



A 501(c)(3) Nonprofit Organization
Impact Plan

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The Kringle Cause, Inc. | EIN 33-4158964 | An Arizona nonprofit organization and federally designated 501(c)(3).
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From Heart to Mission:

Jeffrey Ladson Biggs

aka **Santa Jeff**

Founder & Executive Director (CEO)

With the spirit of Santa—and the looks to go along with it—Jeffrey Biggs has spent over a decade bringing joy to children and families, both in and out of the red suit. Children often ask if he’s the real Santa Claus, a reflection not just of his appearance, but of his genuine warmth and compassion.



Jeff’s journey toward founding The Kringle Cause, Inc. was shaped by a lifetime of giving and a heart rooted in service. He

comes from a family tradition of portraying Santa Claus—his great-grandfather, grandfather, and father each stepped into the boots before him—instilling in him the values of kindness, community, and joy.

Professionally, Jeff has worn many hats: he is a creative entrepreneur with over 30 years in marketing and design, and he’s also worked as a Registered Behavior Technician, providing therapeutic support to children with autism and other developmental disabilities. It was during this time that Jeff’s vision for The Kringle Cause crystallized. Witnessing firsthand the challenges faced by children with disabilities—and the quiet, tireless love shown by their parents—Jeff was inspired to create something lasting: a federally recognized 501(c)(3) nonprofit organization that empowers, uplifts, and delivers joy all year long.

As Executive Director, Jeff serves as the chief visionary and steward of the mission. His role includes overseeing programs, building partnerships, leading fundraising, and—most importantly—ensuring that The Kringle Cause remains true to its values of compassion, inclusion, and joyful giving.

Our Mission at a Glance



At The Kringle Cause, Inc., we believe the spirit of Christmas—kindness, generosity, and connection—should shine all year long. As a federally recognized 501(c)(3) nonprofit organization, our mission is built on three core commitments:

- **Employment with Dignity**

Provide meaningful employment and skills development for young adults with cognitive, developmental, and physical disabilities. Through our Workshop 48 program, participants are hired and engaged in structured work and life skills training that builds confidence, purpose, and independence.

- **Joyful Giving for Children**

Deliver handcrafted gifts and joyful visits to children facing significant cognitive, medical, or emotional challenges. Whether in hospitals, therapy centers, or specialized classrooms, our mission is to remind these children that they are seen, loved, and never alone.

- **Support for Caregivers**

Offer relief and recognition to parents and caregivers through thoughtful gifts of rest and care—made possible by our network of generous local business partners.

Everything we do—from each toy crafted to every gift delivered—is designed to create connection, measurable impact, and everyday magic.

Who We Serve

As a **federally recognized 501(c)(3) nonprofit**, *The Kringle Cause* exists to serve three core populations whose needs are often overlooked, underserved, or emotionally exhausting for those involved:

1. Children Facing Cognitive, Physical, or Medical Adversity

We serve children with Autism, Down syndrome, cerebral palsy, and other cognitive or mobility-based conditions, as well as those undergoing treatment for life-threatening illnesses. Whether in hospitals, therapy centers, or special education classrooms, our goal is to reach them with joy, encouragement, and handcrafted gifts—delivered personally by Santa and Mrs. Claus year-round.



2. Young Adults and Adults with Disabilities

Participants in our Workshop 48 program—lovingly referred to as E.L.F.s (Envoys of Love & Fellowship)—are young adults with Autism, Down syndrome, cerebral palsy, and other developmental or physical disabilities. Some may require accommodations to maintain disability benefits, but each is treated with the dignity of employment and provided meaningful roles that build confidence, teach skills, and create purpose.



3. Parents & Caregivers

We recognize the emotional, physical, and financial toll placed on caregivers of children with high-needs or medically complex diagnoses. That's why a portion of our outreach is devoted to encouraging and honoring them—through gifts of rest, relaxation, and recognition from our community partners.



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Workshop 48:

Ongoing Growth for Our E.L.F. Team

Workshop 48 is not a training program or a prerequisite to employment—it is a core component of working at The Kringle Cause, Inc., a federally recognized 501(c)(3) nonprofit.

Every E.L.F. (Envoy of Love & Fellowship) we hire joins a supportive team where they are paid or accommodated according to what best supports their continued access to disability benefits. Regardless of how their employment is structured, they are treated as valued staff members—and as part of their role, they participate in Workshop 48.

