

2014 Annual Report

Love INC National



Love INC

Love In the Name of Christ

Mobilizing local churches to transform lives and communities In the Name of Christ.



Love INC
Love In the Name of Christ

Message from the National Board of Directors President

Dear Love INC Affiliates,

The year 2014 was indeed an encouraging one for Love In the Name of Christ! Significant progress was made on the six major strategic initiatives and 31 specific strategic objectives adopted by the Movement in 2011. We praise God that many of the objectives have been met or nearly met. In June, a group of 35 Love INC National Board members, National Staff, Executive Directors, and Affiliate Board Chairs met for three days to review that progress, and to begin work on a new set of strategic initiatives for 2015-2018. It was evident that a new culture of mutual trust between the Love INC affiliates and the National Board has already come a long way since the restructuring that took place in 2011. The National Board is eager to hear from the affiliates, proactively including their input in its long-range planning. In return, affiliates are also growing in their understanding of the needs of the entire Love INC Movement, seeing where they fit into the ministry as a whole. We thank God for the trust and transparency that has developed since 2011!

The 2014 National Gathering was an inspiring time of encouragement, training, and fellowship around the theme of **Connecting: Stronger Together in Christ**. The theme was based on Ephesians 4:16 - *"From Him [Jesus Christ] the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."* We explored the importance of connecting with Jesus Christ, with one another (between affiliates), with those we serve, and finally, fostering the connection between affiliates and the National Board.

Our National Directors have greatly blessed the Love INC Movement with their competence, passion, and tireless work and dedication. New Affiliate Development has been preparing and launching new affiliates throughout the United States in Montana, Pennsylvania, Texas, Oregon, Wisconsin, Indiana, Virginia, Michigan, and Illinois. The Missional Integrity Team has formed consulting teams that have come alongside affiliates that are in transition or struggling. The Operating Affiliates Team has been building relationships with affiliates across the country and preparing regional and Web-based trainings, as well as populating the new online resource center for affiliates to eventually access for additional training materials.

Much time was devoted this year to the drafting of the New Affiliate Agreement, which will require a much stronger commitment to missional integrity – for both the National Board and the Love INC affiliates. It is our desire to see a healthy, productive Love INC Movement at every level. Requiring affiliates and the National Board to live out the MIKIs (Missional Integrity Key Indicators) and continuously improve on the AKPIs (Affiliate Key Performance Indicators) will ensure that the relational model for ministry that is unique to Love In the Name of Christ glorifies Jesus Christ. As we continue to make the Lord both our Director and our Audience, we continue to see His hand of blessing upon the entire Love INC Movement. May He continue to build the Love INC Movement in the years to come, as we look to Him for His guidance and strength!

Yours in Christ,

Brian J. Tweedie
Board President



Vision, Mission and Core Values

Vision ... Love In the Name of Christ's vision is to see Christian churches united in purpose and fully engaged in actively living out their faith by lovingly serving people in need in their communities.

Our Vision is guided by the belief that Love In the Name of Christ is:

Christ-centered: All that we do and say must honor and glorify our Lord Jesus Christ. We believe that churches are called to live and labor in the love of the Creator by doing, sharing, and growing in His goodness as they endeavor to reveal and share the love of Christ to others in all aspects of their lives. (Romans 12:2)

An instrument of transformation: The Scriptures urge us to not be conformed to the patterns of this world, but instead be vessels of God's purpose on earth. Through the gifts given us, our actions, words, and deeds become opportunities for ministry and leadership as God's instruments through instruction, correction, and guidance. (2 Timothy 3:16-17; Romans 12:1-2; 2 Corinthians 3:18)

Part of a global community: We seek out and grow relationships with local churches and the larger community around the world. (Matthew 28:18-20; Acts 1:8)

Our vision is to see Christian churches in every community in this country and around the world united in the purpose of ministering the love of Christ to anyone in need in their area through the partnering strategy and model we call Love In the Name of Christ.

Mission ... mobilizing local churches to transform lives and communities In the Name of Christ. Love In the Name of Christ exists only to help churches mobilize their members to be the hands and feet of Christ in their communities. As Christians we are called to show the love of Christ to those in need. It is only through the love of Christ, living in and reflected by his people, that lives, burdened and broken by the world, can be transformed into wholeness. When local churches, united in the purpose of showing Christ's love in their community, come together they are a powerful force for transformation, not only to individuals and families, but to the entire community.

Our Core Values ... Love In the Name of Christ is guided by a set of Core Values we strive to live by as we seek to make our vision a reality and fulfill our mission.

