



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 to be appointed Lead Pastor with responsibilities over teaching, staff, and ministries. Also to be appointed as a corporate board member. Pastor Ed to continue mentoring and coaching Pastor Chris and maintain corporate governance.
- **2027 Milestones, Dates - TBD**
 - A formal separation agreement to be signed between the corporate board and Pastor Ed.
 - Celebration of the 40th Anniversary of Sunday morning services as a church.
 - The passing of the baton: Pastor Chris Bove assumes full duties and responsibilities including corporate governance.
 - Pastor Ed retires from CCC ministry as Pastor Emeritus.

Where We Are Today

We are grateful to God for His leading as we celebrate His grace among us and in the pastoral succession process. Moving forward, we continue to seek God's guidance and direction. The pastoral team, along with the corporate board, staff, and elders, are committed to working together to ensure a thoughtful, collaborative transition.