

# Clearwater Hmong Alliance Church

of The Christian and Missionary Alliance, Inc.

**By-Law** (Kevcai Lijchoj) &

**Policy** (Kaabke Ua Dlejnum)



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# **KEVCAI LIJCHOJ NTXIV “BY-LAW”**

**Huv Pawg Nsteeg**

## **CLEARWATER HMONG ALLIANCE CHURCH OF THE CHRISTIAN & MISSIONARY ALLIANCE, INC.**

### **NTSAB LUG:**

Pawgntseeg **Clearwater Hmong Alliance Church of the Christian & Missionary Alliance, Inc** tau raug tsaab lug lawv le num tswv kev cai huv lub xeev Florida kws ua lawv le kev tswj fwm hab kev ntseeg ntawm cov Ntseeg Yexus hab Kev Koom Teg Qha Txuj Moo Zoo (The **Christian & Missionary Alliance**). Tabsis vim txuj kevcai lijchoj rua tej teg dlejnum has tsi meej rua txhua lub meejmom, C&MA txhaj nqua hu kuas txhua pawgntseeg nyag yuav tsum sau nyag le kevcai lijchoj ntxiv hab kaabke ua dlejnum kuas lawv le kevcai lijchoj huv nyag lub xeev. Vim le nuav, Pawgntseeg Clearwater Hmong Alliance Church txhaj le pum zoo tsim tsaab kevcai lijchoj ntxiv nuav lug tuav txuj cai hab kev ua dlejnum kuas yooj yim rua huv pawg ntseeg.

### **Pawgnsteeg Muaj 4 Lub Homphaj Le Nuav:**

1. Tswv Yesus yog tug Tswv Cawm Seej. Kuas cov ntseeg paub meej txug txuj kev dlim txim.
2. Tswv Yexus yog tug ntxuav kuas dlawb huv. Kuas cov ntseeg paub ua lub neej zoo lawv le Vaajlugkub qha.
3. Tswv Yexus yog tug kws khu tau tuab neeg zoo mob. Kuas cov ntseeg muaj chaw casab.

4. Tswv Yexus yog tug kws yuav rov qaab lug ua Vaaj Ntxwv. Kuas cov ntseeg paub moog koj lwm tug lug txais yuav txuj kev dlim txim.

## **PHAAJ I (1): LUB NPE**

Pawgntseeg nuav hu ua “**Clearwater Hmong Alliance Church of the Christian & Missionary Alliance, Inc.**” ntawm cov Ntseeg Yexus hab Kev Koom Teg Qha Txuj Moo Zoo (The Christian and Missinary Alliance)

## **PHAAJ II (1) KEV ZWM UA TSWVCUAB**

### **FEEEM 1. TSIM NYOG TXAIS UA TSWVCUAB.**

1. Yuav lawv le kevcai lijchoj rua tej pawgntseeg, Phaaaj II (2) kws tub muaj lawm.
2. Txhua tug kws yuav tsaug txais ua tswvcuab yuav tsum tuaj nrug pawgntseeg koom uake pehawm Vaajtswv tsi tu ncuva (**Consistently**) yaam tsawg 3 lub hlis ua ntej. Tom qaab kws xwbfbw hab cov txwjlaug nrug tug yuav ua tswvcuab ntawd thaam taag lawm yuav tau koj lug ua kevcai txais tog rua huv pawgntseeg lub sij hawm pehawm Vaajtswv. Suav txij nub ntawd moog, tug ntawd yog ib tug tswvcuab rua huv pawgntseeg.

**FEEM 2. KEV SAU NPE UA TSWVCUAB IB XYOOS IB ZAG.  
(ANNUALLY MEMBERSHIP UPDATE)**

- A. Txhua yim tswvcuab yuav tau sau npe zwm ua tswvcuab lawv le rooj saab laaj txwm xyoo tau npaaj tseg, yog leej twg tsi sau npe zwm ua tswvcuab hab dlhau lub caij nyooog teem tseg lawm tsev tuabneeg ntawd yuav tsi yog tswvcuab rua huv pawgntseeg lawm, yog nwg xaav rov qaab ua tswvcuab zwm rua huv pawgntseeg nwg yuav tau rov sau npe dlua.
- B. Tug kws muaj quas puj quas yawg, nyag yuav tau sau nyag npe zwm ua tswvcuab rua huv pawgntseeg. (Xws le yog cov tub nyaab los yog ntxhais vauv kws koom tsev nrug nam txiv los yog namtais yawmtxiv nyob ua ke.)
- C. Cov mivnyuas muaj noob nyooog 18 xyoo rov sau nyag yuav tau sau nyag npe zwm ua tswvcuab rua huv pawgntseeg.
- D. Txhua yim tswvcuab kws zwm rua huv pawgntseeg **Clearwater Hmong Alliance Church** yuav tau raug kawm kev zwm ua tswvcuab.
  - 1. Vim tas pawg ntseeg muaj kev kawm txug tswvcuab teg dlejnum pawgntseeg txhaj yuav luj hlub zoo.
  - 2. Vim tas HKM has kuas txhua pawgntseeg yuav tsum muaj qhov kev kawm rua txhua yim tswvcuab.
  - 3. Kev kawm ua tswvcuab tsuas kawm ib zag xwb.
  - 4. Pawg ntseeg yuav muab ib dlaim “certificate” rua tug kws kawm taag lawm.



5. Yog cov tswvcuab tsiv lwm pawgntseeg lug zwm rua huv CWMAC yim ntawd yuavtsum tau raug kawm kev ua tswvcuab taag mas le maam txais nwg tsev tuabneeg lug zwm ua tswvcuab. Tabsis yog nwg tub kawm taag nyob rua lwm pawgntseeg lawm hab nwg muaj dlaim “certificate” qha tas nwg tub tau kawm taag lawm ces yim nuav tsi taag yuav kawm txiv lawm.

### **FEEM 3. KEV RHU TSWVCUAB**

Kev rhu tswvcuab tawm, yuav lawv le kevcai taug plaub ntug ntawm C&MA (Manual Uniform) Policy on Discipline, Restoration and Appeal.

1. Yog muaj yim tswvcuab tsi tuaj koom kev pehawm Vaajtswv txug 1-3 hlis, cov txwjlaug yuav tau hu xuv tooj rua nwg. 3-6 hlis, Xwbfbw hab cov Txwjlaug yuav tau moog saib nwg tsev tuabneeg. 6-9 hlis, Xwbfbw hab cov txwjlaug yuav tau sau ntawv moog caw nwg tsev tuabneeg tuaj koom kev pehawm Vaajtswv nrug cov ntseeg. Yog tseem tsi tuaj hab, thaus txug lub hlis 12, Xwbfbw hab Txwjlaug muaj cai sau ntawv moog rhu nwg tsev tuabneeg tawm tswvcuab huv pawgntseeg.
2. Yuav “nam yau” raug ntuag hab tsi muaj cai tuav meejmom lawm.
3. Ua “nkauj ua nraug” rhu meejmom 2 xyoos.

### **PHAAJ III (3): TEJ KEVCAI**

#### **FEEM 1. KEVCAI NOJ YEXUS ROOJ MOV.**

Yexus Rooj Mov yuav tau npaaj kuas muaj ib hlis twg ib zag. Sij hawm ca rua xwbfbw hab cov txwjlaug le maam ua cov teem. Thawj txwjlaug yog tug coj suav dlawg npaaj Rooj Mov. Xwbfbw yog tug ua kevcai noj Yexus rooj mov.

#### **FEEM 2. KEVCAI RAUS DLEJ**

Yuav tau npaaj muaj kevcai raus dlej txhua lub xyoo rua txhua tug kws xaav lawv Tswv Yexus qaab. Kevcai raus dlej yuavtsum yog raus pluj plag. Txhua tug kws yuav ua kevcai raus dlej yuavtsum tau kawm txug kev ua kevcai raus dlej ua ntej, hab lub sijhawm ua yuavtsum muaj has lug pov thawj.

