Annual Report

2011-2012

1737 Beach Road
Verona, WI 53593
staff@alde.org
www.alde.org

2011-2012 Board of Directors

President - Pat Bilow, CFRE
Senior Gift Planning Counselor, LWML
LCMS Foundation
bilowp@oh.lcms.org

President-Elect - Beth Nelson Chase, CFRE
Vice President
Bright Stars of Bethlehem
vp@brightstarsbethlehem.org

Secretary - Mark D. Hofman
Executive Director of Fund Development
LCMS
hofmanm@csl.edu

Treasurer - Inga Gerber
Development Director
Bethel Home and Services Foundation
igerber@bethelhome.org

Members-at-large

Johnnie Driessner
Executive Vice President
Concordia University Portland
jdriessner@cu-portland.edu

Evan M. Moilan Jr., CFRE
Philanthropic Advisor
Lutheran World Relief
emoilan@lwr.org

Mark Minick
Senior VP for External Relations
LSS of the South
mminick@lsss.org

Linda K. Maxon, CFRE
maxxpics@aol.com

Elizabeth C. McKinley
Major Gifts Officer
Shippensburg University Foundation
ecmckin@sufoundation.org

Kristi J. Puchbauer, CFRE
Principal
Omega Development Solutions
kristi@omegadevelopment.ca

ALDE inspires, connects and equips Christians for excellence in philanthropy

Development: Fundraising ▪ Marketing ▪ Communications

Letter from the President

Dear ALDE Friends,

Welcome to the 33rd Annual ALDE International Educational Conference in beautiful downtown Minneapolis. Much work and many hours have gone into planning this Conference. Thanks to Co-Chairs Cheryl Grasmoen and Ann Sponberg Peterson, and their colleagues on the 2012 Conference Planning Committee. Lots of meetings, endless emails, hours on cell phones and now, finally, after over a year of planning, we're here!

Over these past 33 years, thousands of development professionals have benefited from their memberships with ALDE. Here's just one testimony: "The ALDE Mentoring Program has been essential to my work. When I was matched up with Lorraine Dorough from Lutheran Services of Georgia, **I never expected to be participating in relief efforts for the largest disaster in the history of the state of Alabama.** Thanks to the Mentoring Program and Lorraine, I have been able to get the help and advice needed to navigate the waters of this historic disaster that resulted from devastating tornados. Lutheran Ministries of Alabama will be one of the lead agencies doing case management for an estimated 8,000 families in Alabama. But, **thanks to the continued education and networking opportunities that ALDE has to offer I feel the Development Office of Lutheran Ministries of Alabama will be successful in its fundraising endeavors associated with this disaster," wrote Heather Turney, Development Director, Lutheran Ministries of Alabama.**

The Mentoring Program is just one important component of ALDE. Our local chapters play a huge role in mentoring and education. While not all areas of the country have a regional ALDE chapter … yet … the chapters we have are like glue that hold ALDE members together throughout the year. If you are not connected to a local chapter, please see a Board member; Phyllis Castens Wiederhoeft, our Executive Director; Pat Agoudemos, ALDE Membership Services or myself. If we can't connect you, you just may be the person to get a new chapter started!

We've also seen the formation of more localized groups under the auspices of their chapters. One shining example is the Fort Wayne (Indiana) Area ALDE Club, a group that meets more regularly than the whole chapter, for informal gatherings that feature learning, fellowship and, of course, food. Their latest offerings are monthly "Lunch and Learn" events that include lunch and a talk on an important issue in development from a knowledgeable speaker — all in less than 90 minutes. If you're interested in starting such a group in your area, please talk to us.

If you are new or newer to ALDE, utilize your membership to the fullest. **Accumulate** as much information as you can from this conference, local gatherings and seasoned members. Then **activate** the choice ideas you pick up and watch your production **accelerate.** If you are a long-time ALDE member, add these to that list: **rejoice** that ALDE has been such a major part of your professional education, **renew** old friendships while imparting your wisdom to the next generation and **refresh** yourself (because you may just need it!).

May God richly bless your time here in Minneapolis, and your work as a whole!

