

Annual Report

July 1, 2015-June 30, 2016



Fostering & Multiplying
Christ-like Servant Leaders

The principle of generosity has piqued my interest more than usual of late, due in large part to activities in my home congregation, including a spiritual gifts assessment. The ultimate example of generosity is, of course, evidenced by God's love for us to the point of the sacrificing his Son, our Savior Jesus, for our salvation. True human generosity is shown by cheerful giving, with almost reckless abandon, and no thought of personal gain, aside from the satisfaction of reflecting God's love and showing Him thanks, as we read in 2 Corinthians 9. That sounds a lot like Christ-like servant leadership.

In 'KINDLEspeak,' generosity is, in part, embodied by the Strategic Goal of Abundant Resources – time, finances, and strategic alliances which support KINDLE's current and expanding ministry. Without these, KINDLE simply would not exist. The Holy Spirit has endowed all members of the KINDLE community with a wealth of resources – the talents of those who plan and carry out KINDLE's initiatives, a generous staff who goes above and beyond, and especially you, our generous donors.

So many examples of generosity on behalf of KINDLE abound and are apparent in a wide variety of ways. Generosity of time is shown by those who develop, enhance, produce, lead, and participate in our initiatives. Generosity in sharing skills is a trait found in members of KINDLE's Operations Teams, the Board, Treasurer, and Operations Coordinator. Generosity of vision can be ascribed to KINDLE's namesake and founder, Bill Karpenko, and those who have traveled with him to move KINDLE to where it is today. While the mantle of leadership has been passed on to KINDLE's Executive Director, Les Stroh, and new Operations Director, Michelle Pavasars, the spirit of generosity continues. KINDLE is clearly interwoven with generous spirits of all sorts.

You, our donors, are the front line of generosity to KINDLE, providing the necessary financial support. As co-stewards who, in faith, intentionally invest yourselves and your God-given resources to enhance and expand the kingdom of God through the KINDLE mission and ministry, you have our gratitude for your cheerful and extravagant giving!

Within this Annual Report, you will find the list of generous supporters of KINDLE and its mission, yourself included. I am again humbled by this expanding number and am especially grateful for our supporting congregations, since that is where KINDLE strives to carry out its mission. Please also note the comments regarding KINDLE's financial review and the testimonials from a variety of KINDLE's donors. We have a responsibility to utilize your generosity with the reverence that a gift from God deserves. Collectively, we strive to do just that.

Blessings!

Elvin Harms

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



KINDLE's Financial Condition 2015-2016

Operating Income and Expenses

| | |
|--|--------------|
| Beginning Balance 7-1-15 | \$ -0- |
| Operating Income Received | \$ 218,475 |
| Expenses incurred | \$ (217,053) |
| <i>Note: By policy, budget surplus is transferred to the General</i> | |
| <i>Endowment Fund</i> | \$ 1,422 |
| Ending Balance 6-30-16 | \$ -0- |

Endowment Fund

| | |
|------------------------------|-------------------|
| Endowment Fund Value 7-1-15 | \$ 1,615,544 |
| Deposits to Endowment | \$ 50,682 |
| Distributions from Endowment | \$ (102,633) |
| Net Expenses from Endowment | \$ (11,483) |
| YTD Gain/Loss | \$ 21,152 (1.35%) |
| Ending Fund Value 6-30-15 | \$ 1,584,745 |

IMPORTANT DATES TO ANTICIPATE

January 4, 2017, 2:00 p.m.
A Taste of KINDLE &
KINDLE Update
(pre-conference sessions)
NADCE Conference
Orlando, FL

January 4-6, 2017
KINDLE Exhibit at
NADCE Conference
Orlando, FL

January 15, 2017
Early registration deadline
for KINDLE: Couples

Jan 30-Feb 2, 2017
2016-2018 Classic KINDLE
Learning Event #2
Mundelein, IL

Jan 30-Feb 2, 2017
2016-2018 KINDLE:
Finishing Well
Learning Event #2
Mundelein, IL

