



horizon

communitychurch
yours to explore

Opportunity Profile

Assistant Pastor- Equipping and Teaching



Presented by Ardent Search Company

OVERVIEW OF THE OPPORTUNITY

Horizon Community Church is seeking a strategic, relational, and spiritually mature Assistant Pastor-Equipping & Teaching to join its leadership team and help advance the church's mission of "Challenging Leaders to Change the World." This full-time position offers a unique opportunity to shape a growing ministry that reaches professionals, emerging leaders, and spiritual seekers in one of Cincinnati's most vibrant suburban communities.

The Assistant Pastor-Equipping & Teaching will serve as a core leader within Horizon's Equipping Ministry, working alongside the Equipping Pastor to cultivate a dynamic, biblically grounded ministry that reflects Horizon's commitment to a spiritual journey that is both personal and uniquely paced. This role is pivotal in creating environments where young adults are invited into deeper discipleship, authentic community, and Christ-centered leadership—bridging the gap between comfort and challenge while strengthening Horizon's broader ministry vision.

This opportunity will be compelling to a leader who is drawn to Horizon's mission and energized by the chance to make a lasting impact in a growing, innovative church with a collaborative and proactive leadership culture. Horizon offers a competitive salary and benefits, a strong financial foundation, excellent facilities, and a team-oriented environment led by high-capacity leaders.

The Assistant Pastor-Equipping & Teaching will report to the Chief Operating Officer and collaborate closely with Horizon's pastoral staff, volunteers, and ministry teams to integrate young adults into the life and mission of the church.



ABOUT HORIZON COMMUNITY CHURCH

Horizon is a growing church designed to reach leaders and professionals in the affluent suburbs of eastern Cincinnati. Situated on a scenic 70+ acre campus (HCC is debt free), the church welcomes over 2,000 attendees each week.

Recognizing that a spiritual journey is both personal and unique, Horizon offers two distinctly different services:

- [The Exploring Service](#) (Sundays at 11:00 a.m.) is intended for individuals who are just beginning to investigate Christianity or who are recently returning to faith. This service explores topical themes and spiritual questions relevant to everyday life, such as "Who is God?" and "How can I accomplish a more meaningful and more enjoyable life?"
- [The Equipping Service](#) (Sundays at 8:30 a.m. and 9:45 a.m.) is tailored for those maturing in their faith. It features participatory worship music, Calvary Chapel-style expository verse-by-verse teaching focused on specific books of the Bible, and monthly communion. The goal is to equip Christ-followers for ministry (Ephesians 4:12) and to encourage a lifestyle of personal worship and engagement with Scripture throughout the week, both individually and in community.

In addition to worship services, Horizon offers a variety of groups and study opportunities for people at every stage of their spiritual journey. These environments are designed to be comfortable and pressure-free, allowing individuals to explore faith at their own pace.

THE HORIZON STORY



In 1997, a few families embarked on a four-year journey of gathering and training volunteers to form a church plant team. The purpose was, prayerfully, to start a uniquely designed church in the eastern neighborhoods of Cincinnati for our friends who were interested in God but not necessarily interested in church. This new church was created with multiple, carefully designed environments that included two deliberately distinct service styles. This was complemented by a

variety of comfortable options for relational community connection and spiritual growth. The goal was to provide the right pace and depth for everyone drawn to learn more about God at Horizon.

Horizon's public opening didn't feature mass postcard blasts, advertising, arm-twisting or curious people coerced from other churches. Instead, each of the 40 plant team families simply mailed

to their friends a personal handwritten invitation to another nice neighborhood party... only this time at Horizon. Over 400 friends accepted the invitation and came to Horizon for the first public Sunday service on April 15, 2001. Since then, the number of people enjoying God at Horizon has quadrupled to over 1,600 on a typical weekend.

Along the way, God blessed Horizon with 70 acres of beautiful parkland, ideally situated to continue the founding vision in our beautiful, God-honoring facility.

The move to the campus home in 2011 was indeed momentous and enhances the comfortable connection of friends to God through the Bible and a community of growing followers of Christ.



Statement of Beliefs

VISION

"Challenging Leaders to Change the World"

God can raise everyone to lead something or to lead someone. Imagine the impact of what God might do if He grabbed the hearts of the leaders of leaders, decision makers, and professionals who live in our community. Imagine the changes that could occur around the world through God's use of their lives, social and professional influence, financial resources and visionary spirit. Imagine the impact these leaders of leaders could have on physical and spiritual poverty and the cause of Christ throughout the U.S. and beyond.

MISSION

***To comfortably connect people to God through the Bible
and a community of growing Christ-followers.***

We believe that the Bible is the guiding force for good decision-making. Our marriages, our families, and ultimately our eternities can be better when we understand it deeply. God has invited us to be part of a community that fosters growing closer to Him, becoming stronger in faith, and seeing His values and His purpose take hold in our lives.

