

**Grant  
Application**

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**Date of application** June 29, 2006      **Amount of grant request** \$90,000

**Name of mission** Greenhaven Lutheran HMong Ministry

**Street address** 475 Florin Road

**City, state, zip** Sacramento, CA 94831

**Contact person's name** Daniel Buringrud

**Position** Pastor

**Contact person's signature** \_\_\_\_\_

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## **I. PROPOSAL**

It is estimated that only 20% of the HMong community claim to be Christians. The rest are primarily practicing traditional religion often referred to as Animism. Many young families are obligated to practice this religion with their elders. However, the reality is that they are moving fast into the realm of agnosticism or atheism and are plagued with materialism and secularism. The longer the church waits the more difficult it will be to reach out to the HMong people as the 1.5 and second generations are already showing signs of today's symptoms of the challenges in American society at large. Given the fact that 80% or more do not yet have faith in Jesus Christ and the fact that HMong families are facing many societal challenges in America, one cannot help but insist that the church see the urgency of the situation.

There are an estimated 25,000 HMong residents of Sacramento, and an additional 15,000 in Stockton and surrounding areas. Best estimates of HMong membership in Christian congregations in Sacramento is less than 1,000.

Pastor Seying has led the HMong congregation at Greenhaven Lutheran Church (GLC) for the past year as a part of his district wide HMong Outreach Mission. He has catechized the congregation and has them ready for baptism, confirmation, and membership in GLC by the end of July 2006. However, many of the first generation of these new members are not fluent in or do not speak English at all. Therefore it is imperative that GLC obtain a multi-lingual HMong pastor to serve this portion of the GLC family.

Due to the lack of local lay leadership and the need for pastoral and lay training, and because of Pastor Seying's physical distance from Sacramento, GLC is working with Pastor Seying to locate and call a trained HMong pastor or vicar to lead the local HMong congregation at GLC. This person will also perform outreach to the Hmong community in the greater Sacramento and Stockton area.

Specifically GLC plans to grow this ministry in an area where the District does not have adequate manpower to devote to full time evangelization and pastoral care. In addition, GLC will work closely with the District in the development and implementation of any local lay leadership training program.

Measurable goals that will be achieved by GLC:

1. To increase the HMong members of GLC's congregation by 200 % over the next 3 years.
2. To establish a Christian presence in the Sacramento HMong community by visitations to non-Christian families and events.
3. To establish and service a HMong congregation in the Stockton area.
4. To train local lay leaders to participate more fully in leading worship services, Sunday school, and Bible studies.
5. Increase the visibility and awareness of the LCMS in the greater Sacramento and Stockton area HMong communities by reaching out through planned activities targeted to this group.

The initial steps to implement a three-year plan are nearly completed. A close review of the goals and objectives of the first year has shown that most of the goals and objectives will be met. By the end of year one, all goals and objectives should be completed accordingly.

## **THREE-YEAR PLAN**

### **YEAR ONE**

The immediate responsibilities of GLC would be to provide resources and funding for a HMong ministry/HMong congregation; to identify potential new lay leaders to be trained and mentored under Rev. Searing immediately for this ministry; to survey other potential sites for HMong ministry in the local area; and to produce resources for the church in the HMong language and/or English for a HMong ministry context.

#### **GOALS:**

1. Provide a worship setting for HMong services using the HMong language.
2. Baptist, confirm and take into membership the existing HMong worshippers.
3. Help the District Mission Pastor identify and train local lay leaders.
4. Provide Sunday school teachers and youth leaders for the existing HMong worshippers.
5. Develop a HMong Ministry budget for inclusion in the GLC budget.

#### **OBJECTIVES:**

1. Organize the local HMong ministry structure. Provide a separate financial account for HMong ministry. Create meaningful Bible studies for all ages. Provide sound Christian worship services.
2. HMong worshippers will be trained to assist the worship services and conduct Bible studies. Seek a HMong pastor to replace the District Mission Pastor who must devote more time to other areas.
3. The elected leaders of the existing ministry will be trained further to serve the congregation in various capacities including leading Bible studies and outreach.
4. Determine whether the existing HMong worshippers will join the GLC congregation, form a partnership with GLC or become a separate mission.
5. Work with District to begin to identify supporters from individuals, congregations, mission societies, districts, synod, and foundations.

#### **TIMELINE:**

1. Organize structure for HMong worship by the end of June 2005.
2. New worship format begins July 2005.
3. Ongoing training of worship assistants (ushers, acolytes, sound system operators, etc.).
4. A Catechism study immediately after Sunday night worship service begins July 2005.
5. Begin Sunday School for children by September 2005.
6. Training of lay leaders by Pastor Kou begins January 2006.
7. Establish separate checking account for HMong congregation by June 2006.
8. Establish form of HMong congregation by July 2006.

