



# I M P A C T



Annual Report 2015



LOVE INC LOVE IN THE NAME OF CHRIST

helping churches help people



IMPACT

## Vision, Mission, and Core Values

### Vision ...

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.

### Mission ...

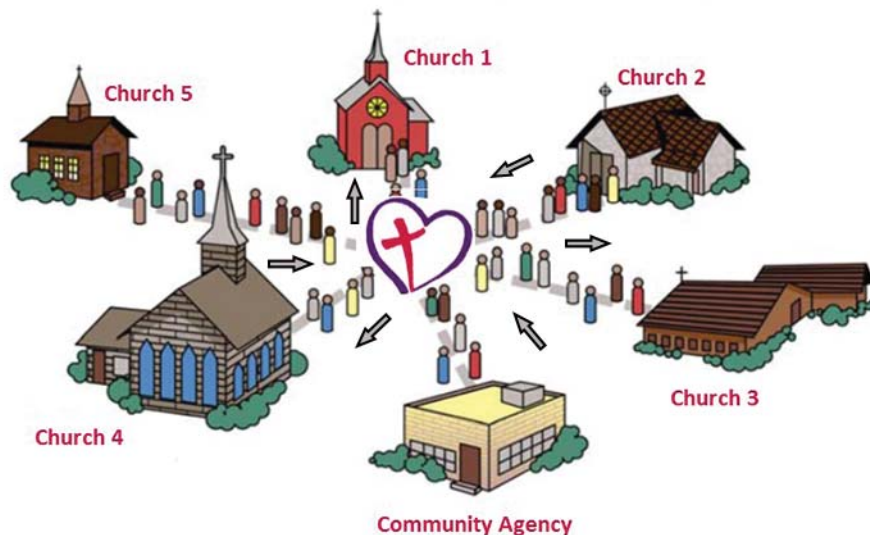
mobilize local churches to transform lives and communities In the Name of Christ.

### Core Values ...

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.



Love INC equips, networks, and mobilizes churches  
for community IMPACT.



© 2013 Love INC



## Board President Message

Dear Friends of Love INC,

IMPACT. The impact of Love INC is a ripple effect. Love INC National develops, launches, and supports Love INC affiliates across the country. Affiliates, in turn, mobilize thousands of churches whose members are sharing Christ's love to neighbors in need. Our theme for 2015 was *Transforming: From Inside Out*. Few things in life are as rewarding as seeing people's lives transformed as they come into relationship with Jesus Christ and His Church, and that is the goal of Love In the Name Christ! Coming to faith in Jesus Christ is synonymous with starting a journey of personal growth, as He transforms us more and more into His image.



As the Apostle Paul wrote, transformation is at the core of God's purpose in redeeming us:

*"And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into His image with ever-increasing glory, which comes from the Lord, Who is the Spirit." 2 Corinthians 3:18*

In addition to finishing up our work on our six strategic initiatives and accompanying 31 objectives from 2011, this past year the National Board identified new strategic initiatives for 2016-18. Other highlights of 2015 included:

- The delivery and positive response of affiliates to a new affiliate agreement. Both Love INC National and affiliates have stepped up their commitment to the Love INC mission and model. We expect great things ahead, as God enables us to live out our commitments to one another!
- Provided guidance and training to 27 new affiliates in development.
- Training opportunities for affiliates grew exponentially beyond the annual National Love INC Gathering to year-long opportunities including: regional trainings, virtual training for new executive directors, training on demand for clearinghouse coordinators and board members, conference calls, and peer-to-peer facilitated mentoring for executive directors.
- The launch of the new Love INC Affiliate Resource Center was met with enthusiasm, enabling affiliates immediate access to communication, networking, resources, and training.

We continue to be blessed by the competence, passion, and tireless work and dedication of our National staff.

Please join me in thanking God for His continued faithfulness and the IMPACT of the Love INC Movement. We count it a privilege to follow Him in this amazing journey of transformation!