Yours sincerely,

Pat Bilow

Pat Bilow, CFRE
ALDE President
Senior Gift Planning Counselor, LWML
LCMS Foundation

2012 ALDE Annual Meeting Agenda

- **Call to Order -** Pat Bilow
- **Appointments -** Pat Bilow
  1. Parliamentarian - Johnnie Driessner
  2. Tellers for Election - Evergreen Chapter
- **Minutes of the 2011 Annual Meeting -** Mark Hofman
- **Bylaw Changes -** Mark Hofman
- **Slate for ALDE Board Election -** Jane Lottes
- **Treasurer's Report -** Inga Gerber
  Audit report, fiscal year July 1, 2010 to June 30, 2011
- **Executive Director -** Phyllis Castens Wiederhoeft
- **Education Team**
  ORAS - Grant Richardson
  College2Career - Matthew Leighty
- **Resource Team -** Matt Cesare
- **Membership Team -** Kathy Wisnefski
- **Awards:** Chapter of the Year — Presenter: Lanny Moore
  Chapter Leader of the Year — Presenter: Elizabeth McKinley
  President's Award — Presenter: Pat Bilow
- **Adjournment**

Treasurer's Report

The Finance Committee reviewed, and the ALDE Board of Directors accepted, the 2011 audit report from Smith & Gesteland, LLP, of Madison, Wis. The report received was an unqualified audit for the year ended June 30, 2011. While citing the issue of segregation of duties common to organizations with a small staff, the auditors commended ALDE's adoption of previous recommendations.

Last year the organization's net assets increased from $416,000 to $419,000. The increase includes $41,000 in realized and unrealized gains on investments. The net assets as of June 30, 2011, include $165,000 in unrestricted funds, $71,000 in temporarily restricted funds and $183,000 in permanently restricted (endowment) funds.

Respectfully Submitted, Inga Gerber, Treasurer

Leadership Development Team

Jane Lottes (Team Leader), Johnnie Driessner (Board Liason), Mara McClellan, Matt Sheffield, Steve Sirek, Hans Springer, Christine Zrinsky, Phyllis Castens Wiederhoeft (Staff)

STRATEGIC PLAN GOAL

The Leadership Development Team is responsible for identifying, equipping, informing and recruiting members to serve within ALDE's leadership structure.

STRATEGIES

1. Identify and recruit team members for ALDE teams and the ALDE Board through personal contact and survey.
2. Utilize the Leadership Schema as a tool to identify strengths and potential "talent gaps" on ALDE teams, and fit volunteers into teams where needed.

ACTIONS IN 2011-2012

1. Used a quarterly schedule for filling roles on various teams.
2. Reviewed information gathering activities for the ALDE Leadership Schema survey.
3. Used data gathered to review team talents and challenges, as well as select volunteers for team involvement.
4. Recruited Board nominees and team leaders for all ALDE teams.

Conference Team Report

Cheryl Grasmoen, Matthew Leighty, Ann Sponberg Peterson, Phyllis Castens Wiederhoeft (Staff)

The Conference Team will be recommending a site after this conference. The team has narrowed the choices down, but is waiting until after this event to see how attendance turns out, which will determine if we go outside the Midwest or stay in the Midwest again.

Message from the Executive Director

Phyllis Castens Wiederhoeft

In the winter, though I wish I could be out snowshoeing all the time, my main form of exercise is either the treadmill or the stationary bike. Now I know many people would say, "That's so boring! You never go anywhere; the scenery doesn't change!" But I have placed the equipment so that I have a wonderful view of our pond and birdfeeders. Those birds do keep me entertained!

The little ones come zooming in but are ever watchful for the bigger, and meaner, blue jays! They flit away when the jays bully their way in. What is most delightful to me is when the cardinals, with their brilliant scarlet plumage, join the others. What a colorful picture to keep me company while walking or biking.

And of course, this last month, knowing that my annual report was due, I've been pondering how that bird congregation is a metaphor for ALDE and my work as your Executive Director. What I am most reminded of is how ALDE values diversity. The variety of birds, though there is some jockeying for position, share the food and space in relative camaraderie (at least as far as I can tell about bird life). ALDE too is full of diversity, though our skin colors may not reflect that much, sharing the joy we feel being — and the service we extend to — God's people.

Our Christian faith is the foundational value of ALDE, yet within that, we have diverse church backgrounds. ALDE is one of those few places still left in North America where Lutherans of different persuasions as Christians gather in prayer, song and celebration of Jesus. ALDE Lutherans have long "opened the door" to ecumenical faiths if there was a Lutheran connection. Now, for the last several years, ALDE leadership has taken steps toward reaching out to faith-based organizations without the Lutheran connection. ALDE's Board of Directors continues to value and reinforces the necessity and desire to broaden ALDE's ecumenism, even while that remains an elusive goal and initiative.