1. We are Christian. Everything we think, say, and do is in the name of Christ.
2. Prayer is an integral part of who we are.
3. We follow Christ's example in valuing people in need.
4. We value unity of the Body of Christ.
5. We value transformation in the lives of people and communities.
6. We value churches living out the two great commandments to love God and love their neighbors.
7. We value building Christ-like relationships.
8. We value the connectedness of the Love INC movement.
9. We model excellence.
10. We value continually maturing in our capacity to meet people's needs.





What Love INC Is

Love INC is:

A **Strategy** to help churches come together to help their neighbors in need

A **Partnership** of local churches, that links Christian volunteers and ministries to people in need

A **Movement** of Christian churches working together to show God's love to those in need

A **Model** for implementing Christ-like relational ministries that transforms lives - both those being served and those who serve

A **Method** for mobilizing local church congregations to live out the two great commandments of loving God and loving their neighbor

A **Network** of affiliates supporting and encouraging each other

A **Collaboration** between local churches and their community (agencies, ministries, government, schools) to provide effective help for the disadvantaged

A **Vehicle** that helps churches, collectively and individually, fulfill their biblical mandate to reach out to their community

Love INC

Churches are Love INC:

Churches Make Love INC

Churches Do Love INC

Churches Relate Through Love INC

Churches Mobilize Through Love INC

Churches Own Love INC

Love INC is LOVE In the Name of Christ

Our History

Desire to serve others leads Virgil Gulker to grow ministry

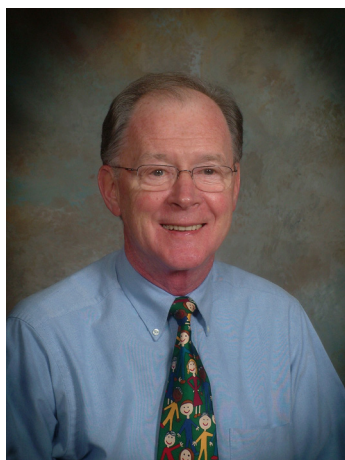
Love INC was founded in 1977 as a way to encourage churches to become more engaged with people with needs in their community. It was designed to inspire a greater number of Christians to put their faith into action.

Love INC's founder, Dr. Virgil Gulker, was a social worker and outreach director in Holland, Michigan, in the late 1970s. Deeply committed to helping people who found themselves in need and lacking resources or a support network, he was certain God had called Christian churches to the same mission.

As he talked to church members and pastors, Dr. Gulker came to understand that Christians did indeed want to help people who had needs, but they did not know how to do so. Many times people did not even recognize that they were gifted in ways that could have a positive, life-changing impact on someone else's life.

It was clear to Dr. Gulker that if churches were to better serve their communities, they needed leadership, organization, training, encouragement, and prayer. He developed the Love INC model to fill these critical roles. Love INC taught churches to assess their capabilities. It also unified local congregations so that, working together, they could more effectively help their neighbors.

One man's idea for an integrated church ministry in his community inspired Christians in other regions. Other communities duplicated the Love INC model—with its successes—as they sought to meet the needs of hurting individuals and families in their own areas.



By the late 1980s, fifty Love INC affiliates were operating in fourteen states.

As the Love INC ministry grew, so did the need for national leadership and support. In 1988, Love INC became an operating department of World Vision U.S., an international Christian relief and development organization, where it remained for the next fifteen years. Under World Vision, Love INC continued to grow throughout the 1990s, and in 2001, Love INC separated from World Vision and again became its own national nonprofit organization.

In early 2011, Love INC completely restructured its operations going to a "virtual" (on-line) office model, significantly reducing its operating costs while providing more timely resources and improving networking among the operating affiliates.

In 2012, the Love INC National Board implemented a new leadership structure, utilizing a team of National Directors. The National Board also continued the work of articulating a new Affiliate Agreement, understanding that a different affiliation and funding model was needed if the overall ministry (both national and local) was going to thrive. The essence of that new affiliation model is for us to be a community more accountable and responsible to each other.

At the end of 2014, 133 Love INC affiliates in 30 states are striving to mobilize local churches to transform lives and communities In the Name of Christ.

