

ALL IN Initiative – Frequently Asked Questions

SECTION I: Vision & Purpose

What is ALL IN?

ALL IN is a three-year, Spirit-led initiative focused on deepening discipleship, investing in the next generation, and eliminating the burden of debt so that our church can freely live into its mission. It is both a spiritual journey and a strategic effort to position Church on the Hill for a future of greater impact.

Why are we doing this now?

We believe this is a defining moment in the life of our church. God is expanding our ministries, widening our influence, and shaping our campus into a vibrant hub for worship, discipleship, and mission. Momentum like this is a gift, and gifts are meant to be stewarded. ALL IN is our faithful response to what God is already doing among us, inviting us to grow deeper in our walk with Christ and wider in our witness to the world.

To step fully into what God is inviting us to do next, we are strengthening our foundation spiritually, financially, and generationally. By forming disciples across every age, investing deeply in the next generation, and removing the weight of debt that limits our freedom, we are positioning our church to follow the Spirit with joy, courage, and generosity. This is about trusting God's timing, responding with obedience, and moving forward together so that our church may bless our community and generations yet to come with hope that is living, active, and alive.

Is ALL IN just a financial campaign?

No. ALL IN is first and foremost a spiritual movement calling our church to deeper discipleship, sacrificial generosity, and greater faith. Financial giving is one expression of being ALL IN, but the heart of this initiative is spiritual transformation and renewed commitment to the mission of Jesus Christ through Church on the Hill.

How does ALL IN align with our church's mission and values?

ALL IN strengthens everything we already believe and practice: following Jesus, serving together, genuine hospitality, worship as a lifestyle, living generously, and others. It accelerates our ability to do ministry with clarity, unity, and purpose.

How will this benefit our community and future generations?

As we eliminate debt, invest in children, students, young adults and families, and expand discipleship pathways, we are preparing our church to thrive for decades to come. ALL IN ensures our facilities, staff, ministries, and resources are fully leveraged for the good of our community and for those who have not yet come through our doors.

SECTION 2: The Three Focus Areas

What does “deepening discipleship” mean?

This reflects our calling to launch 50 smaller, disciple-multiplying groups across all ages over the next three years. Deepening discipleship means every person—newcomer, long-time member, child, student, and adult—grows in their relationship with Jesus through intentional formation pathways, meaningful relationships, and a culture of spiritual maturity and mission.

What does “investing in the next generation” include?

From 2026–2028, our commitment is to engage 300 next-generation disciples—children, students, young adults, and young parents—through worship, formation, service, and leadership. This includes strengthening next-gen ministries, equipping families, and creating safe, transformative environments that help young people become lifelong worshippers and Christ-like leaders.

Why is eliminating debt part of this initiative?

We are pursuing the complete elimination of our mortgage so that the resources currently tied to debt can be fully redirected toward mission and ministry. Eliminating the burden of mortgage debt will liberate future ministry, allowing us to serve more people, expand outreach, invest in emerging leaders, and respond freely when God opens new opportunities. Becoming debt-free strengthens our ability to bless generations yet to come.

SECTION 3: Participation & Spiritual Growth

Who is ALL IN for—and am I expected to participate?

ALL IN is for **everyone who calls Church on the Hill home**—long-time members, new believers, families, students, and seekers. Everyone can participate meaningfully, though **participation looks different for each person**, depending on where God is leading them.

How can my family participate?

ALL IN is a shared spiritual journey. Families are encouraged to pray together, talk about generosity, involve children and students in age-appropriate ways, and model what faithful stewardship looks like. This is a moment to teach the next generation how to trust God and live generously.

What if I am new to the church or struggling financially?

Newcomers are welcome to participate **without expectation to give like long-time members**. For those under financial strain, ALL IN emphasizes **equal sacrifice, not equal giving**. Participation may look like prayer, service, or a small step of generosity—there is grace and space for everyone.

SECTION 4: Commitments & Giving

What is a commitment?

A commitment is a prayerful response to give over the next three years. It is an estimate of what you believe God is inviting you to contribute. This is not a contract, but rather, it is a voluntary act of worship that can be, if needed, adjusted at any time.

What is a commitment NOT?

It is not a legal obligation, a pressure tactic, or a requirement for belonging. It is a voluntary act of worship and partnership in the mission of Church on the Hill.

