00	\$0.00	\$0.00	\$1,135.92
61	MN, ROSEVILLE	Disciples Alliance Church	\$11,037.69	\$5,847.03	\$0.00	\$0.00	\$0.00	\$16,884.72
62	MN, ST. PAUL	Triumph Alliance Church	\$11,397.14	\$3,769.18	\$10,209.02	\$10,078.75	\$4,061.30	\$39,515.39
63	MN, ST. PAUL	Calvary Alliance Church	\$552.84	\$6,955.77	\$3,999.22	\$12,529.18	\$11,524.83	\$35,561.84

	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
64	MN, ST. PAUL	Messengers For Christ Alliance Church of the C&MA	\$0.00	\$0.00	\$0.00	\$4,403.09	\$4,446.58	\$8,849.67
65	MN, ST. PAUL	Mrs. Kia Moua	\$0.00	\$0.00	\$0.00	\$2,600.00	\$2,200.00	\$4,800.00
66	MN, ST. PAUL	Family of Christ Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$2,476.12	\$2,476.12
67	MN, WALNUT GROVE	Agape Hmong Alliance Church	\$7,807.35	\$2,719.36	\$5,536.26	\$5,630.88	\$5,383.54	\$27,077.39
68	MN, COON RAPIDS	Alliance Bible Church	\$12,289.90	\$10,935.77	\$11,861.80	\$12,686.60	\$11,776.00	\$59,550.07
69	MO, BROOKLUNE	New Life Hmong Alliance Church	\$1,993.10	\$2,625.51	\$4,619.15	\$5,280.99	\$3,953.28	\$18,472.03
70	MO, NEOSHO	4-State Hmong Alliance Church	\$3,770.69	\$1,781.10	\$2,026.20	\$1,461.90	\$1,698.01	\$10,737.90
71	NC, CHARLOTTE	Charlotte Hmong Alliance Church	\$17,921.03	\$17,793.13	\$16,967.64	\$17,773.22	\$15,581.91	\$86,036.93
72	NC, CONOVER	Kube Vang	\$0.00	\$0.00	\$0.00	\$435.73	\$0.00	\$435.73
73	NC, HICKORY	True Life Church of C&MA	\$26,676.34	\$23,112.71	\$22,550.94	\$20,376.53	\$18,764.00	\$111,480.52
74	NC, HICKORY	Christ Redeemed Alliance Church	\$8,113.89	\$6,575.83	\$5,529.72	\$5,577.21	\$0.00	\$25,796.65
75	NC, HICKORY	First Hmong Alliance Church	\$2,339.48	\$9,291.88	\$0.00	\$4,274.48	\$3,868.24	\$19,774.08
76	NC, SATATESVILLE	Hmong Alliance Fellowship	\$7,064.70	\$7,461.30	\$8,123.79	\$6,491.43	\$6,574.76	\$35,715.98
77	NE, OMAHA	Hmong Alliance Fellowship	\$410.52	\$0.00	\$0.00	\$0.00	\$0.00	\$410.52
78	OH, AKRON	Akron Hmong Alliance Church	\$5,906.54	\$4,880.68	\$3,679.25	\$5,414.10	\$4,335.64	\$24,216.21
79	OK, BROKEN	True Life Alliance Church Tulsa	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,000.00
80	OK, COLCORD	Serenity Missionary Alliance Church	\$15,400.79	\$13,627.19	\$9,491.53	\$9,416.82	\$8,345.22	\$56,281.55
81	OK, OWASSO	Owasso Hmong Alliance Church	\$2,190.50	\$2,644.00	\$2,176.27	\$3,485.79	\$6,068.20	\$16,564.76
82	OK, TULSA	Tulsa Hmong Alliance Church	\$17,187.41	\$12,907.11	\$11,339.95	\$13,979.47	\$10,992.26	\$66,406.20
83	OK, TULSA	Hmong Oklahoma Alliance of the C&MA	\$1,977.80	\$2,264.00	\$1,923.10	\$1,200.80	\$820.79	\$8,186.49
84	OR, AUMSVILLE	Salem Community Hmong Alliance Church	\$1,807.67	\$4,973.00	\$1,910.00	\$6,730.00	\$1,473.00	\$16,893.67
85	OR, PORTLAND	Gospel Hmong Alliance Church	\$19,007.28	\$16,403.01	\$19,772.03	\$17,821.23	\$15,300.36	\$88,303.91
86	OR, PORTLAND	Portland Hmong Alliance Church	\$18,061.20	\$17,617.92	\$15,844.88	\$17,770.87	\$14,887.92	\$84,182.79