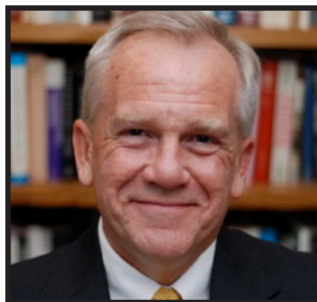


Love INC
Love In the Name of Christ

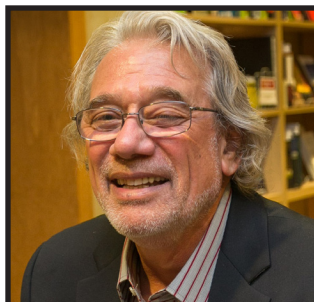
National Board of Directors and Staff Leadership 2014



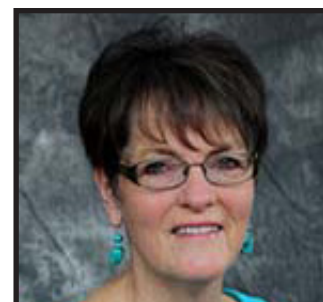
Brian Tweedie
Board President



Mark McCloskey
Board Vice President



Fred Trick
Board Treasurer



Esther Vander Laan
Board Secretary



Norma Berens
Board Member



Maureen Hansen
Board Member



Steve Ough
Board Member



Curt Voight
Board Member



Kirk Vander Molen
Director
Missional Integrity



Lora Petitt
Director
Operating Affiliates



Nancy Van Dyken
Director
New Affiliate
Development

Value of Love INC National to Affiliates

Here's what Love INC affiliate executive directors across the country say about Love INC National ...



From Florida ...

"There is nothing better for me than seeing the Church rise up to transform individual lives and our entire community In the Name of Christ. It's why I do what I do. Love INC National empowers that to happen city by city, county by county, state by state, and now nation by nation. That all may know and experience the transformation of Christ."

Dan Walker
Executive Director
Love INC of Brevard County, Florida



From Michigan ...

"I love the connectedness of the Love INC Movement because of the support that we receive from our National office. From hands-on training opportunities to a wide spectrum of valuable training materials, they are ready at a moment's notice to provide guidance and direction. For National, it's all about equipping us with the tools we need to do our work with excellence."

Kim Sandelin
Executive Director
Love INC of Kalamazoo, Michigan



From Oregon ...

"As a new Executive Director, I cannot tell you how thankful I am to have had the support and training from Love INC National. The tools, encouragement, wisdom and insight helped our affiliate transition with success. I truly value their partnership and dedication to mobilize churches to transform lives - In the Name of Christ."

Corrie Latimer
Executive Director
Love INC of Benton County, Oregon



Love INC
Love In the Name of Christ

Operating Affiliates 2014



* 133 affiliates as of 12.31.14

Love Stories

How Love INC Impacts Lives

From Michigan ...

My experience with the Growing Hope Program was beyond rewarding. I would recommend it to anyone who needs help getting their finances on track. I think of money so differently now and I take my budget seriously. I just learned so much! This year long process had so much more to it than just budgets and money or how to get out of debt. I have found out how much I needed God throughout this program. God is amazing. I learned how to really depend on Him. I had no peace before and God has given me peace and strength and kept letting me know that I can do this. I never missed a class. I was at my wits end with debt and not having any money and not knowing how to really manage our money. This program turned my life and my family's financial situation completely around. Taking this class, seeing where I was at the beginning and now seeing myself almost a year later, is so amazing and overwhelming for me. The Growing Hope Program has changed my life, my family, and the way we do things now. My family now has a budget, money to pay bills that are coming up, and even an emergency fund. I can't believe I did it! Looking at all the support that I had throughout this whole process I can't thank the teachers, the Love INC staff and my mentor enough...

- Growing Hope Graduate, Love INC of Newaygo County

From Pennsylvania ...

We received a call from a 78 year old woman, looking for someone to help her get a bed from a local agency. She stated that she had had back surgery a year ago and was sleeping on a love seat. This particular agency had a bed available for her stored on the 3rd floor. When we did some checking with the agency we found out it was a hospital bed and recognized it would be extremely difficult to maneuver down all the stairs. We immediately knew this was not what this sweet lady was looking for and in talking with her again came to realize she did not know it was a hospital bed she was getting. She was so disappointed. However, we had on-hand just what she needed ... a brand new bed with all the dressings! We told her we had what she needed, not explaining all she would be getting. Upon arrival at her daughter's house where she is staying, our volunteers found deplorable conditions, yet our client was rejoicing in her "new digs." Her bedroom was surrounded by 4 darkened walls with red graffiti everywhere ... an overwhelming experience for our volunteers. However, the bed was set up, dressed for a princess and our client was overjoyed at the generosity of our community. She could not say thank you enough! We never know what we may find or how we might bless another, yet in the midst of it all, Christ is glorified. By the way, our volunteers were transformed as much as our client as they ministered to her in conditions they had never been in before.

- Love INC of Titusville Area

From Iowa ...