February 2-3, 2017
KINDLE Operations Council
Face-to-Face Meeting
Mundelein, IL

February 23-25, 2017
KINDLE Presence at
Best Practices for Ministry
Phoenix, AZ

February 27-28, 2017
KINDLE Board of
Directors Meeting
Mundelein, IL

HONOR ROLL OF DONORS

\$7,500+

Mark & Kathleen Helge
William** & Michele Karpenko II
Gregory & Carlene Smith
Les** & Deborah Stroh
Thrivent Financial Choice Dollars

\$2,500 - \$7,499

Concordia Lutheran Church,
Kirkwood, MO***
Carsten & Georgia Falkenberg
First Trinity Lutheran Church,
Tonawanda, NY***
Gloria Dei Lutheran Church,
Hudson, OH***
Sandy & Susan Jett
Our Father Lutheran Church,
Centennial, CO***

\$2,000 - \$2,499

St. John's Lutheran Church,
Cypress, TX***
LeRoy & Jane Wilke

\$1,000 - \$1,999

Leah & Ian Anderson
Christ Lutheran Church,
Overland Park, KS***
Kim & Mark Deterding
Audrey Duensing-Werner*
& Ron Werner
Chuck & Joanne Dull
Faith Lutheran Church,
Hastings, NE***
Fidelity Charitable Gift Fund
(Designated by Howard†
& Tabby Claussen)
Elvin & Sara Harms, Jr.
Richard & Debra Herman
Daniel & Patricia Kleinedler
Lutheran Mutual Fire Ins. Co.
(Designated by Bill Ameiss)
Messiah Lutheran Church,
Oklahoma City, OK***
Phillip & Darlene Morrow
Linda** & Bob Olsen
Peace Lutheran Church,
Arvada, CO***
David* & Caree Rahberg
Redeemer Lutheran Church,
Rochester, MN***
Don & Karen Soeken
St. John's Lutheran Church,
Orange, CA***
Trinity Lutheran Church,
Garden City, KS***
Sandy* & Tim Wendelin
Alan & Sandy Winegarden

\$500 - \$999

Beautiful Savior Luth. Church,
LaVista, NE***
Richard & Hazel Bimler
John & Karen Cinelli
Immanuel Lutheran Church,
Batavia, IL***
Michelle* & John Pavasars
David & Barbara Sorenson
St. Luke Lutheran Church,
Cabot, PA***
St. Michael's Lutheran Church,
Bloomington, MN***
Sue Steege**
Duane* & Diane Tweeten
Krista* & Joel Young

\$250 - \$499

Cyndi* & Henry Alviani
Clifford & Elaine Barret
Rosalyn Borchers
Roy Capdeville
Dean Dammann
Jeff & Margaret Davis
Ross & Gloria Edwards
David & Sandra Frauenschuh
Anna Harms
Alan & Diane Harre
Kansas District (Alma & Otto
Schmidt Fund/Designated by
Les Schmidt & Eugene Schmidt†)
Greg & Karen Karpenko
Tim* & Joy* Kaufmann
Kathleen* & Richard Lane
Steven Lindsay
Margie Loomans
Daryl & Christie Pichan
Steve Sonnenberg
Thrivent Financial Foundation
Thrivent Financial Gift Multiplier
Michael & Janice Tiberg
Trinity Lutheran Church,
Orlando, FL
Kristin Webb

