



Chief People Officer

Church of Hope | Ocala, FL

Reports To: Chief of Staff

Website: www.hopeinocala.com

At Church of Hope, everything we do flows from one mission: *Partnering with people to discover in Christ we have Hope!* The Chief People Officer (CPO) embodies that mission—not just as a title, but as a lifestyle of leadership, connection, and discipleship.

WHO WE'RE LOOKING FOR

You are a strategic builder and relational leader. You don't just love people—you're passionate about helping them *become* who God made them to be, moving people from where they are to where God wants them to be by connecting them with people and the content of God's Word. You thrive in a high-trust, high-capacity environment where you're empowered to dream, lead, and deliver. You've got the experience to lead on Day One—and the capacity to take us into what's next.

THE BIG "WHY" OF THIS ROLE

The Chief People Officer exists to guide people through Church of Hope's discipleship pathway. From first-time guests to long-time family, this role creates clear pathways for spiritual growth, community, serving, and generosity. You are the architect of connection. The culture carrier. The people developer. And the leader who ensures no one walks alone.

KEY RESPONSIBILITIES

1. Design and Drive the Hope Discipleship Journey

- Lead people from curiosity to commitment—from attenders to active partners.
- Map and manage an engaging, measurable pathway that partners with people to discover in Christ we have Hope, find belonging, grow spiritually, and live generously.

2. Lead the Weekend Hope Hospitality Experience

- Champion a hospitality culture where every person feels seen, known, and loved from the parking lot to their next step.
- Innovate and refine the experience so it's not just excellent—it's unforgettable.

3. Expand and Strengthen Hope Life Groups & Classes

- Strategically launch, support, and oversee Hope Life Groups, classes, and seasonal growth environments.
- Identify needs (e.g. Financial Peace, Grief Care, Celebrate Recovery) and train facilitators to lead with confidence and care.

4. Lead and Develop the Teams Who Lead People

- Provide leadership to staff and volunteer teams who oversee group and class admin.
- Build a culture of excellence, collaboration, and alignment across all people-focused areas.

WHAT WINNING LOOKS LIKE

- **Consistency** – Systems that work, leaders who thrive, and people who move forward.
- **Completion** – No one gets stuck in the journey. Everyone has a next step.
- **Excellence** – The culture reflects Christ, and the people feel it.

WHAT YOU BRING TO THE TABLE

- A deep love for Jesus and the local church.
- 2+ years experience leading in a church or ministry context.
- Strategic, systems-minded thinking with high relational EQ.
- Self-starter drive with a humble, collaborative spirit.
- Proven ability to recruit, develop, and multiply leaders.
- Comfortable leading up, down, and across teams with clarity and grace.

WHY OCALA? WHY NOW?

Church of Hope isn't just another church. We're a movement of hope in a world that desperately needs it. This is your moment to step into a catalytic role where your leadership will shape lives, impact a city, and build what only God can sustain.

Ready to change the world? Submit your resume and cover letter to resumes@hopeinocala.com, including a brief video introduction sharing your team building super power.