

IMPORTANT DATES TO REMEMBER

November 7, 2015

KINDLE: Servant
Leader Workshop
Redeemer Lutheran
Rochester, MN

November 14, 2015

KINDLE: Servant
Leader Workshop
St. John Lutheran
Cypress, TX

December 1, 2015

KINDLE 2014-2015
Annual Report
Available

December 5-6, 2015

KINDLE: Couples
Design Team Meeting
Denver, CO

January 30, 2016

KINDLE: Servant
Leader Workshop
Gloria Dei Lutheran
Hudson, OH

February 1-3, 2016

KINDLE: Finishing Well
Training Team Meeting
Mundelein, IL

February 1-4, 2016

Classic KINDLE
Learning Event #4
Mundelein, IL

February 16-17 2016

Operations Council
Meeting
Mundelein, IL

February 17-18, 2016

Board of Directors
Meeting
Mundelein, IL

February 18-20, 2016

KINDLE Exhibit at
Best Practices
for Ministry
Phoenix, AZ

The Holy Spirit Moving INSIDE and OUT

In 2015, KINDLE is celebrating 15 years of training over 231 Directors of Christian Education (DCE) and other commissioned ministers, in what it means to become **Christ-like Servant Leaders**. Change is happening in the hearts and in the habits of commissioned ministers all over the country. Hearts are healing and being turned by the deep spiritual bending of the Spirit. Habits are being developed around the themes of self care, leadership, faith, mission, coaching, and multiplication of leaders.

The Blessing: The Holy Spirit is moving in church workers *INSIDE AND OUT!* **The Challenge:** How can we multiply **Christ-Like Servant Leaders** in churches, schools, homes, offices, and families? How will the Spirit move in the next 15 years of KINDLE, *INSIDE and OUTSIDE* of the walls of the Church?

At Redeemer Lutheran Church in Spokane, Washington we asked the question:

“What will it take to make **Christ-Like Servant Leadership** a part of the DNA of Redeemer?”

Investment in training for every ministry staff workers is a must. The expectation is that every ministry staff person at Redeemer will complete the KINDLE initiative of their choosing. KINDLE: Recent Graduates, Classic KINDLE and KINDLE: Finishing Well all set the table for understanding and multiplying **Christ-Like Servant Leadership** in the people of Redeemer.

Investment in others makes the product clear. At Redeemer we have a saying: *“The end product is not programs but people.”* KINDLE is a wonderful program. However, success is measured in people. How many people can tell you a story of how their hearts have been healed? Who can give you an example of how they have **served** someone else in humility? How has God’s Spirit moved you from the *INSIDE OUT?* **(Article continued on Page 2)**

Introducing KINDLE’s Operations Director-Elect



Michelle Pavasars

With great thanksgiving to our good and gracious God, KINDLE announces the appointment of Michelle Pavasars as the Operations Director-Elect. Michelle has been serving Christ Lutheran Church in Brea, California since 1996 in various capacities. She will begin her apprenticing sequence January 1 under the guidance of the current Operations Director, Dr. Bill Karpenko. The Operations Director position is a half-time position with KINDLE and Michelle will assume her full responsibilities for this position on July 1, 2016.

Michelle is a KINDLE Associate, having been a part of the class of 2009. She has served as the KINDLE Program Team Leader (2009-2012) and as a Coach for Classic KINDLE for the 2014-2016 learning cycle. This exposure and service provides Michelle with a thorough background in the Strategic Direction of KINDLE, with its operational side, and with the Strands, Practices, and Outcomes (SPOs) of KINDLE’s programmatic efforts.

Les Stroh, KINDLE’s Executive Director, says, *“Michelle is thoughtful, well organized, and thorough in her efforts. She is respected by her colleagues who express confidence in her leadership skills and appreciation for her caring spirit. Michelle will provide a wonderful continuation of this vital role within KINDLE.”*

The Holy Spirit Moving Inside and Out *(Continued from Page 1)*

Measuring our investment is the way Redeemer determines growth. Redeemer's Board of Directors caught the vision after attending Redeemer's **Servant Leader** Weekend. The Board of Directors decided that **servant leadership** is important enough to be included in our church's ends policies, "1.4.2.4 Children, Youth, Adults – All stages of life will understand and demonstrate **Christ-Like Servant Leadership**." We believe if it is important enough to pursue, it is important enough to measure.

