

Orchard Christian Fellowship

Information Meeting: March 2, 2025

By Andrew Lemieux, Executive Pastor

Agenda

1. Rejoicing in the Present
 2. Succession Plan
 3. What is Building Tomorrow Together
 4. Questions and Answers
 5. Affirming the Leadership of Jesus among us
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1. Rejoicing in the Present

Pastor Ken expressed his gratitude for our eagerness to worship Jesus together and highlighted the joy found in people becoming followers of Jesus. An increase in the number of people participating in worship services and ROOTs was noted. With our growth, the required pastoral care has outstretched the capacity of one full-time pastor, indicating the need for additional pastoral support.

2. Succession Plan

As part of our vision to grow and help more individuals come to know and follow Jesus, a succession plan was discussed. The demand for pastors is currently outpacing the supply as more pastors retire. Thus, a planned process of identifying and preparing future pastoral leadership at The Orchard was outlined.

Gratefully, Jesus has brought to us a pastor whom we know and trust, Kevin Kyle. Kevin interned with The Orchard during the pandemic.

It was emphasized that succession plans benefit the congregation by providing greater continuity of vision and mission, reducing organizational uncertainty, honoring outgoing leadership, facilitating financial health, strengthening next-generation leadership, preserving congregational stability, and enhancing community witness.

Without a plan, the Orchard may undergo a season of no leadership with difficulties finding Ken's replacement from an ever-decreasing pool of applicants. This also gives Ken a smooth path to retirement.

The succession plan timeline is as follows:

- September 2025 - October 2026: Kevin, currently a Chaplain in the US Navy and deployed overseas with his family, will be hired by the Session as an Assistant Pastor, with Pastor Ken serving as Lead Pastor.

- October 2026 - October 2027: Kevin will be called by the Congregation as an Associate Pastor, with Pastor Ken continuing as Lead Pastor.
- October 2027: Kevin will be called by the Congregation to be Lead Pastor, with Pastor Ken serving as an Associate Pastor until 2029.

"You, therefore, my son, be strong in the grace that is in Christ Jesus. What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also." 2 Timothy 1:1-2

We prayed for Kevin

3. Building Tomorrow Together

A discussion ensued on the brand new initiative "Building Tomorrow Together."

This initiative aims to foster a culture of discipleship and community engagement, ensuring that the church continues to be a beacon of hope and faith for future generations.

The goals of this 3 Year Campaign:

- Provide funding for a second, full-time pastor
- Eliminate our current mortgage of \$874,000
- Save over \$700K in interest by eliminating our debt

4. Questions and Answers

The floor was opened for questions and answers, providing an opportunity for attendees to seek clarity on the succession plan, pastoral roles, and the church's future direction. Here are some key takeaways from the discussion.

Currently the Orchard has a loan with \$874,000 due. This is at a fixed rate at 4.99% until 2032 at which point it converts to Prime +2.5%. With rates as they are today, we are looking at over \$700,000 in interest if the loan goes to 2048 under the current terms and a new payment of \$10,000+ per month.

Our monthly payment is \$5,341.64 or \$64,100 per year. If this payment was to be reduced or paid off, up to 80% of a second pastors' salary would be covered.

How can we afford a second pastor this fall, given the campaign will last up to three years and we expect Kevin later this year?

- The giving to our general fund has grown year after year. The last 3 years saw annual growth of \$6,000 in fiscal year (FY) 2021/2022, \$40,000 in FY 2022/2023, and \$80,000 in FY 2023/2024.
- We have an agreement with our bank that as campaign funds are received, they can be applied monthly towards the principal at no extra cost. The payment will be recasted at a lower amount corresponding to the amount paid down.

- Cost cutting and budget alterations have been made and will continue to accommodate the payroll needs of two full-time pastors.
- Orchard Kids has been profitable now for several months. We hope this continues into the next school year, which will also have additional classes. Proceeds from KIDS will come to OCF. A new class is being launched tomorrow, March 3rd.
- When Kevin starts, he will immediately begin expanding our reach, adding additional services and small groups increasing revenue.
- Prayer!
- Payroll % of expenses as of Jan 30, 2025, 48.8%; Last year at this time 56.30%

What if Kevin is not able to join us?

- Although we all want Kevin and he has been approved by our elders, the same plan accommodates any new hire

What about parking lots and third service

- We have added a new field lot with 40 or so more parking spaces and it will see improvements in 2025
- A third service is being considered for Thursday or Saturday nights which we expect will increase revenues as well

We will still need a second pastor when Ken retires

- Yes we will and perhaps that new person is among us now. The succession plan takes into account that need upon Ken's retirement.

5. Affirming the Leadership of Jesus among us

Lastly, the meeting concluded with a reaffirmation of the leadership of Jesus Christ in guiding the congregation. The prayer emphasized the need for continued faith, unity, and commitment to the mission of spreading the gospel.