\$100 - \$249

William & Jan Ameiss
David & Joy Belasic
Daniel Brandt
Peter & Frances Brueckner
Ralph Buhrow
Glen & Janet Burmeister
Richard & Miriam Carter
John & Beth Chase
Jason* & Jaime Christ
Christ Our Savior Luth. Church,
Livonia, MI***
Steve & Dee Christopher
Concordia University Irvine
Arthur & Edith Constien
Christine* & Norm Eid
Geraldine Ferguson
Karl & Mary Fink
Jonathan & Sharon Fischer
Angel Gillespie*
Rob* & Leslie Grady
Kenneth & Betty Greinke
Dari Hartmann*
Jill* & Fred Hasstedt
Lisa Hellyer*
Margaret & Donald Hinchey
Julie Johnston Hermann &
Robert Hermann
Donald & Shirley Kamps
Kristi Karpenko & James Leifheit
Marilyn May
Kelly* & Scott McCray
David* & Susan Meier
Andy & Wilma Melendez
Karl & Margaret Petzke
Tim & Kathryn Rippstein
Jason* & Amy Schleicher
Walter Schoedel
Donald & Carole Schoenefeld
Tim & Joann Schwan
Jim & Connie Schweigert
Shepherd of the Desert
Luth. Church, Scottsdale, AZ
Alfred & JoAnne Sloan
Richard & Rita Soeken
Denise Sprengeler*
Sue von Fange*
Polly* & Bill Wegner
David & Judith Wurm
Zion Lutheran Church,
Belleville, IL***

\$10 - \$99

James & Joanne Albers
Floyd & Jan Behrens
Eugene† & Evelyn Bickel
Jean Blanford
Richard & Janice Blatt
Roland Boehnke
Geri Brill
David & Charlotte Bueltmann
Mark & Karla Carter
Stephen & Gail Carter
Sharon & Keith Corso
Joel Dietrich
Charles & Dee Freudenberg
David & Carol Galliard
Glenn Grage*
Gary & Julie Greinke
Tim & Barbara Grunow
Vern† & Betty Gundermann
Richard* & Nyla Gutekunst
Tim & Mary Lou Hartnett
Lyle** & Deborah Heggemeier
Wilma Hoermann
Leland* & Kathy Jackson
Helen Jaebker
Jerald & Pearl Joersz
Harold Kamman
Tori Karpenko
Mark & Rachel Klitzing
Tracy Krueger*
Glenn & Sue Laubhan
Gail Lutze
Michele McKoy
Rhonda Mohr*
Daran & Kendra Neuschafer
Glenn Ocock
Emily* & Jack Phoenix
Ruth Porisch
Lois Reiner
Keith & Diana Ringers
Tim Roggow*
John & Carol Schleicher
Les & Helen Schmidt
Myra* & Thomas Schraeder
Kevin & Diane Schuessler
Mary Stafford*
Martha* & Brian Strong
Harlan Teske
Susan Umbach
Paula* & Richard Weiss
Paul* & Chris Wendt
Donn & Diane Werling

* *KINDLE Associates* ** *Honorary KINDLE Associates* *** *KINDLE Associate Congregations*

KINDLE HONORS

William Ameiss

Glenn Grage
William & Michele Karpenko II

Kurt Bickel

Les & Deborah Stroh

Richard Bimler

Roland Boehnke
Ralph Buhrow
John & Beth Chase
Dean Dammann
Vern[†] & Betty Gundermann
Anna Harms
Margaret & Donald Hinchey
Linda & Bob Olsen
Karl & Margaret Petzke
Tim Roggow
Walter Schoedel

Mark & Chris Blanke

William & Michele Karpenko II

Stephen Carter

LeRoy & Jane Wilke

William Cullen

Glenn Grage
William & Michele Karpenko II

Esther Dant

Daryl & Christie Pichan

Dean Dammann

Mark & Rachel Klitzing
LeRoy & Jane Wilke

Mark & Kim Deterding

William & Michele Karpenko II

William Flammann

Daryl & Christie Pichan

Celeste & Jack Giles Family

Dick and Jan Blatt
Sandy & Susan Jett
Rob & Leslie Grady
Elvin & Sara Harms, Jr.
William & Michele Karpenko II