Is giving to ALL IN above and beyond regular tithes and offerings?

Yes. Our regular, day-to-day ministry budget continues to rely on ongoing tithes and offerings. ALL IN gifts are sacrificial, prayed-over contributions given on top of regular giving.

Can I change my commitment later?

Yes. Life circumstances change. You may increase, decrease, or refine your commitment at any time simply by contacting our business office and emailing Mike Flickinger at MikeF@onthehill.life.

Who will see my commitment?

Individual commitment information is accessed only by a small, trusted group of staff who steward giving with care and confidentiality, primarily by our Business Manager, Executive Director and Senior Pastor.

How can I give?

You may give through:

- cash or check
- online giving
- recurring ACH or credit card gifts
- stock transfers
- donor advised fund (DAF) gifts
- in-kind assets
- estate and legacy gifts

We are committed to receiving gifts in the most secure and tax-advantaged ways possible.

SECTION 5: Financial Transparency

How much debt do we intend to eliminate?

As of July 2025, our remaining mortgage is **\$3.42 million on a \$3.5 million** loan with a monthly payment of **\$24,401**. If we simply pay it off over the next 20 years, we would

spend **\$2.36 million in interest, totaling \$5.86 million overall**. That's more than **\$290,000 every year** that cannot be used for ministry.

Through ALL IN, we are pursuing the bold but achievable goal of eliminating this debt by **2028**, freeing significant resources for discipleship, next-generation investment, and expanded mission.

How will my gift be handled, and will there be transparency?

All funds given to ALL IN are stewarded according to established financial policies and overseen by our Church Council and an outside accounting firm. In keeping with our accounting practices, ALL IN gifts will be held in a designated account and used exclusively to pay down the principal of our mortgage, ensuring every dollar directly supports the goal of financial freedom and expanded ministry. The church is committed to **integrity, accountability, and regular progress updates**, including financial milestones and stories of impact throughout the three years.

SECTION 6: Timeline & Process

When does ALL IN begin?

ALL IN launches during Lent, 2026.

What is Covenant Sunday?

On Palm Sunday, our entire church is invited to come forward and offer our commitments as an act of worship, unity, and faith. It will be a defining day in the life of Church on the Hill.

What happens after Covenant Sunday?

ALL IN continues for three years. We will celebrate wins, share stories, provide updates, and regularly keep the vision before the church. This is the beginning of a long, faithful journey—not a one-day event.

Covenant Sunday is the starting line not the finish line.

SECTION 7: Practical Questions

What if I can't give much?

Your value in this church is not determined by the amount you give. What matters is your willingness to take a step of faith. Every gift, large or small, advances the mission of Jesus through our church.

Can students and children participate?

Yes—at age-appropriate levels. ALL IN provides a powerful discipleship moment for young people to learn generosity, trust, and mission.

Can I participate without making a financial commitment?

Yes. Prayer, service, hospitality, volunteering, and consistent presence are meaningful ways to be ALL IN. That said, if this is your church home, we ask you to seek God about what generosity looks like for you and family in this season.

Is there someone I can talk to with further questions?

Absolutely. Email ALLIN@onthehill.life with any questions. Our team is here to help.

SECTION 8: Mission, Faith & Theology

Why talk about money in church?

Jesus spoke more about money and stewardship than almost any other topic because our hearts and our resources are deeply connected. Generosity is a spiritual matter long before it is a financial one. We believe that faithful stewardship is a key component of faithful discipleship.

Is ALL IN rooted in Scripture?

Yes. The themes of sacrificial giving, community mission, building for future generations, and eliminating burdens resonate throughout the Scripture.

What spiritual practices will support this journey?

Prayer, fasting, Scripture meditation, family discussions, generosity challenges, testimonies, and weekly worship all help form a heart that is aligned with God's mission.

SECTION 9: Looking Ahead

What will success look like?

- A fully engaged church family walking in unity.
- A congregation growing deeper in discipleship.
- Children and students thriving in faith.
- A mortgage-free church ready to reinvest resources directly into mission and ministry.
- And a stronger foundation for the next generation.

How can I begin?

Pray. Listen. Ask God how He wants you to participate. Then take the next step He prompts you to take. In other words, trust and obey.