CORE VALUES

Culturally Relevant	Comfortable Environment	Excellence	Family
Challenging Bible Teaching ¹	Everybody Helping Out	Transformed Lives	Multiplication

EXECUTIVE LEADERSHIP

Chad Hovind, Lead Pastor



Chad Hovind delivers Equipping and Exploring messages weekly and leads Horizon's creative team. Chad holds a Master's Degree in Pastoral Ministry from Moody Theological Seminary and has been a pastor at Horizon for over 20 years. He is the author of *Fast Track: Genesis to Revelation* and *Godonomics*.

Drew Thorwall, Equipping Pastor



Drew Thorwall's responsibilities include working throughout the Equipping Ministry with study groups, weekend service teaching, serving opportunities, and study resources that complement Horizon's message series. Before joining the team in 2016, he got to know Horizon as a guest speaker, while serving as a pastor in the suburbs of Chicago where he grew up.

Chris Watson, Chief Operating Officer



Chris Watson is responsible for leading the team and managing operations at Horizon Community Church. Chris grew up in Columbus (Worthington) and holds a Bachelor of Science degree from The Ohio State University. Prior to joining Horizon, he had a career in banking before entering ministry. Chris was most recently Executive Pastor at a church in Savannah, GA.

WHAT PEOPLE SAY ABOUT HORIZON COMMUNITY CHURCH AND THE ASSISTANT PASTOR-EQUIPPING & TEACHING

- We feel like a family – we look out for each other...asking for help is encouraged.
- We are adaptable and nimble – we are not a static organization.
- We work really hard but there is a spirit of and appreciation for a ‘family first’ when it comes to staff flexibility.
- We have a core team that is always willing to pitch in.
- Must be a connector—listen well and making connections to people with like experience and stage of life. We have a deep need to connect young professionals including those with small children.
- Must have horsepower and humility, be patient to be grown and developed.
- We are intentional about making coming through our doors attractive—the focus is on comfort without shying away from the Truth.
- Our branding is consistent around the target demographic.
- We have super high production values. Weekly feedback on every aspect of the services...they must have a confident level of vulnerability.
- The senior team is known to be is real and authentic—they follow through with genuine care.
- Our motto is “Yours to Explore” while part of our mission is to “Comfortably Connect”.
- We are excellence driven...but not perfectionistic.
- There is a lot of behind the scenes effort and rigor to make sure we connect with the demographic in a manner they are accustomed to.