This internal employee development track consists of 48 rotating workshops delivered year-round, designed to strengthen practical life skills and workforce readiness. Topics are tailored to help E.L.F.s grow as individuals, not just as employees, and include:

- Communication and teamwork
- Financial literacy and personal budgeting
- Basic cooking and nutrition
- Personal organization and time management
- Emotional regulation and coping tools
- Community navigation and self-advocacy
- Safety awareness and independent living skills
- Leadership development and workplace confidence



The workshops repeat annually, offering opportunities for reinforcement, mastery, and deeper understanding each time. Rather than a curriculum with a graduation date, Workshop 48 is an embedded rhythm of life at The Kringle Cause—designed to grow with each E.L.F. as they continue their journey with us.

Workplace-specific training happens through hands-on mentorship within each E.L.F.'s job. They are encouraged to explore roles across departments—crafting gifts, managing inventory, helping in the shop, or greeting visitors.

At The Kringle Cause, Workshop 48 isn't just preparation for work—it is a long-term investment in every E.L.F., building skills, confidence, and independence that extend far beyond the workplace.

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Mission Gift Delivery Program: Giving That Shows Up

While many organizations donate toys during the holidays, The Kringle Cause, Inc.—a federally recognized 501(c)(3) nonprofit—brings gifts and the spirit of Christmas in person, all year long.

Our handcrafted gifts are delivered directly to children with cognitive, physical, and medical challenges, including those:

- Undergoing treatment in hospitals
- Living with conditions such as Autism, Down syndrome, or cerebral palsy
- Attending special education classrooms or therapeutic day programs



What sets us apart is how we deliver these gifts. Children don't receive them from a staff member or a shipping box—they receive them from Santa or Mrs. Claus themselves.

Whether dressed in seasonal attire or in hospital-appropriate versions of the red suit, our volunteers make each visit magical. Every delivery is designed to remind children they are not forgotten—that they are seen, loved, and celebrated just as they are.

Gifts are handcrafted by our E.L.F. team (Envoys of Love & Fellowship), who take pride in knowing their work brings joy and comfort to children like themselves. We also welcome donations from toy makers, crafters, and businesses through our Toy Partner Program, helping extend our reach and deepen our impact.

The Mission Gift Delivery Program is more than giving a toy—it is about creating joyful, hope-filled moments of human connection that strengthen resilience, lift spirits, and promote emotional well-being.

Parental Support Gifting: Because Caregivers Deserve Care, Too

Behind every child facing serious challenges is a parent or caregiver carrying the emotional weight of that journey—often quietly, and often without a break.

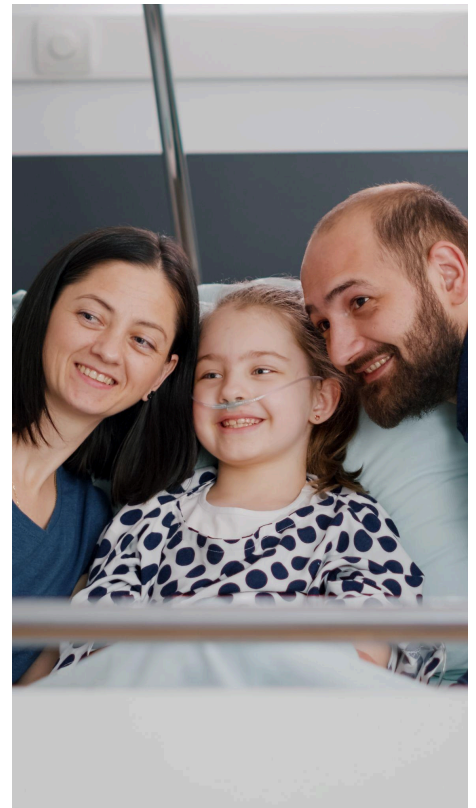
At The Kringle Cause, Inc., a federally recognized 501(c)(3) nonprofit, we believe supporting families means supporting the caregivers too. Caring for a child with cognitive, physical, or life-threatening conditions can be isolating and exhausting. That's why part of our mission is to bring moments of rest, recognition, and renewal to the parents and caregivers who give so much.

Through our **Parental Support Gifting Program**, we partner with local businesses to provide::

- Spa and massage services
- Restaurant gift cards and take-home meals
- Movie tickets, event passes, or brief getaways
- Personalized care packages designed for relaxation and joy

These gifts aren't luxuries—they're lifelines. A quiet moment. A shared meal. A reminder that someone sees *them* too.

Whether delivered alongside a mission gift for their child or as a surprise outreach, these tokens of care help restore energy, lift spirits, and strengthen family resilience. They reflect the same truth that drives our entire organization: **everyone deserves to feel the magic of being loved—especially those who give their all behind the scenes.**



2025 Goals & Milestones

At The Kringle Cause, Inc., our mission is big—but we know that meaningful change happens step by step. In 2025, as a federally recognized 501(c)(3) nonprofit, we are laying the foundation for long-term, year-round impact by focusing on these core goals:

Program Goals

- **Workshop 48 Pilot:** Enroll and hire our first group of eight (8) E.L.F.s (Envoys of Love & Fellowship).
- **Mission Gifts:** Deliver handcrafted gifts to at least 250 children facing cognitive, physical, or medical challenges.
- **Caregiver Support:** Launch the Parental Support Gifting Program by partnering with local businesses to deliver 50 caregiver gifts.