Staff accordingly. In June of 2014 Redeemer Lutheran Church called DCE Doug Weinrich to the newly created position of Minister of **Servant Leader** Development. Doug has been working to establish the **Servant Leader** Path, a training model for Redeemer. **Serving** wounded warrior dinners, replacing windows for the elderly, hammering for Habitat, preparing lunch for office workers and serving cancer kids are just a few of the ways that all age groups of Redeemer **serve** locally and abroad. Our goal is to ask God, "What would you have us do?" and respond.

Tell the stories of Christ-like Servant Leadership. Nineteen times in this article the writer mentions **servicing, serving or Christ-Like Servant Leadership**. Sound education principles tell us that we remember what we hear repeatedly. Greater recall occurs when we see video accounts and personal testimony of **Christ-like Servant Leadership** on Sunday mornings in worship at Redeemer. At Redeemer we learn, preach, teach, and tell the stories of **Christ-Like Servant Leadership**. Yet, the best story will always be Jesus Christ's story incarnate in our story. How are you living **Christ-Like Servant Leadership INSIDE and OUT?** I pray that you can tell your story to many. And if you are passing through Spokane, stop by.

David Noll is Senior Pastor at Redeemer Lutheran Church in Spokane Valley, Washington. He is also a 2002 Classic KINDLE Associate. Prior to becoming Senior Pastor, he served as a DCE for 26 years in Pittsburgh, Pennsylvania, and at Redeemer Lutheran, in Spokane Valley.



KINDLE: Couples

Expanding Christ-like Servant Leadership into the Marriage and Home

In just about a year, a new KINDLE initiative will be launched and couples will be invited to experience together what it means to be Christ-like Servant Leaders in their marriage, home, congregation, workplace, and community. KINDLE Associates and their spouses will gather in the Rocky Mountains for a three-night, four-day learning event that will be a uniquely KINDLE experience. It will be not so much a marriage retreat, but a learning event where the couple will look at their marriage, family, and ministry together through the lens of the KINDLE servant leader developmental path.

The experience of Classic KINDLE or KINDLE: Finishing Well is often a powerful and life-changing experience for KINDLE Associates. New language has been introduced, new concepts have been learned, and new ideas for life and ministry are explored as one's understanding of Christ-like Servant Leadership is formed and expanded. For the Associate that is married, the spouse may not have experienced this life-transforming experience. By God's grace, now they can! Watch for specific details coming in the spring of 2016.

Register Online for Upcoming KINDLE Initiatives

2016-2018 Classic KINDLE

2016-2018 KINDLE: Finishing Well

2016 KINDLE: Recent Graduates

Events begin on September 26-29, 2016

University of St. Mary of the Lake Conference Center
Mundelein, Illinois

To register, and for more information, go to kindleservantleaders.org
Registration deadline: May 16, 2016

Board of Director Fall Meeting Highlights

KINDLE's Board met on October 14-15, 2015 amidst the beautiful fall colors at Mt. Olivet Retreat Center in Farmington, Minnesota. Some highlights from the meeting include:

- Welcoming the newly-elected Audrey Duensing-Werner to the Board meeting.
- Starting the Founder Transition discussion with Bill Karpenko.
- Dialoguing by Skype with DCE Sue Von Fange and Pastor Ken Wise from Trinity, Clinton Township, Michigan about the impact of KINDLE within the congregation they serve.
- Accepting the Annual Review of KINDLE'S financial records done by Swink, Fiehler & Co.
- Refining further the Indicators of Success for each of KINDLE'S four strategic goals.
- Approving a host of policy changes.
- Introducing Michelle Pavasars, the Operations Director-Elect, to the Board via Skype.
- Launching a discussion of issues potentially impacting the future of KINDLE.