	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
87	OR, SALEM	Faith Christian Fellowship Church	\$0.00	\$993.58	\$581.75	\$0.00	\$1,058.55	\$2,633.88
88	PA, LEOLA	Hmong Alliance Church	\$24,021.82	\$25,595.85	\$24,505.77	\$18,752.45	\$25,882.06	\$118,757.95
89	RI, PROVIDENCE	Providence Hmong Church of the C&MA	\$16,671.80	\$30,585.12	\$0.00	\$0.00	\$12,711.59	\$59,968.51
90	SC, BOILING SPRING	New Life Upstate Church	\$14,848.20	\$10,614.63	\$7,391.88	\$5,535.34	\$3,644.85	\$42,034.90
91	SC, SPARTANBURG	Calvary Hmong Alliance Church	\$5,470.84	\$6,909.85	\$7,934.71	\$8,047.36	\$5,560.81	\$33,923.57
92	TX, ARLINGTON	DFW Hmong Alliance Church	\$3,924.32	\$4,789.07	\$2,696.58	\$10,903.24	\$7,681.05	\$29,994.26
93	UT, ROY	Hmong Alliance Fellowship of Ogden	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$50.00
94	WA, BELLEVUE	Mr.& Mrs. Kum Vaj	\$2,515.00	\$200.00	\$0.00	\$0.00	\$0.00	\$2,715.00
95	WA, KENT	Outreach Hmong Alliance Church	\$0.00	\$0.00	\$78.60	\$550.43	\$745.50	\$1,374.53
96	WA, SEATTLE	Hmong Seattle Alliance Church	\$10,382.63	\$9,715.01	\$10,438.02	\$10,737.91	\$13,516.83	\$54,790.40
97	WA, SEATTLE	Northwest Hmong Alliance Church	\$0.00	\$300.00	\$0.00	\$800.00	\$0.00	\$1,100.00
98	WA, SPOKANE	Spokane Hmong Alliance Church	\$2,218.51	\$953.83	\$1,704.20	\$2,120.63	\$539.71	\$7,536.88
99	WI, APPLETON	Living Stone Alliance Church	\$24,747.89	\$18,334.84	\$20,952.67	\$25,728.99	\$16,268.11	\$106,032.50
100	WI, APPLETON	Shawn Thao	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$500.00
101	WI, DEFOREST	Sonlife Church	\$1,060.85	\$649.39	\$748.03	\$611.20	\$560.00	\$3,629.47
102	WI, EAU CLAIRE	Fellowship Alliance Church	\$1,266.80	\$11,210.08	\$13,024.77	\$14,023.53	\$9,136.52	\$48,661.70
103	WI, EAU CLAIRE	Hope of Life Alliance Church	\$1,151.73	\$699.43	\$215.31	\$0.00	\$0.00	\$2,066.47
104	WI, FEDERAL WAY	Nomtsua Lauj	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$200.00
105	WI, GALESVILLE	Emmanuel Alliance Church	\$6,501.22	\$6,476.05	\$5,927.81	\$5,148.11	\$4,866.90	\$28,920.09
106	WI, GREEN BAY	Green Bay Hmong Alliance Church	\$16,597.97	\$15,489.83	\$19,144.42	\$16,425.00	\$14,724.00	\$82,381.22
107	WI, LA CROSSE	Hmong Faith Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$3,295.03	\$3,295.03
108	WI, MADISON	Victory Hmong Alliance Church	\$11,917.68	\$7,701.84	\$6,733.96	\$4,864.86	\$3,037.08	\$34,255.42
109	WI, MENOMONIE	Hmong Menomonie Alliance Church	\$5,280.50	\$6,125.87	\$3,755.00	\$4,669.02	\$800.00	\$20,630.39

	State, City	Church	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	Total Gifts
110	WI, MILWAUKEE	Legacy Hmong Christian Alliance	\$6,765.00	\$8,240.00	\$4,676.00	\$9,299.45	\$4,962.69	\$33,943.14
111	WI, MILWAUKEE	New Life Hmong Alliance Church	\$0.00	\$9,936.00	\$472.00	\$4,376.00	\$7,220.56	\$22,004.56
112	WI, MILWAUKEE	Mission Alliance Church	\$0.00	\$0.00	\$4,567.61	\$7,042.60	\$6,357.64	\$17,967.85
113	WI, MILWAUKEE	Faith in Christ Hmong Alliance Church	\$2,989.50	\$1,922.00	\$2,485.33	\$1,786.60	\$934.85	\$10,118.28
114	WI, MILWAUKEE	Eternal Hope Ministry Alliance Church	\$0.00	\$3,400.00	\$1,521.11	\$3,356.14	\$1,400.00	\$9,677.25
115	WI, OSHKOSH	Cross & Crown Alliance Church of the C&MA	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$6,000.00
116	WI, SHEBOYGAN FALLS	Holy Covenant Alliance Church	\$9,298.52	\$5,000.00	\$6,000.00	\$4,982.00	\$6,345.10	\$31,625.62
117	WI, SHEBOYGAN FALLS	Community Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$10,863.50	\$10,863.50
118	WI, STEVEN POINT	Hmong Alliance Church	\$6,079.05	\$8,139.73	\$2,290.26	\$4,161.29	\$4,994.69	\$25,665.02
119	WI, STEVEN POINT	Living Son Church	\$2,700.00	\$0.00	\$1,182.00	\$1,000.00	\$0.00	\$4,882.00
120	WI, TWO RIVERS	Cornerstone Alliance Church	\$12,512.00	\$6,209.28	\$12,133.00	\$8,090.00	\$790.50	\$39,734.78
121	WI, WAUSAU	First Hmong Missionary Alliance Church	\$31,671.79	\$20,387.77	\$21,037.33	\$25,671.94	\$24,109.28	\$122,878.11
122	WI, WAUSAU	Christian Fellowship Church	\$2,704.06	\$2,526.97	\$3,236.33	\$4,009.81	\$2,042.27	\$14,519.44
123	WI, WAUWATOSA	Grace Hmong Alliance Church	\$53,640.48	\$59,399.47	\$48,164.97	\$49,855.02	\$40,910.37	\$251,970.31
Total Local Church 10 (lbfeem10)			\$1,381,903.36	\$1,228,747.32	\$1,100,348.35	\$1,219,265.86	\$1,047,585.27	\$5,977,850.16