Operational Milestones

- **Launch the full Kringle Cause website**, featuring donor portals, volunteer onboarding, and a gift shop.
- **Expand our Santa and Mrs. Claus Volunteer Network** to support year-round mission deliveries.
- **Secure a dedicated workspace and workshop site** to house operations and provide a physical base for Workshop 48 and future growth.

Community & Fundraising Targets

- **Recruit at least 100 recurring donors** and **secure 10 corporate partnerships** in our first year.
- **Launch the Year of Cheer Ornament Club** as a monthly fundraising program tied to handcrafted E.L.F.-designed ornaments.
- **Host our First Annual Gala Event**—“The State of the North Pole”—bringing together supporters, donors, and partners to celebrate our first year of impact.

Metrics That Matter



At The Kringle Cause, Inc., transparency isn't a promise—it's a practice.

We are committed to tracking our impact honestly, celebrating successes, learning from challenges, and using real-world feedback to continuously grow stronger.

We measure not just the actions we take, but the lives we touch and the trust we build. Our evaluation framework focuses on the following areas:

Workshop 48 / E.L.F. Development

- Number of E.L.F.s hired or enrolled
- Attendance and completion rates for life-skills workshops
- Self-reported growth in confidence, independence, and skills
- Number of professional volunteers leading life-skills workshops through Workshop 48

Mission Gift Deliveries

- Total number of children reached annually
- Number of handcrafted gifts delivered
- Number of donated toys and mission gifts distributed
- Testimonials from families, healthcare providers, and partner facilities

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Parental Support Gifting

- Number of caregiver gifts distributed
- Types of gifts provided (spa services, meals, events, etc.)
- Feedback from caregivers on emotional and practical impact
- Feedback from partner staff or service providers

Fundraising and Donor Engagement

- Total funds raised through donations, grants, and merchandise sales
- Growth in recurring donors and ornament club members
- Gift shop and North Pole Mercantile revenue
- Event participation and campaign performance
- In-kind donations received and total sponsorships secured

Volunteer and Community Involvement

- Number of volunteer Santas and Mrs. Clauses engaged
- Total volunteer hours logged
- Growth of the Kringle Collective (general volunteers supporting mission activities)
- Growth of the Kringle Corp (professional contributors donating advisory or business expertise)
- Growth of the Workshop 48 Instructor Network (professional volunteers teaching life and work skills)
- Number of business and nonprofit partnerships formed

Digital Reach

- Website traffic, newsletter subscriptions, and gift shop conversions
- Social media reach and community engagement metrics

Behind every number is a story of hope, perseverance, and joy—written by the E.L.F.s, children, families, and supporters who make our mission possible.

Our Partners & Collaborators

At The Kringle Cause, Inc., we believe that lasting impact happens through community—not isolation. We are proud to work alongside a growing network of organizations, businesses, and individuals who share our vision of year-round compassion and inclusion.

Our partners help us reach more children, support more families, and create stronger opportunities for our E.L.F. team members. Their contributions take many forms, including:

- Financial sponsorships
- In-kind donations of goods or services
- Toy and gift contributions
- Professional instruction for Workshop 48 life-skills workshops
- Volunteer support for mission deliveries and events
- Strategic collaboration to amplify community impact

Each partner—whether a hospital, local business, foundation, or nonprofit—is an essential part of The Kringle Cause story. We celebrate them not just as supporters, but as co-creators of a movement that brings joy, dignity, and hope to those who need it most.

Every partner receives:

- **Recognition on our website and social media platforms** through partner listings, spotlights, and seasonal shoutouts
- **A dedicated partner page on our website** to share their services, mission, and any special offers with our visitors
- **Opportunities to participate in seasonal events, campaigns, and community drives**
- **Inclusion in printed resources** such as event programs, donor acknowledgments, and promotional materials (as appropriate)
- **Opportunities for deeper collaboration** through co-branded initiatives and outreach efforts

Together, we are weaving a network of generosity that reaches far beyond any single gift—and lights up lives all year long.

Funding Snapshot

At The Kringle Cause, Inc., we are committed to responsible financial stewardship and long-term sustainability.

Our funding model is designed to be diversified, transparent, and mission-driven—allowing us to maintain stability while expanding our impact.