**DCE Audrey
Duensing-Werner,
Concordia Lutheran Church,
Kirkwood, Missouri**

Congregations That Support KINDLE

Congregations are vital to KINDLE. They encourage workers to attend KINDLE initiates, allow workers to volunteer time to the KINDLE's operational effort, and provide gifts to offset training costs not covered by registration fees. Congregational gifts run \$20, \$50, \$100, \$200 or \$400 a month. Large gifts are helpful, while smaller gifts can build up to gifts of significance (any size can be -- or can become -- significant). Consider this: Approach your congregational leadership with an offer to provide a gift that would be matched by your parish. Sound workable? Why not give it a try!

Support KINDLE Through AmazonSmile

AmazonSmile is a program through which Amazon will donate 0.5% of the price of your eligible purchases to the charitable organization of your choice. Please sign up for **AmazonSmile** at smile.amazon.com and choose KINDLE as the beneficiary of this donation program.

1. After you log in, go to "pick your own charitable organization."
2. Type "Karpenko" and search. There you will see KINDLE, with the acronym spelled out.
3. Click on the select button, and you will return to the Amazon shopping page.
4. KINDLE will now be associated with your account.

Other Ways You Can Financially Support KINDLE

Gifts to KINDLE may be sent to KINDLE, 8608 Poplar Bridge Curve, Bloomington, MN 55437 or visit the website (at the Donate tab) for instructions on how to:

- Designate or renew Thrivent Choice Dollars to KINDLE by going to Thrivent.com or by calling 1-800-847-4836.
- Sign up for an automatic monthly donation.
- Make an immediate and secure online donation, using your credit or debit card, to KINDLE's Annual Fund, one of its 13 Living Legacy Funds, its General Endowment Fund, or its Maintaining Excellence Fund.



Fostering & Multiplying
Christ-like Servant Leaders

KINDLE
8608 Poplar Bridge Curve
Bloomington, MN 55437

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KINDLEServantLeaders.org

MISSION
KINDLE fosters and multiplies
Christ-like servant leaders
to enhance the ministry
of congregations, in their
communities and the world.



Please Pray For:

- Marilyn Shults, Dean-Elect of KINDLE: Servant Leader Workshops, as she assembles a design team for the fourth cycle of workshops.
- KINDLE’s Recruitment teams, as they invite people to participate in 2016-2018 Classic KINDLE, 2016-2018 KINDLE: Finishing Well, and 2016 Recent Graduates.
- Those who are considering being part of a future KINDLE initiative.
- 2014-2016 Classic KINDLE, as they prepare for their final Learning Event in February.
- KINDLE’s Board of Directors, as it continues to lay a foundation for KINDLE’s Executive Leadership Succession process.
- That KINDLE’s presence is a blessing at Best Practices for Ministry at Christ Lutheran in Phoenix, Arizona.

Please Give Thanks For:

- Michelle Pavasars, KINDLE’s Operations Director-Elect, as she prepares to enter the period of orientation and apprenticeship.
- New Board Members, Rick Herman and Audrey Duensing-Werner, and the insight and energy they bring to KINDLE’s Board of Directors.
- Elvin Harms (President), Dave Rahberg (Vice President), and Michele Karpenko (Secretary), as they continue to serve as the Executive Committee of KINDLE’s Board of Directors.
- The ongoing impact of the Thrivent Financial Choice Dollars on KINDLE’s program initiatives.
- The marvelous generosity of donors who continue to support KINDLE’s ministry.
- Congregations who underwrite expenses of Associates as they attend KINDLE events.
- The individuals, deceased and alive, who have been honored with a Living Legacy in their name.

BOARD OF DIRECTORS

Leah Anderson, Audrey Duensing-Werner, Carsten Falkenberg, Elvin Harms, Jr. (President), Rick Herman, Sandy Jett, Michele Karpenko (Secretary), David Rahberg (Vice President)

KINDLE STAFF

Les Stroh (Executive Director), William O. Karpenko II (Operations Director), Diane Schuessler (Operations Coordinator)

EDITORIAL TEAM

Christine Eid, Michael Harvey, Peter Hiller, Michele Karpenko, William O. Karpenko II, Diane Schuessler, Cori Woltmann