# APPENDIX III

## HMONG DISTRICT OF THE C&MA BALANCE SHEET

As of December 2024

### Assets

Current Assets			
Total Total Cash		\$1,556,510.94	
Other Current Assets			
Total Inventory	\$205,753.59		
Total Prepaid Expense	\$20,011.17		
Total Other Current Assets		\$225,764.76	
Total Current Assets			\$1,782,275.70
Fixed Assets			
Total Land		\$192,909.00	
Total Buildings		\$1,718,853.09	
Total Furniture & Equipment		\$353,047.74	
Total Accum Depreciation		(\$1,350,628.16)	
Total Fixed Assets			\$914,181.67
TOTAL ASSETS			\$2,696,457.37

### Liabilities, Fund Principal, & Restricted Funds

Total Liabilities			\$342,041.25
Total Fund Principal and Current Year Rev/Expense			\$1,584,722.45
Restricted Funds			
Total Temporary Restricted		\$408,550.38	
Total Permanent Restricted		\$361,143.29	
Total Restricted Funds			\$769,693.67
TOTAL LIABILITIES, FUND PRINCIPAL, & RESTRICTED FUNDS			\$2,696,457.37

# **APPENDIX IV**

## **HMONG DISTRICT OF THE C&MA**

**Analysis of Revenues & Expenses -  
Report to Annual Conference**

**January to December 2024**

Accounts	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)	YTD Actual (Last Year)	Over last (Under) Last Year
<b>REVENUES</b>					
Total Local Church 10%	\$1,381,903.36	\$1,222,112.00	(\$159,791.36)	\$1,228,747.32	\$153,156.04
Total District Support	\$17,417.64	\$22,660.00	\$5,242.36	\$13,040.16	\$4,377.48
Total Hymnal Fee	\$5,930.00	\$2,060.00	(\$3,870.00)	\$6,865.00	(\$935.00)
Total Bible Fee	\$58,773.46	\$103,463.50	\$44,690.04	\$34,427.00	\$24,346.46
Total General Revenue	\$156,697.34	\$132,705.20	(\$23,992.14)	\$134,932.61	\$21,764.73
Total CLA	\$71,310.22	\$63,499.50	(\$7,810.72)	\$44,733.81	\$26,576.41
Total Church Ministry	\$25,295.78	\$11,536.00	(\$13,759.78)	\$9,503.05	\$15,792.73
Total Conference Income	\$309,769.22	\$1,517,332.35	\$1,207,563.13	\$1,008,697.43	(\$698,928.21)
Total Media	\$1,618.39	\$7,409.69	\$5,791.30	\$1,016.96	\$601.43
Total Other Revenues	\$48,675.08	\$0.00	(\$48,675.08)	\$0.00	\$48,675.08
<b>TOTAL REVENUES</b>	<b>\$2,077,390.49</b>	<b>\$3,083,293.24</b>	<b>\$1,005,902.75</b>	<b>\$2,481,963.34</b>	<b>(\$404,572.85)</b>
<b>EXPENSES</b>					
Total Salary & Benefits	\$912,190.31	\$908,183.32	(\$4,006.99)	\$886,536.45	\$25,653.86
Total Building	\$39,597.10	\$46,865.00	\$7,267.90	\$36,253.38	\$3,343.72
Total Conference Costs	\$651,323.40	\$1,705,416.47	\$1,054,093.07	\$1,124,728.26	(\$473,404.86)
Total Insurance	\$10,161.88	\$13,253.01	\$3,091.13	\$19,810.50	(\$9,648.62)
Total General & Administration	\$295,960.47	\$184,596.65	(\$111,363.82)	\$298,092.20	(\$2,131.73)
Total Ministry	\$266,448.91	\$336,928.85	\$70,479.94	\$257,025.16	\$9,423.75
Total Oversea Ministry	\$27,357.11	\$24,308.00	(\$3,049.11)	\$74,980.00	(\$47,622.89)
<b>TOTAL EXPENSES</b>	<b>\$2,203,039.18</b>	<b>\$3,219,551.30</b>	<b>\$1,016,512.12</b>	<b>\$2,697,623.90</b>	<b>(\$494,584.72)</b>
<b>NET TOTAL</b>	<b>(\$125,648.69)</b>	<b>(\$136,258.06)</b>	<b>(\$10,609.37)</b>	<b>(\$215,660.56)</b>	<b>\$90,011.87</b>
Total Other Expenses \$2,301,013.37	\$97,974.19	\$0.00	(\$97,974.19)	\$53,014.88	\$44,959.31
<b>NET OPERATING TOTAL</b>	<b>(\$223,622.88)</b>	<b>(\$136,258.06)</b>	<b>\$87,364.82</b>	<b>(\$268,675.44)</b>	<b>\$45,052.56</b>