What brings us all together in valuing diversity is a deep, abiding presence of God in our lives and vocations. We start with the hunger we have as sinners and the satiation God provided through our Lord Jesus Christ. Some of us prefer worshipping more traditionally; others of us seek out praise, rock or even country styles of worship! But ALDE draws together our prayer concerns, shares happy blessings and provides worshipful times that satisfy our souls and give glory to God's creation and call for stewardship. For that I am most grateful to find my work life centered on God's mission in a diverse setting such as ALDE.

ALDE also is diverse in its many members, with the many gifts that you all bring and with the numerous variations of your organizations' ministries. Conversations roll off your lips, focusing on planned giving or annual funds or leadership issues, sometimes illuminating a seeming disparity in work focus. But what brings you together at that bird feeder of fundraising and communications is the value you place on donors, on the gifts they provide and on the myriad of services sustained and enhanced with such gifts. What a blessing you all are to serve in so many different ways!

I exhort you to look around your immediate setting and connections and identify others who share the same values as you and who may be invited to join all the other ALDE "birdies" as we feed our personal and professional lives through what ALDE can offer — a place to express our value of gratitude to God for rich vocational lives, a place to highlight many perspectives and a place to continue learning from one another.

Message Team

Peggy Forni (Team Leader), Linda Maxon (Board Liason), Mark Hill , Len Hoffmann, Bethany Krepela, Natascha Malkemes, Jim Pressnell, Christine Zrinsky, Jon Nelson (Staff), Pat Agoudemos (Staff)

STRATEGIES

1. Work with and assist other ALDE teams with communications and marketing ideas.
2. Promote faith-based fundraising among church bodies, service organizations, schools, etc.
3. Identify new and innovative ways to reach out to non-Lutheran development communities.

ACTIONS IN 2011-2012

The ALDE Message Team is comprised of members who also serve on other ALDE teams. We have representation from the ALDE Staff, the ALDE Board, the Resource Team, Membership/Recruitment, Chapter Support, Conference, Leadership Development and Education.

During the past year, the Message Team has focused its ideas on assisting the Resource Team in marketing the ALDE Cutting Edge Endowment Fund. We offered up such ideas as testimonials from members who have already made a gift and/or planned gift to the fund, promoting the conference match to the fund and the use of social media such as Facebook and Twitter. We have also worked at enhancing the awareness of, and member participation in giving to, the Annual Fund.

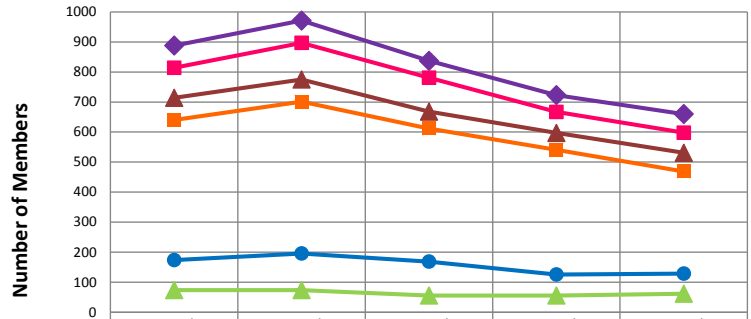
In addition to the Resource Team, our members have addressed marketing challenges from the Leadership Team (ideas in promoting, identifying and encouraging members to be involved in governance and leadership roles), ORAS — Organizational Readiness Assessment Services (promoting and marketing of a new service for small shops new to development) and the Recognition Committee (developing new ways to encourage award nominations from ALDE members).

As the Message Team continues to grow in both size and purpose, we desire to be a resource to all ALDE teams in the areas of communications and marketing. The Message Team is blessed with the creative gifts, ideas and talents of its members. We look forward to serving ALDE in 2012.

Membership Team

Roger Dow (Co-Team Leader), Kathy Wisnefski (Co-Team Leader), Linda Maxon (Board Liaison)

Five Year Membership Comparison



	Year Ending 2006-2007	Year Ending 2007-2008	Year Ending 2008-2009	Year Ending 2009-2010	Year Ending 2010-2011
Total Members	888	971	837	723	660
Paying Members	814	897	781	667	598
Non Paying Members (Retirees & Staff)	74	74	56	56	62
Retained Paying Members	640	701	612	541	469
Overall Retained Members	714	775	668	597	531
New Members	174	196	169	126	129

Membership Team: Retention Task Force

Roger Dow (TF Chair), Linda Maxon (Board Liaison), Ed Bean, Bill Lapp, Marc Melton, Karen Pease, Jim Rader, Dennis Remington, Craig Toerpe, Danielle Ward, Leslie Whited, Christine Zrinsky (Message Team Coordinator), Pat Agoudemos (Staff Liaison)

STRATEGIC PLAN GOAL

Ensure that ALDE's loyal members maintain and continue their relationship with ALDE.