#### **FEEM 3. KEV FIJ MIVNYUAS**

Xwbfbw lossis cov Txwjlaug yuav tau npaaj muaj kev fij mivnyuas rua Vaajtswv yog muaj yim tswvcuab twg tau txais koob moov lug ntawm kev muaj mivnyuas ntxiv.

#### **FEEM 4. KEVCAI YOO MOV.**

Txhua xyoo lub rooj txwjlaug yuav tau npaaj ib lub sijhawm rua pawgntseeg tuaj yoo mov thov Vaajtswv uake.

#### **FEEM 5. KEV FIJ TEJ VAAJTSE.**

Yog muaj yim tswvcuab yuav tej Vaajtse tshab, Xwbfbw hab cov Txwjlaug yuav tau npaaj moog ua kevcai nce tsev tshab rua yim tswvcuab ntawd.

## **FEEM 6. KEVCAI RUA TEJ ROOJ MOV.**

Yog muaj tej yim tswvcuab npaaj tej pluag mov noj ua Vaajtswv tsaug, Xwbfwb hab cov Txwjlaug yuav tau npaaj moog coj rooj mov ntawd kuas meej moog rua qhov zoo.

## **PHAAJ IV (4): KEV TSWJFWM**

### **FEEM 1. ROOJ SAAB LAAJ TXWM XYOO.**

Lub Rooj Saab laaj Txwm Xyoo yog lub 10 hli lub lim tam ib (1) ntawm txhua xyoo. Lub Rooj Saab laaj Txwm Xyoo yog kev saab laaj ntawm pawgntseeg kws yog xaiv tsa, kom nyaj txag, kev luj hlub hab kev vaam meej ntawm pawgntseeg.

Has txug kev tshaabxu hab cob dlejnum ntawm pawgntseeg, ca ncuva moog rua lub 1 hlis ntuj lub lim tam ib (1).

### **FEEM 2. LUB ROOJ TXWJLAUG TEG DLEJNUM.**

Lub rooj Txwjlaug yog lub rooj ncaujlug kws has dlejnum txwm hli hab lwm yaam tshwj xeeb huv pawgntseeg. Puab yuav tau tshaabxu dlejnum peb hli twg ib zag rua pawgntseeg paub. Kev saab laaj txwm hlis ntawm lub Rooj Txwjlaug ca rua cov Txwjlaug le maam ua cov teem.

### **FEEM 3. KEV SAAB LAAJ TSHWJXEED.**

Yog thaus twg yuav muaj kev saab laaj tshwj xeeb ntawm pawgntseeg, cov Txwjlaug muaj cai hu saab laaj tau.

## **Phaaj V (5): LUB ROOJ TXWJLAUG HUV PAWG NTSEEG**

### **FEEM 1. COV TXWJLAUG.**

Cov Txwjlaug ntawm lub rooj Txwjlaug yog tug xwbfbw, tug teev ntawv, tug canyaj, tug paab tug canyaj, hab peb (3) tug txwjlaug tuav xaam. Tug thawj ntawm lub Rooj txwjlaug yog tug xwbfbw. Tabsis yog nwg tsi kaam ua, yuav tau siv lawv le kevcai lijchoj rua tej pawg ntseeg Phaaj VI (6) hab Phaaj IX (9).

**FEEM 2.** Lub Rooj Txwjlaug yuav tau xaiv ib tug lug tswj rooj.

### **FEEM 3. KEV SAAB LAAJ.**

Lub Rooj Txwjlaug muaj cai hu kev saab laaj txwm xyoo, txwm hli hab tshwj xeeb. Tug thawj tswjrooj ua tug hu lossis ib nraab ntawm cov txwjlaug pum zoo hab suam npe ces muaj cai hu saab laaj tau.

### **FEEM 4. SUAV TUABNEEG (Credentials).**

Txhua zag lub rooj txwjlaug saab laaj yuavtsum yog muaj cov tuaj koom le 51% txhaj muaj cai saab laaj tau. Zag ob, txawm tuaj tsi txug 50% los saab laaj tau.

## **PHAAJ VI (6): LWM PHAAB TEG DLEJNUM**

- A. **Phaab Ncignum:** Paab ncignum yuav tau txais tej qhua, saib kev ruaj ntseg saab huv hab saab nrau, suav tuabneeg, sau nyaj, suav nyaj, paab suam npe leeg paub tej nyaj ntawm tej lub lim tam, hab lwm yaam kws lub Rooj Txwjlaug muab cob rua puab lawv le kev ua dlejnum ntawm tej lub xyoo.

- B. **3 Tug Tshuaj Nyaj:** 3 tug tshuaj nyaj yuav tau tshuaj pawgntseeg tej nyaj 3 lub hlis twg 1 zag hab sau ib tsaab ntawv txug yaam kws puab pum tas ua tau zoo lawm hab tej yaam kws yuav tau khu kuas zoo ntxiv.
- C. **Ntawm tej paab pawg** kws muaj cov tshuaj nyaj lawm, 3 tug tshuaj nyaj tsuas moog tshuaj ib xyoos ib zag xwb.

## **PHAAJ VII (7): MEEJMOM**

Txhua tug kws yuav lug tuav dlejnum huv pawgntseeg ntawm lub meejmom cov Txwjlaug, cov Kaavxwm, cov saib Teejtug, Txiv Ncignum, Nam Ncignum, hab lwm tug yuavtsum muaj tug moj yaam (**Qualification**) lawv le Timautis 3:1-13, hab Titus 1:6-9, hab yuav tsum yog tswv cuab huv pawgntseeg

## **PHAAJ VIII (8): NOOB NYOOG UA DLEJNUM**

1. Txhua lub meejmom (tshwj tug Xwbfwb) muaj noob nyoog tuav dlejnum yog ob (2) lub xyoos, hab yog pib ua dlejnum thaum lub 1 hlis nub tim 1 moog, hab muaj cai rov qaab lug xaiv dlua tom qaab txhua txhua ob (2) lub xyoos. Pawgntseeg tau txais yuav txuj kevcai lijchoj hloov noob nyoog ua dlejnum nuav rua lub **10/13/2013**.
2. Noob nyoog cov txwjlaug ua dlejnum yog ob (2) xyoos (taam sim nuav huv peb pawgntseeg yog muaj 6 tug txwjlaug, txhua tug txwjlaug yuav tau raug ua dlejnum 2 lub xyoos le maam hloov dlua tshab, ntawm 6 leej ntawd ib xyoos twg yuav tau xaiv 3 leeg, txhais tau has tas muaj 3 leeg taag noob nyoog rua xyoo nuav ces yuav tau xaiv, huas 3 leeg ces lwm xyoo le maam taag noob nyoog).

3. **Article X (10), Section 1.** Cov txwjlaug tuav dlejnum ib leeg ob xyoos, (*txhua xyoo xaiv peb leeg tshab lug ntxiv rua peb leeg qub*).
4. **Article XIV (14), Section 4.** Ib tug txwjlaug tuav dlejnum huv rooj txwjlaug ob xyoos, ib leeg tsuas muaj cai tuav dlejnum huv rooj txwjlaug rau (6) xyoo sib law lag xwb

### **PHAAJ IX (9): ROOJ TXHAWB NQAA KEV XAA MOO ZOO**

Yuav lawv le kevcai lijchoj rua tej pawgntseeg PhaaJ XI (11) kws tub muaj lawm.

### **PHAAJ X (10): TEEJ TUG**

Txhua yaam teej tug kws yog pawgntseeg le yuav tau ua lawv le kevcai lijchoj rua tej pawgntseeg PhaaJ II (2), PhaaJ XIII (13), hab PhaaJ XV (15).