Gary & Julie Greinke

Kenneth & Betty Greinke

Kenneth & Betty Greinke

Gary & Julie Greinke

Vern[†] & Betty Gundermann

Les & Deborah Stroh
LeRoy & Jane Wilke

Alan Harre

William & Michele Karpenko II
Linda & Bob Olsen
Keith & Diane Ringers

Michael & Erin Harvey

William & Michele Karpenko II

Rick Herman

Les & Deborah Stroh

Harold & Thelma[†] Kamman

William & Michele Karpenko II

William & Michele Karpenko II

David & Caree Rahberg
David & Judith Wurm

Bob & Donna Kraft

William & Michele Karpenko II

Gerrit & DiAnne Mahsman

William & Michele Karpenko II

Fred & Barb Niedner

William & Michele Karpenko II

David Noll

William & Michele Karpenko II

Linda Olsen

Daniel Brandt
Glen & Janet Burmeister
Glenn Grage
Wilma Hoermann

Michelle & John Pavasars

William & Michele Karpenko II

Daryl Pichan

Les & Deborah Stroh

Wendy Powell

William & Michele Karpenko II

Dave & Caree Rahberg

William & Michele Karpenko II

Leah Serck

Les & Deborah Stroh

Gary & Helga Schnackenberg

Les & Deborah Stroh

Walter Schoedel

LeRoy & Jane Wilke

Deane & Julie Schuessler

William & Michele Karpenko II

Kevin & Diane Schuessler

William & Michele Karpenko II
Dave & Caree Rahberg

Don & Karen Soeken

William & Michele Karpenko II

Richard Soeken

James & Joanne Albers
Richard & Hazel Bimler
Jean Blanford
Rosalyn Borchers
John & Karen Cinelli
Doug & Elsa Felten
Geraldine Ferguson
Charles & Dee Freudenberg
David & Carol Galliard
Tim & Barbara Grunow
Mark & Kathleen Helge
Helen Jaebker
Donald & Shirley Kamps
William & Michele Karpenko II
Glenn & Sue Laubhan
Gail Lutze
Marilyn May
Michele McKay
Daran & Kendra Neuschafer
Linda & Bob Olsen
Ruth Porisch
Lois Reiner
Donald & Carole Schoenefeld
Jim & Connie Schweigert
Don & Karen Soeken
Susan Umbach
Kristin Webb
Donn & Diane Werling

Sue Steege

David & Joy Belasic
Tim & Mary Lou Hartnett
Kelly & Scott McCray

Les Stroh

Phillip & Darlene Morrow
Dave & Caree Rahberg

LeRoy Wilke

Stephen & Gail Carter
Dari Hartmann
William & Michele Karpenko II
Denise Sprengeler

KINDLE REMEMBERS

Leroy Biesenthal

Les & Deborah Stroh

Mary Chapman

Les & Deborah Stroh

Shirley Garella

Les & Deborah Stroh

Jack Giles

Richard & Jan Blatt

Herm Glaess

Les & Deborah Stroh

Elvin Harms, Sr.

Anna Harms

Bill Grimm

William & Michele Karpenko II

Al Gunderman

Vern[†] & Betty Gundermann
William & Michele Karpenko II
Harlan Teske

Lillian Karpenko

Tori Karpenko
William & Michele Karpenko II

Sharlene Kleinedler

Daniel & Patricia Kleinedler
Paul & Chris Wendt

Shirley Garella

Les & Deborah Stroh

Keith Loomans

William & Michele Karpenko II
Steven Lindsay

Karl Lutze

Gail Lutze

Wade McAlister, Sr.

William & Michele Karpenko II

Todd Miller

Les & Deborah Stroh

Toby Moore, Jr.

Keith & Diana Ringers

Carl Streufert

William & Michele Karpenko II

Ted von Fange

Sue von Fange

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

"Management is responsible for the accompanying financial statements of Karpenko Institute for Nurturing and Developing Leadership Excellence (a nonprofit organization), which comprise the statement of financial position as of June 30, 2016, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statement in accordance with accounting principles generally accepted in the United States of America. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA."

