

Annual Report

July 1, 2016-June 30, 2017



Fostering & Multiplying
Christ-like Servant Leaders

God has a plan. These are three words that aren't easy for us, even as trusting Christians, to remember when our own expectations and plans go awry. KINDLE, as an organization, saw its share of uncertainty in the past year when a vacancy in the Executive Director role, though expected, occurred sooner than anticipated. There were days of doubt and questioning, wondering what God had in store. But as always, His will for us unfolds in His time, and KINDLE is blessed to have new, strong leadership in place with Michelle Pavasars recently installed as its new Executive Director. Just as the Israelites exiled in Babylon were counseled by Jeremiah, "For I know the plans I have for you," says the Lord. "They are plans for good and not for disaster, to give you a future and a hope" (Jeremiah 29:11 NLT), we too have assurance that God's plans for us are good!

Given this recent change, the KINDLE Core Value of *Leadership Legacy* resonates. No doubt the anticipation of a pending next generation in my immediate family reinforces the sense. **In KINDLE's context, Leadership Legacy means "we are committed to and we expect our Associates to foster ongoing processes that develop generations of Christ-like Servant Leaders."**

"Ongoing" and "generations" are two keys. We cannot be (and have not been) content with the status quo. KINDLE's planning teams, curriculum developers, Circle Coaches, Board, and especially Associates, focus on making the development of Christ-like Servant Leaders part of their DNA, regularly reviewing and refining the processes to foster and multiply others in their spiritual journey. Looking ahead is vital. It has been said that America could be one generation away from being a non-churched country. It is KINDLE's passion and responsibility, instead, to ensure that the next generation has similarly passionate and well-equipped Christ-like Servant Leaders as exist today. Our prayer, too, is that the numbers grow.

This *KINDLE Annual Report* for 2016-2017, like its predecessors, lists those who have been generous in their support of KINDLE and its mission in the past year. **Clearly, you are a carrier of that Leadership Legacy DNA – by providing the funds to ensure KINDLE's viability, as well as modeling generosity to succeeding generations.** Thank you for entrusting us with your financial gifts and spirit.

KINDLE is truly blessed to count you as a partner in its ministry.

Blessings!

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



KINDLE's Financial Condition 2016-2017

Operating Income and Expenses

| | |
|--|--------------|
| Beginning Balance 7-1-16 | \$ -0- |
| Operating Income Received | \$ 225,349 |
| Expenses incurred | \$ (217,972) |
| <i>Note: By policy, budget surplus is transferred to the Maintaining Excellence Fund</i> | |
| Ending Balance 6-30-17 | \$ -0- |

Endowment Fund

| | |
|------------------------------|---------------------|
| Endowment Fund Value 7-1-16 | \$ 1,584,745 |
| Deposits to Endowment | \$ 34,811 |
| Distributions from Endowment | \$ (74,669) |
| Net Expenses from Endowment | \$ (11,703) |
| YTD Gain/Loss | \$ 167,699 (10.86%) |
| Ending Fund Value 6-30-17 | \$ 1,712,586 |

ANTICIPATED DATES:

December 31, 2017
Year-end gifts to KINDLE

Jan 29-Feb 1, 2018
2016-2018 Classic KINDLE
Learning Event #4
Mundelein, Illinois

Jan 29-Feb 1, 2018
2016-2018 KINDLE:
Finishing Well
Learning Event #4
Mundelein, Illinois

February 1-2, 2018
KINDLE Operations
Council Meeting
Mundelein, Illinois

HONOR ROLL OF DONORS

\$7,500+

Mark & Kathleen Helge
William** & Michele Karpenko II
Les** & Deborah Stroh

\$2,500 - \$7,499

John & Karen Cinelli
Concordia Lutheran Church,
Kirkwood, MO
Carsten & Georgia Falkenberg
Gloria Dei Lutheran Church,
Hudson, OH***
Sandy & Susan Jett
Our Father Lutheran Church,
Centennial, CO***
Bobbie* & Jim Puryear
David* & Caree Rahberg
Thrivent Financial Choice Dollars

\$2,000 - \$2,499

First Trinity Lutheran Church,
Tonawanda, NY***
Thrivent Financial Foundation
Sandy* & Tim Wendelin
LeRoy & Jane Wilke