Our projected funding sources for 2025 include:

- **Individual Donations:** One-time and recurring contributions from generous individuals committed to making year-round magic possible.
- **Corporate Sponsorships and Grants:** Support from businesses, foundations, and community organizations who share our commitment to inclusion and joyful giving.
- **Gift Shop and Merchandise Sales:** Revenue generated through our online and future physical gift shop (North Pole Mercantile), featuring handcrafted gifts created by E.L.F.s and select curated products.
- **Fundraising Events:** Income from special events like our Annual Winter Gala (The State of the North Pole), our Spring Kringle Cause Classic Putt-Putt Golf Tournament, our Summer Christmas in July Bingo Bells & Beach Towels, and our Fall Celebration of Movement.
- **In-Kind Donations and Services:** Contributions of goods, services, or professional expertise that directly support our programs and reduce operational costs.
- **Workshop 48 Employment Support:** Where applicable, The Kringle Cause may partner with state vocational rehabilitation programs or other agencies to secure wage assistance or support grants that help sustain E.L.F. employment opportunities like the Ticket to Work Program.

We are committed to allocating at least 75% of all funding directly to mission-related programming, with the remaining resources supporting administrative operations, fundraising, and strategic growth initiatives.

As we grow, future revenue from The Kringle Experience will further strengthen our self-sustainability model, creating a long-term engine for both employment opportunities and mission impact.

All financial reports, IRS filings, and annual impact summaries will be made available to the community and stakeholders through our website to ensure full transparency and public trust.

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How to Get Involved



There are many ways to support The Kringle Cause, Inc., and help bring year-round joy to children, families, and young adults with disabilities:

- **Donate**
Support our programs with a one-time or recurring gift. Every donation helps hire E.L.F.s, deliver handcrafted gifts, and lift up families.
- **Volunteer**
Become part of the Kringle Collective! Opportunities include delivering gifts as Santa or Mrs. Claus, assisting with events, or offering your professional skills.
- **Partner**
Businesses, nonprofits, and community organizations can collaborate with us through sponsorships, in-kind donations, special campaigns, or Workshop 48 support initiatives.
- **Join the Year of Cheer Ornament Club**
Subscribe to receive a handcrafted ornament each month, designed by our E.L.F.s. Every subscription supports employment, skill-building, and year-round magic.

However you choose to get involved, you become part of a story that changes lives—one act of kindness at a time.

Note:

Gifts made to The Kringle Cause, Inc. are fully tax-deductible to the extent allowed by law. As a federally recognized 501(c)(3) nonprofit, donors will receive a Tax Receipt for their records.

Looking Ahead (2026 and Beyond)

The Kringle Cause, Inc., is founded on a vision that grows brighter each year.

While 2025 is about building a strong foundation, our long-term mission focuses on expanding opportunities, deepening impact, and creating lasting change for children, families, and young adults with disabilities.



Our next steps include:

- **Expanding Workshop 48**
Increase capacity to serve more E.L.F.s annually and establish additional Workshop 48 sites as resources allow.
- **Scaling Mission Gift Deliveries**
Reach more children across Arizona and, eventually, across the nation—supported by a growing network of volunteer Santas and Mrs. Clauses.
- **Launching The Kringle Experience**
Secure a location and begin development of an inclusive, indoor North Pole-themed destination. This space will provide family-centered attractions, job training opportunities, and sustainable revenue to support our year-round mission.
- **Strengthening Long-Term Sustainability**
Build an operating reserve, establish a mission-driven endowment fund, and continue developing earned income streams through merchandise, fundraising events, and experiential programs.

Our future remains grounded in the same values that guide us today: joy, inclusion, generosity, and purpose.

We aren't just building a nonprofit—we're building a movement that reminds the world that kindness, hope, and belonging are gifts meant to be shared every day of the year.

Thank You

At The Kringle Cause, Inc., we know that the magic of what we do is made possible by the generosity, faith, and support of people like you.

Whether you donate, volunteer, partner, or simply share our mission with others, you become part of a movement that brings hope, purpose, and joy to children, families, and young adults with disabilities all year long.

From the bottom of our hearts—thank you for believing in this cause, and for helping us keep the spirit of Christmas alive every day.

Together, we are not only giving gifts—we are making miracles happen.

Contact Information

The Kringle Cause, Inc.

An Arizona Nonprofit Organization, federally recognized as a 501(c)(3) by the IRS.

Website: www.KringleCause.org

Email: info@kringlecause.org

Mailing Address: 3943 E Kent Ave, Gilbert, AZ 85296

Social Media: Facebook | Instagram | YouTube

Arizona Domestic NonProfit Entity ID: 23799473

Date of Incorporation: 03-13-2025

EIN: 33-4158964

IRS 501(c)(3) DLN: 26053555003815

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