# APPENDIX V

## HMONG DISTRICT OF THE C&MA MULTI YEAR GIVING REPORT

### Protective Benefit Plan

From 01/01/2016 To 12/31/2024

	STATE, CITY	CHURCH	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
1	GA, Auburn	Hmong New Hope Alliance Church	\$1,522.00	\$0.00	\$0.00	\$1,374.26	\$500.00	\$872.72	\$0.00	\$1,940.47	\$933.19	\$7,142.64
2	CA, Elk Grove	Sacramento Hmong Alliance Church	\$0.00	\$0.00	\$1,515.00	\$896.80	\$778.80	\$737.00	\$588.26	\$1,784.50	\$773.95	\$7,074.31
3	WI, Wauwatosa	Grace Hmong Alliance Church	\$2,596.69	\$815.00	\$500.00	\$500.00	\$0.00	\$807.00	\$605.25	\$830.07	\$0.00	\$6,654.01
4	MN, Maplewood	Hmong American Alliance Church	\$0.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$2,322.00	\$0.00	\$2,000.00	\$6,322.00
5	WI, Wausau	First Hmong Missionary Alliance Church	\$2,851.96	\$1,095.00	\$0.00	\$0.00	\$0.00	\$1,863.00	\$0.00	\$469.69	\$0.00	\$6,279.65
6	WI, Appleton	Living Stone Alliance Church	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00	\$0.00	\$0.00	\$5,600.00
7	CA, Modesto	Central Grace Hmong Alliance Church	\$607.38	\$0.00	\$0.00	\$427.50	\$991.04	\$0.00	\$402.00	\$2,569.00	\$0.00	\$4,996.92
8	CA, Sacramento	Hmong Family Community Alliance Church	\$0.00	\$605.00	\$660.00	\$598.00	\$663.00	\$647.49	\$712.00	\$731.16	\$0.00	\$4,616.65
9	CO, Westminster	Denver Hmong Alliance Church	\$170.00	\$263.00	\$500.00	\$190.00	\$344.00	\$577.00	\$493.00	\$737.00	\$292.80	\$3,566.80
10	NC, Charlotte	Charlotte Hmong Alliance Church	\$1,267.00	\$653.00	\$0.00	\$0.00	\$0.00	\$0.00	\$475.00	\$629.00	\$0.00	\$3,024.00
11	KS, Olathe	First Hmong Alliance Church	\$1,291.30	\$105.00	\$0.00	\$0.00	\$376.35	\$626.00	\$422.41	\$0.00	\$0.00	\$2,821.06
12	MN, Coon Rapids	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$650.00	\$0.00	\$0.00	\$652.00	\$1,318.00	\$0.00	\$2,620.00
13	FL, Plant City	Sunshine Hmong Alliance Church	\$0.00	\$580.00	\$550.00	\$390.00	\$0.00	\$511.00	\$0.00	\$588.05	\$0.00	\$2,619.05
14	WI, Milwaukee	Legacy Hmong Christian Alliance	\$642.00	\$449.00	\$0.00	\$200.00	\$340.00	\$0.00	\$320.00	\$162.65	\$0.00	\$2,113.65
15	MN, Maplewood	Twin Cities Hmong Alliance Church	\$400.00	\$400.00	\$400.00	\$400.00	\$0.00	\$387.61	\$0.00	\$0.00	\$0.00	\$1,987.61
16	MI, Waterford	Pontiac Hmong Alliance Church	\$0.00	\$517.00	\$436.00	\$374.00	\$200.00	\$258.25	\$0.00	\$0.00	\$0.00	\$1,785.25
17	MN, Coon Rapids	Alliance Bible Church	\$0.00	\$480.00	\$0.00	\$87.00	\$0.00	\$720.01	\$451.50	\$0.00	\$0.00	\$1,738.51
18	RI, Providence	Providence Hmong Church of the C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$342.14	\$0.00	\$0.00	\$1,348.69	\$1,690.83
19	AK, Anchorage	Grace Alliance Church of the C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$385.00	\$397.00	\$791.00	\$0.00	\$0.00	\$1,573.00