### **PHAAJ XI (11): PAAB KAAVXWM SAIB KEV XAIVTSAA**

#### **FEEM 1. PHAAB KAAVXWM SAIB KEV XAIVTSAA.**

#### **(ELECTION COMMITTEES)**

1. **Election Committee:** The Election Committee consist the Senior Pastor and 4 members. If the Senior Pastor is absent, Mr. Chairman will act in place of the pastor. If the Senior Pastor is the chairman and is absent, then the Vice Chairman will act in place of the Pastor.
2. The Board of Elders will appoint two members to the Election Committee in July of each year.

3. The Board of Elders will announce to the floor and allow its members two weeks to nominate two or more candidates to the election committee (The deadline for nomination is the first Sunday of August). Mr. Chairman will call for a vote if there are more than two candidates nominated by the floor. The two candidates receiving the most votes will be elected to the Election Committee.
4. If the floor fails to nominate at least two candidates to the Election Committee by the deadline, the Board of Elders will be given authority to appoint one or two qualified person(s) to the Election Committee to complete the committee of four members plus the Senior Pastor.
5. To ensure that the congregation is acting in a professional nomination process, verbal nominations will not be allowed and all nomination forms must be completed, signed, and turned into the Board of Elders by the deadline.
6. A new Election Committee will be elect each year.
7. The Election Committee will be dissolve after each year.

*Majority pass and adopt the changes of the bylaw on 10/4/2015 @ 5:30pm*

## **FEEM 2. TUG YAAMNTXWV (QUALIFICATION)**

1. Who love the Lord and spiritually mature.  
*Yog ib tug kws hlub Vaajtswv hab muaj txujkev ntseeg.*
2. Acquainted church members.  
*Yog ib tug kws paub cov tswvcuab zoo.*
3. Respected by members.  
*Yog ib tug kws cov tswvcuab fwm.*
4. Knowledgeable of the policy nominate.  
*Yog ib tug kws paub txug txujcai ntawm kev xaiv tsa.*

### **FEEM 3. PHAAB KAAVXWM SAIB KEV XAIVTSAA TEG DLEJNUM.**

1. Has txug kev xaivtsaa, cov kaav xwm saib kev xaiv tsaa yuav tau taw 4 leeg kws tsim nyog yuav tuav tau lub meejmom. Cov txwjlaug, puab yuav tau taw 1 lub meejmon rua ib tug txwjlaug hab maam tso cai rua pawgntseeg xaa lwm tug tuaj sistws ntxiv, tabsis tsuas xaiv yuav 4 leeg xwb. Yog pawgntseeg tsi muaj Xwbfwb, cov kaavxwm saib kev xaivtsaa yuav tau taw 5 leeg kev txwjlaug rua kev xaiv. Tsi taag le ntawd xwb, cov kaavxwm saib kev xaivtsaa yuav tau taw tug thawj ntawm tej lub meejmom rua tej phaab, hab tso cai rua pawgntseeg taw tuaj ntxiv, yog muaj.
2. Cov kaavxwm saib kev xaivtsaa muaj cai rhawv kevcai **xaiv tsaa (policy)** ntawm tej lub xyoo saib yuav xaiv lecaag txhaj le yooj yim rua puab kuas txhua xyoo txuj kev xaivtsaa yuav tau tsaug kev pum zoo feem coob lug ntawm pawgntseeg.
3. Ntawm paab txwjlaug tsi pub tsawg tshaaj le 3 leeg hab tsi pub coob tshaaj le 6 leej.

### **PHAAJ XII (12): SIJHAWM XAIVTSAA**

Kev xaivtsaa ntawm pawgntseeg yog xaiv rua lub sijhawm kev saab laaj txwm xyoo ntawm pawgntseeg.

### **PHAAJ XIII (13): KAABKE UA DLEJNUM.**

Pawgntseeg muaj cai tsim dlua ib txuj kaabke ua dlejnum (policy) lawv le pawgntseeg xaav kuas muaj. Tabsis yuavtsum yog tsi xob cuam tshuam txuj **Kevcai lijchoj ntxiv nuav.**



## PHAAJ XIV (14): KEV NTXIV HAB HLOOV:

1. **Kevcai Lijchoj (BY-LAW)**: Pawgntseeg muaj cai yuav rhu, ntxiv, khu hab hloov tsaab kevcai lijchoj ntxiv nuav, yuavtsum yog muaj suab pum zoo txug **“2/3”** txhaj hloov tau. Tsaab Kevcai lijchoj ntxiv nuav raug leeg yuav lug ntawm pawgntseeg Clearwater Hmong Alliance Church rua lub **12/21/2003**.
2. Kev khu, kev hloov, hab ntxiv ntawm tej nqai yog teem rua huv lub rooj saab laaj txwm xyoo huv pawgntseeg.
3. Yog ib leeg (tug) tswvcuab twg xaav khu, xaav hloov hab xaav ntxiv, nwg yuavtsum teev kuas meej yog nqai twg hab teev txug nwg lub tswv yim tshab hab cob rua lub rooj txwjlaug ua ntej lub **xyaa (7)** hli txhua xyoo.
4. Txhua nqai kws tuaj tomqaab lub **xyaa (7)** hli yuav tsaug koj lug has rua xyoo tom ntej.

## PHAAJ XV (15): KEV XAIVTSAA

### FEEM 1. TEG DLEJNUM

- A. Paab kaavxwm xaivtsaa puab yuav tau has txug kaabke tswj kuas tav ua ntej nub taw npe hab xaivtsaa.
- B. Paab kaavxwm xaivtsaa yuav tau taug lawv le txuj kaabke kev xaivtsaa kws tub raug pum zoo txais yuav huv pawgntseeg xyoo 2006
- C. Tomqaab paab kaavxwm taw tau cov npe tav rua txhua lub meejmom lawm, puab yuav tau tshaabxu rua pawgntseeg paub txug cov npe kws puab tub taw tau lawm.

- D. Tshaabxu txug kev xaivtsaa rua pawgntseeg paub le 2 lub limtam ua ntej nub xaivtsaa.
- E. Tomqaab kev xaivtsaa tav taag, yuav tau tshaabxu txug kev xaivtsaa rua pawgntseeg paub, tsi pub dlhau tshaaj ib lub limtam kws suav txij nub xaivtsaa lug.

**FEEM 2. TUG YAAM NTXWV:**

Txhua tug kws tsaug taw npe lug nyob rua huv kev xaivtsaa (candidate) yuav tsum muaj tug yaamntxwv le nraag nuav:

- A. Coj hab ua lub neej lawv le 1 Timautes 3:2-5, hab Titaus 1:5-9 tau qha tseg.
- B. Meejmom cov txwjlaug yuavtsum muaj noob nyoog 25 xyoos rov sau
- C. Lwm lub meejmom yuavtsum muaj noob nyoog 18 xyoos rov sau.
- D. Ua kevcai raus dlej lawv le C&MA txujcai.
- E. Yog ib tug tswvcuab huv pawgntseeg hab kubsab (*active member*).

**FEEM 3. KEV TAW NPE:**

1. Cov kaavxwm xaivtsaa yuav muab ntawv rua cov tswvcuab koj moog taw.
2. Tug kws cov tswvcuab taw npe, nwg yuavtsum muaj tug yaamntxwv zoo le nqai II (Phaaj XV, Feem 2).
3. Cov kaavxwm xaivtsaa muaj cai rhu lub npe kws tsi muaj tug yaamntxwv zoo le nqai II (Phaaj XV, Feem 2).

