

February 19, 2019

Dear brothers and sisters in Christ,

One of the most tangible ways for us to see God's favor upon His church at Pear Orchard is to reflect on the quality of the staff and pastors whom He has called to serve in this place. Think through our pastors and staff individually, then marvel at how Jesus has beautifully blessed us with folks who are so talented, skilled and loving. Each of them loves the Lord, loves us and serves His Kingdom in such magnificent ways. One of our greatest blessings is that God has provided Carl Kalberkamp as our Senior Pastor for the past 24 years.

Pastor Carl has informed the Session that in 2020, having been our Senior Pastor for 25 years, it is his heart's desire to continue to serve us, but not as the Senior Pastor. His desire is to serve in a role of pastoral care, discipleship, counseling, teaching and preaching amongst us as an Associate Pastor, while passing the leadership torch to someone else. What a privilege it has been for us to have sat under the preaching, teaching and guidance of Pastor Carl over the years and what a blessing that he desires to continue to serve our Lord in this place!

As Carl so aptly told us, "I want to have more time to spend with my children and grandchildren". Carl and Jeanie have family spread out and far away in Ohio, Pennsylvania, Virginia and North Carolina, as well as Mississippi, so it's their hearts desire to be able to have additional vacation time, along with less responsibilities, so that they may spend more quality time with their family. There are other important and thoughtful reasons for which Pastor Carl desires this leadership change. Attached you will find a letter from him revealing his heart to you about more of the reasons for this transition of his role.

Therefore, this letter to the congregation from the Session is intended to be informative as to what we believe to be our God's plans for us moving forward. The transition of Carl from the Senior Pastor position has been percolating in his prayers and heart as well as the prayers and mind of the Session since about 2012. As the Session was searching for the Associate Pastor replacement for Tim Dryden, it was the hope, desire and prayer that God would send us the man that He had chosen to be our next Senior Pastor. It was our prayer that this man would have all the piety, character, skills, and talents necessary to lead us in the future. This man would serve under Carl's mentoring for a number of years, until such time as was appropriate to consider a transition.

The Session believes that God heard our prayers and provided just the man in Caleb Cangelosi. Caleb was a Senior Pastor for a smaller church in Tennessee when he agreed to come here, as an Associate Pastor, to be mentored and trained under Carl's leadership. Caleb has served us so beautifully as he has taught, preached and pastored us since April of 2014. We believe that God sent Caleb to us for such a time as this.

What then is the process for beginning this potential transition? Under our Presbyterian form of government there are several required steps. First, we must call a Congregational meeting to appoint a Pulpit Committee. Once appointed, this Committee will be charged by the Session with the responsibility of evaluating Caleb Cangelosi as our next Senior Pastor. Should the Committee recommend that we call Caleb as our next Senior Pastor, the Session will develop call packages for Caleb and Carl in their new roles to present to the congregation for votes. For Caleb, it is required that an Associate Pastor receive 4/5th of the votes from the congregation to be approved as Senior Pastor. Should we affirmatively vote for Caleb, his call will be presented to the Presbytery where a 3/4th vote is required for approval. These high bars are to assure that

potential transitions take place with unity and harmony. The votes to approve Carl as an Associate will need only a majority vote by the congregation and the Presbytery.

The proposed timeline is as follows:

Approximate Dates	Steps Needed
February 19, 2019	Send letter from Session and Pastor Carl announcing transition.
March 4, 2019	Letter to congregation calling meeting to appoint Pulpit Committee
March 24, 2019	Congregational Meeting to form Pulpit Committee
May 5, 2019	Report from Pulpit Committee due
August, 2019	Send letters and Call Packages for Congregational vote
September 8, 2019	Congregational Meeting to vote on Proposed Calls
September 10, 2019	Submit Calls and Minutes to Presbytery 60 days prior to November meeting
November 5, 2019	Presbytery votes on Calls
March, 2020	Caleb and Carl assume new roles and Caleb installed as new Senior Pastor.

Should the congregation and Presbytery agree that this is God's plan for a succession leadership change, the Session believes that this transition should not only succeed, but due to the godly, wise and humble character of these men, it should thrive. Having both men in continued pastoral roles at the Church will be a tremendous blessing due to their skills, experience and servant's hearts.

Would you begin praying now for God's will to be done with all these important potential changes? Pray for Carl and Jeanie. Pray for Caleb and Elizabeth. Pray for wisdom for the congregation, the Pulpit Committee, the Session and the Presbytery. Pray that God would prepare our hearts as we consider His will in implementing these potential leadership transitions for His Honor and Glory!

During the Congregational meetings we will set aside times for questions and discussion, but should you have any questions you want answered before the congregational meeting, please contact Carl, Caleb or any of the members of the Session to discuss.

To God be the Glory Great Things He has done,

Your Elders

Adam Adcock	Bob Austin	Neil Barnes	Phil Ethridge	Bill Hatchcliff
Ken Haynes	Jack Haynie	Brad Ingram	John Kwasny	Jason Miller
Will Montgomery	Eddie Moran	Steve Morris	John Perritt	Rod Russ
John Slater	Ken Smith	Ben Sones	Craig Stockmeier	Rob Waltzer
Tom Young				