A client who had been assisted several times in the past with housing, food, and ride needs, again contacted our office for help with housing. During the interview process, our staff was able to focus on her and not just her need, and she opened up about the death of a child 10 years earlier and her subsequent struggles. The client has made gains toward health and independence recently, and is newly open to God and connecting with a church! The staff commented that it was like talking to a totally different person. God has been at work for a long time, and we had the joy of being able to begin to see the fruit and to celebrate with her.

- Love INC of Mahaska County



Love INC
Love In the Name of Christ

2014 National Statistics

Here's a look at some of the numbers for the Love In the Name of Christ Movement. They all add up to make Love INC a great Kingdom investment.

The Affiliate Network:

133

Number of Love INC affiliates in the USA (plus 32 in development, 21 communities considering)

7,958

Number of churches participating in Love INC

9,418

Number of community organizations working with Love INC

The Church Volunteers:

11,116

Average number of volunteers who serve in the operation of Love INC Affiliates each quarter

100,000

Total number of church volunteer hours mobilized to serve people in need

1,263,983

Number of church volunteer hours given to serve people in need

The Need:

343,512

Number of requests for help received by Love INC

The Response:

183,014

Number of acts of service by church volunteers

190,846

Number of families' needs met by churches through Love INC

241,247

Number of adult needs met by churches through Love INC

176,437

Number of childrens' needs met by churches through Love INC

25,545

Average number of individual families served by churches through Love INC each quarter



Love INC
Love In the Name of Christ

Operating Affiliate Statistics 2014 Training Opportunities

National Gathering - Connecting, Stronger Together in Christ

Total Affiliates Represented: 73
Total Number of Participants: 231
Total Number of Workshop Presenters: 31
 (includes 15 new presenters)
Introduction of Tracks:
 New Affiliate Development
 Best Practices of Comprehensive Transformational Ministry
 Best Practices of Established Resale Stores
 Seasoned Executive Directors



Lora Petitt
Director of
Operating Affiliates



Kirk Vander Molen
Director of
Missional Integrity

Regional Training Events - The Love INC Journey: A Biblical Call to Holistic Help

Live Oak, FL (February); Host: Love INC of Suwannee County
 Lancaster, PA (April); Host: Love INC of Greater Hershey and Love INC of Lancaster
 Merced, CA (June); Host: Love INC of Greater Merced

Total Affiliates Represented: 19
Total Number of Participants: 75
National Trainers: Norma Berens, Brian Frodermann, Eva Hillis, Lois Tupy, Nancy Van Dyken

TODs (Training on Demand) - offered quarterly

Topics: Clearinghouse, Gap Ministries, Executive Leadership, Board of Directors Leadership, Executive Director and Board Working Together, Defining Difference
Total Affiliates Represented: 34 (seven of which didn't participate in any other formal training)
Total Number of Participants: 50
TOD Discussion Leaders: Wayne Adams, Brian Frodermann, Eva Hillis, John McGowan, Pastor John Stewart, Lois Tupy

NEEDIT (Newly Employed Executive Directors in Training)

Training Modules, Group Discussion, Support and Encouragement for a minimum of eight months
Total Participants and Affiliates: 13
NEEDIT Discussion Leader: Lora Petitt
 Three different groups met in 2014

Consultations were made with the following affiliates:

Magic Valley, Twin Falls, ID
 Benton County, Corvallis, OR
 Cedar Valley, Cedar Falls, IA

Summary Data:

90 Affiliates participated in at least one formal training in 2014
 6 Affiliates participated in a Regional Training, the National Gathering, and a TOD
 3 Affiliates only participated in a Regional Training
 7 Affiliates only participated in a TOD
 5 Affiliates only participated in NEEDIT



Love INC
Love In the Name of Christ

Developing Affiliates Update and Statistics

The Love INC Movement has a proven, step by step process for helping a community start a new Love INC affiliate. In addition, resources, guidance, a rich support website, training and advice are provided to developing affiliates. The goal for affiliate development is to be able to have affiliates obtain what they need, when they need it. New Affiliate development helps communities focus on their next steps and not be side tracked; to faithfully follow the Love INC model; to operate from a position of confident purpose with engaged partner churches; and to facilitate the formation of dozens and dozens of Love INCs simultaneously.

This can only be accomplished with God's grace and blessing. Please pray for the Love INC Movement in the coming year to be faithful to God's leading and build upon the opportunities that He has graciously opened to us.