4. Yog leejtwg xaav taw lwm tug lug nyob rua ib lub meejmom twg, nwg yuavtsum xub moog nrug tug ntawd thaam ua ntej saib nwg puas kaam leeg ua teg dlejnum ntawd tsuav, tug taw npe txhaj le muaj cai taw tug ntawd lub npe rua kev xaivtsaa tau.
5. Ib leeg tsuas muaj cai taw tau ib lub npe rua ib lub meejmom xwb.
6. Txwv tsi pub taw ib leeg twg rua ob lub meejmom.
7. Txwv tsi pub yug taw yug tug kheej rua ib lub meejmom twg.
8. Txwv tsi pub paab kaavxwm xaivtsaa rov qaab sib taw npe rua kev xaivtsaa, tabsis cov tswvcuab taw cov kaavxwm xaivtsaa tau.
9. Txwv tsi pub lwm tug taw yug npe ntxiv, yog yug tub tsi kaam leeg lub meejmom ntawd lawm (*tug ncignum*).
10. Txwv tsi pub ob leeg rov qaab sib taw npe rua ib lub meejmom.

#### **FEEM 4. KAABKE KEV XAIVTSAA:**

- A. Kev xaivtsaa yog suam ntawv hab tawm suab nrug pum zoo.
- B. Txhua tug tswvcuab kws muaj noob nyoog 16 xyoo rov sau muaj cai suam tau dlaim ntawv xaivtsaa hab taw npe, tabsis nwg yuavtsum tuaj koom kev xaivtsaa nub ntawd.
- C. Tsi has lub meejmom twg, tug kws tau suab pum zoo ntau dlua ces tug ntawd yog tug tau.
- D. Yog lub meejmom twg kws tsi muaj lwm tug lug nrug sistw, tug tswj rooj tsuas thov kuas pawgntseeg txais yuav xwb.

## **KAABKE UA DLEJNUM “POLICY”:**

**Huv pawgntseeg**

### **Clearwater Hmong Alliance Church:**

#### **NTSAB LUG:**

Vim muaj qee yaam dlejnum kws tsi zoo muab tso rua huv phoo kevcai lijchoj ntxiv, hab vim tsi xaav kuas txuj kev coj noj coj ua huv pawgntseeg ua moog lawv le kev ywj sab. Yog le pawgntseeg txhaj pum zoo tsim kuas muaj phoo kevcai ua dlejnum (**policy**) nuav rua huv phoo kevcai lijchoj ntxiv. Txhua tug yuav tau coj lawv le txuj kevcai ua dlejnum nuav.

#### **PHAAJ I (1): CHAW XAA NTAWV**

**Clearwater Hmong Alliance Church**

2813 30<sup>th</sup> Ave. N

St. Petersburg, FL. 33713

#### **CHAW PEHAWM VAAJ TSWV**

**Clearwater Hmong Alliance Church**

2813 30<sup>th</sup> Ave. N

St. Petersburg, FL. 33713

## **PHAAJ II (2): TEEJ TUG**

Txhua yaam teejtug kws yog pawgntseeg le, xws le lub tuamtsev, tsheb, rooj tog lossis lwm yaam, yog tsim lug siv hab ua Vaajtswv dlejnum xwb. Cov saib teejtug yuav tau saib hab khaws kuas zoo. Yog leejtwg yuav siv hab qev yaam twg yuav tau has rua cov saib teejtug hab sau npe qev ua ntej. Cov txwjlaug hab cov saibteej tug muaj cai yuav qev pawgntseeg tej cuab yeej rua cov ntseeg lawv le puab tau thov tuaj. Kuas yuavtsum yog coj moog siv rua tej dlejnum txhawb nqaa Vaajtswv teg dlejnum xwb. Tabsis txwv tsi pub qev hab siv moog ua tej yaam kws yuav ua rua suavdlawg poob kev ntseeg.

## **PHAAJ III (3): KEV UA TSHOOB.**

### **FEEM 1. MEJ KOOB**

Xaav kuas cov ntseeg ua tau lub neej lawv le Vaajlugkub has, tsi xaav kuas moog siv cov tsi ntseeg ua mejkoob rua lub sijhawm ua tshoob. Yog le ntawd, pawgntseeg yuav tau tsa kuas muaj yaam tsawg plaub (4) tug mejkoob rua huv pawgntseeg. Cov tsaavxwm yog cov kws taw cov mejkoob nuav, tabsis tsi pub taw cov txwjlaug, kev siv cov mejkoob nuav nyob ntawm xaav siv tug twg los moog has tug ntawd.

### **FEEM 2. KEVCAI SIS TXIS.**

1. Ca yuav lawv le phoo Ntawv Kaabke kws qha txug kaab tshoob kev kug huv Hauvpaug Koomhum Moob lossis yuav lawv le tug qauv huv qaab nuav.

**KOM TSWJ KEV HAS TSHOOB:**

- Noj mo uake ua ntej yuav pib has tshoob, npaaj zaub mov lug ntawm ob tog nam txiv.

Sijhawm: -----

**A: Txais tog lug ntawd rooj txwjlaug: Mr. \_\_\_\_\_**

qha rua suav dlawg paub:

1. Nam txiv tog tub: Mr. & Mrs. \_\_\_\_\_
2. Nam txiv tog ntxhais: Mr. & Mrs. \_\_\_\_\_
3. Tug tub: Mr. \_\_\_\_\_
4. Tug ntxhais: Ms. \_\_\_\_\_

**B: Thov Vaajtswv qheb rua kev has tshoob: Mr. \_\_\_\_\_**

Tom qaab thov Vaajtswv qheb taag lawm.

1. Tug cevlug tog tub: Mr. \_\_\_\_\_  
(qha saib qhov kws tuaj yog tuaj ua dlaab tsi)?

2. Tug cev lug tog ntxhais: Mr. \_\_\_\_\_  
(Lu lug teb ntawd nam txiv tog ntxhais saib puas pum zoo cas tug ntxhais yuav tug tub)

- *Yog has tas ob tog nam txiv pum zoo rua tug tub hab tug ntxhais lug sib sau ua neej, ces has moog ntxiv kuas xaus lub rooj tshoob.*

3. Lug pov thawj ntawm tug tub: Mr. \_\_\_\_\_
4. Lug pov thawj ntawm tug Ntxhais: Ms. \_\_\_\_\_
5. Has nqe tshoob : .....Ob tug cevlug

**C: Lwm Yaam: Sijhawm npaaj tseg yog:**

1. Tug xwbfbw kws ua kevcai chob nplhaib: XF. \_\_\_\_\_
2. Sijhawm: \_\_\_\_\_
3. Tug npaaj rooj noj haus: Nam txiv tog tub los yog nam txiv tog ntxhais, tej zag ob tog npaaj uake.
4. Sijhawm: \_\_\_\_\_
5. Qhov chaw nojhaus: \_\_\_\_\_
6. Thov Vaajtswv xaus rua kev has tshoob: Mr. \_\_\_\_\_

(Yog has tas coj lawv le tug qauv nuav tsuas yog siv sijhawm ntev kawg tsuas yog ob (2) txoos teev xwb)

**FEEM 3. XWBFWB UA KEVCAI TXIS TSHOOB.**

1. Nqeg tsev has hab coj nyaab moog tsev tomqaab noj tshoob.
2. Yog coj nyaab moog tsev lawm txwv tsi pub xwbfbw ua kevcai txis tshoob.

**PHAAJ IV (4): KEV PLUJ TUAG**

Vaajtswv Txujlug tau qha has tas pawgntseeg yog ib tsev tuabneeg. Yog muaj ib tug muaj kev quaj ntsuag yog suavdlawg le kev quaj ntsuag. Yog muaj ib tug muaj kev zoo sab yog suavdlawg le kev zoo sab. Yog le ntawd, yog thaus twg muaj ib tug raug kev txom nyem, pawgntseeg yuav tau paab nyaj tshaav ntuj le nraag nuav.