	STATE, CITY	CHURCH	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
20	OK, Tulsa	Tulsa Hmong Alliance Church	\$0.00	\$0.00	\$295.00	\$495.00	\$0.00	\$248.40	\$308.00	\$0.00	\$135.61	\$1,482.01
21	MN, Walnut Grove	Agape Hmong Alliance Church	\$602.00	\$0.00	\$270.00	\$0.00	\$220.00	\$245.00	\$0.00	\$0.00	\$0.00	\$1,337.00
22	CA, Stock	Hmong C&MA Church of Stockton	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$246.00	\$547.00	\$0.00	\$448.45	\$1,241.45
23	WI, Green Bay	Green Bay Hmong Alliance Church	\$0.00	\$0.00	\$200.00	\$0.00	\$250.00	\$0.00	\$250.00	\$250.00	\$250.00	\$1,200.00
24	OR, Portland	Gospel Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$239.00	\$305.00	\$569.00	\$1,113.00
25	CA, Fresno	Agape Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$705.70	\$379.85	\$1,085.55
26	MI, Warren	Warren Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$675.70	\$0.00	\$0.00	\$0.00	\$0.00	\$403.00	\$1,078.70
27	CA, Oroville	Oroville Hmong Alliance Church	\$0.00	\$387.00	\$512.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.20	\$0.00	\$1,067.20
28	IA, Des Moines	Hmong Alliance Church	\$0.00	\$685.00	\$0.00	\$285.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$970.00
29	CA, Fresno	Family Alliance Church	\$0.00	\$442.28	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$942.28
30	WI, Steven Point	Living Son Church	\$700.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$900.00
31	CA, Hemet	The New Vine Alliance Church	\$0.00	\$370.00	\$486.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$856.00
32	WI, Madison	Victory Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$457.00	\$312.30	\$0.00	\$769.30
33	WI, Milwaukee	New Life Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$219.00	\$536.00	\$0.00	\$0.00	\$755.00
34	FL, St. Petersburg	Clearwater Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$388.00	\$200.00	\$738.00
35	WI, Milwaukee	Mission Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$370.00	\$0.00	\$329.00	\$699.00
36	TX, Arlington	DFW Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$215.15	\$272.00	\$211.00	\$698.15
37	MA, Spokane	Spokane Hmong Alliance Church	\$177.00	\$91.00	\$0.00	\$0.00	\$130.00	\$81.00	\$0.00	\$83.00	\$109.23	\$671.23
38	SC, Spartanburg	Calvary Hmong Alliance Church	\$159.00	\$123.00	\$215.00	\$141.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$638.00
39	OH, Akron	Akron Hmong Alliance Church	\$0.00	\$0.00	\$118.00	\$0.00	\$0.00	\$100.00	\$100.00	\$200.00	\$100.00	\$618.00
40	IN, Carmet	Hmong Hope Church of C &MA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00	\$140.00	\$177.00	\$617.00
41	NC, Statesville	Hmong Alliance Fellowship	\$0.00	\$0.00	\$0.00	\$240.00	\$0.00	\$145.19	\$0.00	\$196.25	\$0.00	\$581.44
42	GA, Hoschton	Alliance Community Church	\$0.00	\$230.00	\$0.00	\$0.00	\$0.00	\$192.00	\$0.00	\$150.00	\$0.00	\$572.00
43	CA, Fresno	Hmong Community Alliance Church	\$0.00	\$254.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$302.90	\$556.90
44	KS, Kansas	New Life Fellowship Church	\$0.00	\$0.00	\$200.00	\$200.00	\$0.00	\$153.00	\$0.00	\$0.00	\$0.00	\$553.00
45	GA, Jefferson	Victory Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$526.71	\$0.00	\$0.00	\$0.00	\$526.71
46	NC, Hickory	True Life Church of C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00
47	MA, Fitchburg	Hmong Christian Fellowship of the C &MA	\$91.00	\$98.00	\$0.00	\$0.00	\$100.00	\$0.00	\$206.00	\$0.00	\$0.00	\$495.00

