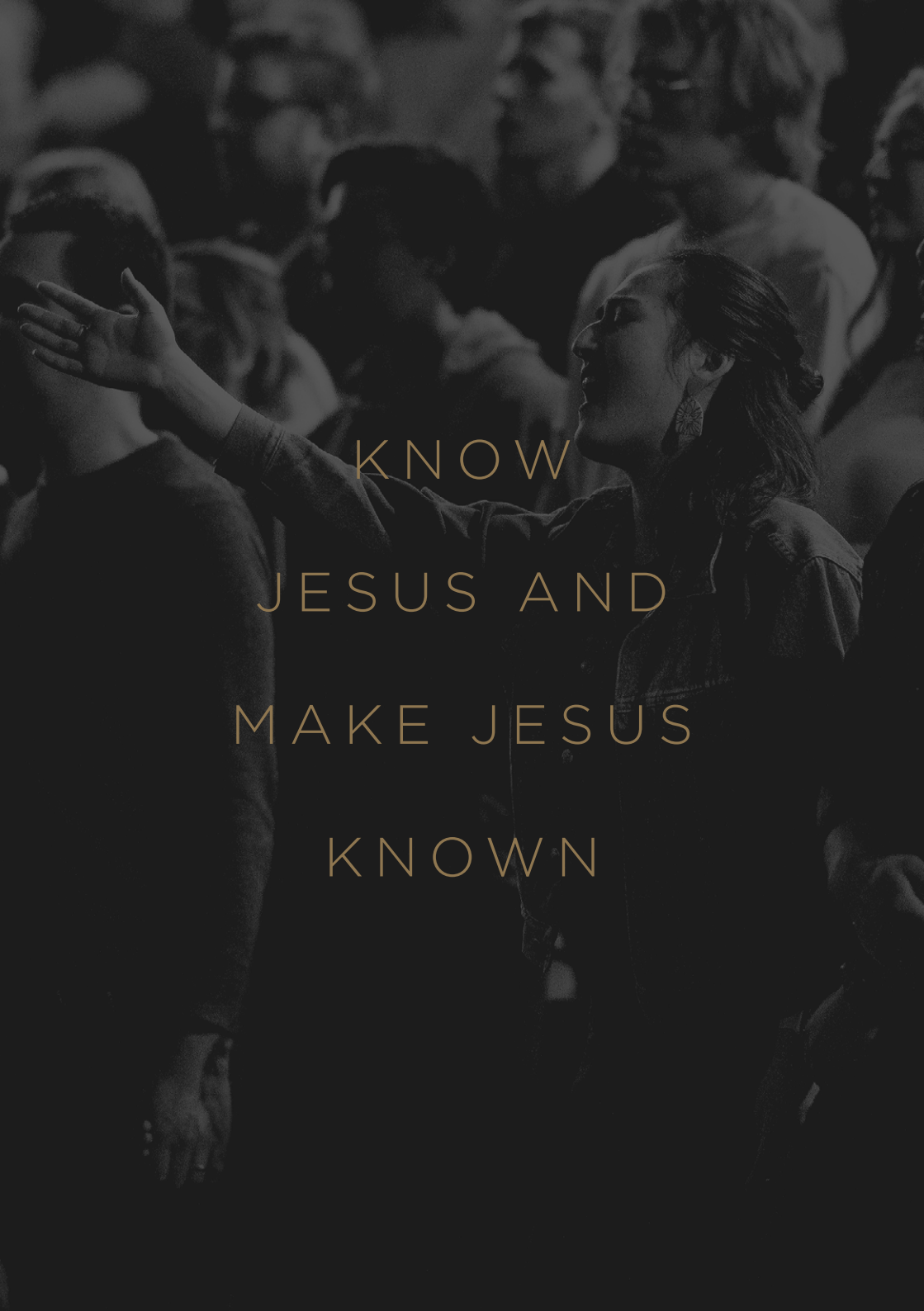


A photograph of three men laughing and splashing in water, overlaid with a yellow filter. The men are in the center, with their heads and shoulders visible. They are all smiling and looking towards each other. The water is splashing around them, creating a dynamic and joyful scene. The yellow filter is uniform across the entire image.

CHURCH PLANTING RESIDENCY

PROGRAM

CITY
ONAHILL



KNOW
JESUS AND
MAKE JESUS
KNOWN

The Story So Far

Our story began as a church plant in October 2007, with a small team and a big vision to make a difference in Melbourne for the good of all people and the glory of God. Since then, City on a Hill has flourished into a movement of men and women stepping forward under one banner: to know Jesus and make Jesus known.