STRATEGIES

1. Communicate with members who need to renew their membership.
2. Track and review membership renewal numbers.
3. Increase communication between Task Force members and Chapter Leadership members.
4. Increase member recognition and engagement.
5. Create a value proposition for the organization of five to six key values that can be articulated by membership.
6. Create new tracks for the conference: college/university/schools, churches and executives.

ACTIONS IN 2011-2012

1. Continuing to track and review membership renewals.
2. Recognizing chapters at the Minneapolis Conference for their participation in the *Mighty Membership Challenge*.
3. Continuing to work on new ways to recognize members, including e-cards for new members, anniversaries and member achievements.
4. Working on developing better communications to engage new members both at the chapter and international levels. Looking into creating a new member section on the ALDE website.
5. Held joint meeting with the Recruitment Task Force to strategize and brainstorm ideas to increase ALDE membership numbers.

Membership Team: Recruitment Task Force

Kathy Wisnefski (TF Chair), Evan Moilan (Board Liaison), Don Bader, Kurt Crays, Ellen Draeger, Kevin Jensen, Natascha Malkemes (Message Team Coordinator), Dennis Ritter, Pat Agoudemos (Staff Liaison)

STRATEGIC PLAN GOAL

Increase the number of new members joining ALDE.

STRATEGIES

1. Encourage prospective members to join.
2. Seek financial incentives for members to join during hard economic times.
3. Develop a membership drive to increase the overall membership of ALDE
4. Continue ecumenical outreach to members of other denominations, while maintaining Lutheran identity
5. Collaborate with Retention Task Force

ACTIONS IN 2011-2012

1. *Mighty Membership Challenge* membership drive was implemented for 2011-2012 to reach out to Lutheran and non-Lutheran prospects and build up our membership.
2. As part of the membership drive, a special rate of $99 was offered to the first 20 new members who joined. This rate was also offered to members who had lapsed for 18 months or more.
3. Chapters were asked to promote the program and growth was tracked on the homepage of the ALDE website.
4. Members were encouraged to submit prospect names to ALDE through the Ambassador Program.
5. An incentive of a $25 gift card was given to each member who was successful in recruiting a new member through the Ambassador Program.
6. Payment plans for one- and two-year memberships were continued to help all members pay for their memberships.
7. The most successful *Mighty Membership Challenge* chapters will be recognized at the 2012 conference.
8. The Chairs of the Recruitment Task Force and Retention Task Force were invited to a board summit on membership in November. We hope to have direction from the board after their meeting in February.

Education Team

Bonnie O'Neill Meyer (Team Leader), Kristi Puchbauer (Board Liason), Cindy Aegerter (Early Career TF Chair), David Fuerst (2012 Conf. Curriculum Co-Chair), Steve Hitchcock (ORAS), Dan Johnson (2013 Conf. Curriculum Co-Chair), Matthew Leighty (College2Career TF Chair), Heather McGinness (Certification Prep TF Chair), Harold Melser (Senior Level TF Chair), Don Meyer (2012 & 2013 Conf. Curriculum Co-Chair), Eric Tillich (ORAS), Phyllis Castens Wiederhoeft (Staff)

STRATEGIC PLAN GOAL

ALDE will become the leading resource for Lutheran and other Christian fundraising and communication professionals.

STRATEGIES

1. Ensure high-quality fundamental educational sessions for communications and development professionals are offered consistently at International Educational Conferences.
2. Utilize technology to offer additional "distance-learning" educational sessions throughout the course of the year.
3. Encourage members to secure the knowledge and experience necessary for professional credentialing, and support them in preparation for credentialing exams.
4. Equip college students interested in the development and communications professions with practical training and education via internships at ALDE member sites.

ACTIONS IN 2011-2012

1. In response to an earlier survey of ALDE member needs, the Organizational Readiness Assessment Services Task Force created a development-focused assessment tool to benefit small shops with limited resources and has trained approximately two dozen experienced ALDE members to assist in administering assessments, as needed.
2. One of the Curriculum Co-Chairs for the 2012 conference has agreed to serve a second year and will co-chair Curriculum for the 2013 conference to assure a carryover of valuable knowledge and experience.
3. College2Career Task Force continues to recruit sites for student interns and is now facilitating a major effort with Lutheran World Relief to recruit interns from several college campuses to assist with the Lutheran Malaria Initiative.
4. Certification Prep offered a two-day educational course for development professionals preparing to take the CFRE exam. A recent survey of membership seeks to further strengthen this educational offering, and steps are being taken to promote future offerings to development professionals beyond the ALDE membership.
5. Early Career Task Force promoted a schedule of six fundamental courses offered annually, plus 10 core courses that will be offered at International Educational Conferences at least once over a period of three years.
6. Senior Level Task Force provided a series of EPOC (Experienced Professionals Offering Conversation) conference calls for senior level development professionals to discuss timely topics.

