



WHAT IS MERCY HILL'S CHURCH PLANTING RESIDENCY?

The Mercy Hill church planting residency is a great opportunity to be trained to plant a healthy, well organized, gospel-centered church. The church planting residency training will be broken up into two equal parts: church planting and hands on ministry.

CHURCH PLANTING TRAINING (50%)

Launching a new church is a unique entrepreneurial endeavor that requires certain skills and best practices. Fifty percent of the church planter's time will be dedicated to being equipped in how to launch a new church. This training will include but not be limited to: Summit Network training, fundraising, launch team development, developing a prospectus, developing a ministry plan, creating a first year budget, as well as other areas of training needed to launch a new church.

MINISTRY TRAINING (50%)

In addition to training the church planter how to launch a new church the residency will also include hands on ministry training. In this training the church planter will learn how to develop healthy ministries, systems, and operations. Furthermore, this part of the residency will also teaching opportunities, being immersed in different ministries, running events, as well as other hands on opportunities. The church planter will work as a staff member in different areas of ministry within Mercy Hill Church. The assignment of these ministry areas will be based on the church planters previous experience and areas of needed growth.

HOW IS THE FINANCIAL SUPPORT STRUCTURED DURING THE RESIDENCY?

During the residency the church planter will be a full-time staff member of Mercy Hill Church. During the nine-month residency the church planter will make \$3,333 in monthly salary and will be provided with Mercy Hill's full benefit package. The benefit package includes health insurance, disability insurance, and dental insurance. Mercy Hill pays 100% for employees and 75% for dependents. If the church planter goes through Mercy Hill's elder process they will also be eligible to have part of their salary designated as a housing allowance.

As part of the residency the church planter will need to raise \$25,000 to go towards offsetting some of the cost of the residency. Mercy Hill will allow this money to be raised during the residency. This means that the church planter does not have to have any money raised to start the residency. As a way to help the church planter raise support Mercy Hill will allow the church planter, as well as members of the launch team, to designate their giving towards the church plant during the residency.

HOW IS THE CHURCH PLANTER SUPPORTED AFTER THE RESIDENCY?

The church planter will be well supported by Mercy Hill after the residency. This support will come in multiple forms. First, the church planter will have two years of formal coaching and support from Mercy Hill staff members. This includes unlimited access and calls to the executive team of Mercy Hill. This also includes formal monthly coaching calls for the first year and as-needed coaching calls for the second year. Second, the church planter will have full access to Mercy Hill's systems, policies and procedures, and creative content for the first two years of their church plant. This is an invaluable resource that will save the church planter time and resources in those first two years. Lastly, the church planter will also be supported financially for the first two years. Mercy Hill will offer \$25,000 in total support across the first two years.

RESIDENCY TIMELINE

- **August 1, 2018:** Church Planting Residency Starts
- **September-November 2018:** Fall Interest Meetings
- **January 1, 2019:** Launch Team Meetings Begin
- **April 30th, 2019:** Church Planting Residency Ends

WHAT DOES THE CHURCH PLANTER COMMIT TO?

In addition to Mercy Hill's commitment to the church planter during the residency and the two years after the residency, it is important to outline the commitment the church planter is making in going through Mercy Hill's residency and being planted out of Mercy Hill Church.

During the residency the church planter will be a full-time staff member of Mercy Hill Church. As a staff member the church planter will submit to the elders and staff of the church. In addition, the church planter agrees to reinvest \$25,000 of funds raised during the residency back into Mercy Hill Church. This will allow Mercy Hill to have a financially sustainable church planting residency for years to come.

Furthermore, the church planter will commit to launching a certain type of church. Mercy Hill believes it is important for the churches that are planted from Mercy Hill to share a similar ministry philosophy and DNA. Planting churches that share a similar ministry philosophy and DNA allows us to grow a family of churches that most effectively support one another in relationship and active coaching.

THIS MINISTRY PHILOSOPHY AND DNA INCLUDES:

- Cooperate with the Southern Baptist Convention.
- Affirm the Baptist Faith and Message 2000.
- Practice gospel-centered preaching and ministry.
- Organize the church with a plurality of elders.
- Commitment to growing deep and wide.
- Commitment to church planting and international missions.

The church planter will fully commit to all of the requirements of an ongoing coaching relationship the first two years after the residency. This includes giving Mercy Hill leadership full-access to the financials and ministry metrics of the church. This enables the leadership of Mercy Hill to provide coaching and accountability for these first two years.