Meeting initially in an apartment, before launching in a pub, we are now living out our founding intent to be a church planting church plant, as a movement of over 2,500 people across nine churches, in five cities and three states all for the glory of one amazing God. Throughout our journey we have seen many people come to saving faith in Jesus. We are pioneering new ministries, training new leaders, and seeing many doors opened for the gospel.

City on a Hill is marked by four guiding principles which together form our cultural distinctives. These guiding principles shape every aspect of how we set out on our mission to Know Jesus and Make Jesus Known. Our four guiding principles are: Gospel confidence; unity and trust; cultural engagement and innovation and excellence.

Gospel confidence means that we will be by nature courageous and expectant, that we will pursue big vision, that we will engage in a movement of God's Spirit that is bigger than us, that we will release our plans into God's hands... that we will step up and out in dependence on God and his power, his redemptive plan, his love in salvation to all who would believe.

Unity and trust means that we will be a church community whose leadership prioritises trust and unity among them as a true plurality of sacrificial leaders, serving each other as we are called to do. From our members to our leadership alike, we will pursue a ‘we’/‘together’ mindset – a unity which begins in our church location and extends to our movement of churches.

Our posture of cultural engagement means that we are holding fast to the timeless message of Jesus, but also making the most of timely methods. The locations we meet in, the technology we employ, the clothes we wear, the language we use, the relationships we forge and the networks we are part of, are all means of grace to reduce cultural barriers and bring the message of Jesus to a lost and dying world.

Finally, City on a Hill has developed a unique strength in our creative mindset towards all elements of design. Our approach has been to invite the best of wisdom, technology and know-how of our time, and embed these practices where they help us better serve our people and cities in the Kingdom. While the pursuit of excellence is littered with idolatry, we also acknowledge that in our times, excellence is a means of giving glory to God, honouring the gifts he has given and holding up the beauty, truth and relevance of Jesus to a lost world.



The 10 Cities Vision

Inspired by the good news of Jesus and his desire to bring life, love and eternal hope to the lost tribes of a post-Christian world, God has gifted the men and women of City on a Hill with a big, bold and audacious vision.

Surrounded by a great cloud of witnesses, in solidarity with the body of Christ, and fuelled by the Holy Spirit, we are seeking:

To reach 10 Cities with the beauty, truth and relevance of Jesus by planting 50 churches.

We believe the ten cities vision is biblical.

We believe the ten cities vision is vital.

We believe the ten cities vision is—under God—achievable.

By reaching 10 cities, we do not simply think in terms of a single church plant in a single city. To reach a city, the church must have a long-standing, steadfast, and intentional presence in that city's heart and soul. The church's members must know and understand the people: they must meet where they meet, do business in her iconic industries, learn and teach in the city's places of learning, and run, bike, eat, drink, and dance in her athletic tracks, cafes, and clubs.

Introducing the Church Planting Residency

The planting of a church begins first with the nurture and development of a church planter. With the scope of our vision, we require a factory from which we can develop called, qualified and competent church planters.

Enter: the Church Planting Residency.

Building off the back of the existing systems and structures that have helped us in the past, the Church Planting Residency is an immersive and intentional pathway to recruit, assess, train and commission leaders to plant new City on a Hill churches.

Objective of the Church Planting Residency

The objective of the Church Planting Residency is:

① DEVELOP

Develop outstanding leaders for future City on a Hill churches who share our vision, are committed to our mission, have the character, training, experience and necessary skills to lead and grow healthy and thriving City on a Hill churches, and demonstrate great affiliation with and embodiment of our culture.¹

② DISCERN

Discern the suitability of residents to plant a City on a Hill church in the future.

All the components of the Church Planting Residency will have those two objectives in mind.

1. Formal theological training prior to or during the resident's time in the program is expected.



Requirements for Acceptance

For entry into this stream, we require a medium/high-level confidence in the following attributes and skills of the individual:

① CHARACTER

- A deep love for Jesus and his church.
- A godly, humble, and teachable character.
- Medium-high level of emotional intelligence.

② CHEMISTRY

- Medium-high level of chemistry between the peak leadership team of City on a Hill and the applicant.
- Medium-high level of natural affinity with City on a Hill's DNA.

③ COMPETENCY

- Medium-high level of demonstrated resilience in ministry.
- Medium-high level of demonstrated and transferable ability to grow a ministry (entrepreneurial and pioneering skills).
- Medium-high level of demonstrated and transferable ability to lead a team (cast vision; lead, direct and manage a team in that vision).
- Medium-high level of demonstrated ability to manage conflict well.
- Medium-high level of demonstrated ability to teach, and to do so in a way that embodies City on a Hill's cultural distinctives.