ASSISTANT PASTOR-EQUIPPING & TEACHING-ROLES AND RESPONSIBILITIES

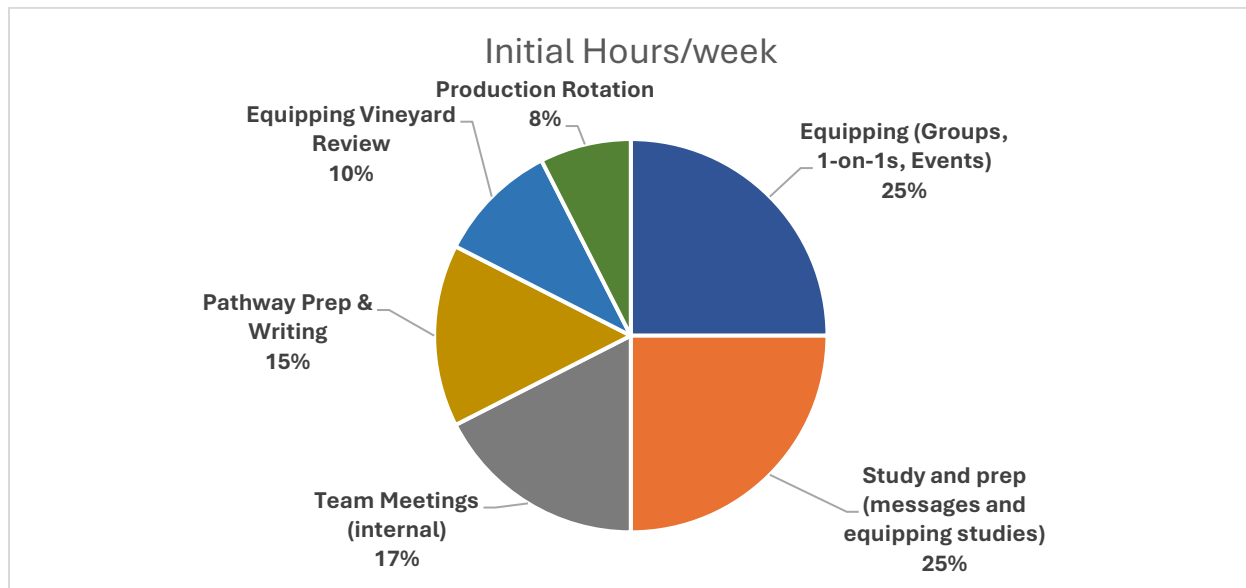
Role Summary

The Assistant Pastor-Equipping & Teaching plays a vital role in advancing Horizon’s vision of *“Challenging Leaders to Change the World.”* This position provides biblically rooted leadership to a diverse group of young adults—professionals, emerging leaders, those navigating early to mid-adulthood, and parents of young families. The ideal candidate will serve as a core leader within Horizon’s Equipping Ministry, working alongside the Equipping Pastor to cultivate a dynamic ministry that reflects Horizon’s commitment to a spiritual journey that is both personal and uniquely paced. With a focus on discipleship, authentic community, and missional influence, the Assistant Pastor-Equipping & Teaching will help create environments where lives are transformed, leaders are equipped, and faith is integrated into every area of life—bridging the gap between comfort and challenge while strengthening Horizon’s broader ministry vision.

Primary Responsibilities

- Serve as a core leader within Horizon’s Equipping Ministry.
- Create welcoming and thoughtful environments where young adults, including professionals and emerging leaders—can comfortably explore and grow in their faith.
- Build a spiritually grounded community where participants feel supported in their journey and equipped to live biblically in all spheres of life.
- Shepherd and care for young adults through prayer, biblical teaching, counseling, and relational connection.
- Disciple and develop leaders to serve as group leaders, community activity advisors, and table hosts within Exploring-targeted groups.
- Understand the varying needs and stages within the young adult demographic, developing strategies for spiritual growth, discipleship, and engagement.
- Provide occasional teaching in the Exploring service, with a focus on apologetics and topical instruction. Over time, and in alignment with Horizon’s ministry development pathways, with potential to include more frequent teaching opportunities in both the Exploring and Equipping services.
- Collaborate on the creation of video and study materials to support church-wide discipleship.
- Assist with planning and production of services, including worship, creative, and technical elements.
- Develop intentional one on one discipleship relationships inside the church and in the community. Help young adults discover and use their spiritual gifts through structured growth opportunities.
- Coordinate with the entire Horizon Family (volunteers & staff) to carry out the vision and values of Horizon.
- Report to the Chief Operating Officer.

CORE SUMMARY OF TASK DISTRIBUTION



BIOGRAPHY OF A PERFECT CANDIDATE

Ideal Qualifications & Characteristics

- A devoted follower of Christ with a life led by the Holy Spirit and in alignment with the character described in 1 Timothy 3 and Titus 1.
- Spiritually mature, immersed in the word, and rooted in sound theology, with the ability to teach biblical truth clearly and compellingly in both topical and expository formats.
- Committed to relational disciple-making through intentional and consistent connection, modeling grace-filled discipleship.
- Eager to be mentored and to mentor others in a culture of mutual growth.
- A visionary and strategic thinker with a heart for reaching and equipping professionals, leaders, and seekers.
- Emotionally intelligent and discerning—able to lead, teach, and shepherd with both clarity and pastoral sensitivity.
- A relational and servant leader who empowers others, develops leaders, and fosters a collaborative, innovative and flexible team culture.
- Models' personal integrity, humility, and authenticity.
- Passionate about creating safe, non-pressured environments where people can comfortably explore faith and grow in relationship with Christ.
- Able to thrive in a team-oriented structure, collaborating with pastoral staff, volunteers, and ministry leaders under the direction of the Chief Operating Officer.
- Prior experience of leading in a growing church, especially with young adults, is strongly preferred.
- Teachable, humble, self-starting, and committed to pursuing excellence for the glory of God.

Education & Requirements

- Strong biblical and theological foundation.
- Strong interpersonal and relational skills, with discretion in handling sensitive matters.
- Proven success in recruiting, equipping, and leading volunteer teams.
- Adaptability and resilience in the face of ministry opportunities and challenges.
- Ability to lead ministry in alignment with Horizon's values: culturally relevant, comfortable environment, excellence, family, challenging Bible teaching, everybody helping out, transformed lives, and multiplication.
- Full-time position requiring availability on Sundays, evenings, and weekends as needed.

THE SEARCH AND SELECTION PROCESS

If you—or someone you know—may be interested in this opportunity and meet most of the qualifications outlined in the profile, please consider applying or sharing this information with potential candidates.

To apply, please submit a resume to the contact listed below.

All inquiries will be handled with the utmost discretion and confidentiality.

Horizon Community Church is an equal opportunity employer and does not discriminate on the basis of race, age, color, gender, national origin, familial status, veteran status, or disability. However, as a faith-based organization, Horizon Community Church hires individuals whose beliefs, theology, and lifestyle align with the church's mission.

The Ardent Search Company respects the confidentiality of all interested parties. Candidate backgrounds and interests will not be shared with anyone—including the client—without prior consent. References will not be contacted until mutual interest has been established.

Tim Bernstein, President
Ardent Search Company
tim@ardentsearchco.com
(805) 778-1777
[LinkedIn | Tim Bernstein](#)