



CITY ON A HILL MOVEMENT COUNCIL CHARTER

1. Purpose of the charter

The purpose of this charter is to set out the role, responsibilities and composition of the Movement Council of the City on a Hill Movement Ltd. (COAHM).

This charter is a complement to other relevant governing documents, including:

- the *City on a Hill Movement Ltd. Constitution*,
- the *Many Rooms Ltd. Constitution*, and
- the *Parish Governance Act of the Anglican Diocese of Melbourne* (and its application to the *City on a Hill Authorised Anglican Congregations*).

This charter assumes that the Movement Council includes the peak responsible office holders of each of these entities, and that the meetings for these entities will occur concurrently as the 'Movement Council'.

2. Background

City on a Hill is a movement of churches with a shared mission to *Know Jesus and Make Jesus Known*, and who are united around the vision *to reach ten cities with the beauty, truth and relevance of Jesus by planting fifty churches*.

The City on a Hill churches operating within the Anglican Diocese of Melbourne are licensed as Authorised Anglican Congregations (AACs). Under the Parish Governance Act and the AAC Cooperative Agreement, the responsible office holders for the AACs are the 'Priest-in-charge' (Senior Pastor) and the AAC wardens.

City on a Hill churches and ministries operating outside of the Anglican Diocese of Melbourne are operated directly by the COAHM, with responsible office holders (Directors) appointed per the COAHM Constitution.

The COAHM is the sole member of Many Rooms Ltd., and unless otherwise appointed, the Directors of COAHM serve additionally as Directors of Many Rooms.

The Movement Council is the combined peak governance group for each of these entities.

3. Roles and responsibilities of the Movement Council

The Movement Council exists to provide peak governance and operational oversight to the City on a Hill churches and ministries. Council members play a key role in overall governance and supporting the strategic direction of the Movement.



The members of the Movement Council are to:

- a) Prayerfully and practically support the mission and vision of City on a Hill.
- b) Provide wisdom, counsel, and accountability to the Senior Pastor, Executive Pastor – Ministry & Operations, and other senior movement staff.
- c) Promote the vision and mission of City on a Hill, and agree to and oversee the effective delivery of the strategic priorities of the Movement, in accordance with City on a Hill cultural distinctives as guiding principles.
- d) Set and monitor key ministry and operational health metrics in support of the unity, health and growth of the Movement.
- e) Review and endorse major movement wide ministry decisions of the Senior Pastor and/or wider leadership team, including: establishment of new church plants; appointment of lead pastors; formulation of movement wide strategic priorities.
- f) Monitor the financial performance and operations, including approval of annual financial statements, and appointment of the external auditor.
- g) Review and approve the annual budget and major capital expenditure as recommended by the Finance Committee.
- h) Oversee the performance of the Senior Pastor and determine the remuneration of the Senior Pastor and his direct reports.
- i) Monitor the appropriateness and effectiveness of people management and HR systems, including appropriate succession planning.
- j) Ensure that an appropriate risk management framework is in place and that significant risks are adequately considered and accounted for.
- k) Oversee the suitability of safeguarding policies, procedures and systems for the wellbeing of all involved, and compliance with legal and statutory requirements.
- l) Establish and oversee governance sub-committees of the Council with delegated authority to assist the Council in discharging their responsibilities.
- m) Establish and oversee local church councils, with delegated authority to assist the Movement Council in discharging their responsibilities.

The Senior Pastor is responsible and accountable for doctrinal and theological matters. Formal governance of theological matters is by the Directors on the Council appointed to Pastor positions. Formal resolutions by the Directors who are Pastors should include consultation with the non-Pastor Directors.



4. Meetings

- a) The Movement Council should meet regularly enough to undertake its role effectively. This should not be less than quarterly.
- b) Meeting procedures should be in accordance with the terms in the [City on a Hill Movement Constitution](#).

5. Composition

- a) The Movement Council includes the Directors appointed in accordance with section 10 of the COAHM Constitution.
- b) Where possible, AAC wardens should also hold the office of COAHM Director and exercise both roles concurrently. If, however, any AAC wardens are not COAHM Directors, the AAC wardens may attend Movement Council meetings ex-officio and contribute to matters pertaining to governance of respective AACs.
- c) The Chair is appointed by the Movement Council, per section 20 of the COAHM Constitution. The Chair should not be a member holding a remunerated staff role.
- d) The majority of the Movement Council should be volunteers and not hold a remunerated staff role.
- e) The Movement Council should ideally include a diverse representation of members, including diversity of gender, church location, and an appropriate mix of skills and experience per the 'Capability requirements of for City on a Hill Directors'.
- f) All Movement Council members must demonstrate the general requirements listed in the 'Capability requirements of for City on a Hill Directors', including personal faith, support of the mission and vision of City on a Hill, and attendance at a City on a Hill church.

6. Appendices

Supplementary documents / references to this charter include:

- a) [City on a Hill Movement Ltd constitution](#).
- b) [Many Rooms Ltd. constitution](#).
- c) [Capability Requirements for City on a Hill Directors](#).
- d) [City on a Hill Finance committee charter](#).
- e) [City on a Hill Risk committee charter](#).
- f) [City on a Hill People & Culture committee charter](#).
- g) [City on a Hill Local Church Council charter](#).
- h) [Parish Governance Act of the Anglican Diocese of Melbourne](#).
- i) [Governance Standards applying to charities registered with the Australian and Not-for-profit Commission \(ACNC\)](#).
- j) [Christian Management Australia \(CMA\) Standards Council's Nine Principles of Ministry Accountability](#).

Version	Version History	Date Approved	Approved By
v1.0	New document	31 st January 2023	City on a Hill Movement Board