1. Ib tug mivnyuas yug muaj sa moog txug 3 xyoos yog paab **\$200.00**
2. Tug muaj noob nyoog 3 xyoo moog txug 120 xyoo yog paab **\$500.00**
3. Pawgntseeg yuav tau npaaj le **\$1,000.00** ca ua cov nyaj paab kev pluj tuag nuav. Yog thaum twg muab siv lawm yuav tau nrhav lug ntxiv kuas puv le qub (Rooj saab laaj txwm xyoo 2003)
4. Yim tswvcuab twg kws tsi muaj ib tug moog Church txug 12 lub hlis lawm, yuav tsi tau txais cov kev paab kws has lug sau nuav.
5. Yog tsev xyomcuab twg tsi muaj kwv tij ntseeg Vaajtswv. Pawgntseeg yuav tau tuaj paab ua tshwj kaab, kaav xwm. Thawj txwjlaug yog tug saib teg dlejnum nuav. Xwbfbw yog tug ua kevcai. Tabsis yog tsev xyomcuab twg yuav ua txuj qub kevcai ntxuag, xwbfbw hab pawgntseeg yuav tsi ua kevcai rua tug taag sim neej ntawd, kuas pawgntseeg yuav tau nqeg teg paab dlaag zug kuas dlejnum meej.
6. Kev ua kevcai ua ntej coj moog zais, yog yuav npaaj rua tom tsev txag xwb. Yuav tsi coj lug ua kevcai rua tom tuamtsev.



## **PHAAJ V (5): XWM TXHEEJ HUV PAWGTSEEG.**

- A. Tshoob kug
- B. Pluj tuag
- C. Plaub ntug

### **FEEM 1. TSHOOB KUG, PLUJ TUAG & PLAUB NTUG.**

Yog muaj tej yaam le nqai A, B, hab C sau nuav tshwm sim rua cov tswvcuab nkaus xwb yuavtsum saab laaj rua cov tsaavxwm. Lossis cov txwjlaug yuav tau npaaj sij hawm moog ntsib tug raug teeb meem ntawd. Yog thaum twg cov txwjlaug paab los khu tsi tau lawm maam tso kev moog saab nrau.

### **FEEM 2. YOG MUAJ PLAUB NTUG.**

- 1. Tswvcuab hab tswvcuab, tej phaab rua tej phaab, ca xwbfbw hab cov txwjlaug moog ntuag ob tog.
- 2. Cov Txwjlaug hab Xwbfbw, ca pawgntseeg taw 3 leeg paub qaabhau moog ntuag, moog taug, hab khu.
- 3. Cov tswvcuab huv pawg ntseeg hab cov tsi yog tswvcuab, ca Xwbfbw hab cov Txwjlaug moog ntuag tug kws yog tswvcuab huv pawg ntseeg xwb.

## **PHAAJ VI (6): CAI TIV THAIV PAWG NTSEEG ( Confidential)**

Txhua yaam plaub ntug kws tshwm rua huv pawgntseeg, txwv tsi pub has rua saab nrau hab tsi pub cov ua dlejnrum rua huv pawgntseeg moog ua tim khawv tsi tseeb rua ib leeg tug twg.

## **PHAAJ VII (7): KEV KHAWS NYAJ TXAG HUV PAWGTSEEG.**

### **FEEM 1. COV NYAJ TAU LUG.**

- a. Txhua yaam nyaj kws tau lug rua huv pawgntseeg (tshwj cov nyaj xaa moo zoo hab nyaj pub xwbfbw) xws le nyaj sab dlawb lossis yog nyaj fij rua Vaajtswv txhuas lub limtam yuav tsum muab rua tug paab tug canyaj sau rua huv ntaub ntawv kuas meej tsuav le maam muab cob rua tug canyaj coj moog tso tom tsev canyaj. (Bank)
- b. Txhua lub lim tam yuav tau muab ob tug ntawm paab sau nyaj nrug suav cov nyaj tau lug hab nrug suam npe leeg paub has tas cov nyaj muaj pes tsawg, le maam muab rua tug canyaj.

### **FEEM 2. KEV MOOG TSO NYAJ.**

- a. Ib leeg coj cov nyaj moog tso rua tom tsev canyaj (bank) xwb los tau lawm, tabsis yog thaus twg nyaj tu losis nyaj tshaaj, nwg yuav tau muab teev kuas meej , hab has rua cov kws leeg paub cov nyaj zag nuav txhua tug paub.
- b. Kev tso nyaj yuav tsum tso txhua txhua lub lim tam. Yog zoo yuav tsum coj moog tso rua nub Monday.

### **FEEM 3. COV NYAJ SIV TAWM.**

- a. Tug canyaj yuav tau muab cov nyaj huv pawgntseeg lug them txhua yaam nuj nqe huv pawgntseeg lawv le lub Rooj Saab laaj Txwm Xyoo tau kom tseg.
- b. Yog yuav siv nyaj ua ib yaam twg kws tsi nyob rua huv peev nyaj kws tau kom tseg lawm, yuav tsum saab laaj hab tau kev tso cai lug ntawm lub Rooj Txwjlaug le maam siv tau.

- c. Yog ib tug txwjlaug twg yuav yuav ib yaam khoom rua huv pawgntseeg yuav tsum sau ntawv yuav khoom, tug canyaj le maam muaj cai yuav yaam khoom ntawd. Yog muaj le nuav, tug canyaj yuav tau khaws dlaim ntawv ntawd ca ua timkhawv.
- d. Yog thaum twg muaj ib tug txwjlaug twg tau muab nwg le nyaj coj moog ua dlejnum rua huv pawgntseeg lawm, yuavtsum muaj dlaim (receipt) tug tub canyaj txhaj muaj cai ntxiv nwg cov nyaj rov rua nwg.
- e. Peev nyaj kws npaaj (kom) rua lub rooj saablaaj txwm xyoo ntawm (HKM) yog npaaj rua txhua tug kws moog sawvcev (Delegates) huv pawgntseeg xwb. Kev siv peev nyaj nuav yog siv rua nqe noj haus, chaw pw, sau npe, hab nqe taug kev xws le xauj tsheb hab nqe roj.
- f. Yog thaum twg cov sawvcev ( Delegates ) txav txim sab xauj tsheb, pawgntseeg yuav tau them lub tsheb hab nqe roj.
- g. Yog thaum twg cov sawvcev txav txim sab moog dlaav hlau, pawgntseeg tsuas them rua cov moog sawvcev pawgntseeg xwb, tej phaab yuav tau them nwg phaab tug sawvcev. Tug sawvcev (**Delegate**) twg tsi nrug cov sawvcev feem coob moog nua ces nwg yuav tau them nwg tug kheej.
- h. Tsi pub siv nyaj ntsuab.

#### **FEEM 4. KEV TSHUAJ NYAJ.**

- a. Txhua zag tshuaj nyaj, 2 tug tub canyaj hab 3 tug tshuaj nyaj yuav tsum tuaj nyob uake le maam muaj cai tshuaj nyaj tau. 3 tug tshuaj nyaj yuav tsum tshuaj tug paab tug canyaj tej ntaub ntawv ua ntej tsuav le maam tshuaj cov nyaj siv ntawm tug canyaj. Kev tshuaj nyaj nuav yuav tau tshuaj 3 lub hlis twg ib zab. Thaum tshuaj taag lawm, tug tub canyaj yuav tau tshaab xu rua pawg ntseeg paub. Tug thawj tshuaj nyaj yog tug teem sijhawm rua kev tshuaj nyaj nuav.
- b. 3 tug tshuaj nyaj yuav tau tshuaj txhua phaab le nyaj txag, tabsis tej phaab ntawd yuav tsi coj lug tshaabxu rua pawgntseeg paub yog has tas tsi muaj teebmeem. Ntawm tej phaab kws muaj cov tshuaj nyaj lawm, 3 tug tshuaj nyaj tsuas moog tshuaj ib xyoos ib zag xwb.