It is to be noted that acceptance into the residency is no guarantee of deployment to planting as a Lead Pastor of a City on a Hill church. It is important that the full weight of the assessment process be given to all aspiring planters.



The Program

The program of the Church Planting Residency will include:

① IMMERSION WITHIN THE MOVEMENT OF CITY ON A HILL

The immersion component makes up the majority of the Church Planting Residency experience. It is designed to provide an experience of leadership through which the resident can learn and develop the skills and attributes of great leadership first hand. The immersion component is vital in providing the forum through which the resident can apply those things learned and seen in the tailored and cohort components, and develop experiences from which to draw from in the future. This is where the real-life leadership formation takes place. The immersion component includes the following elements:

a. Leading at a City on a Hill church

In the immersion component the church planting resident will take on - or continue - a significant leadership role in an existing City on a Hill church. This hands-on ministry placement would be under the supervision of a local Lead Pastor as a member of the local staff and pastor team.

It is during this time that the resident will have the opportunity to grow and demonstrate the skills and attributes of excellent leadership within a City on a Hill context. The Lead Pastor overseeing the resident's immersion experience will work with the resident to identify areas of strength and for growth, and give opportunities to maximise these strengths and provide for growth in the immersion setting. These opportunities will be partnered with regular feedback and assessment.

Examples of ministry portfolios include: oversight of community; training; discipleship. Examples of projects include organisation of a conference; launching a new congregation; building a connections process and team; forming and implementing a discipleship pipeline or pastoral care processes.

b. Attendance at important City on a Hill events

As part of the resident's immersion component, the resident will be expected to be an active member of the City on a Hill staff team. This includes attendance at the following occasions:

- City on a Hill conferences
- Staff Retreats
- Team Unite Meetings
- 'City Vision' days
- Other important movement wide events

c. Touring the City on a Hill movement

City on a Hill is now a movement of nine churches, in five cities, across three states. These churches vary in size, venues, demographics and mission fields, yet they are united on the core identity of City on a Hill. This presents an incredible opportunity for ministry leaders to see the culture and DNA of City on a Hill expressed in multiple contexts.

Church planting residents will be invited to spend significant time deep diving into these different contexts and learning from our various local Lead Pastors and their teams. There will be multiple opportunities to visit our locations and spend a week at these churches hearing the stories, asking questions and working alongside those on the ground.

② CITY ON A HILL SPECIFIC TRAINING AND DEVELOPMENT

A crucial aspect to the Church Planting Residency is the necessity of testing chemistry and passing on culture. Chemistry and cultural affinity with City on a Hill will be sought to be developed and assessed as each resident spends time with various peak leaders at City on a Hill and interacts with the wider staff body. In addition, we will provide specific training and development to help residents observe and reflect on the eco-system they're now a part of. This training and development will include:

a. Training seminars and sessions

A schedule will be provided for residents to regularly interact with City on a Hill leaders about specific church planting related topics. While there are many resources available in the world of church planting, these training sessions will be crafted and delivered by City on a Hill leaders to reflect on our own context. Topics will include broader leadership issues as well as specific, more granular, church planting related issues.

b. Personal coaching and supervision

The immersion experience detailed above will be experienced in partnership with the local Lead Pastor at the church you are deployed. This Lead Pastor will work with their resident in developing a personal leadership plan and providing supervision and guidance in its execution.

This leadership plan will also be shared with the Church Planting Pastor, who will be available as a more distant guide and voice for your development. As the residency develops, the Church Planting Pastor will also work with residents on a church planting plan, helping strategise on the steps required to plant a church.

c. Preaching experience and mentoring

City on a Hill sees proclamation of the Word of God to the people of God as a vital and distinguishing act of Christian leadership. The Christian leader must be someone who is able to faithfully and skilfully hold out the Word of life, calling and inspiring people to joyfully obey Christ. The preached Word of God in our Sunday services is perhaps the most authoritative act of proclamation in our churches, and the most powerful expression of our cultural distinctives.

For these reasons, future Lead Pastors of our churches must be highly skilled preachers who not only communicate the Word of Christ faithfully, but do so with great skill and in such a way that embodies our cultural distinctives.

Intentional development and assessment of each resident's preaching abilities, therefore, is a key aspect of the Church Planting Residency. Tailored preaching training will be determined on the basis of the resident's existing preaching experience, ability, level of training previously received, as well as where the planter sits within the pathway to plant. Each resident will be encouraged to have experience preaching on a Sunday, and training will take place in the form of feedback on Sunday sermons, and the provision of preaching mentoring sessions as required.

d. External providers

In addition to City on a Hill specific development, there will also be opportunities for external training. Depending on the level of theological formation already received, the resident may be encouraged to undergo additional formal theological training as necessary with a key theological college partner (e.g. Ridley College). Likewise, training in leadership or church planting may be sought from partners like City to City.

