

Loaves & Fishes: Final Recommendations

In April, the Loaves & Fishes Leadership Council presented its recommendations following an eight-month discernment process. Since then, the group has solicited and prayerfully considered feedback on the proposal from congregants and the community through a congregational meeting, prayer school reports, and individual conversations and messages.

The feedback received was invaluable in shaping the outlines of individual initiatives and confirming the direction of the overall plan. The feedback received can be broken into three categories:

- General comments related to overall process; expressions of support, enthusiasm, appreciation, and ongoing prayer; hope for the success of these initiatives; and insights from the experience.
- Specific comments related to individual initiatives, including questions about the initiatives themselves, critiques, and recommendations for revised budget allocations.
- Suggestions and requests related to the accountability, sustainability, and process related to the overall plan and individual recommendations.

After prayerfully considering the feedback, **we have not changed any dollar values in the plan.** The feedback was thoughtful and prayerful and valuable, but almost universally represented information previously considered. Additionally, the level of congregational support for the initiatives was high, so the committee was wary of making any big adjustments.

We did adapt our plan considerably in terms of the accountability/sustainability and process planning for each individual initiative. Elder Board, prayer school, and congregational feedback was incredibly helpful in identifying how each initiative should move forward. In the time since the original proposal, we've established staff and lay leadership for initiatives; identified a committee for many

initiatives; begun mapping out timelines; and given more thought to the distribution of funds. Additionally, the intention around several initiatives has been clarified and refined because of the feedback process. **We highlight these changes for each initiative below.**

LaSalle Neighbors

\$125,000 | Staff Lead: Oreon Trickey

As part of LaSalle's ongoing commitment to our turf, we propose reserving \$125,000 for the development and expansion of LaSalle Neighbors, the church's outreach to the community. Through the feedback, it was clear that support for LaSalle Neighbors was strong: the congregation is committed to this neighborhood and wants new ways to serve and care for our neighbors.

Changes: We heard concern about the hiring of a new staff person. We recommend the delay of hiring this new role until other alternatives have been considered. The amount of money budgeted for LaSalle Neighbors has not changed; if not used for a staff person, it can be directed toward neighborhood programming over the next few years. The Elder Board will be engaged in this decision-making process moving forward.

Art on Sedgwick

\$25,000 | Lay Leadership: Charlie Branda

The congregation was supportive of our contribution toward Art on Sedgwick, the neighborhood arts non-profit developed by LaSaller Charlie Branda.

Changes: No changes. However we expect that as AOS continues to take root there will be opportunities for greater partnership and fund generation through programs sponsored by the Low Cost Fund, and LaSalle Neighbors.

Financial Wellness Partnership with CGLA

\$125,000 | Staff Lead: [Laura Truax](#)

Our proposed financial wellness partnership with CGLA received enthusiastic support from congregants excited to offer alternatives to predatory payday lending and underground economies. The congregation asked us to consider how to bring these same services to the local neighborhood. Before considering an independent program, we hope to learn from the work of CGLA and other LaSallers. No changes.

Resourcing Other Churches

\$160,000 | Staff Lead: [Laura Truax](#)

“Yes!” was the primary response we heard to the proposal to dedicate 1/10th of our funds to equip other churches as an acknowledgment of the imbalance of power present in our communities.

Changes: A small team of experienced community leaders is assembling to make recommendations and to continue our dialogue around race, justice, privilege, and power.

Renovations to Cornerstone Center

\$400,000 | Staff Lead: [Laura Truax](#)

Cornerstone Center is the hub of our church's connection to our neighborhood. Repairs are needed for the first floor bathrooms, along with a significant renovation of Leslie Hall and the lobby area to allow for better traffic flow and more attractive, divisible space. Feedback showed support for this, especially as it equips us to better serve existing neighbors and welcome newcomers.

Changes: Based on feedback, we propose a four stage process: 1) Complete a full audit of Cornerstone Center to assess facilities and market value of rent-able space. 2) Conduct a congregation and tenant assessment to determine space needs. 3) Use a professional space planner (donating her time) to identify the best way to maximize our space. 4) Conduct the actual build-out in 2015 or 2016.

Stained Glass Windows/Sanctuary Capital Campaign

\$175,000 | Lay Lead: [Lois Scott](#)

Again, there was general support for an investment in our infrastructure, and reassuring levels of support for a future (2016-2017) capital campaign.

Changes: We propose renaming this to “Seed Money for Capital Campaign,” to allow for other possibilities as determined by leadership in the future.

Debt Reduction >> Building Sustainability

\$100,000 | Leadership: [P&F Committee](#)

Changes: The Property & Finance Committee asked that the \$100,000 earmarked for debt reduction be reassigned to building sustainability, and that we allow them to determine how to best use the funds. We concur, and propose renaming the initiative “Building Sustainability.”

Femi Adeleye/Inst. for Christian Impact

\$100,000 | Lay Leader: [Todd Zoellick](#)

LaSaller Femi Adeleye, one of our longest supported missionaries, will receive funding to launch an institute for the training of pastoral and public leaders.

Changes: Femi will receive strategy support from LaSaller Todd Zoellick. Arrangements have been made to release funds in phases, and upon the meeting of specific conditions that will be established collaboratively.

World Vision's One Acre Miracle, Tanzania

\$100,000 | Lay Leader: [Chris Campbell](#)

We'll continue to support our community in Kisongo, Tanzania by funding an irrigation project that increases family incomes by 5x annually.

Changes: Some raised concerns regarding World Vision's stance on homosexuality. After discussions with the Elder Board and others, we propose using this gift to express our firm hope that World Vision will move toward a more inclusive policy. We believe this expression of support will be powerful to the president and board of World Vision.

Jeremiah & Shaleigh Martin/Bussy-St.-Georges Church

\$30,000 | Staff Lead: [Laura Truax](#)

We are excited to support LaSalle missionaries the Martins, as they purchase a new church building for their growing congregation of African immigrants, near Paris. Our funds will be a matching grant to inspire other US donors. No changes.

Low Cost Fund & Travel Fund

\$70,000/\$20,000 | Leads: [Colin Knapp/Ami Campbell](#)

Two small funds will help remove obstacles to service and learning. The leadership for each initiative is establishing a small committee to recommend criteria and process for each fund. No changes.

Staff Development Fund

\$10,000 | Staff Lead: [Laura Truax](#)

A pastoral discretionary fund will be available for the development of our staff. No changes.

What's Next?

Following congregational approval, staff and lay leadership will work to put plans into action, establishing milestones, maintaining communication with the congregation, and working under the direction of the elder board. [Karl Lauger will serve as a liaison throughout the process.](#) Initiative leadership will work with P&F and staff to determine the best timeframe for funding distribution.