Chapter Support Team

Lanny Moore (Team Leader), Elizabeth McKinley (Board Liaison), Dale Fagre, John Foster, Amy Jurgens, Bethany Krepela (Message Team Coordinator), Dionne Lovstad-Jones, Kirk Schroeder, Phil Woodruff, Pat Agoudemos (Staff Liaison)

Mentoring Committee

Dale Fagre (Team Leader), Elizabeth McKinley (Board Liaison), Bethany Krepela, Matthew Leighty, Glenn Pittsford, Larry Westfield, Art Weiss, Pat Agoudemos (Staff Liaison)

Chapter Support

STRATEGIC PLAN GOAL

Support mentoring and the leadership of individual chapters.

STRATEGIES

1. Review successes and challenges of ALDE chapters through meetings held four times each year.
2. Team members communicate with assigned chapters throughout the year to offer assistance.
3. Identify and address chapter needs and concerns during the Chapter Presidents' Reception at the Annual International Educational Conference.
4. Analyze annual chapter reports to determine support strategies and implementation.

ACTIONS IN 2011-2012

1. Implemented new chapter reporting forms and checklists.
2. Submitted new chapter bylaws with updates and revisions.
3. Developed strategies to assist chapter leaders with training for successful meeting/chapter leadership skills, such as how to conduct a meeting, Speakers' Bureau, chapter treasurer guidelines, report generation and submission and talking points to be used when contacting individual chapters.
4. Developed leadership training agenda for 2012 International Educational Conference Chapter Presidents' Reception.
5. Developed strategy and guidelines for organizing and initiating new chapters.
6. New Chapter Support Team Leader is Lanny Moore.

Mentoring Committee

STRATEGIC PLAN GOAL

Support a mentoring program to match members with mentors.

STRATEGIES

1. Review mentoring requests and pairs in meetings held three times per year.
2. Committee members communicate with their assigned chapter Mentoring Coordinators to ensure that mentoring requests are being filled.
3. Assign one member of the committee as the Message Team Coordinator to market the Mentoring Program to ALDE members.

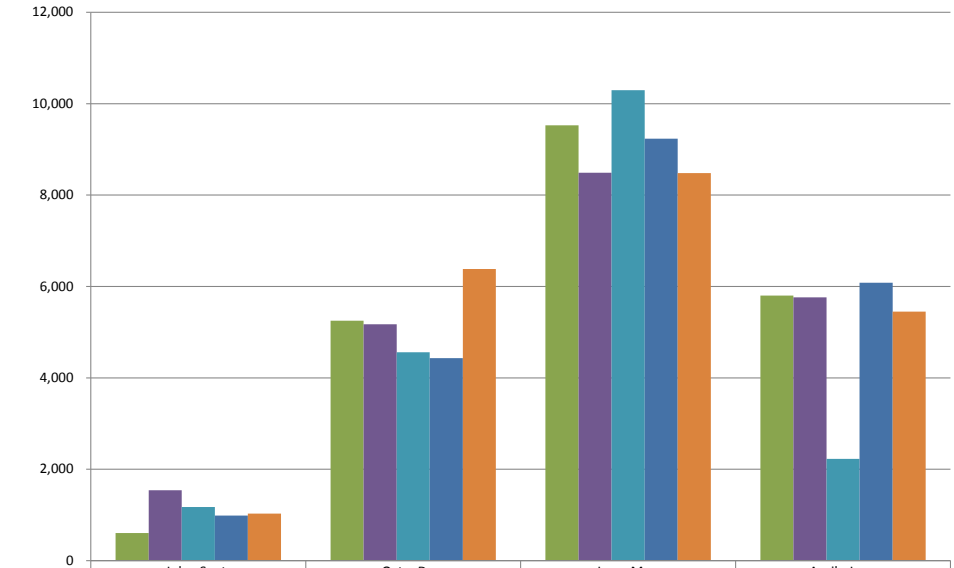
ACTIONS IN 2011-2012

1. Continued the strategies listed above.
2. Planned and implemented a Mentoring Affinity Session at the 2012 conference set up as a speed networking activity.
3. Continued work on establishing a database of mentors for chapter Mentoring Coordinators to use when making matches.
4. Improving communication with Chapter Mentoring Coordinators through a conference call in spring of 2012.

