



City on a Hill Church Church Planting Residency

City on a Hill is a developing network of congregations across Boston. We're devoted to the glory of God and the expansion of the Kingdom. We desire to join God in the renewal of our city by planting churches that plant churches, each pursuing the good of their neighborhood but networked together as a city church. Member churches are marked by shared theology, vision, and values. We work together to:

- (1) plant local and international churches,
- (2) promote justice and mercy,
- (3) foster healthy biological and spiritual families,
- (4) integrate faith and work, and
- (5) promote creative expression.

We are organized for strong relationship, high accountability, and low control. We're aiming to combine the freedom and flexibility of church planting with the unity and efficiency of multi-site. We truly want to function as a **family of churches**, but we also want for each church to be **distinct**, meeting the specific needs of its neighborhood.

MARKS OF A CITY ON A HILL CHURCH PLANTER

The biblical qualifications of a church planter are the qualifications of an elder outlined in 1 Timothy 3 and Titus 1. Every elder is qualified to plant a church, though not all elders should.

We would define a church planter with the words shepherd, godly, and evangelist. In addition to the biblical qualifications of a church planter, City on a Hill is looking for Character, Calling, Competency, and Culture.

- **Character** in that you are qualified to be an elder.
- **Calling** is not just to plant a church, but plant within the CoaH family.
- **Competency** not just in a leadership track record, but also in the ability to implement City on a Hill's vision and ministry.
- **Culture** refers not just within a planting team, but also in relation to the larger City on a Hill staff and elders.

The application process is designed to give an initial assessment of this on the front end.

CHURCH PLANTING RESIDENCY

The City on a Hill Church Planting Residency is a three-phase residency (Preparation, Polish, Plant) centered on leadership development, the City on a Hill philosophy of ministry, and the personal/spiritual health of each candidate. We believe pastoral preparation is best achieved through a blend of caught, taught, and practiced ministry.

Our residency is designed to balance the three, cultivating men ready to plant City on a Hill congregations. It's highly relational and centered on a commitment to provide experience with oversight.

All positions within the residency—whether full-time or part-time—are 100% fundraised. Salary goals are determined for each phase and adjusted in accordance with individual/family needs and neighborhood cost of living. CoaH's elders are responsible for approving the resident's salary, housing, benefits, etc.

City on a Hill residents are accepted via application and/or invitation. Acceptance into Phase I (Preparation) is an affirmation of character and potential calling. Acceptance into Phase II (Polishing)—whether directly or following Phase I completion—is an affirmation of character, competency, and calling. Phase III (Planting) residents are actively taking steps toward planting. Acceptance into Phase III is an affirmation of character, competency, and culture, as well as a confirmation of calling.

WHY THE CITY ON A HILL RESIDENCY?

There are several advantages to joining a church-planting residency. Here are a few:

- (1) Prior to planting, you need to be affirmed in your calling. Submission to local church authority is an exercise in patience and humility.
- (2) Pastoral leaders aren't appointed; they emerge. Nothing will prepare you to lead a church plant like serving the Body under the authority of elders and staff.
- (3) The community group context is an invaluable training ground for pastoral care and leadership development.
- (4) You'll be given opportunities to preach, especially as you progress through the phases.
- (5) Every resident will have constant contact with his local elders and staff for feedback, assessment, and coaching.
- (6) City on a Hill will send you with a core team of people who know City on a Hill's DNA, people who have already covenanted with the City on a Hill family.
- (7) We'll send you with financial support. Plus, you'll have a broader base of relationships for fundraising.

PHASE I: PREPARATION

Phase I is primarily designed for current City on a Hill Covenant Members and potential planters who have been identified and invited into the residency. Phase I residents are expected to fundraise a part-time salary (minimum 25 hours/week). Applicants should expect to spend approximately 1 year in Phase I, though the elders may require more. At the end of Phase I, the elders will make assess and decide either to invite the candidate into Phase II or discontinue the candidate's church planting residency.

Prerequisites

- Application, interview, and acceptance
- Fundraised 70% of monthly needs (70% of a 25-hour salary)
- Elders will approve and oversee the salary/benefits package
- Evidence leadership gifting (nominated by an elder)
- [Complete initial paperwork for NAMB](#)
- Potential calling affirmed by elders and home church (if applicable)

Expectations

- Family will covenant with a City on a Hill church as members
- Live within 15 minutes of The 133 building unless approved by elders
- Participate in weekly staff meetings at City on a Hill church
- Observe monthly CoaH elder meetings
- Participate in LEAD Fellowship (as determined by the elders)
- Monthly meeting with pastor overseeing preaching and vision
- Monthly meeting with pastor overseeing operations and administration
- Monthly meeting with pastor overseeing justice and missions
- Attend seminary or bible college (if requested by elders)
- Work a part-time job (if not fully fundraised/serving full-time in the residency)
- Preaching training and coaching
- Potential preaching and teaching opportunities
- Prayer and spiritual discipline development
- Marriage mentorship (if applicable)
- Submission to the elders decision at the end of Phase I

PHASE II: POLISHING

Phase II is a polishing phase for residents who have demonstrated the character, competency, and calling required to plant a church. Phase II residents are expected to fundraise a full-time salary (minimum 40 hours/week). Phase II is up to 1 year, though it may be abbreviated or extended if the elders deem necessary.

Prerequisites

- Application, interview, and acceptance
- Fundraised 70% of monthly needs (70% of a 40-hour salary)
- Evidence City on a Hill philosophy of ministry alignment
- Demonstrated leadership track record (ability to raise and multiply disciples)
- Church plant calling affirmed by City on a Hill elders

Expectations

- Remain in covenant with a City on a Hill congregation
- Participate in weekly staff meetings
- Join the City on a Hill elder candidacy track
- Monthly lunch with pastors overseeing preaching and vision
- Monthly lunch with pastors overseeing operations and administration
- Monthly lunch with pastor overseeing justice and missions
- Target neighborhood identified and approved by elders
- Move family to target neighborhood (pending elder approval)
- Fundraising goals finalized
- Preach and teach for CoaH as the elders provide opportunity
- Ongoing preaching training and coaching
- Evangelism development
- Prayer and spiritual discipline development
- Complete the [Sojourn Network](#) and [NAMB Assessments](#)
- Cultural alignment affirmed by City on a Hill elders
- Start a Community Group with the intention of multiplying it into a CoaH congregation

PHASE III: PLANTING

Phase III is for residents who have demonstrated cultural alignment, gifting, and faithfulness. In addition, they must have been confirmed through a 3rd-party assessment ([Sojourn Network](#) or [NAMB](#)). Phase III residents raise a full-time salary (50 hours/week). This phase begins by starting a Community Group in a target neighborhood and ends by multiplying it into a City on a Hill congregation. It's essential to the unity of our City on a Hill family and for affirmation of City on a Hill's philosophy of ministry that all churches are planted through the process of starting a Community Group and multiplying it into a church.

Prerequisite

- Fundraised 70% of projected church budget
- Completed Phase II
- Affirmation as a City on a Hill elder
- Started a Community Group

Expectations

- Multiply a Community Group into a City on a Hill congregation
- Remain in covenant with City on a Hill
- Fulfill the calling of a City on a Hill elder
- Participate in the network as outlined in the network covenant