#### **PHAAJ VIII (8): TUG THAWJ XWBFWB (Senior Pastor)**

Peb ntseeg tas kev ua xwbfbw tsi yog kev nrhav noj (Employment) tabsis yog kev ua Vaajtswv dlejnum. Yog le ntawd, pawgntseeg yuav tsi muab nqe zug lossis saib xwbfbw zoo le ib tug tub ua dlejnum (employee). Txawm le ntawd los pawgntseeg yuav tau saib xwbfbw kev noj haus kuas tsim nyog le xwbfbw yog Vaajtswv ib tug tub khai kws muaj sijhawm puv ntoob (full-time) ua dlejnum pub rua pawgntseeg. Yog le ntawd, pawgntseeg pum zoo paab kev noj haus nrug rua kev ua dlejnum ntawm xwbfbw lawv le nraag nuav.

## **FEEM 1. PAWGTSEEG KEV KOM NYAJ RUA XWBFWB.**

A. Pawgntseeg kev paab nyaj rua tug (los yog cov) xwbfwb ca rua lub rooj tsaavxwm huv pawgntseeg le maam lug saib pawgntseeg tug zug yuav paab tau le caag le maam paab lawv le ntawd. Pawgntseeg tau pum zoo txais yuav rua lub **10/9/2011.**

## **FEEM 2. LUB TSEV RUA XWBFWB.**

Yog pawgntseeg muaj lub tsev xwbfwb nyob lawm, ces tug xwbfwb nyob lub tsev ntawd dlawb tsi them nqe tsev. Tabsis yog thaus kws pawgntseeg tseem tsi tau muaj lub tsev rua xwbfwb nyob, pawgntseeg yuav tau paab xauj lawv le tug nqe tsev txhua hli, tabsis tsi pub tshaaj **\$800.00**. Yog xwbfwb xaiv qhov yuav tsev, pawgntseeg tsuas paab ib lub hlis twg **\$500.00** lug paab them nqe mortgage xwb.

## **FEEM 3. NYAJ KHU MOB NKEEG.**

Pawgntseeg yuav tau npaaj (**Budget**) ib cov nyaj ca, los yog yuav kev khu mob nkeeg (health Insurance) rua xwbfwb hab nam xwbfwb tsev tuab neeg lawv le pawgntseeg muaj cuab kaav ua tau. Yog zoo yuav tau yuav (Health Insurance) kuas puv ntoob sub txhaj yuav tsi muaj teeb meem rov lug rua pawgntseeg

## **FEEM 4. XWBFWB & N. XWBFWB KEV KAWM**

Txhua lub xyoo twg pawgntseeg yuav tau kom (**budget**) ib qhov nyaj rua xwbfwb hab nam xwbfwb tau moog kawm yaam tsawg ib lub rooj cob qha (seminar).

## **FEEM 5. XWBFWB & TXWJLAUG ROOJ COB QHA**

Txhua lub xyoo twg pawgntseeg yuav tau kom (budget) ib qhov nyaj rua xwbfwb hab cov txwjlaug moog koom rooj cob qha cheeb tsaam. Xauj tsheb, chaw pw, yuav roj tsheb, hab noj haus.

**FEEM 6. XWBFWB KEV MOOG UASI (Vacation)**

Pawgntseeg pum zoo tso xwbfwb moog uasi (Vacation) lawv le HKM lub rooj saab laaj xyoo 2000 kws yog 4 lub lim tam. Yog xwbfwb yuav moog dleb hab xaav thov sijhawm ntxiv los cov Txwjlaug le maam ua cov saib puas tsim nyog le caag. Kev su moog uasi nuav yuav tau has rua lub Rooj Txwjlaug paub ua ntej 2 lub limtam

**FEEM 7. XWBFWB KEV SU DLEJNUM (Days off).**

Kev su dlejnum ntawm xwbfwb ca rua lub Rooj Txwjlaug hab xwbfwb le maam sis thaam saib nub twg yuav zoo tshaaj rua xwbfwb hab pawgntseeg.

**FEEM 8. XIBFWB HOLIDAYS.**

Num tswv tebcaws nuav yeej tso cai rua cov ua dlejnum su tej nub kws tseem ceeb. Yog le, pawgntseeg pum zoo rua xwbfwb su cov nub tseem ceeb le nraag qaab nuav.

New Year’s Day.....	1 Nub
Good Friday.....	1 Nub
President’s Day.....	1 Nub
Memorial Day.....	1 Nub
Independence Day.....	1 Nub
Labor Day.....	1 Nub
Thanksgiving’s Day & Day after Thanksgiving’s day..	2 Nub
Christmas Eve & Christmas Day.....	2 Nub

*Yog thaum twg nub holiday poob rua xwbfwb nub day off, xwbfwb su nub tomqaab ntxiv hab. (qhov nuav rooj saablaaj tseem tsi tau txais yuav)*

## **FEEM 9. KEV HLOOV XWBFWB.**

Thaum tug xwbfwb thov tawm dlejum lo yog pawgntseeg hloov xwbfwb, yuav tau “**sau ntawv**” qha ua ntej 3 lub hlis, tshwj thaum muaj teeb meem luj xwb.

## **PHAAJ IX (9): PAAB NYAJ RUA KEV KAWM.**

- **Cov Kawm Vaajlugkub.**

Tug yuav tau txais kev paab, nwg yuav tsum kawm le cov nraag nuav: Pastoral/Church, Ministries, Missions Christian Education, Church Music, Youth Ministries Bible hab Theology.

## **PHAAJ X (10): KEV PAAB RUA TEJ PHAAB HAB LWM TUG.**

1. Pawgntseeg yuav tau them rua xwbfwb moog saab laaj txwm xyoo ntawm HKM.
2. Xwbfwb rooj cob qha: them ib chaav chaw pw, them noj haus hab them nqe moog hab lug.
3. Txhua phaab yuav tau kom nyaj xaa kuas tau ib tug moog koom rooj saab laaj txwm xyoo ntawm HKM. Cov nyaj kom tseg yog yuav them tug sawvcev lub chaav pws, them noj haus, them nqe taug kev hab sau npe.

## COV HLUAS:

Pawgntseeg npaaj kom ib peev nyaj paab rua cov hluas moog koom kev txhawb sab rua cov hluas xws le:

1. Nyob huv cheebtsaam "**East Coast Conference and Salt**" ob xyoos muaj ib zag.

➤ **Salt budget: \$1000.00**

➤ **East Coast Conference budget: \$1000.00**

- \$1000.00 nuav yog siv rua "transportation only", registration and others are individual responsibility.
- Peev nyaj nuav siv tau rua xyoo kws HKM npaaj tsi muaj "HLUB" xwb.

2. HKM npaaj muaj HLUB (national) ob xyoos muaj ib zag. HLUB national budget \$5,000.00

3. Yog ncaaj rua xyoo kws HKM npaaj muaj HLUB tabsis xyoo ntawd HKM npaaj tsi tau ces pawgntseeg paab le nqai ib (1). Pawgntseeg tau pum zoo txais yuav 2 nqai sau nuav rua lub **10/9/2011**.

## **PHAAJ XI (11): TXHUA PHAAB TEJ NYAJ.**

Txhua txhua xyoo thaum xyoo xaus, txhua phaab tej nyaj kws seem yuav tau muab cob rua cov thawj coj xyoo tshab, tsi has cov saving lossis cov nyaj nyob huv checking, yuav tau cob kuas meej rua cov thawj coj xyoo tshab hab tsi pub muab siv rua lwm yaam kws tsi nyob huv dlaim budget rua xyoo ntawd.