Yours in Christ,

Brian J. Tweedie  
Board President





## New Affiliate Development

Love INC National provides step-by-step guidance, resources, and training to help interested communities start a Love INC Affiliate. It is a process of vision, passion, commitment, collaboration, hard work, and prayer. It takes the time, talents, and treasure of many people and churches. The following is a broad view of the phases of New Affiliate Development:

**Vision - Phase 1:** Initial inquiry, vision carrier, and nominating team

**Creation - Phase 2:** Development board, church relationships, and fundraising

**Launch - Phase 3:** Hire/train executive director and set-up of clearinghouse

**Maturation - Phase 4:** Operational review, support, and consultation during the first year

### In 2015

- o **22 communities requested a Discernment Kit**
- o **17 communities were engaged in Phases 1 - 3**
- o **5 Affiliates were in Phase 4:**

Central Upper Peninsula (MI)  
Catskill Mountain (NY)  
Central Oregon  
Coal Region (PA)  
Emmet & Charlevoix Co. (MI)



Ribbon cutting at Love INC of North Flathead (MT)

- o **5 New Affiliates Graduated from the New Affiliate Development Process:**

Central Lane County (Eugene, OR)  
Greater Holmes County (OH)  
W. Mackinac County (MI)  
North Flathead (MT)  
Sheboygan (WI)

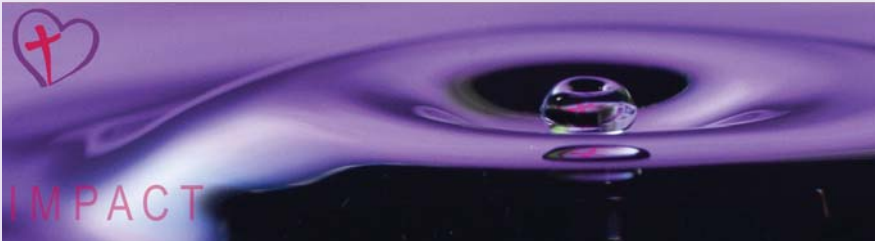


- o **Official Trainings:**

5 Nominating Teams  
5 Development Boards  
1 Advanced Governing Board  
7 Mid-Year Boosts for Newly Opened Affiliates  
2 Executive Director Apprentice Trainings  
1 Community Kickoff  
8 Additional Specialized Trainings

*"The concept of uniting churches in our community has been talked about before, but it just never happened. There was no framework. Love INC has provided the framework we needed and we are now well on our way to **establishing a Love INC affiliate**. Love INC has been there every step of the way to guide, encourage, and support us."*

*Love INC of the Wiregrass  
Dothan, Alabama*



## Operating Affiliates Support and Training

Love INC National provides resources, support, and training to equip Love INC affiliates.

### National Gathering

Each year, Love INC National hosts a national Gathering for affiliates across the country and guests from Kenya. Affiliate staff, board members, and volunteers come together to be inspired, learn, network, share ideas, and encourage one another. Plenary sessions, workshops, and role specific sessions are offered. The 2015 theme was "*Transformation: From the Inside Out.*" Transformation is a key part of the Gospel message and a key element of the Love INC Mission. (Attended by 247 people, representing 76 affiliates.)

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

Three regional trainings were held in 2015, involving 31 affiliates and 216 participants. The theme was "*The Love INC Journey: A Biblical Call to Holistic Help.*"

- o Corvallis, OR (April) hosted by Love INC of Benton County
- o Muskegon, MI (April) hosted by Love INC of Muskegon
- o Jamestown, NY (June) hosted by Love INC of Southern Chautauqua County

### Transformational Ministry Vision and Reality Tour

This was a new offering for 2015. Participants became familiar with an initial "how to" level of detail of running various aspects of Transformational Ministry with the opportunity to begin initial work on a Ministry Development Plan. All participants visited an established Comprehensive Training Ministry Program as part of the event.