\$1,000 - \$1,999

Jim* & Joanna Bradshaw
Christ Lutheran Church,
Overland Park, KS***
Kim & Mark Deterding
Audrey Duensing-Werner*
& Ron Werner
Fidelity Charitable Gift Fund
(Designated Dorcas Claussen)
Ruth Grimm
Elvin & Sara Harms, Jr.
Richard & Debra Herman
Daniel & Patricia Kleinedler
Lutheran Mutual Fire Ins. Co.
(Designated by Bill Ameiss)
Michelle* & John Pavasars
Redeemer Lutheran Church,
Rochester, MN***
St. John's Lutheran Church,
Cypress, TX
Don & Karen Soeken
St. John's Lutheran Church,
Orange, CA
Michael & Janice Tiberg
Trinity Lutheran Church,
Crown Point, IN***
Alan & Sandy Winegarden

\$500 - \$999

Clifford & Elaine Barrett
Chuck & Joanne Dull
Ross & Gloria Edwards
Faith Lutheran Church,
Topeka, KS
Family of Christ Luth. Church,
Ham Lake, MN***
Immanuel Lutheran Church,
Batavia, IL***
King of Kings Lutheran Church,
Omaha, NE
Margie Loomans
Rhonda Mohr*
Linda** & Bob Olsen
St. Paul's Lutheran Church,
Orange, CA***
David & Barbara Sorenson
Mary Stafford-Nunez*
Sue Steege**

\$250 - \$499

Cyndi* & Henry Alviani
Bill & Joan Cochran
David & Joy Belasic
Angel Gillespie*
Rob* & Leslie Grady
Aaron* & Andrea Grube
Richard* & Nyla Gutekunst
Lisa Hellyer*
Kansas District (Alma & Otto
Schmidt Fund/Designated by
Les Schmidt)
Greg & Karen Karpenko
Randi* & Dustin Petrik
Daryl & Christie Pichan
Roger & Karen Schlechte
Jim & Connie Schweigert
Alfred & JoAnne Sloan
Steve Sonnenberg
Trinity Lutheran Church,
Orlando, FL
Duane* & Diane Tweeten
Korey* & James Wysocki

\$100 - \$249

Gary* & Laurie Bach
Rick* & Joann Barklage
Erica* & Richard Barton
Mark & Christine Blanke
Richard & Hazel Bimler
Peter & Frances Brueckner
Richard & Miriam Carter
Jason* & Jaime Christ
Steve & Dee Christopher
Steven & Cynthia Deig
Maria* & Kent Devenport
Rebecca* & Kyle Duport
Christine* & Norm Eid
Jonathan & Sharon Fischer
David & Sandra Frauenschuh
Kenneth & Betty Greinke
Dale Griffin
Lynda* & Rustin Hall
Anna Harms
Myron* & Paula Harms
Alan & Diane Harre
Deb* & Ryan Hartje
Tim & Mary Lou Hartnett
Jill* & Fred Hasstedt
Larry & Margo Hencye
Bill* & Pam Johnson
Julie Johnston Hermann &
Robert Hermann
Eldor & Delores Kaiser
Bill & Joyce Marsh
Andrew & Wilma Melendez
Ben & Abby Nicol
Dave* & Cindy Noll
John* & Linda Paulus
Ruth Peters
Emily* & Jack Phoenix
Scott* & Joan Rauch
Jason* & Amy Schleicher
John & Carol Schleicher
Bob & Diana Schmiesing
Donald & Carole Schoenefeld
Myra* & Thomas Schraeder
Jeff Shoumaker*
Lois Sikorski
Robert & Elizabeth Skinner
Raymond & Marvlyn Soeken
Arlyn & Leta Sprecher
Sue von Fange*
Polly* & Bill Wegner
David & Judith Wurm
Kent & Diane Wyatt

\$10 - \$99

Tara Barrett*
Floyd & Jan Behrens
Jean Bjanford
Richard & Janice Blatt
Brenda Bodenheimer
Roland Boehnke
Geri Brill
Joel Budke
David & Charlotte Bueltmann
Glen & Janet Burmeister
Stephen & Gail Carter
Sharon & Keith Corso
Evansville Lutheran Family
Counseling, Inc.
Doug & Elsa Felten
Karl & Mary Fink
Mark Gaertner
David & Carol Galliard
Mary Ginkel*
Glenn Grage*
Tim & Barbara Grunow
Jaymes & Lindsey Hayes
Peter* & Mary Hiller
Linda* & Kyle Hollman
Brent* & Michelle Howard
Jerald & Pearl Joersz
Tracy Krueger*
Glenn & Sue Laubhan
Gail Lutze
Lisa* & Jeff Martinson
Marilyn May
Pam* & Tom Nummela
Tom & Ruth Reazin
Keith & Diana Ringers
Paul & Judith Rupprecht
St. Paul Lutheran Church,
Clay Center, KS***
Kevin & Diane Schuessler
Julianna Shults*
Connie Small
Harlan Teske
Paula* & Richard Weiss
Christopher & Gail Wolking

