

Annual Report

July 1, 2014-June 30, 2015



Fostering & Multiplying
Christ-like Servant Leaders

Tucked away at the very center of KINDLE's nine Core Values is "**Excellence**: *We understand excellence as a dynamic of 'being' as well as 'doing' and seek to be a learning organization enabling visibly evident innovative development of Christ-like servant leaders.*" Oftentimes, and rightfully so, this value gets trumped by the others, notably KINDLE's mission to "*foster and multiply generations of Christ-like servant leaders in their homes, workplaces, congregations, communities, and the world.*"

The mission cannot be effectively carried out, however, unless there is an intentional effort to carry out all we do in KINDLE to our very best. I like to think that **Excellence** being placed squarely in the middle of our core values is more than coincidence – it's exactly where it should be – the nucleus, together with our gracious God, of how we go about our business of Christ-like servant leadership.

The apostle Paul, writing to the Corinthians, tells us, "*But earnestly desire the higher gifts. And I will show you a still more excellent way*" (1 Corinthians 12:31). Up and down the KINDLE organization this exhortation is pursued as KINDLE Associates, and those they directly impact in the congregations they serve, strive to discover how they have been gifted in order to be a blessing to others – to guide the people they encounter to that more excellent way.

The generosity of the many people and congregations whose names you will find in this *Annual Report* allows KINDLE to pursue excellence in its unique way. Thank you! I'm proud to say that this is not done in a financially extravagant way; our leaders strive to carry out the mission in as frugal a way as possible. The ability to stretch the dollars we are entrusted with is but one example of **Excellence** in action. This year's review of KINDLE's financial activities, together with once again finishing the year with a balanced budget, is another reflection of this value.

KINDLE's near future is going to be marked by transition as we prepare for a change in leadership in the Operations Director role and undertake a search for the next Executive Director. Keep us in your prayers and be mindful that **Excellence** will continue to be the hallmark by which KINDLE carries out its mission and the means by which everyone linked to it is expected to live out Christ-like servant leadership.

Blessings!

Elvin Harms, Jr., President
On behalf of KINDLE's Board of Directors



KINDLE's Financial Condition 2014-2015

Operating Income and Expenses

Beginning Balance 7-1-14	\$ -0-
Operating Income Received	\$ 232,460
Expenses incurred	\$ (212,809)
<i>Note: By policy, a budget surplus is transferred to Maintaining Excellence Fund (\$15,000) & General Endowment Fund (\$4,651)</i>	
Ending Balance 6-30-15	\$ 19,651
	\$ -0-

Endowment Fund

Endowment Fund Value 7-1-14	\$ 1,590,138
Deposits to Endowment	\$ 61,306
Distributions from Endowment	\$ (79,898)
Net Expenses from Endowment	\$ (11,643)
YTD Gain/Loss	\$ 55,641 (2.80%)
Ending Fund Value 6-30-15	\$ 1,615,544

IMPORTANT DATES AHEAD

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

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A Word from the Firm Reviewing KINDLE'S Financial Records ...

"We have reviewed the accompanying statements of financial position of Karpenko Institute for Nurturing and Developing Leadership Excellence ('KINDLE'; a Minnesota not-for-profit organization) as of June 30, 2015, and the related statement of activities and cash flows for the year then ended. Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentatons of the financial statements. Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants."

Swink, Fiehler & Company, P.C., St. Louis, MO



*"Taking part in **KINDLE: Recent Graduates** in 2013 not only influenced me at that point in my life, but the content covered remains significant to this day. A KINDLE experience goes beyond mere content transmission, creating a context for reflecting, processing and planning, both professionally and personally. As I now have the opportunity to serve on KINDLE's Recruitment Team, recruiting for **KINDLE: Recent Graduates**, I love sharing about the organization's holistic approach to Christ-like servant leadership with those whose shoes I was in not too long ago. The connections that have been made or strengthened through KINDLE are a great blessing!"*

DCE Katy Munson is Director of Communications & Connections at Mt. Olive Lutheran Church in Rockford, Illinois.

"KINDLE'S emphasis on Christ-like servant leadership should be standard fare for all Christians and ministries. Both Mary and Duane have been so blessed through the ministry and Christ-like servant leader mindset of KINDLE and that blessing has spilled over to our staff and congregation. They brought their experiences and knowledge to our staff, leading us through aspects of KINDLE training for an entire year. In addition to leading numerous KINDLE groups, Duane is now using KINDLE devotions and concepts to help shape the hearts of our Board of Directors. I have appreciated the personal spiritual growth, accountability, and encouragement through this training and I know it is shaping the people and ministry of Brookfield Lutheran Church."



Rev. Rob Mrosko (right) is Senior Pastor at Brookfield Lutheran Church in Brookfield, Wisconsin where DCE Mary Stafford (left), 2003 Classic KINDLE Associate, and DCE Duane Tweeten (middle), 2013-2015 KINDLE: Finishing Well Associate, are on staff.

"Classic KINDLE has been a breath of fresh air for myself, as well as my ministry to youth and young adults. After 11 years in congregational ministry, KINDLE was just what I needed to continue to develop my leadership skills, connect more with other church professionals, and see how to raise up more leaders within my congregation. I feel that KINDLE has challenged me to walk closer with Christ everyday as well as form closer and more trusting bonds with my other staff members. I am thankful to the leaders of KINDLE, every book I have read, and all the conversations my KINDLE circle has had as we all desire to influence those around us with Christ at the center."



DCE Brian Amey is an Associate in the current 2014-2016 Classic KINDLE Learning Cycle. He serves as Minister of Youth at Holy Cross Lutheran Church in Wichita, Kansas.



"KINDLE: Finishing Well provides a framework and a process that changes how people see themselves, and they become more intentional in being Christ-like Servant Leaders wherever they are. The majority of our new members are young in faith, yet not necessarily inclined to go to Bible study to learn more. KINDLE clusters are proving to be places where people can easily start wherever they are and see the transforming power of God's Word shape their lives, week in, week out. Engaging God and God's people in this way also impacts daily witness and creates a hunger to know more. I'm energized and encouraged by what God is doing and we're exploring ways in which KINDLE might shape our assimilation strategy and become sustainable beyond my retirement."

DCE Sue von Fange is a 2013-2015 KINDLE: Finishing Well Associate. She serves as Minister for Outreach & Assimilation at Trinity Lutheran Church, Clinton Township, Michigan.

*"The **KINDLE: Servant Leader Workshop** was very organized and well laid out. The leaders were amazing and the food was out of this world! The way the Christ-like Servant Leader self-assessments were presented provided invaluable insight for reflection and growth opportunities. The content and curriculum hit on all aspects of our lives, which was important in identifying areas that need some attention."*

Dawn Shelstad is a member of Redeemer Lutheran Church in Rochester, Minnesota. She attended a KINDLE: Servant Leader Workshop at Redeemer in November 2015.



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