

# 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, 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

... the attitude of Christ ... the form of a servant

PHILIPPIANS 2:5-8

... preparing God's people for works of service

EPHESIANS 4:11-12

# 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 Barrett  
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 Tiberger  
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<sup>†</sup> & 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<sup>†</sup> & 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<sup>†</sup> 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<sup>†</sup> & 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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diane@KINDLEServantLeaders.org 952-657-5214 (Fax)