Resource Team

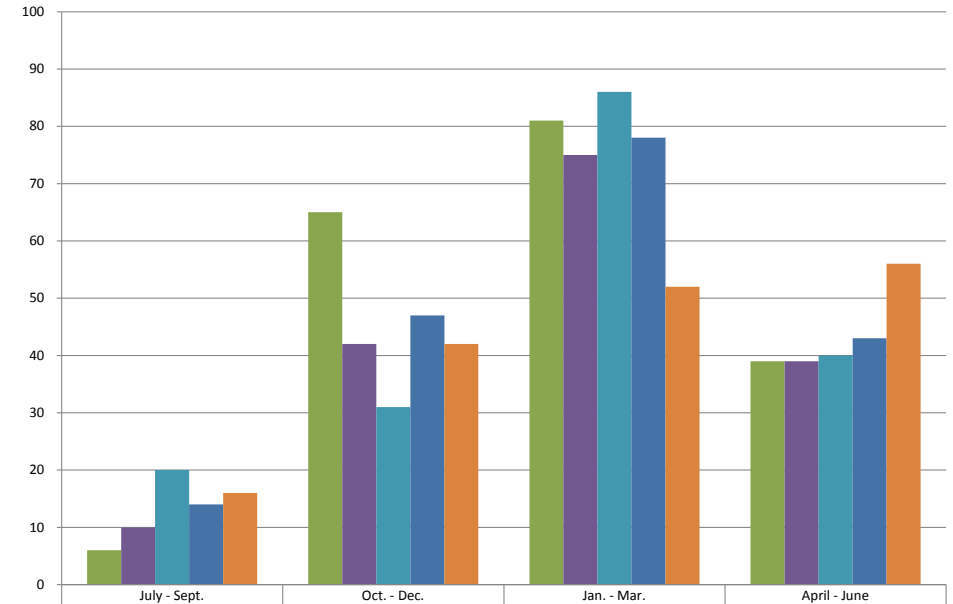
Matthew Cesare (Team Leader), Mark Minick (Board Liason), Paul Brinkman, Len Hoffmann, Janelle Koepke, Mike Nevergall, Phyllis Castens Wiederhoeft (Staff)

Annual Fund Giving History
Dollars by Quarter



	July - Sept.	Oct. - Dec.	Jan. - Mar.	April - June
2006-2007	602	5,249	9,526	5,802
2007-2008	1,541	5,172	8,489	5,760
2008-2009	1,175	4,560	10,295	2,225
2009-2010	986	4,432	9,233	6,080
2010-2011	1,030	6,381	8,480	5,450

Annual Fund Giving History
Members by Quarter



	July - Sept.	Oct. - Dec.	Jan. - Mar.	April - June
2006-2007	6	65	81	39
2007-2008	10	42	75	39
2008-2009	20	31	86	40
2009-2010	14	47	78	43
2010-2011	16	42	52	56

Up Close with ALDE Board Candidates

Mark D. Hofman
Executive Director of Fund Development
LCMS
St. Louis, Mo.
For Secretary

Mark Hofman works as Executive Director of Fund Development for The LCMS. He previously served Concordia Seminary, St. Louis for 16 years in various fundraising positions ranging from Development Officer to VP for Development to Director of Special Projects and Senior Major Gifts Officer. Previously, Mark taught at Lutheran schools and served as Admissions Counselor and Financial Aid Specialist at Concordia University Nebraska.

Mark holds an M.B.A from Fontbonne University in St. Louis and a Bachelor of Science in Secondary Education from Concordia University Nebraska. He has been an ALDE member for 16 years and has served as chair of the Senior Level Task Force, on the Education Team and as Secretary/Executive Committee member with the Great Rivers Chapter. He was an instructor for ALDE CFRE Study days, but has let his credential lapse in order to learn about the new exam. Mark is a member of Ascension Lutheran Church, St. Louis, Mo.

"For 16 years I have been a beneficiary of ALDE's programs, services and professional community. Surrounded by capable and enthusiastic colleagues, my career has been shaped in large part by what I have learned and experienced through this organization. Having witnessed the impact skilled development professionals have on others, it is my desire to give back to the organization. Having an opportunity to shape ALDE's future through service on the Board would be an honor and a joyful privilege."

