Memorandum of Understanding

Between Jamie Kinman and the elders of Indian Creek Baptist Church

Summary: Jamie Kinman is a church planter in Mineral Wells, TX sent by Indian Creek Baptist Church. Each party agrees to keep the following commitments and timeline. This MOU will be reassessed quarterly.

Jamie's role as Associate Pastor of Youth will transition to Church Planter in Residence on the below gradual timeline:

- If approved by congregational vote, Jamie will immediately begin to spend 50% of his time on church planting activities and 50% of his time supporting ICBC's youth ministry.
- Beginning March 1, 2027, Jamie will spend 100% of his time on church planting activities.
- Beginning September 1, 2027, Jamie will continue as Church Planter in Residence at ICBC but his salary will be reduced to 75% of his 2027 salary as set by the Personnel Team.
- By May 31, 2028, Jamie's employment with ICBC will come to an end and ICBC will enter into a longer term financial support arrangement with the new church (details to be determined in the future).

Pastor Jamie will…

- Create concrete, measurable, written goals related to the church plant and be accountable to pursue and meet these goals.[1] He will report directly to Guy Weathers and Skipper Bennett in this capacity and will provide verbal and written updates to the elders once per week.
- Continue to lead the youth ministry at ICBC until 2/28/2027. He will report to Jake Grogan in his role as Associate Pastor of Youth.
- Empower and equip youth ministry volunteers/parents to continue fruitful ministry with our students during the next year and after he leaves ICBC.

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[1] Jamie will set specific, measurable, achievable, relevant, and time-bound goals in connection with the church plant and share these goals in writing with the elders by October 31, 2026.

In cases where goals will not be met or need to be altered:

- He will communicate to the elders *as soon as* he knows he will miss a deadline or fall short of an objective.
- He will propose an alternative solution to the elders and seek their approval.

NOTE: It is expected that these goals are flexible and dynamic and may be changed by mutual agreement. Proactive changes completed in this way will not be considered a failure on Jamie's part.

- Plant a church in friendly cooperation with the SBC and SBTC and in partnership with the SEND Network.
- Engage a church planting mentor who is affiliated with the SEND Network and the SBTC by January 31, 2027. ICBC elders must approve.
- Participate in a church planting cohort or residency that is affiliated with the SEND Network and the SBTC beginning no later than January 31, 2027. ICBC elders must approve.
- Partner with and positively promote Indian Creek Baptist Church and its leaders.

Indian Creek Baptist Church will…

- Pay Jamie as a full-time Associate Pastor till August 31, 2027. Pay Jamie at 75% capacity as a Church Planter in Residence until May 31, 2028.
- Protect Jamie's schedule so that he can devote an appropriate percentage of his time to church planting activities.
- Provide mentorship and leadership support:
    - At least one current lay elder will meet with Jamie regularly from now till at least one year after the church plant launch date.
    - ICBC will make every effort to supply at least one elder-qualified man to join the church plant as a permanent member of the leadership team.
    - Pastor Jake will make every effort to partner with Jamie and to engage with the same resources that the SEND Network is recommending that Jamie and Kasha use as they prepare to plant.
- Encourage members of the church family to join the church plant.
- Provide bookkeeping and administrative support to the church plant until at least one year after the launch date.
- Propose a relationship of multi-year financial support for the church plant by May 31, 2028.
- Partner with and positively promote the new church and its leaders.

Remedies

Failure to fulfill the commitments outlined in this document will result in corrective action as determined by the elders.