	STATE, CITY	CHURCH	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
48	CA, Merced	Alliance Church of Merced	\$0.00	\$0.00	\$0.00	\$470.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$470.00
49	WI, Galesville	Emmanuel Alliance Church	\$60.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163.00	\$0.00	\$224.00	\$447.00
50	MO, Brookline	New Life Hmong Alliance Church	\$0.00	\$141.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00	\$100.00	\$441.00
51	MI, Lansing	Lansing Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$440.00	\$0.00	\$0.00	\$440.00
52	PA, Leola	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$435.00	\$0.00	\$0.00	\$435.00
53	WA, Seattle	Northwest Hmong Alliance Church	\$0.00	\$200.00	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$400.00
54	CA, Santa Ana	First Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$237.93	\$0.00	\$161.00	\$398.93
55	CA, San Diego	San Diego Hmong Alliance Church	\$0.00	\$0.00	\$256.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139.50	\$0.00	\$395.50
56	WI, La Crosse	Hmong Faith Alliance Church	\$393.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$393.00
57	WI, Menomonie	Hmong Menomonie Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$125.25	\$0.00	\$254.10	\$0.00	\$379.35
58	SC, Boiling Spring	New Life Upstate Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$140.00	\$0.00	\$0.00	\$340.00
59	MN, Steven Point	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00	\$0.00	\$101.27	\$210.00	\$0.00	\$331.27
60	KS, Kansas	Kansas City Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$128.00	\$100.00	\$0.00	\$0.00	\$328.00
61	MN, Coon Rapids	New Life In Christ Worship Center	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$317.00	\$0.00	\$317.00
62	MN, St. Paul	Mrs. Kia Moua	\$0.00	\$307.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$307.00
63	OK, Colcord	Serenity Missionary Alliance Church	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$300.00
64	CA, Yuba City	Yuba Sutter Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$286.25	\$0.00	\$0.00	\$0.00	\$286.25
65	WI, Milwaukee	Faith in Christ Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$185.00	\$0.00	\$285.00
66	CA, Cerritos	Mr. Abel Vang	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157.75	\$122.50	\$0.00	\$280.25
67	CA, Lompoc	Central Pacific Coast Hmong Alliance	\$0.00	\$0.00	\$0.00	\$260.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$260.00
68	WI, Eau Claire	Fellowship Alliance Church	\$0.00	\$259.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$259.00
69	MO, Neosho	4-State Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$149.80	\$249.80
70	WA, Kent	Outreach Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$92.00	\$0.00	\$136.00	\$0.00	\$228.00
71	OK, Owasso	Owasso Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$220.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$220.00
72	CO, Denver	First United Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$201.00	\$0.00	\$0.00	\$201.00
73	OR, Aumsville	Salem Community Hmong Alliance Church	\$106.00	\$0.00	\$0.00	\$0.00	\$0.00	\$95.00	\$0.00	\$0.00	\$0.00	\$201.00
74	GA, Hoschton	Rev. Cawjafajyim Charand	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
75	WI, Wausau	Christian Fellowship Church	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00

	STATE, CITY	CHURCH	2024 YTD Gifts	2023 Gifts	2022 Gifts	2021 Gifts	2020 Gifts	2019 Gifts	2018 Gifts	2017 Gifts	2016 Gifts	Total Gifts
76	MN, Maplewood	Compassion Chapel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$200.00
77	MI, Bay City	Tri-City Hmong Alliance Church	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00
78	OH, Akron	Mr. Moua Vang	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$200.00
79	NC, Charlotte	Grace Community Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$198.00	\$0.00	\$0.00	\$0.00	\$198.00
80	MN, St. Paul	Triumph Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180.00	\$0.00	\$0.00	\$0.00	\$180.00
81	WI, Shebogan	Holy Covenant Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.00	\$0.00	\$172.00
82	CA, Banning	Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.18	\$0.00	\$0.00	\$170.18
83	WA, Federal Way	Nomtsua Lauj	\$168.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$168.00
84	WI, Schofield	Grapevine Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$117.00	\$50.00	\$0.00	\$167.00
85	FL, Clermont	Central Florida Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$150.00
86	MN, Brooklyn	Rev. Chong Ge Mua	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00
87	CA, Chico	Hmong Alliance Church of Chico	\$0.00	\$0.00	\$0.00	\$0.00	\$145.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145.00
88	WI, Shebogan	Community Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$135.00	\$0.00	\$0.00	\$0.00	\$135.00
89	WI, Oshkosh	Cross & Crown Alliance Church of the C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$131.00	\$0.00	\$0.00	\$131.00
90	MN, Fridley	United Hmong Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$131.00	\$0.00	\$0.00	\$0.00	\$131.00
91	WI, Eau Claire	Hope of Life Alliance Church	\$0.00	\$115.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$115.00
92	OK, Tulsa	Hmong Oklahoma Alliance of the C&MA	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
93	WA, Spokane	New Life Hmong Alliance Church	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
94	MN, St. Paul	Family of Christ Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$88.00	\$0.00	\$0.00	\$0.00	\$88.00
95	MN, St. Paul	Gospel Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$53.00	\$0.00	\$0.00	\$53.00
96	OK, Tulsa	Damascus Road Alliance Church	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
97	CA, Moreno Valley	Hmong Alliance Fellowship	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$0.00	\$50.00
TOTAL			\$14,604.33	\$10,964.28	\$9,813.00	\$11,124.26	\$6,643.19	\$14,061.02	\$15,859.70	\$16,666.14	\$9,798.47	\$109,534.39

