



CAPABILITY REQUIREMENTS FOR BOARD DIRECTORS

The City on a Hill Movement Ltd. Board provides peak governance and oversight to the City on a Hill churches and ministries. Board Directors play a key role in overall governance and overseeing the strategic direction of the movement. The following general and specific competencies are required of Board Directors to ensure the Board as a whole has the capacity and skills to fulfil this important role.

GENERAL REQUIREMENTS

1. ***Personal Faith***

Directors must have a robust faith in Jesus Christ, have a sound understanding of the gospel and be a person of integrity who lives a life worthy of respect (see 1 Timothy 3). They must also subscribe and adhere to the statement of faith contained in [schedule 2 of the constitution](#).

2. ***Support of the mission and vision of City on a Hill***

A core function of a board is to ensure that the company fulfils its objectives including its mission and vision. City on a Hill has a vision to reach ten cities with the beauty, truth and relevance of Jesus by planting 50 churches, all under the one banner of knowing Jesus and making Jesus known.

3. ***Attendance at City on a Hill***

Whilst the constitution allows for the direct appointment of a small number of independent directors, it is a requirement that the majority of directors will be actively engaged in the congregational life a City on a Hill church.

SPECIFIC COMPETENCIES

All directors must have at least basic skills in each of the specific competencies, and would ideally have particular strengths in at least one area. The sum of all members should represent strength in all specific competencies.

1. ***Financial knowledge***

All directors must have the ability to comprehend and interpret financial statements. The majority of Directors should have advanced financial skills.

2. ***Risk management***

As a growing organisation with a big vision we must implement sound risk management practices to protect and advance the mission of the church.



3. ***Business planning and strategy***

The company has a mission to fulfil in times of volatility, uncertainty, complexity and ambiguity and this requires the ability to set a clear and unambiguous direction for the company. Directors require the ability to understand and review the strategy.

4. ***People and leadership***

It is our people, under the sovereignty of God, that will enable the mission to be fulfilled. With over 50 staff, hundreds of volunteers and thousands of congregants, directors need to be skilled in the principles of leadership and management demonstrating a track record of leadership and successful management of staff teams.

5. ***Experience with a growing organisation***

City on a Hill over its 12 year+ history has experienced strong growth, arising from a clear vision to “Know Jesus and make Jesus known”, and a commitment to church planting. Sustained and healthy growth requires some particular capabilities (e.g. digital, innovation), and presents unique financial and cultural challenges, as well as risks.

Additional competency:

Theology & pastoral leadership

The pastors on the board hold a particular responsibility in addition to the legal requirements of company directors. The pastors on the board serve as peak elders and theological overseers for the movement.

ADDITIONAL RESOURCES

- [Key competencies for directors – Australian Institute of Company Directors](#)
- [Duties guide – Guide to the legal duties of not-for-profit committee members, directors and office holders](#)