## **YEAR TWO**

The second year's focus will be primarily to identify and call a trained HMong pastor and to work with Pastor Seying Kou's HMong Outreach Ministry to create a vision for the future for GLC HMong congregation and Ministry.

### **GOALS:**

1. Develop a vision for GLC HMong Ministry.
2. Call a trained HMong Pastor.
3. Set goals and objectives to advance the growth, Christian training and development of the new Lutheran members.
4. Identify and supply the literature needs of the HMong congregation, i.e., pamphlets, bibles, Sunday school materials, etc., printed in the HMong language.
5. Gather HMong congregation vital statistics.
6. Provide ongoing worship music and musicians.

### **OBJECTIVES:**

1. Develop an implementation plan to achieve the GLC HMong Ministry vision .
2. Develop an implementation plan to achieve the GLC HMong Ministry goals and objectives for the growth, Christian training and development of the HMong congregation.
3. Procure the material needs for the above goals and objectives.
4. Enter and maintain, on the church computer, all necessary vital statistics for the new members and their families.
5. Provide office space and equipment for the new HMong pastor.
6. Set up permanent program to provide worship music for Sunday night services.

### **TIMELINE:**

1. Vision implementation plan completed by the end of December 2007.
2. Goals and objectives plan completed by the end of December 2007.
3. Purchase identified needed supplies by September 2006 and ongoing thereafter.
4. Update church data base by August 2006 and ongoing thereafter.
5. Provide office space and equipment for the new HMong pastor after hire date and consultation.
6. Implement permanent music plan by end of July 2006.

## **YEAR THREE**

The focus of year three will be outreach into the HMong community at large in the Stockton and greater Sacramento Area. In addition, ongoing oversight and supervision of goals and objectives from years 1 and 2 will be implemented.

## **GOALS:**

1. Continue implementation of any year 1 and 2 goals previously unmet.
2. Seek additional ministry sites in Stockton and the greater Sacramento area.
3. Develop implementation plan for outreach into the HMong community at large.
4. Develop oversight plan for previous goals and objectives.
5. Develop plan to take advantage of the radio broadcasts done by the District HMong Outreach Ministry.

## **OBJECTIVES:**

1. Review unmet goals and objectives and fast track implementation if possible.
2. Identify additional HMong ministry sites by contacting other congregations, District Mission Director and Pastor and utilizing networks and contacts of the GLC HMong congregation members.
3. Implement outreach plan to expand GLC HMong ministry.
4. Implement oversight plan so previous goals and objectives are not neglected or forgotten.
5. Work with the HMong Outreach Ministry radio program to identify and reach unchurched HMongs.

## **TIMELINE:**

1. First review of unmet goals and objectives by January 2008 and ongoing in 2009 at regular periods.
2. Additional ministry sites to be identified by the end of 2008.
3. Implementation of outreach plan by the beginning of 2009.
4. Implementation of unmet goals and objectives fast track immediately after identification.
5. Implement sponsorship, radio appearances, advertising, etc., to get GLC's name, phone number and address to radio listeners.

## **II. COMMUNITY DESCRIPTION**

### **DEMOGRAPHICS**

According to the 2000 U.S. Census, California continues to rank number one in HMong population (65,095). Minnesota is a distant second with 41,800 followed by Wisconsin's 33,791. Due to the inaccurate nature of the census in terms of the actual HMong identification, the community estimates a much higher number for these top three states: California – 95,000; Minnesota – 70,000; and Wisconsin – 50,000. California itself has 11 metropolitan areas that rank in the top 50 by HMong population according to the 2000 Census. The HMong population in California will continue to rise.

Given the reality of these numbers, almost all of the LC-MS HMong ministries are concentrated in the Upper Midwest. Prior to 2005, only Merced, California and one other ministry in North Carolina were outside of the Midwest. Some of the ministries in the Upper Midwest have been in existence for over 25 years. However, California has been virtually untouched by The

Lutheran Church-Missouri Synod with intentional mission outreach to the numerous HMong communities throughout the state until now.

Generally speaking, the immigrant generation of HMong are hard workers, however, many lack the language and educational skills to really take advantage of the economic opportunities offered in California. They tend to inhabit the lower economic classes. Second generation HMong appear to be more fluent, educated and upwardly mobile.

### **III. BUDGET**

The total mission cost is \$225,000 over the three year period.