Linda K. Maxon, CFRE
Formerly of
Diakon Lutheran Social Ministries
Macungie, Pa.
For Member-at-Large

After 10 years at Diakon Lutheran Social Ministries, Allentown, Pa., Linda is looking for her next fundraising/communications challenge. She previously served as Community Relations Director, Lutheran Congregational Services; Communications/Annual Fund Director, ProJeCt of Easton, Inc. and Director of Christian Education at The Lutheran Church of the Holy Spirit, all located in Lehigh Valley, Pa.

Linda has attained the CFRE designation in addition to M.A., B.A. and A.A. degrees from Webster University (St. Louis, Mo.), Concordia University (Chicago, Ill.) and Concordia College (Ann Arbor, Mich.), respectively.

As a 10-year ALDE member, Linda serves on the Early Career Task Force, Message Team and was Central PA/MD Chapter President. She is also a member of AFP.

Linda is a member of Christ Lutheran Church, Allentown, Pa., where her husband is Senior Pastor. Linda is a choir member, Sunday School teacher and VBS leader and has served synods, districts, camps and schools in a number of positions. She also produced a monthly Lutheran television program for several years.

"ALDE plays an important role in equipping leaders for the church. Encouraging newcomers to join the fundraising and communications fields is of particular interest to me. Meanwhile, ensuring seasoned colleagues can find inspiration through ALDE is also vital. I want to play a part in it all."

Elizabeth C. McKinley
Major Gifts Officer
Shippensburg University Foundation
Shippensburg, Pa.
For Member-at-Large

Beth McKinley has served the Shippensburg University Foundation as Major Gifts Officer for nearly four years. She previously worked as Development Director at Lutheran Volunteer Corps and Director of Development at Lutheran Camping Corporation. Beth attained her bachelor's degree from Shepherd University (Shepherdstown, W. Va.) in 2001.

Beth has been an active ALDE member for nine years and has served the organization as President of the Central PA/MD Chapter (2003-2006), Hospitality Chair at the 2007 ALDE International Educational Conference, Co-Chair of the Northeast Regional Gathering (2009), Chapter Mentoring Coordinator (2009-present) and as a member of the Chapter Support Team (2010-present). In addition to her ALDE membership, Beth also belongs to CASE and was previously a member of AFP, from 2003-2009.

Beth belongs to Second Presbyterian Church in Carlisle, Pa., where she serves as a Deacon with her husband, Aaron.

"As a member of the ALDE Board for the last two years I have been blessed to serve with an extraordinary group of volunteers who work tirelessly to help others achieve greater success in their professional lives through their membership in ALDE. The friendships and professional connections I have made over the years through my involvement with ALDE are priceless and I am happy to give back wherever and however I am called to serve."

Kristi J. Puchbauer, CFRE
Principal
Omega Development Solutions
Airdrie, Alberta
For Member-at-Large

Kristi Puchbauer is Principal of Omega Development Solutions. Before launching Omega in 2004, Kristi served Lutheran Hour Ministries, Covenant House Vancouver, Elks and Royal Purple Fund for Children and the Canadian Mental Health Association.

Kristi attained her bachelor's degree from Concordia University College of Alberta (Edmonton, Alberta) and received a Post Baccalaureate Certificate in Voluntary Sector Management from Grant MacEwan University (Edmonton, Alberta). She has additionally earned the CFRE credential.

In her 12 years as an ALDE member, Kristi has served as President of ALDE-Canada, Membership Coordinator of ALDE-Canada, on the Senior Level Task Force and as a member of the Curriculum Committee for the 2011 and 2012 ALDE International Educational Conferences and as a Member-at-Large on the ALDE Board of Directors. She is also a member of AFP and the Association of Prospect Researchers for Advancement.

Kristi is a Member of Shepherd of the Hills Lutheran Church, Airdrie, Alberta, where she has given her time as a Sunday School teacher, Music Leader and as a Member of the Shepherd of the Hills Lutheran School Commission.

"Working in the nonprofit field in Canada and the United States for the past 17 years, I have benefitted greatly from ALDE's outstanding education and networking opportunities. I would like to contribute to the strengthening of ALDE as the leader among organizations serving Christian development executives."

ALDE Donors 2010-2011

Thank you to all our generous benefactors who gave during the 2010-2011 fiscal year!