Nancy Van Dyken
Director of
New Affiliate Development

Highlights of 2014:

- 32 affiliates in development (5 of these are in Nairobi, Kenya)
- 21 communities considering forming a Love INC
- Launch of an online microsite for inquiries about starting a Love INC
- 2 new DNA Team members (volunteers): Anne Bawinkel & Norma Berens
- Trained:
 - 6 Executive Directors apprenticeship training
 - 7 Nominating Teams of pastors
 - 4 Development Boards
 - 3 Community Kickoffs
- 5 site certification visits
- 5 new affiliates opened (6 more opened in 2015 so far)
- Special DNA Track at the 2014 Gathering

Goals - On Course and Proceeding:

- Deepen DNA Team Expertise
- At least 8 Mid-Year Boost Affiliate Visits in 2015!
- More materials/trainings & more ways to deliver: including hard copy marketing support materials
- Back office & online support enhancement

Please pray for God to go before us:

- To open the doors to churches' hearts
- To open the eyes of communities
- To show the world the glory of Christ's love
- To protect and guide our staff

If you know of someone interested in exploring the possibility of creating an affiliate in their area, please have them contact info@loveinc.org to begin the process.

Love INC in Pictures 2014 National Gathering



Affiliate Benefits and Love INC National

For over 35 years, Love INC has been a proven model of church mobilization. Over 125 communities have identified value and benefit in taking on the Love INC name, mission and model as a Love INC affiliate. Each affiliate is a part of something larger than itself, with opportunity to contribute and benefit from the network of Love INC affiliates across the country through the national office of Love INC. Affiliates benefit from the service and support of Love INC National in the following ways:

- **Reputation protection of affiliates.** Love INC National ensures an appropriate level of consistency and standards of those who identify themselves as Love INC. Love INC affiliates are connected and accountable to each other by a shared identity through Love INC National.
- **Training.** Love INC National delivers in a variety of forms: national training events in different regions, online training groups, video training, and workshops. Topics include board governance, executive director training, vision casting, church relationships, volunteer recruitment/training, clearinghouse operations, personnel management, fundraising, marketing, strategic planning, gap ministries, transformational ministries, comprehensive transformational ministry, community transformational ministry, and more.
- **Support.** Love INC National staff are available and provide assistance to affiliate leadership and staff in a variety of ways: processing situations, answering questions, providing encouragement, prayer and assistance through transitions.
- **Consulting and mentoring.** Love INC National offers phone call consultation and formal, on-site consultation services. As well, formalized mentoring relationships can be arranged through Love INC National.
- **Connecting.** Love INC National encourages affiliates to connect with each other. Love INC National is committed to developing increased capacity to assist affiliates to connect - contributing to and benefiting from each other's experiences.
- **Annual Love INC National Gathering.** Organization and leadership of this national conference bringing together Love INC people from across the country to make connections, receive spiritual encouragement, exchange ideas and receive training in areas significant to living out the Love INC mission.
- **Tool kits and Materials.** Various resource materials and documents to help affiliates including personnel policies, board responsibilities/leadership, fundraising, church relationships, volunteer support, ministry model development, operational forms and various best practices. Why reinvent the wheel? Access to such materials allows affiliates to focus efforts on local needs.
- **Measurement Tools and Self-Assessments.** Love INC National provides Missional Integrity Key Indicators (MIKI) and Affiliate Key Performance Indicators (AKPI) to help affiliates to focus on missional integrity and improve performance.



Love INC
Love In the Name of Christ

2014 Financials

Income/Expense and Bank Balance

Love INC National Financial Statement YTD - December 31, 2014

<u>Income Detail</u>	<u>Amount</u>
Cash Donations	\$ 58,099
Grants	\$ 81,000
Conference/Training Fees	\$ 50,721
New Affiliate Fees/Discernment Kit	\$ 11,250
Other	\$ 242
Consulting Service Fees	\$ 4,500
Affiliate Dues	\$302,060
Unapplied Cash Payment Income	\$ 657
<u>Interest</u>	<u>\$ 15</u>
Total Income:	\$508,544

<u>Expense Detail</u>	<u>Amount</u>
Compensation, Payroll taxes/expenses	\$286,058
General and Administrative	\$ 24,219
Office supplies, information technology, telephone, internet, software, hardware	
Professional Fees	\$ 21,013
Accounting, legal, stipends for Love INC Trainers and consultants	
Program Expense	\$ 55,488
National Gathering, regional trainings, marketing, media production, website,	
Travel Related Expenses	\$ 73,641
Board face-to-face meetings, affiliate support team, and staff,	
Total Expenses	\$460,419

<u>Net Operating Income</u>	\$ 48,125
------------------------------------	------------------

<u>Cash in Bank - December 31, 2014</u>	
Undesignated	\$153,496
Designated	\$ 23,172
Total Cash in Bank:	\$176,668



Love INC
Love In the Name of Christ

Love INC.org