The break down of cost for the mission is as follows:

#### **Year 2007**

Mission Action Council	\$45,000
GLC Congregation	25,000 plus any unexpected expenses
GLC HMong Congregation	<u>5,000</u>
Total Year One	<u>\$75,000</u>

#### **Year 2008**

Mission Action Council	\$30,000
GLC Congregation	37,500 plus any unexpected expenses
GLC HMong Congregation	<u>7,500</u>
Total Year Two	<u>\$75,000</u>

#### **Year 2009**

Mission Action Council	\$15,000
GLC Congregation	50,000 plus any unexpected expenses
GLC HMong Congregation	<u>10,000</u>
Total Year Three	<u>\$75,000</u>

See attached Budget Information Sheet for budget details.

### **Long-Term Funding Sources**

GLC, along with the District Mission Program, has absorbed the cost of the initial start up of this ministry. GLC has supplied worship and fellowship facilities, office staff, Elders, Sunday school teachers, worship musicians and some monetary funding. While the GLC congregation is very

excited about participating in this unexpected opportunity, unfortunately there was only minimal funding available in our budget. One year of expenses for a second career Vicar who is being called as pastor along with two other outreach programs in the local area have strained GLC's budget. GLC is requesting funding for this program for a three year period. The funding will be for a decreasing amount each year as follows: 2007 – \$45,000; 2008 – \$30,000; 2009 – \$15,000. By the end of this period, GLC will be able to grow the funds to carry this ministry. Refusal of requested funding has a high probability of resulting in the failure of this important outreach program. GLC anticipates that the current HMong congregation at GLC will be fully integrated into GLC's existing non-HMong congregation by the year 2010. This aspect is important because past experience has taught that new members generally start giving at low levels and slowly increase their giving over time. GLC's existing congregation will have to supply the increased funding over this time and will be more likely to do so if they are personally know and worship with the new members. Additionally, GLC will have to make up for any decrease in the HMong congregation's share should their giving falter (see budget information sheet for funding levels).

In regard to outreach in the Stockton area, GLC anticipates supplying resources and manpower to identify and start a HMong congregation. Thereafter GLC will supply its HMong pastor for worship and pastoral care to this start-up congregation for 8 to 10 hours a week until that congregation is strong enough to supply its own lay or pastoral leadership. Any additional funding for this congregation would have to be supplied by the District Mission or other resources. GLC prays that other LCMS congregations in the area would extend resources and/or funding as they are available for this exciting opportunity. It goes without saying that GLC will try to help this new congregation find resources and funding as GLC is able.

GLC hopes that these efforts will help the District Mission to cover some of the vast area where missions are so urgently needed and resources are limited. The Lord has given us this opportunity because He knows that working together we can serve His people. As programs develop, the Lord will provide other funding sources through foundations, mission societies, and other organizations to ensure healthy long-term funding sources.

## **IV. EVALUATION**

### **EVALUATION PROCESS**

The GLC HMong Ministry will have several tiers of evaluation. A group, including GLC's pastor, the called Hmong pastor, members from appropriate GLC boards and HMong members of the congregation, will be formed to oversee the day to day operation and planning for future activities including development of the necessary financial resources for the ministries. Secondly, GLC HMong Ministry will meet with the HMong congregation on a planned basis to evaluate present ministry activities and strategizing future ministry. Thirdly, GLC HMong Ministry will meet regularly with the pastors of local congregations for advice, evaluation of local efforts and to encourage and assist them in Hmong ministry. Fourthly, GLC HMong Ministry will meet with the respective mission counselor periodically to review each stated goal and objective and report results. Lastly, GLC HMong Ministry will continue working with Pastor Kou Seying, the District HMong Mission Pastor.

**Budget Information Sheet  
For 2007, 2008, 2009**

Total Mission Budget

**Itemize Mission Budget Expenses**

	<b><u>Amount</u></b>
<u>Pastor salary and benefits</u>	\$ <u>180,000</u>
<u>Pastor auto allowance</u>	\$ <u>10,800</u>
<u>Worship &amp; evangelism materials</u>	\$ <u>10,800</u>
<u>Music</u>	\$ <u>11,700</u>
<u>Sunday school materials</u>	\$ <u>3,600</u>
<u>Office expense</u>	\$ <u>7,500</u>
<u>Youth Expenses</u>	\$ <u>600</u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>

**Total Expenses:** \$ 225,000

**Itemize Mission Budget Income**

(list all sources of income)

	<b><u>Amount</u></b>
<u>GLC congregation</u>	\$ <u>112,500</u>
<u>GLC HMong congregation</u>	\$ <u>22,500</u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<u> </u>	\$ <u> </u>
<b>Amount of grant request</b>	\$ <u>90,000</u>

**Total Income:** \$ 225,000