



CALVARY CHAPEL

CHELMSFORD • MANCHESTER

Calvary Chapel Chelmsford Pastoral Succession Planning

Introduction

The journey of pastoral succession at our church began with intentional reflection and prayer as early as the summer of 2016. During that time, Pastor Ed and his late wife, Jan, began having meaningful conversations about the future of church leadership. Although various personal and cultural factors delayed the start of a formal process, several key moments helped shape the path ahead. In 2020, Pastor Ed spoke with Chris Bove about a potential call to pastoral ministry and seminary. Around that same time, the intention to involve Chris in a future leadership capacity was shared with the staff and leadership team. By 2021, Ed and Nancy were prayerfully discerning their next steps as a couple and considering what a leadership transition might look like. In early 2022, these conversations extended to some members of the elder group. Finally, in June 2023, Pastor Ed formally initiated the succession planning process with the Board and Elders, moving the vision into motion.

All of this has led us to where we are today. We now mark an important moment to reflect, share, and look ahead together as we continue discerning God's leading for the future of our church. For additional context, the remainder of this document presents the complete succession timeline, tracing each milestone from 2016 through 2027.

Timeline

- **Summer 2016**
Pastor Ed and his late wife, Jan, begin serious conversations about the future of church leadership.
- **2019**
 - Chris and Cara begin attending Calvary Chapel Chelmsford regularly
 - Chris teaches Sunday School and Youth Group
- **2020**
Pastor Ed speaks with Chris Bove about a potential call to pastoral ministry and seminary.
- **2021**
 - Pastor Ed shares his intention to involve Chris in future leadership with the staff and leadership team.
 - Ed and Nancy begin prayerfully discerning their next steps as a couple and considering what a leadership transition might look like.
 - Chris and Cara are married.
- **2022**
 - Pastor Ed begins discussing succession planning with members of the elder group.
 - Chris and Cara participate in leading the young adult small group.
- **June 2023**
Pastor Ed formally initiates the succession planning process with the Board and Elders.
- **April 2024**
 - Discovery phase with Board and Elder Group is completed.
 - Chris is brought on as Assistant Pastor at Calvary Chapel Chelmsford.

- **2024**
 - Chris and Cara welcome their first son, Isaac.
 - **September–November:** Chris leads a teaching series on Colossians.
- **January 2025**
 - A 360° Evaluation is conducted to gain feedback and insight on Chris Bove.
 - Pastor Ed transitions to part-time status.
- **July 2025**
 - Chris Bove appointed Full-Time, Associate Lead Pastor and assume primary teaching responsibility.
 - Pastor Ed transitions to focus of coaching, mentoring staff, and church governance
- **2026 Milestones**
 - January 1 – Pastor Chris Deans transitioned to the role of part-time Associate Pastor.
 - March 1 – Pastor Chris Bove to be ordained.
 - May 8 – Pastor Chris Bove to graduate from Southeastern Baptist Theological Seminary with a Master of Arts in Christian Studies.
 - May 31 – Pastor Chris Deans to be ordained.
 - June 7 – Celebration Event to mark Pastor Ed’s 70th birthday and the 40th anniversary of the church plant Bible study in Billerica.
 - July 1 – Pastor Chris Bove appointed Lead Pastor with responsibilities over teaching, staff, and ministries, and appointed as a corporate board member. Pastor Ed to continue mentoring and coaching Pastor Chris and maintain corporate governance. The formal succession process is complete.
- **2027 Milestones**
 - March 2027 – Celebration of the 40th Anniversary of Sunday morning services as a church and the formal passing of the baton.

Where We Are Today

As we bring the formal pastoral succession process to its completion, we do so with deep gratitude for God's faithfulness and His provision every step of the way. This transition is not simply the passing of responsibilities, but the continuation of the mission God has entrusted to Calvary Chapel Chelmsford. Looking ahead, we remain committed to seeking His wisdom and leading together. The pastoral team, corporate board, staff, and elders will continue working in unity to shepherd the church faithfully, support one another, and pursue the vision God has for the years to come. We look forward with confidence, trusting that the One who has guided us throughout this journey will continue to lead His church into the future.