

This guide is provided by the Pastor Search Committee of Christ Church Katy (“CCK”) to inform the congregation of various matters, as well as policies that the committee has adopted. This guide is intended to be broadly responsive to particular questions presented by CCK congregants. In some cases, the feedback or cooperation of the Session of Christ Church was necessary, and those items are noted below.

Why did CCK form a search committee to find the next pastor?

The PCA’s Book of Church Order (“BCO”) governs many activities of the church, and BCO 20-2 provides as follows:

A church shall proceed to elect a pastor in the following manner: The Session shall call a congregational meeting to elect a pulpit committee which may be composed of members from the congregation at large or the Session, as designated by the congregation.

In our case, the Session thought it wise to include church members (and not only officers) on the search committee. It is helpful for candidates to interact with both officers and church members during the process. The CCK congregation has duly elected a seven-person search committee whose makeup is typical for a pastoral search.

What does the search process look like and why is it being conducted this way?

After the congregation elected the pastoral search committee (the “PSC”) per BCO 20, the PSC has spent considerable time praying and preparing to commence its search. With the Session, the PSC developed a profile of CCK and the Katy area to give potential candidates a better understanding of our church and the community in which we minister. This profile is publicly available on CCK’s website and provides instructions to those who wish to apply for the position of senior pastor. Additionally, the PSC surveyed the congregation for feedback relating to the church and our next pastor. The Session and the PSC completed the same survey and compared responses across the three survey groups, finding considerable overlap of ministerial priorities and commitments.

Status of the Pastoral search:

1. The PSC has been receiving and reviewing candidate applications and hopes to soon begin interviewing candidates.

2. Lord willing, consensus around a single candidate will emerge to the PSC, and that candidate will be brought to the congregation for its approval (by vote during a congregational meeting).
3. If the congregation approves the candidate, a formal offer of a call will be extended to the candidate as CCK's Senior Pastor and, if he accepts the call, the pastor will be examined by Houston Metro Presbytery.

Each step of this process has been saturated in prayer, first by the CCK Session and now in the PSC as well.

Does the committee have a particular man in mind to be our next pastor?

The committee is united in the conviction that only God now knows who the next pastor of CCK will be, and that it is the responsibility of the PSC to prayerfully and diligently seek to discern that man. The committee respects that some members of the congregation may have strong opinions about certain men who might become candidates; the PSC, however, takes seriously its position of open-mindedness toward the eventual outcome of the pastoral search.

How is the committee finding candidates for the role?

We have sought the advice and recommendations of pastors and elders known and trusted by CCK's Session and the PSC. Teaching elders recommended to the PSC are then called by a member of the committee, asking each man to pray about submitting his application for the senior pastor role. The CCK website also has a page dedicated to the pastoral search, and men may apply using the information on the website. The PSC is very encouraged that every man who has so far applied has demonstrated a commitment to Christ and His church, Reformed doctrine and worship the ordinary means of grace, faithful shepherding of the people of God, the Great Commission, and his belief in the infallibility, sufficiency, authority, and inerrancy of God's Word.

What materials are required for a man to apply for the CCK senior pastor position?

We have requested a cover letter (indicating his interest in the role), a resumé, a completed Ministerial Data Form (a standardized PCA ministry data sheet), a short list of references, and links to sermon videos or audio files.

I know of a pastor who would be a good fit for CCK, is it okay if I ask him to apply for the job?

Please submit the names of pastors you believe would be a good fit for CCK to psc@cckpca.org, and a committee member will contact him with the message that he has been recommended to the PSC and we are asking him to pray about submitting his application.

How long should we expect the search to take?

This is another thing that the PSC continues to pray about, but only God knows. It is not unusual for a pastoral search to take some time. It is our understanding that many search committees are able to call a new senior pastor within six to eighteen months; however, the PSC sincerely believes that discerning the right man is more important than the speed of the process.

Why is confidentiality so important for CCK's pastoral search?

The prospect of a pastor leaving a church to take another call is a sensitive matter, and a pastor should be able to determine the appropriate timing and manner in which to inform his (soon-to-be-former) congregation. Potentially even more sensitive is the situation in which a pastor becomes a candidate for another congregation but then, for whatever reason, does not ultimately accept that call. Imagine discovering that your beloved pastor had entertained pastoring a different church but then decided to remain at your church (or wasn't selected by the new church). Either of these scenarios could be hurtful to a congregation and the many relationships within it. Any potential candidate deserves our commitment to confidentiality. The PCA remains a small and interconnected denomination in which it can be difficult to keep secrets. Accordingly, each member of the PSC has committed to maintain the confidentiality of the search and its candidates.

Why does CCK have an outside pastor filling our pulpit most Sundays?

In any church, there is considerably more pastoral and administrative work conducted behind the scenes than is visible during Sunday morning worship. Pastoral work must receive high priority, is sometimes difficult to schedule, and typically occurs during the week. The visible Sunday activities are made possible by so much of the unseen, "back-office" work, almost all of which had been performed or overseen by Pastor Greco. In preparation for this interim period, your Session initially attempted to recruit an executive minister to fulfill those administrative duties during

the interim period so that our existing pastoral staff could continue their work leading worship, teaching and preaching regularly; CCK's Session was unable to find an executive minister for this purpose. Yet, these back-office duties need to be performed, so the Session has engaged long-time pastor, seminary professor, and Ligonier teaching fellow, Dr. Derek W.H. Thomas to fill CCK's pulpit most weeks so that CCK's permanent staff can handle those pastoral and unseen, behind-the-scenes duties. Please be in prayer for CCK's staff and for Dr. Thomas during these transitional months.

Where can I find additional resources relating to CCK's pastoral search?

The PSC has a page on the church's website: [Christ Church: Katy, TX > Senior Pastor Search](#)

Click here to review the church and community profile developed by the PSC and CCK Session: [Church Profile Template](#)

Click here to review the PSC's process and progress: [cck-pastoral-search-committee-process-08-04-26.pdf](#)

Click here to review the PSC's commitments: [pastoral-search-committee-agreement.pdf](#)

Please submit questions or comments to the PSC: psc@cckpca.org

How can the congregation be praying at this time?

Please pray for the peace, unity, and faithfulness of (1) CCK's pastoral and office staff, (2) CCK's elders and deacons, (3) CCK's volunteers across all ministry areas, (4) the search committee, and (5) the congregation, generally. Please pray particularly for the pastors (and their families) who would submit applications for CCK's senior pastorate and for their congregations. Pray that the Lord would reveal to the committee and to the congregation the man that He has selected and set apart to pastor Christ Church and that the committee would be successful in its unanimous commitment to seek only the Lord's will in this matter. Pray that, even now, the Lord is preparing His chosen pastor and his family for ministry at Christ Church.