# APPENDIX VI

## ALLIANCE WOMEN MINISTRIES

of the Hmong District of  
the Christian and Missionary Alliance

REVENUE			2024 Proposed	2024 Actual
00400	GENERAL FUND			
	40100	Operating Fund	\$5,000.00	\$868.00
	40200	Tithe (10%)	\$15,000.00	\$16,092.09
	40300	Donations (Nyiaj siab dawb)	\$5,000.00	\$1,754.36
	40400	Coins (Nyiaj poom ntsev)	\$5,000.00	\$1,367.99
	40500	Offerings	\$3,000.00	\$200.00
	40600	Promotional Items	\$25,000.00	\$16,003.31
	40700	Interest Income	-	\$6.96
	40999	Other Misc Income	-	\$260.01
TOTAL GENERAL FUND			\$58,000.00	\$36,552.72
00420	RESTRICTED FUNDS			
	42100	Ruth Andrianoff Schorlarship (pass through to HKM)	-	-
	42300	AW National Project (pass through to AW)	-	\$950.00
	42400	Oversea Missions	-	
	42500	Outfit Fund	-	\$100.00
	42600	40 Years Legacy Project	\$10,000.00	\$2,839.00
		Special Project (2025 75th Annual Conference Oversea Sponsorship)		\$8,354.45
TOTAL RESTRICTED FUNDS			\$10,000.00	\$12,243.45
TOTAL REVENUES			\$68,000.00	
TOTAL BUDGET			\$68,000.00	\$48,796.17

2024 Budget	\$68,000.00
Actual Received	\$48,796.17
Expense	-\$38,279.68
Ending Total for 2024	\$10,516.49



EXPENSES				2024 Proposed	2024 Actual
00510	DISTRICT & WORLD SUPPORTS				
	05100	AW (pass through to AW)			
		51005	AW National Project	-	\$950.00
		TOTAL		-	\$950.00
	05110	Other Ministries			
		51010	40 Years Legacy Project	\$10,000.00	\$600.00
		51110	Ruth Andrianoff Scholarship (Missions Major/ Cross-Cultural Studies)		
		51115	Oversea Missions/Cambodia Guest House	\$2,000.00	
		51140	Bible College Scholarship for Women (Ministry Major)	\$2,000.00	
	TOTAL OTHER MINISTRIES			\$14,000.00	\$600.00
TOTAL DISTRICT & WORLD SUPPORTS				\$14,000.00	\$1,550.00
00530	EDUCATION & EQUIPPING				
	53000	AWM Team Meetings		\$9,000.00	\$7,535.98
	53100	Conferences		\$5,000.00	
	53200	Seminar/Development/Leadership Training		\$2,100.00	\$865.12
	53400	Annual Conference / National Leadership Training		\$16,000.00	\$11,786.04
	53900	HKM Partership		\$2,000.00	-
TOTAL EDUCATION & EQUIPPING				\$34,100.00	\$20,187.14
00540	COMPLEMENTARY MINISTRIES				
	05400	Equipments			
		54000	Computer Hardware	\$500.00	\$1,612.41
		54010	Computer Software	\$1,000.00	\$881.22
		54020	Other Equipments	\$100.00	\$203.03
			TOTAL EQUIPMENTS	\$1,600.00	\$2,696.66
	05410	Promotional Items			
		54100	CDs	\$7,000.00	\$6,804.71
		54110	T-shirts	\$7,500.00	\$5,400.00
		54120	Other promotional items	\$500.00	\$58.96
			TOTAL PROMOTIONAL ITEMS	\$15,000.00	\$12,263.67
	05420	Others			
		54200	Office Supplies	\$500.00	
		54220	Bank Charges & Fees	\$300.00	-
		54230	Postage	\$500.00	\$361.42
		54999	Miscellaneous	\$2,000.00	\$1,220.79
			TOTAL OTHERS	\$3,300.00	\$1,582.21
			TOTAL COMPLEMENTARY MINISTRIES	\$19,900.00	\$16,542.54
			TOTAL EXPENSES	\$68,000.00	\$38,279.68

# **AUDITOR'S LETTER**

## MANAGEMENT LETTER

April 16, 2025

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, 2024, in accordance with auditing standards generally accepted in the United States of America, we considered the 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 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—Other Matters
- DEXCOM Matters

DEXCOM  
Hmong District of the Christian and  
Missionary Alliance  
April 16, 2025  
Page 2

This communication is intended solely for the information and use of management, DEXCOM, 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 HD.

Sincerely yours,

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

CAPIN CROUSE LLC

## **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.

### **Appropriations of Donor Restricted Endowments**

During the current and prior audits, we noted that HD has not spent any of the interest earned on their donor restricted endowments that is under donor intent to be spent for scholarships. **We recommend** that DEXCOM review this fund and consider appropriating the amounts earned on the original gift towards scholarships in order to spend the funds in line with the donors’ intent.