### Virtual Trainings: accessible and no cost

- o Specialized conference calls and monthly support groups
- o TOD (Training on Demand): Once-a-week, multiple session group training utilizing video training and discussion. Offered to executive directors, clearinghouse coordinators, and board members. (27 participants from 22 affiliates)
- o NEEDIT (Newly Employed Executive Directors in Training): eight month extended training including video training modules, group discussions, peer support/encouragement, and group mentoring offered to new executive directors each quarter. (20 participants from 19 affiliates)

### Consultations

On-site assessment/consultation by a team of two experienced Love INC leaders. The team reviews policies/procedures, conducts interviews, and observes. Affiliates are provided feedback to promote excellence in living out the mission and model of Love INC. (Four consultations in AK, IN, MT, and OH)

*"NEEDIT has been a valuable support for me as a new Executive Director. The camaraderie with other new EDs, coupled with the expertise of experienced EDs and the great resources on the Love INC National site has made my transition much easier."*

*Love INC of Littleton, CO*





## 2015 Love INC Statistics

### Affiliate Network:

- 137 Love INC affiliates in the USA (plus 27 in development)
- 7,802 Churches participating in Love INC
- 9,554 Numbers of community organizations working with Love INC

### The Church Volunteers:

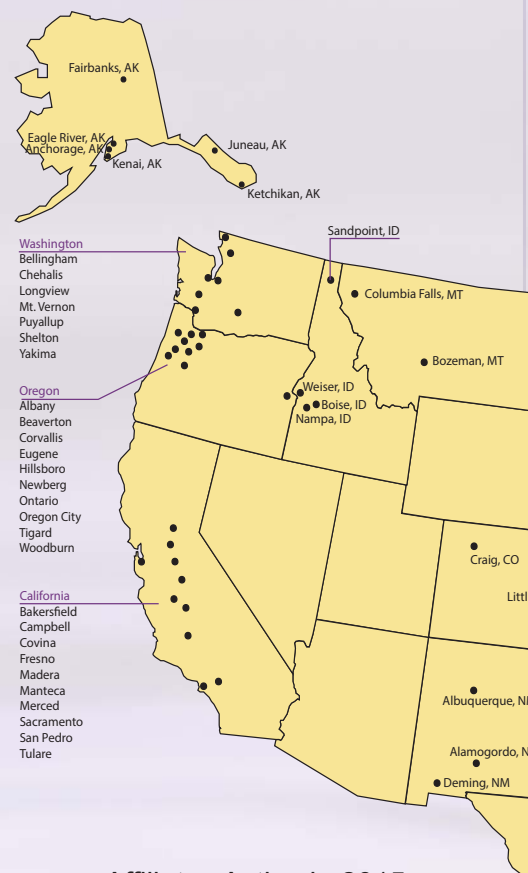
- 56,618 Average number of volunteers mobilized each quarter

### The Need:

- 327,843 Number of calls received at Love INC affiliate Clearinghouses

### The Response:

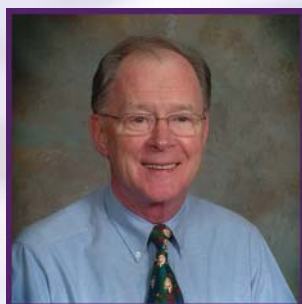
- 172,369 Number of families' needs met by churches through Love INC
- 238,668 Number of adult needs met by churches through Love INC
- 166,181 Number of childrens' needs met by churches through Love INC
- 1,398,732 Church volunteer hours mobilized to service to help and serve neighbors



Affiliates Active in 2015

## Founding and Growth of Love INC

Love INC was founded in 1977 by Dr. Virgil Gulker as a way to encourage churches to become



more engaged with neighbors in need. It was clear to Dr. Gulker that if churches were to better serve their communities, they needed leadership, organization, training, encouragement, and prayer. In 2015, 137

Love INC affiliates in 29 states were living out the Love INC mission.





# I M P A C T



**LOVE STORY** - The power of Christ's love expressed in a care call or card never ceases to amaze me! Every so often, someone comes to one of the GAP ministries and says, "I'm looking for Geri" and they are holding a thinking of you note that came at just the right time. And this week we had two calls in a row replying to our Follow Up calls. One lady was in tears, thanking Love INC for the prayers and said, "God met me in a way I hadn't experienced Him before."