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

KINDLE HONORS

William Ameiss

Glenn Grage
William & Michele Karpenko II
Dave & Caree Rahberg
LeRoy & Jane Wilke

Floyd & Jan Behrens

William & Michele Karpenko II

Carol Bickel

Les & Deborah Stroh

Ken & Gail Bickel

William & Michele Karpenko II

Kurt Bickel

Les & Deborah Stroh

Richard Bimler

Sue von Fange

Jim & Joanna Bradshaw

William & Michele Karpenko II

William Cullen

Glenn Grage
Sue von Fange

Terry & Cherie Dittmer

William & Michele Karpenko II

Carsten & Georgia Falkenberg

William & Michele Karpenko II

Celeste & Jack Giles Family

Dick and Jan Blatt
Sandy & Susan Jett
Elvin & Sara Harms, Jr.
William & Michele Karpenko II
Robert & Elizabeth Skinner
Sue von Fange

Gary & Julie Greinke

Kenneth & Betty Greinke

Dale Griffin

LeRoy & Jane Wilke

Alan Harre

Mark & Kathleen Helge
William & Michele Karpenko II
Keith & Diana Ringers
Sue von Fange

Jerald Joersz

LeRoy & Jane Wilke

Eldor & Delores Kaiser

William & Michele Karpenko II
LeRoy & Jane Wilke

William & Michele Karpenko II

Brenda Bodenheimer
Les & Deborah Stroh
David & Judith Wurm

Margie Loomans

William & Michele Karpenko II

Bob & Eunice McKinney

William & Michele Karpenko II

Robert & Joan McNamara

William & Michele Karpenko II

Gerrit & Diane Mahsman

William & Michele Karpenko II

David & Cindy Noll

William & Michele Karpenko II

Linda Olsen

Glenn Grage
William & Michele Karpenko II
Our Father Lutheran Church,
Centennial, CO

Michelle & John Pavasars

Les & Deborah Stroh

Daryl & Christie Pichan

Les & Deborah Stroh

Mari Beth Schembri

Daryl & Christie Pichan

Lois Schmiesing

Bob & Diana Schmiesing

Kevin & Diane Schuessler

Les & Deborah Stroh

Sue Steege

David & Joy Belasic
Tim & Mary Lou Hartnett
Dave & Cindy Noll
Sue von Fange

Deborah Stroh

Les Stroh
LeRoy & Jane Wilke

Les & Deborah Stroh

William & Michele Karpenko II

Leo Symmank

LeRoy & Jane Wilke

Sandy & Tim Wendelin

William & Michele Karpenko II

LeRoy Wilke

Stephen & Gail Carter

KINDLE REMEMBERS

Roy Austensen

William & Michele Karpenko II

Gene Bickel

William & Michele Karpenko II
Les & Deborah Stroh

Ralph Bohlmann

Les & Deborah Stroh
LeRoy & Jane Wilke

Betty Duda

Les & Deborah Stroh

Shirley Garella

Les & Deborah Stroh

Bill Grimm

Ruth Grimm

Al Gunderman

Jim & Joanna Bradshaw
Faith Lutheran Church,
Topeka, KS
William & Michele Karpenko II
Arlyn & Leta Sprecher
Harlan Teske
Sue von Fange

Vern Gundermann

William & Michele Karpenko II
LeRoy & Jane Wilke

Elvin Harms, Sr.

Anna Harms

Lillian Karpenko

William & Michele Karpenko II

Sharlene Kleinedler

Daniel & Patricia Kleinedler

Toby Moore, Jr.

Keith & Diana Ringers

Arlo Otto

William & Michele Karpenko II

Bill Ronschke

William & Michele Karpenko II

Eugene Schmidt

William & Michele Karpenko II

Roy Sikorski

Lois Sikorski

David Small

Connie Small

Richard Soeken

Richard & Hazel Bimler
Jean Blanford
Roland Boehnke
Joel Budke
John & Karen Cinelli
Steven & Cynthia Deig
Evansville Lutheran Family
Counseling, Inc.
Doug & Elsa Felten
Mark Gaetner
David & Carol Galliard
Tim & Barbara Grunow
Deb & Ryan Hartje
William & Michele Karpenko II
Glenn & Sue Laubhan
Gail Lutze
Bill & Joyce Marsh
Marilyn May
Ruth Peters
Tom & Ruth Reazin
Paul & Judith Rupprecht
Donald & Carole Schoenefeld
Jim & Connie Schweigert
Don & Karen Soeken
Raymond & Marvlyn Soeken
Sue von Fange
Christopher & Gail Wolking
Kent & Diane Wyatt

Les Stroh, Sr.