## PHAAJ XII (12): PHAU DIRECTORY:

Txhua xyoo lub rooj txwjlaug yuav tau sau phau Church Members Directory. Teev cov thawjcoj txhua phaab npe, txhua tug tswvcuab npe. **Txwv tsi pub sau xuv tooj hab chaws nyob yog yim tswvcuab ntawd tsi pum zoo. Txwv tsi pub teev tej sij hawm tseem ceeb rua huv (tej activities kws tseem ceeb)**

## PHAAJ XIII (13): TXUJCAI TUG FWJCHIM.

1. Txhua tug yuavtsum tau fwm hab ua lawv le txujcai nuav
2. Txwv tsi pub ib leeg tug twg lug tuav tej lub meej mom es yuav muab txujcai nuav hloov le nwg sab nyam, hab lawv le nwg totaub ua.
3. Yog leej twg tsi fwm txujcai, tsi ua lawv hab muab txujcai hloov los yog rhuav, cov thawjcoj yuav tau saab laaj txug nwg hab tsi pub nwg koom lub rooj saab laaj ntawd.

## PHAAJ XIV (14): KEV NTXIV, KHU HAB HLOOV:

1. **Kaabke Ua Dlejnum (POLICY)**: Pawgntseeg muaj cai rhu, ntxiv, khu hab hloov phoo kaabke ua dlejnum nuav. Yuavtsum yog tau suab pum zoo **“Feem Coob”** ntawm pawgntseeg ces le maam hloov lossis khu tau. Tsaab kevcai ua dlejnum nuav raug leeg yuav ntawm pawgntseeg Clearwater Hmong Alliance church rua lub **8/11/2011**.

**PHAAJ XV (15): KEV XAIV TSAA:**

- A. Kev xaivtsaa yog suam ntawv hab tawm suab nrug pum zoo.
- B. Txhua tug tswvcuab kws muaj noob nyoog 16 xyoo rov sau muaj cai suam tau dlaim ntawv xaivtsaa hab taw npe, tabsis nwg yuavtsum tuaj koom kev xaivtsaa nub ntawd.
- D. Tsi has lub meejmom twg, tug kws tau suab pum zoo ntau dlua ces tug ntawd yog tug tau.
- E. Yog lub meejmom twg kws tsi muaj lwm tug lug nrug sistw, tug tswj rooj tsuas thov kuas pawg ntseeg txais yuav xwb.
- F. Yug yuavtsum pov ntawv rua tug yug taw.
- G. Yog ib lub meejmom twg kws cov npe sistw tau suab sis npaug, yuav tau muab cov kws tau suab sis npaug ntawd rov lug pov ntawv dlua (tsuas yog cov suab kws yeej xwb).  
Yog zag ob tseem tau suab sisnpaug hab, cov kaavxwm xaivtsaa muaj cai lug rhu npe (*muab cov npe sau rua tej dlaim ntawv tso rua huv ib lub box, ces le maam cev teg moog muab lug*) saib tau leejtwg lub npe ces tug ntawd yog tug tau.
- H. Nub xaivtsaa, cov tswvcuab tuaj pis tsawg leej los xaivtsaa tau.

**PHAAJ XVI (16): KEV SIV TUAMTSEV:**

- A. Txhua phaab kaavxwm kws yuav siv taag nrho lub tuamtsev rua puab kev saablaaj, kev kawm, lossis lwm yaam dlejnum, yuavtsum tau muab cov schedule lug tso rua huv pawgntseeg dlaim calendar ua dlejnum txhaj le tsi muaj dlejnum cuamtshuam.

- B. Txhua phaab kaavxwm yuav siv lub tuamtsev ua lwm yaam kws tsi muaj nyob rua huv puab dlaim schedule xws le: noj haus, kev kawm hab lwm yaam, yuav tau has qha tug saib Teejtug, Xwbfbw lossis thawj Tswjrooj paub ua ntej.

**FEEM 1. KEV QEV TUAM TSEV.**

- A. Lub tuamtsev tsuas qev tau rua lwm pawgntseeg siv pehawm Vaajtsvw kws yog kev ntseeg tsi cuam tshuam C&MA kev ntseeg, hab tso rua lub rooj Txwjlaug ua tug phua moog lawv le kev nce nqe dlej nqe tawg ntawm txhua lub xyoo, tabsis tsi pub lub rooj Txwjlaug sau receipt rua tug qev.
- B. Lub tuamtsev tsuas qev rua cov tswvcuab huv pawgntseeg hab lwm pawgntseeg C&MA siv rua tug kheej (personal), tabsis yuavtsum yog tsi txhum kev ntseeg. Tug kws yog tswvcuab rua pawgntseeg Clearwater Hmong Alliance Church ces siv dlawb xwb, tabsis tug kws tsi yog tswvcuab zwm rua Clearwater Hmong Alliance Church ces yuav tau them \$200.00 rua ib nub (tug nce nuav yuav nce hab nqeg). Nwg yuav tau lug muab dlaim ntawv tso cai siv tuamtsev ntawm tug saib Teejtug lossis xwbfbw. Yuavtsum tau tu tom qaab nwg siv taag lawm.

- C. Lub tuamtsev tsuas qev tau rua lwm lub koomhum kws tsi nrhav kev tsaam peev (non-profit organization) siv saablaaj, noj haus, tabsis yuavtsum yog tsi txhob thaam txug tej yaam kws txhum numtswv kevcai los yog nqaa tej khoom txhum numtswv hab Vaajtswv kevcai xws le: nqaa cawv, yeeb dlawb los yeeb dlub, phom, dlaabqhuas, seevcev, hab lwm yaam kws tsi tsim nyog. Tug kws siv yuav tau them nyaj ua ntej, ib nub \$200.00 hab yuav tau lug muab dlaim ntawv tso cai siv tuamtsev ntawm tug saib Teejtug lossis xwbfbw, tom qaab siv taag nwg yuav tau tu hab nqaa tej lamsim koj moog pov tseg tom nyag vaaj nyag tsev, vim peb tsi muaj lub thoob pov lamsim.

## **FEEM 2. KEV UA SI**

Sijhawm uasi yog nub Friday hab Saturday 9am – 8pm. Tabsis yog dlhau ob nub ntawd lawm yuavtsum muaj ib los ob tug laug tuaj saib mas txhaj le pub suav dlawg siv tau.

## **FEEM 3. COV YUMSIJ QHOV ROOJ**

Cov kws muaj cai tuav cov yumsij qheb qhov rooj hab cov chaav yog xwbfbw, thawj tswjrooj, saib teejtug hab lwm tug kws lub rooj txwjlaug pum tas tsim nyog. Pawgntseeg txais yuav rua lub **10/22/2009**.

# HMONG DISTRICT CHURCH FAITH COMMUNITY AND MISSION

## I. Key Characteristics of Hmong District Church Faith Community and Mission

The Clearwater Hmong Alliance Church of the Christian and Missionary Alliance is a community of faith that exists to exercise and express its biblical beliefs both in and through the broader faith community of The Christian and Missionary Alliance (C&MA). These beliefs are grounded in an understanding of Holy Scripture including those beliefs and standards specifically addressed in the *Manual of The Christian and Missionary Alliance (Manual)*.

### A. The Church Biblical Beliefs.

This church is a community of faith based on the C&MA's biblical beliefs, which include the following.

1. *Statement of Faith.* This church adopted the statement of faith set forth in the *Manual of the Christian and Missionary Alliance*.
2. *Christian Mission and Values.* This church directs all of its activities in accordance with the following C&MA mission:

We desire to know Jesus Christ as Savior, Sanctifier, Healer, and Coming King and to complete His Great Commission. The Alliance will fulfill His Commission through

Evangelizing and discipling persons throughout the United States,

Incorporating them into Christ-centered, community-focused congregations, and

Mobilizing them for active involvement in a global effort designed to plant Great Commission churches among unengaged, unreached and responsive peoples worldwide.