## Love INC International Kenya

### 2015 Highlights

- National Board of Directors
  - o Added additional members in needed expertise areas
  - o Created active, functioning committees
- Created Active Pastor Boards in each of the five affiliate areas
- Creation of National Advisory Committee– senior, core pastor leaders in Nairobi
- Opened 5 affiliates in different areas of Nairobi
  - o Staffed and trained
  - o Partner churches secured
  - o Facilities obtained
  - o Clearinghouses operational and assistance mobilized to help families in need
- Recruited, trained and engaged volunteers in all affiliates
- Newsletters & marketing materials created
- Approval and support of several bishops
- Gap ministries being explored
- 2015 Love INC Kenya National Gathering in July
  - o Encouragement, Networking, Training, and Planning



Love INC Kenya 2015 Pastor Board Retreat in Nairobi



Pastor Ambrose of Kenya guest speaker  
at the 2015 U.S. National Gathering





## Financials

### 2015 Love INC National Financial Statement

<b>INCOME</b>	<b>CASH DONATIONS</b>	\$ 62,740.88
	<b>GRANTS</b>	\$151,062.00
	<b>CONFERENCE/TRAINING FEES</b>	\$ 48,750.00
	<b>NEW AFFILIATE FEES/DISCERNMENT KITS</b>	\$ 6,150.00
	<b>CONSULTING SERVICE FEES</b>	\$ 8,549.87
	<b>AFFILIATE DUES</b>	\$368,458.15
	<b>UNAPPLIED CASH PAYMENT</b>	\$ 250.00
	<b>OTHER</b>	\$ 16.48
	<b>TOTAL INCOME</b>	<b>\$645,977.38</b>
<b>EXPENSES</b>	<b>STAFF COMPENSATION</b>	\$253,709.12
	<b>MEETING EXPENSES</b> (Board/Support Team: travel, meeting room, food and materials)	\$ 46,349.86
	<b>BOARD EXPENSES</b>	\$ 115.00
	<b>MARKETING/PROMOTIONS</b> (website design/hosting, design, publishing)	\$ 41,056.77
	<b>ADMINISTRATIVE</b> (phone, rent, office supplies, internet, hardware, software, postage)	\$ 17,876.05
	<b>INSURANCE</b> (liability and director/officer insurance)	\$ 4,058.00
	<b>PROFESSIONAL FEES</b> (bookkeeping, audit, accounting services, 990 prep)	\$ 9,797.34
	<b>BANK FEES</b> (credit card/paypal and banking fees)	\$ 1,379.97
	<b>KENYA DEVELOPMENT</b>	\$ 14,503.36
	<b>SUPPORT TO AFFILIATES:</b>	
	<b>FACE-to-FACE EVENTS</b> ( <i>stipends, travel, supplies, facility, food, incentives for regional trainings, consultations, mid-year boosts, and community kick-offs</i> )	\$ 61,981.81
	<b>NATIONAL GATHERING</b>	\$ 54,780.90
	<b>ONLINE TRAININGS</b>	\$ 1,425.00
	<b>TRAINING REF &amp; RESOURCES</b>	\$ 4,006.86
	<b>AFFILIATE CAPACITY BUILDING</b>	
	<b>ONLINE SYSTEMS</b>	\$ 8,511.46
	<b>OTHER AFFILIATE SUPPORT</b>	\$ 1,264.20
	<b>TOTAL EXPENDITURES</b>	<b><u>\$520,815.70</u></b>
	<b>NET OPERATING INCOME</b>	<b>\$125,161.68</b>
<b>Cash in Bank - December 31, 2015</b>		
	<b>Undesignated</b>	<b>\$153,326.22</b>
	<b>Designated</b>	<b>\$ 103,120.21</b>
	<b>Total Cash in Bank:</b>	<b>\$256,446.43</b>



IMPACT

## What is Love INC?

**Organized Compassion:** Love INC is a group of churches who together seek to connect in a coordinated manner with struggling and hurting residents of their area. Love INC engenders and ensures compassion, collaboration, generosity, and action. It provides an effective way for Christian churches to serve people in their community who need them.