③ ASSESSMENT AND PLANTING PROGRESSION

As all the above takes place, there will be ongoing assessment of the planter, the results of which will determine the pace of their progression toward planting and, furthermore, their suitability for planting a City on a Hill church. This assessment will be managed by both the local Lead Pastor supervising the resident and the Church Planting team².

Assessment will include some traditional assessment tools, potential including³:

Personal Diagnostics:

- 360 review - Self and others' feedback on residents' leadership.
- OPQ testing - Personality preferences psychometric testing.
- Abilities profiling - Abilities based psychometric testing.
- Leading from your strengths report - Identifying your own personal style of leadership and how to lead from your strengths.

Interpersonal Assessment:

- Team Impacts Report - Detailed individual assessment.
- Brief Personality Survey - Short form high level personality assessment.

In addition to the above, there will also be Acts 29 assessments and Diocesan assessments that may be relevant and applicable.

2. The Church Planting Team is currently made up of our Senior Pastor (Guy Mason), Church Planting Pastor (Nick Coombs) along with Stephanie Judd and Ian Scarborough.

3. Much of the below are derived from 'Partners in Ministry' Church Leadership Project.



Pathway to Plant

Throughout the residency the Church Planting team will be consulting the local supervising Lead Pastor to develop and discern one's aptitude for planting with City on a Hill.

At the point in which City on a Hill and the resident believes the resident has the aptitude for planting, the resident will be invited to enter into the Pathway to Plant process.

Conversely, at the point in which City on a Hill recognises that the resident does not express the skills and attributes required to plant a future City on a Hill church, further plans and discussions will be had between the resident and the leadership team of City on a Hill to discern how the resident may best serve Jesus' church in the future, and work with him to find an environment to see him thrive in doing so, and the church strengthened.

It is to be noted that not all excellent leaders are called to the role of Lead Pastor of a church plant. At the point in which the resident completes his experience in the residency without progressing towards the pathway to plant does not imply he is not an excellent leader or suitable for leadership at City on a Hill - only that he is not suitable for the role of Lead Pastor of a future church plant.

Within the Pathway to Plant, there are two main milestones: Milestone 1 - Supporting Phase, Milestone 2 - Sending Phase.

MILESTONE 1: SUPPORTING PHASE

For Milestone 1, the resident expresses his intentions and preparedness to plant with City on a Hill. A pass in this milestone signifies City on a Hill confirmation of this preparedness, and of their support that the resident prepare towards becoming a church planter of a future City on a Hill church. As such, Milestone 1 is extremely significant in the pathway to plant, and a pass is not to be assumed.

A pass of Milestone 1 considers the demonstrated leadership and observed character and competencies of the resident throughout his time in the residency, and identifies the skills required for acceptance (see page 10).

For this Milestone, details of the plant (exact location within a city or regional area, meeting location, leadership team, etc.) are neither required nor expected to be articulated.

The resident's submission for Milestone 1 is presented, in the first instance, with input from the Church Planting team in addition to the resident's local Lead Pastor. When ready, his submission will go to the Lead Pastors team for consideration. Finally, the submission will go for final approval at the City on a Hill Movement Board, which brings together the peak pastoral and lay leadership of City on a Hill.

The Supporting Phase includes engagement with A29 Assessment and Diocesan accreditation as appropriate.

MILESTONE 2: SENDING PHASE

Preparation for Milestone 2 takes place during the residency following their pass of Milestone 1.

A pass of Milestone 2 expresses confirmation by the peak pastoral and governance leadership of City on a Hill to plant and lead a City on a Hill church. It is here that the resident enters in to the Sending Phase.

The focus of Milestone 2 is on the nature of the proposed plant itself. The purpose of the milestone is to clarify and support the location, nature and purpose of the particular church plant that the planter aspires to lead. As the final milestone in the planting pathway, a pass in Milestone 2 will set in motion the communications, support, and operational planning that will see, God willing, this new City on a Hill plant come into being.

Needless to say, this is a moment of great purpose and expectation in the story of God's glorious Kingdom. It is here that the final, detailed planning and preparations for the new City on a Hill church plant that will come into being, and support towards and into the early stages of planting will take place.

Length of Residency

The Church Planting Residency does not have a minimum time frame, only a maximum one. A resident may remain in the residency for up to two years or for as long as it takes within that period for City on a Hill and the resident to discern his suitability to plant within City on a Hill.

Throughout this Phase, regular performance reviews will be given, leadership assessments undergone by the resident, and conversations had between the resident, his supervisor in the immersion component, the Church Planting Pastor, and the Church Planting team.

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