### **Conflict of Interest Questionnaire**

HD does have a written conflict of interest policy; however, DEXCOM members are not currently completing annual conflict of interest questionnaires that would disclose any new related party relationships. Questionnaires should be completed in order to keep DEXCOM informed, provide for annual reviews, and help control related party transactions. Also, this tool would create efficiencies in gathering data for related party transaction footnotes in your annual audited financial statements.

**We recommend** DEXCOM performs an annual review for potential and known related party transactions through annual conflict of interest questionnaires to be completed by each DEXCOM member, officer, and senior management of HD, including related entities.

## **STATUS OF PRIOR YEAR COMMENTS—OTHER MATTERS**

### **Contributions Process**

See current year status in the Current Year Matters section.

### **Appropriations of Donor Restricted Endowments**

See current year status in the Current Year Matters section.



## **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 LLC 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*—No new accounting policies were adopted, and the application of existing policies was not changed during the year.

*Recently issued pronouncements*—There are no recently issued pronouncements that would have a significant impact on the financial statements.

*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 the organization during the year. All significant transactions have been recognized in the financial statements in the proper period.

**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.

## HMONG DISTRICT OF THE CHRISTIAN MISSIONARY ALLIANCE

April 16, 2025

CapinCrouse LLC

9155 E. Nichols Ave Suite 305

Centennial, CO 80112

This representation letter is provided in connection with your audit of the financial statements of Hmong District of the Christian Missionary Alliance (HD), which comprise the statements of financial position as of December 2024 and 2023, 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 audit.

### **Financial Statements**

- 1) We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated October 3, 2024, 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) The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. The following were uncorrected misstatements identified during the audit:
  - To record lease right-of-use assets for \$11,302 and lease liabilities of \$11,619.
  - To record additional deferred revenue for future events and remove as current year revenue of \$4,628.
  - To record a vacation accrual liability balance and associated expense for unused vacation of \$8,873.
  - The total effect of uncorrected misstatements on ending net assets was \$8,556 as of December 31, 2024.

In addition, you have proposed adjusting journal entries that have been posted to HD's accounts. We are in agreement with those adjustments. The following were other corrected misstatements identified during the audit:

- To increase beginning net assets by \$4,223, decreasing property by \$3,797, and decreasing expenses by \$8,020.
  - To record accounts payable and expenses of \$10,703.
  - To increase prepaid insurance and decrease associated expenses by \$9,762.
- 9) The effects of all known actual or possible litigation, claims, and assessments have been accounted for and disclosed in accordance with U.S. GAAP.
- 10) Significant estimates and material concentrations have been appropriately disclosed in accordance with U.S. GAAP.
- 11) Guarantees, whether written or oral, under which HD is contingently liable, have been properly recorded or disclosed in accordance with U.S. GAAP.
- 12) In regard to the nonattest services performed by you, we have—
- Assumed all management responsibilities.
  - Designated an individual who has (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.

The nonattest services include the following:


- Preparation of the financial statements and related notes to the financial statements.

### **Information Provided**

- 13) We have provided you with:
- a) 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.
  - b) Additional information that you have requested from us for the purpose of the audit.
  - c) Unrestricted access to persons within HD from whom you determined it necessary to obtain audit evidence.
  - d) Minutes of the meetings of the governing board or summaries of actions of recent meetings for which minutes have not yet been prepared.
- 14) All material transactions have been recorded in the accounting records and are reflected in the financial statements.
- 15) 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.
- 16) 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.
- 17) 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.

- 19) 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.
- 20) 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.
- 21) HD has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
- 22) We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us.
- 23) Hmong District of the Christian Missionary Alliance is an exempt organization under Section 501(c)(3) of the Internal Revenue Code. Any activities of which we are aware that would jeopardize HD's tax-exempt status, and all activities subject to tax on unrelated business income or excise or other tax, have been disclosed to you. All required filings with tax authorities are up-to-date.
- 24) We have developed processes and controls to identify and evaluate whether conditions or events exist that raise substantial doubt about HD's ability to continue as a going concern. We have performed this assessment and there are no material uncertainties that may cast significant doubt about HD's ability to continue as a going concern through one year after the financial statement issuance date.

FOR HMONG DISTRICT OF THE CHRISTIAN MISSIONARY ALLIANCE:

  
Signature: \_\_\_\_\_  
Title: Lantzia Thao, District Superintendent \_\_\_\_\_

  
Signature: \_\_\_\_\_  
Title: May Her, Finance Director \_\_\_\_\_



# **46<sup>TH</sup> HMONG DISTRICT ANNUAL CONFERENCE**

**JUNE 22-27, 2025  
BAIRD CENTER, WISCONSIN**



**HMONG DISTRICT**  
**OF THE CHRISTIAN AND MISSIONARY ALLIANCE**