In carrying out this mission, this church's activities are conducted in accordance with the following biblical values:

Lost people matter to God. He wants them found. Luke 19:10

Prayer is the primary work of the people of God. Philippians 4:6–7

Everything we have belongs to God. We are His stewards. 1 Chronicles 29:14

Knowing and obeying God's Word is fundamental to all true success. Joshua 1:8

Completing the Great Commission will require the mobilization of every fully devoted disciple. Matthew 28:19

Without the empowerment of the Holy Spirit, we can accomplish nothing. 1 Corinthians 2:4–5

Achieving God's purposes means taking faith-filled risks. This always involves change. Hebrews 11:6

## B. Representatives and Other Participants

The representatives of this faith community include all of its pastors, workers, leaders, volunteers, and members who are an integral part of this ecclesiastical body.

## C. Christian Exercise and Expression.

1. *As a Community, this church* believes that the church is the visible organized expression of the Body of Christ and that the church finds broader meaning and outreach in fulfilling its biblical responsibilities within the life and witness of the denomination. In addition, we are committed to follow the biblical command to live out our faith in community and association with other Hmong C&MA believers. Accordingly, this church is itself an exercise and expression of its biblical beliefs and standards.
2. *Through its Mission Based Activities, this church* believes that all of its activities, including the responsibilities of every member of this church should be rendered in service to God as a form of worship. Therefore, this church as a community of faith exercises and expresses its biblical beliefs in every activity, action, and responsibility.

## II. Christian Community Standards for Ministry Activities

### A. General Standards.

This church shall engage in activities and use its facilities solely to exercise and express the biblical beliefs of the C&MA and to further the mission of both. In furtherance of this mission, this church may provide services or goods to, and may allow use of its facilities by, other groups and persons who are not members or employees of this church, but no activity, nor any use of its building by another group or person, may be conducted or permitted if the governing board of this church determines that such activity or use expresses a message in contrary to the biblical beliefs of the C&MA.

### B. Specific Concerns.

For many years the C&MA as a faith community has had concerns with the cultural and legal trends in North America. This resulted in specific statements being adopted by the C&MA over the years to biblically address these cultural concerns. These cultural concerns include but are not limited to marriage, human sexuality, and sanctity of life. This church affirms the biblical beliefs and standards expressed in each of the following statement.

#### *Marriage and Human Sexuality*

As such, this church subscribes to the biblical belief that God creates human beings in His image as two distinct genders, male and female, and that the intended gender identity of an individual is determined by such individual's biological sex at birth. This church applies this belief regarding gender identity in all policies and programs in this



faith community. In addition, this church subscribes to the biblical belief that God has instituted marriage as a covenant relationship between one man and one woman. This church recognizes only such marriages for all policies and programs in this faith community. Further, this church subscribes to the biblical belief that sexual desire is rightfully fulfilled only within marriage and that unmarried singles who abstain from sex can be whole, mature persons, as pleasing to God as persons who are faithful in marriage.

### *Sanctity of Life*

Likewise, this church subscribes to the biblical belief that all life is sacred from conception to death and that individuals are known by God from before the foundation of the world and that human life begins at conception and that death is under the sovereignty of God and not man. This church accordingly believes that no procedures should be performed for the primary objective of terminating a pregnancy and taking the life of an unborn child (such procedures are referred to herein as abortions) except in rarest of circumstances where other biblical, moral principles prevail, such as where it is medically impossible to save the life of both the mother and the child. Similarly, this church believes that no medical procedure should be performed that takes the life of an individual prematurely (such procedures are referred to as euthanasia). This church beliefs further prohibit paying for or otherwise facilitating such procedures.

As dictated by these beliefs, this church as an organization shall not fund abortions in any manner, including through a health care benefit plan that covers prescription drugs that induce abortions, except in the foregoing extraordinary circumstances unless in a particular situation (i) any such drug is prescribed and used solely for a non-abortive therapeutic treatment of a covered medical condition or for an abortion in the foregoing extraordinary circumstances, and (ii) coverage is approved by the plan's governing body or this church's appropriate ecclesiastical authority. In addition, this church shall not participate through its health care benefit plan in a program that uses the plan as a means for providing drugs used to induce abortion, except in the foregoing extraordinary circumstances. Any requirement to facilitate abortions or euthanasia by participating in such a program, and any penalty for failing to participate in such a program, would directly and substantially burden and undermine this church's exercise and expression of its biblical beliefs.

### *Religious Activities*

In conformance with these biblical beliefs and standards, this church engages solely in activities that further its faith mission. All such activities can and should be vehicles for spiritual growth. Therefore, this church considers all of its activities to be a form of religious worship.

This church distinguishes between exclusive religious activities and integrated religious activities. Exclusive religious activities include devotional worship services such as chapel services conducted by this church, and distinctly theological education or pastoral counseling.

Integrated religious activities include activities similar to those conducted by nonreligious organizations for the benefit of society. This church conducts such activities in furtherance of and in accordance with its biblical beliefs.

With respect to restrictions that may be imposed on the use of funds or other benefits offered to this church, this church shall not agree to any restriction that would preclude this church from conducting its integrated religious activities in furtherance of and in accordance with its religious beliefs. This church may agree not to use offered funds or benefits for exclusive religious activities.

### C. Implementation.

To the extent the pastor of this church determines it to be necessary or advisable to further this church's mission or to cultivate this church's faith community, he may establish additional standards based on Holy Scripture and the beliefs and standards addressed in the *Manual* for the activities and programs conducted within the faith community or for this church members or other community participants. The determination as to whether any particular activity or use of this church's facilities is not permitted under this Policy requires spiritual discernment applied to each particular circumstance and shall be made in the sole discretion of the spiritual leaders of this church designated by the appropriate ecclesiastical authority. With respect to uses by other groups or persons, this church may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived by the public as advocating views contrary to the biblical beliefs of the C&MA.

### III. Community Standards for the representatives of this Church

#### A. Roles and Expectations.

In response to God's calling on their lives, the representatives of this church exercise and express both their own and the C&MA's biblical beliefs and standards by working together to advance the C&MA's faith mission. The representatives of this church are responsible for defining, cultivating, leading, and/or representing the C&MA's faith community as an expression and exercise of their and the C&MA's biblical beliefs and standards.

Accordingly, each representative of this church shall be expected to (i) model these biblical beliefs and standards for others, (ii) perform all of their responsibilities as a service to God, and (iii) comply with the following obligations:

1. *Biblical Beliefs.* Each representative of this church shall affirm their agreement with the C&MA's statement of faith and other biblical beliefs and shall not subscribe to or promote any religious beliefs inconsistent with these beliefs.
2. *Christian Conduct Standards.* The representatives of this church shall at all times (both during working and nonworking hours) endeavor to conduct themselves in a manner that affirms biblical standards of conduct in accordance with theirs and the C&MA's biblical beliefs.
3. *Distinctly Christian Activities.* Each representative of this church shall be ready, willing and able to lead or contribute to distinctly Christian activities such as worship or prayer services.

B. Noncompliance by Representatives.

If any representative of this church does not comply with the obligations set forth above, such representative shall have an obligation to disclose such noncompliance to the governing board. The governing Board may determine whether such representative intends or is likely to continue in such noncompliance. If so, then the governing board may dismiss such representative from his or her position on the basis that such representative's noncompliance is inconsistent with and undermines the expression and exercise of this faith community. Such action may be taken in accordance with any applicable procedures in the Uniform Policy on Discipline, Restoration, and Appeal.

C. Volunteers and Contract Workers.

Volunteers who are not members of this church are not considered to be representatives of this faith community unless they are serving with the permission of this governing board. Nevertheless, when volunteers and certain contract workers serve with this church, they shall be required to acknowledge that they understand and agree to support the C&MA's mission and values. This church may give preference for such service to volunteers and contract workers who share its biblical beliefs.

Voted and adopted by the assembly of this church on *2/3 voted pass and adopt on 10/4/2015 @ 4:50pm,*  
Sign: Ger Chang/(secretary)