Les & Deborah Stroh

Ted von Fange

Sue von Fange

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

"We have reviewed 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, 2017, and the related statements of activities, and cash flows, for the year then ended, and the related notes to the financial statements. Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America."

Swink Smith Coplen & Company, P.C., St. Louis, MO

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



"When I first started my KINDLE journey, I had no idea that it would carry me through such a season of change, both personally and professionally. The support I receive from my Circle, as well as from the other Associates at our Learning Events has been an incredible blessing! The training and resources have already made an impact on my ministry and I am confident that God will continue to use these resources and opportunities to help His children grow in our community! One of the things that I appreciate most about Classic KINDLE is that it is an intentional journey, with support, encouragement, and accountability along the way. After experiencing the blessing of KINDLE first-hand, I am passionate about helping to ensure that this opportunity is available to EVERY church worker serving in congregations in the LCMS."

Tara Barrett is a 2016-2018 Classic KINDLE Associate. She serves as Director of Christian Education at Immanuel Lutheran Church in Wisconsin Rapids, Wisconsin.

"We are proud to be a supporter of KINDLE, not only for its impact on the Church at large but for its impact here at Christ Lutheran. Christ-like servant leadership is woven into our DNA and affects all areas of ministry as we live out our mission statement: Together in Christ that others may know Christ."

Rev. Jeff Kunze is Senior Pastor at Christ Lutheran Church in Overland Park, Kansas.



As a certified Lutheran School Teacher and Director of Christian Education, Andrew understands the call of ministry and Christ-like Servant Leadership. He connected to the mission of KINDLE through founder, Bill Karpenko. "As a supporting member of KINDLE, I enjoy reading about the different KINDLE learning initiatives, conferences, ministries, and resources that cultivate Christ-like Servant Leaders everywhere." Andrew knows his gifts are making an impact.

Andrew Melendez lives in Edina, Minnesota.

"Tim and I have chosen to have our financial gift to KINDLE automatically withdrawn from our bank account each month. It is a regular reminder of how grateful we are for this amazing organization that has nurtured and moved us toward Christ-like servant leadership, both individually and as a couple. I (Sandy) went through Classic KINDLE in 2004 and continue to meet yearly with the five other amazing Christ-like Servant Leaders who were in the same Circle for an iron-sharpening-iron experience. Tim and I had the privilege of serving as Dean and Chaplain for the first-ever KINDLE: Couples Learning Event where we able to learn and grow together in how to be better Servant Leaders in our home and congregation. Tim gained a greater understanding and appreciation for KINDLE through the opportunity to serve together in this way. We have invested our time and finances because of the difference KINDLE has made in our lives!"

Sandy Wendelin is Director of Discipleship at Bethlehem Lutheran Church in Lakewood, Colorado.

Tim Wendelin is a pastor at Bethlehem in the areas of visitation and pastoral care.



"KINDLE is a process of discipling disciples for discipleship. Support of KINDLE's Living Legacies is a thank you to Jesus for all He has done for us, including providing faithful servants, brothers and sisters in Christ, who have and are answering the voice of the Lord when He calls, 'Whom shall I send, and who will go for us,' with the response, 'Here am I! Send me' (Isaiah 6:8)."

Glenn Grage is a second grade teacher and Director of Christian Education at Faith Lutheran Church in Bay City, Michigan. Glenn gives regularly to a number of KINDLE's Living Legacies because he appreciates his own experience as a 2009 Classic KINDLE Associate and the ongoing connection he has with those from his KINDLE Learning Circle, who still meet monthly to study with and pray for one another.

BOARD OF DIRECTORS

Leah Anderson, Jim Bradshaw, Carsten Falkenberg, Elvin Harms, Jr. (President), Rick Herman, Sandy Jett, Bill Karpenko (Secretary), David Rahberg (Vice President), Mary Stafford-Nunez

KINDLE STAFF

Michelle Pavasars, Executive Director
Diane Schuessler, Operations Coordinator

KINDLE (Karpenko Institute for Nurturing and Developing Leadership Excellence) KINDLEServantLeaders.org
8608 Poplar Bridge Curve, Bloomington, MN 55437 952-657-5664 (Office)
diane@KINDLEServantLeaders.org 952-657-5214 (Fax)

