



The Lighthouse Lens

This newsletter serves as an update to let everyone know how things have been progressing at Love Lights the Way.

Strategy Team and Restructuring of the Board of Directors

Last September the BOD authorized a Strategy Team to study re-structuring the BOD to expedite growth and achievement of LLTW's mission. The Strategy team met at a full day workshop to consider better ways to achieve our mission. Each Strategy Team member consulted a mentor of their choice, prior to the meeting, with experience in missions or in non-profit leadership. That knowledge and advice was brought to our workshop. The results of the workshop were then communicated to the rest of the Board and approved. The Strategy Team was then renamed the Transition Team, and they went to work on the changes.

Our accomplishments from the workshop:

- The Bylaws of LLTW have been revised to reflect the new Structure. The Bylaws can be found [here](#).
- The new BOD structure includes the Executive Team and 5 Director positions. Each BOD member currently holds 1-2 positions. We still have two positions open. The new structure can be found [here](#).
- Each Director position has a job description and they apply to the Assistant Director positions as well. Each position was given a Director and an Assistant Director. This gives more depth and breadth of talent and leadership to each position. It also assures that we have a ready-made successor should a Director step down. We've applied this same logic to each of the leadership positions envisioned at Lighthouse Village (LV), although we have not begun the process for hiring LV staff yet, other than our guardsman. BOD job descriptions can be found [here](#).
- We wanted LLTW to become more transparent, so we have started to post all of our board meeting minutes on the website. They can be found [here](#). Soon we will begin posting our monthly Treasurer's reports as well.
- In order to assure 100% commitment, as well as secure steady income for LLTW, we agreed that all BOD members must pay \$100/mo through our Automated Recurring Billing (ARB) system of online donations.
- We created an Advisory Panel (AP). The purpose of this panel is to have a place for folks to belong to LLTW without the rigors of being a BOD member. While there is still a mandatory financial commitment necessary to be on the AP (\$50/mo), there are no mandatory roles, duties, or time commitments. There are also no mandatory meetings, like in the BOD. This is intended to make it easier for people to support LLTW's mission, without having to make commitments that they can't sustain. The BOD has four mandatory meetings per year, and one of those is a BOD/AP meeting. This is intended to provide a face-to-face opportunity for the BOD and the AP to fellowship together, share in our successes, communicate strategies, exchange ideas, and encourage one another. The AP meeting is not mandatory, but it is available none-the-less.

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We signed up our first AP member, Laurie Scharp. Laurie has already worked countless hours on behalf of LLTW, and the BOD is happy to announce that she has been recognized as the Communications Coordinator for LLTW. She will also assume a leadership role in managing the communication and affairs of the AP. Laurie has completely revitalized our website and Facebook (FB) page. She is constantly working on getting us visibility in social media channels. She is also working directly with John Kar to develop fund raising opportunities.

The BOD restructuring came directly from inspiration from John Kar and Jim White's trip to the Liberia Conference. Read more about the Conference in [Vol 1 of the 2013 Newsletters](#). This was the beginning of an aggressive new approach to get operations started on a shoestring budget. After much work on this strategy, we came up with 3 major objectives to get things really going in Fendell with minimal expense.

The 3 Objectives for our December 2014 trip are:

- **Start a church.** Instead of waiting until the K-6th grade school (which is designed to double as a church with a capacity of around 350) is built, we will modify our warehouse so that we can immediately start a church on the property and begin the process of bringing in the local villagers and inviting them to join in on our work. We already have a block building structure, with door and roof, so it should not be too costly to renovate a little to enable this little building to be our "beginner church".
- **Plant a farm.** We've decided to plant at least a couple acres of Cassava. We will purchase the stalks required to do this initial planting, but then after that we will be able to expand to more acres using our own crop. This will provide a steady supply of easily harvestable food that can also be taken to market.
- **Start building the K-6th school...one block at a time.** We decided that we should build as many blocks as our funds will allow, which will serve as a "downpayment" on the building. We took the floorplan that was already approved by the BOD earlier, and sent it to our engineer in Liberia, Mr. Yancy. He has created the entire set of building drawings, including an artist's conception, and a cost estimate for the complete job.

Cassava Farm. Image: Creative Commons Neil Palmer, CIAT, 2012



Blocks that went into the LV warehouse

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Love Lights the Way (a 501(c)(3) org.)



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Our December 2014 Trip Details and Needs

Taking information from previous trips and from Mr. Yancy, we've created a cost estimate for the trip to achieve the 3 objectives. It is still in progress, but it suggests that if we wish to achieve all 3 objectives, including building all the blocks specified in the Engineering Plans for the school (over 20,000 blocks), the cost will come to around **\$30k**. We currently have \$19k in the bank, so **we are only \$11k away from being able to fully achieve the 3 objectives**.

If we are able to achieve some successful fund raising over the next 8 to 10 months, we may be able to complete the entire foundation of the school/church, in addition to the three objectives, for an additional \$30k.

For \$60k we could convert the warehouse into a church, plant a 2 acre cassava farm, build 20,000 blocks to go towards the school/church, and complete the foundation of that building. What a huge start that would be...all for only \$60k!

The total estimate for our K-6/church building is approximately \$300k. It is a lot, but this is a beautiful building that will be used 7 days a week, and will continue adding value in that other buildings that are added later (Jr/Sr High/Vocational school, Bible Training College, etc.) can all use the auditorium of the school. This means it will be a multi-purpose center, and we will not have to expend the funds to add that capacity to other buildings. To see the additional services and buildings that are envisioned for LV, see our [plans](#). Each building is numbered in the order in which it will be constructed.

As you can see, we've been busy and we've accomplished a lot. Now, it's time for action on the ground. We need everyone with a heart for Liberia to consider what they can do to help. Feel free to email me directly at JWhite@lovelightsttheway.org with questions or willingness to get involved. We really need as many AP members as we can get. Once you sign up for the AP, Laurie will start communicating with you about what opportunities are available for you to get involved in (at your own pace). But we need your money just as much. You may think that \$50/mo will never be enough to get the job done, but if we sign up a mere one hundred AP members, then we have \$5,000 per month, and that can really get us closer and closer to Lighthouse Village.

If you would like to go on our next Mission trip this December, please let me know. You would need between \$1,500 and \$2,000 to cover the cost of getting there and back, the foundation will pick up the tab for all your living expenses while there.

Let's raise some funds and make this dream a reality! Check out the enhanced website at www.LLTW.org, and our FB page at <https://www.facebook.com/LoveLightsttheway>. Get involved! We look forward to hearing from you.

Sincerely,
Jim White (for the BOD)
Love Lights the Way BOD Secretary
JWhite@lovelightsttheway.org