### Characteristics of a Love INC Affiliate

- A **network** of Christian churches from at least six different denominations
- A **nonprofit organization** governed by a local Board of Directors
- A **tool** that helps churches organize their people to serve
- A **hub** of relationships between churches and community agencies
- A **capacity-builder** for churches
- An **assessor** of community needs and ministry opportunities
- An **information center**
- A **mechanism** that enhances the expression of Christian faith and love
- A **means** to identify, inspire, recruit, train, and nurture church members to engage the community and serve in manageable, and meaningful ways

Churches Make Love INC

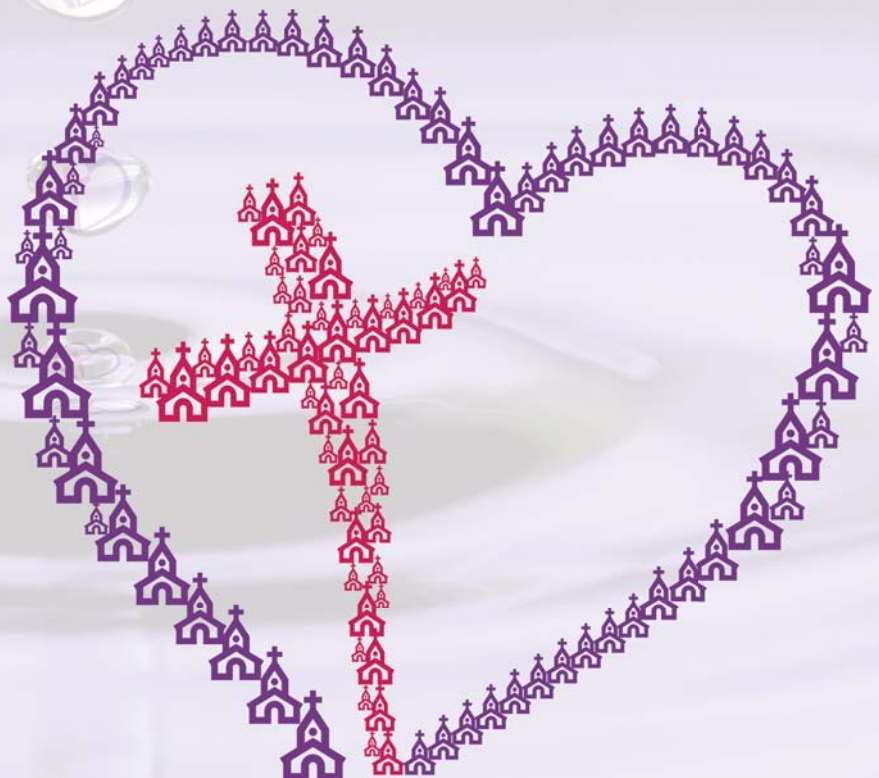
Churches Do Love INC

Churches Relate Through Love INC

Churches Mobilize Through Love INC

Churches Own Love INC

Churches ARE Love INC!





## Love INC Leadership



**Brian Tweedie**  
Board President  
Brighton, MI



**Mark McCloskey**  
Board Vice President  
St. Paul, MN



**Fred Trick**  
Board Treasurer  
Tuscaloosa, AL



**Esther Vander Laan**  
Board Secretary  
Hamilton, MI



**Norma Berens**  
Board Member  
Grand Rapids, MI



**Maureen Hansen**  
Board Member  
Rock Valley, IA



**Curt Voight**  
Board Member  
Rapid City, SD



**Richard Strick**  
Board Member  
Huntington, IN



**Lorelei Mah**  
Board Member  
Baltimore, MD



**Kirk Vander Molen**  
Director  
Missional Integrity  
Ada, MI



**Lora Petitt**  
Director  
Operating Affiliates  
Sheldon, IA



**Nancy VanDyken**  
Director  
New Affiliate  
Development  
Bozeman, MT



*Love INC believes . . .*

*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.*

*Local churches, united in the purpose of  
showing Christ's love in their community, are  
a powerful force for transformation, not only to  
individuals and families, but to the entire community.*

*. . . that's IMPACT*



[www.loveinc.org](http://www.loveinc.org)