Endowment Fund

Gwendolyn Axelson
David Benson
Ed Bertram
Patricia Bilow
Paul Brinkman
Tom Buck
Rebecca Bunke
Keith J. Christensen &
Dawn Deines-Christensen
Johnnie Driessner
Richard Engdahl
Brian & Laurie Friedrich
Inga Gerber
Cheryl Grasmoen
Mark Hofman
Kurt Jostes
Roald Kindem
Al & Joan Koepke
Linda Maxon
Elizabeth McKinley
Dennis & Bonnie Meyer
Don Meyer
Mark Minick
Martha Mitkos
Evan Moilan
Beth Nelson Chase
Jennifer Nohelty
Robin Paris
Karen Pease
Ann Sponberg Peterson
Hans Springer
Craig & Lisa Stirtz - *in honor of Keith Nelson & Lloyd Probasco*
Glenn Thiel
David Whitenack
Kristin J. Wiersma
Phil Woodruff - *in honor of Mission Leaders throughout the world*

Annual Fund

Henry Aschbrenner
Patricia Agoudemos
Gwendolyn Axelson
Eleonore Bauer
Ron Beckman
Alice Benson - *in honor of Cindy Halverson*
David Benson
Edward Bertram
Jim Bickel
Patricia Bilow - *in honor of Elaine & Mildred Foels*
Darlene Breon Pieper
Rebecca Bunke
Ellen Bushman
Matthew Cesare
Robin Cherwinka
Keith Christensen
Sandra Cline
David Coker - *in honor of Reuben T. Swanson*
John Corkran
Kurt Crays
Carrie Dauner
Jon Dize - *in honor of Dan Johnson*
Robin Doeden
Lorraine Dorough - *in honor of Michelle Janssen*
Johnnie & Kim Driessner
Rich Duncan & Christine Post-Duncan
William Elmstrom
Richard Engdahl - *in memory of Dr. Harvey Stegemoeller*
George Engdahl
Don Engel
Fred Erbes
Peggy Forni
Kathryn Franzenburg
Brian & Laurie Friedrich
David Fuerst - *in honor of David Coker*
Sue Gebel - *in honor of Lori Land*
Inga Gerber
Jason Gerdes
Donald Hallberg
Dennis Haugen
Vicki Helling - *in honor of Ed Bertram*
Mark L. & Carol L. Hill
Len Hoffmann
Mark Hofman
Phyllis Jacobson
Carl Johnson
Paula Ritchie Kadel
Charlie Kiersch
Roald Kindem
Janelle Koepke
Al Koepke - *in memory of Dave Wiedenhofer*
Gregory Kramer
Lee Ann Lack
Lori Land
Bill Lapp - *in honor of Ed Bertram*
Edgar Larson
Jean LeGros
Matthew Leighty - *in honor of Dan Johnson*
James Leistikow
Kelly Lemens
John Lewis
Jane Lottes
Jeanie Lovell
Roland Lovstad - *in honor of Elmer Prenzlow*
Keith Lund
Mark Marshall
Mark Maurice
The Rev. Woody & Linda Maxon
Elizabeth McKinley
Philip Meinzen
Roger Meyer
Donald Meyer
Mark & Kim Minick - *in honor of David Kahle*
Evan Moilan
Lanny Moore
David Mossner
Alice Mowbray
Max Nagel
Joanne Negstad
Beth Nelson Chase
Dale Nettnin
Michael Nevergall
Jennifer Nohelty
Nancy Olson
Rebecca Otten
Douglas Page
J. Ward Pallotta
Robin Paris
Karen Pease
Jenny Peterson
Mark Piel
Kristi Puchbauer
John Puotinen
Jim Rader
Gerry Rafftery
Scott Reinhard - *in honor of Terry Egan*
Janne Ross
Debra Rothe
Richard Schmidt
Robert Shafis
Robert Sievert
George Sims
Kenneth Sippola
Steven Sirek
Ronald Smith
Brenda Solomon
Hans Springer
Craig Stirtz
Marlys Taege
Glenn Thiel
James Uden
Susan Ullsvik
Jim & LaRue Unglaube
Beth Vanadia - *in honor of Ward Pallotta*
Lori Werbeckes
Larry Westfield
David Whitenack
Larry Wingard - *in memory of Harvey Stegemoeller*
Kathleen Wisnefski
Phillip Woodruff - *in honor of All ALDE Members & Leaders*
Joel Wudel - *in honor of Phyllis Anderson*
Christine Zrinsky - *in honor of Chicago Chapter Leadership*

Proposed Bylaw Changes

ARTICLE IV, Section 6

Proposed changes denoted in italicized purple.

Section 6. Vacancies. Whenever any vacancy shall occur in any office by death, resignation, or otherwise, the vacancy shall be filled by the Board of Directors in consultation with the Leadership Development Committee. The officer so appointed shall serve the balance of the applicable term and shall hold office until his or her successor is elected. *The period of the appointment to the vacancy, and the previous officer's term of office, will not count against the newly appointed officer's eligibility for election.*