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



"We believe that investing in the spiritual growth, leadership training, and whole-life wellbeing of our staff team, such as our Directors of Christian Education (DCEs), is a Kingdom investment. Not only are they better able to serve the cause of Christ, but they are able also to help the people of God at St. John grow in their leadership and service in the mission of God. We thank God for KINDLE's part in this leadership and training process."

Rev. David Bahn (shown here with his wife, Diane) is Senior Pastor at St. John Lutheran Church, in Cypress, Texas.

"Throughout my time in ministry, I have been blessed by the influence of many KINDLE Associates and their amazing leadership. As a participant, KINDLE expanded my understanding of leadership and helped equip me to develop future leaders, not only within my congregation and ministry areas, but in my community as well. The influence of KINDLE through its Associates is a vast network, with a lasting legacy of leadership excellence.

This legacy would not be possible without the generosity of others. Donors reduce the cost to congregations and participants, making it possible for more people to experience this ministry. I'm grateful and want to help make it possible for others as well. This is why I give a monthly gift in support of KINDLE. I am not able to make a large contribution, however the online giving option makes it easy for small monthly payments, which fit within my budget. These payments will help contribute to the continued legacy of leadership excellence through KINDLE and its many Associates."



DCE Angel Gillespie is a 2014-2016 Classic KINDLE Associate. She serves as the Director of Youth & Small Groups Ministries at St. Paul's Lutheran Church in Bourbonnais, Illinois.



"KINDLE is a significant blessing to the ministry of women and men who faithfully serve the Risen Christ. I regard KINDLE as the premier experience for building the skills and ministry practices that position Christ-like servant leaders to have greater and greater impact on the congregations they serve."

**Daryl Pichan is President of Cornerstone Leadership C3 "Clarity•Connection•Courage"
He lives in Rochester, New York.**

"Why do I financially give to KINDLE regularly? The year that I went through Classic KINDLE was a time where I was completely burnt out in ministry. I had not taken care of myself physically, spiritually, and mentally and it was affecting ministry. I had written my letter of resignation. I shared my heart thoughts with my coworker, DCE Lyle Heggemeier. Lyle was one of the original designers of KINDLE and a dear trusted friend and mentor. He told me that he would not accept my resignation without me going through KINDLE first. So out of respect for Lyle, and grieving the thought of giving up on ministry, I gave it a try.

The Holy Spirit worked powerfully through KINDLE that year and a half, and I say often: "KINDLE saved my life." Not only did it connect me to a community of church workers that walked the same ministry path that I did, but it connected me to mentors that invested in me, and a model that showed me how to address the whole "servant leader" that God created me to be. KINDLE also taught me simple ways and a model to build up other servant leaders in my parish to partner in ministry with me. Why do I financially give to KINDLE regularly? Because someone invested in me years ago and I want to make sure others get the same life changing opportunity."



DCE Audrey Duensing-Werner is Director of Children & Family Ministries at Concordia Lutheran Church in Kirkwood, Missouri. She is a 2003 Classic KINDLE Associate and recently served on KINDLE's Board of Directors.



"It has been an honor to support KINDLE over the years. I served as a DCE in the parish for 15 years, before KINDLE existed - but I was blessed to be mentored early on by Bill Karpenko, Les Stroh, LeRoy Wilke, Rich Bimler, Margaret Hinchey, Lou Jander, and a number of other servant leaders in Christian Education who established the path for DCEs. I know the great impact that KINDLE has had to encourage the hearts of countless church workers over the years. I still consider myself a DCE at heart, and am glad I can have a small part in continuing to support God's workers through KINDLE programs."

Julie Johnston Hermann is the Director of Global Opportunities at Concordia University, Nebraska.

BOARD OF DIRECTORS

Leah Anderson, Carsten Falkenberg, Elvin Harms, Jr. (President), Rick Herman, Sandy Jett, Michele Karpenko (Secretary), David Rahberg (Vice President), Mary Stafford

KINDLE STAFF

Les Stroh (Executive Director), Michelle Pavasars (Operations Director), Diane Schuessler (Operations Coordinator)

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