



HOUSTON NW CHURCH

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January 11, 2026

Good morning, Church,

As the Pastor Search Team continues through the process you have entrusted to us, we have committed to provide you with an update the second Sunday of each month, to be transparent in the performing of the duties prescribed in our church's by-laws.

While the details of our activities will remain confidential, we want to assure you that we heed this responsibility with a deep sense of reverence. At the appropriate time, when the Holy Spirit reveals to this team the man He has chosen, the candidate will be presented first to the Council of Elders for approval, and then to the congregation for affirmation. You can find more information about this approval process in our by-laws on the HNW website.

As always, the team covets your prayers and would like to thank our church family for all the prayers and encouragements we have received as we intently seek the Lord's wisdom in discerning His good and perfect will for HNW.

Since our last update:

- We are re-posting the Senior Pastor position weekly (where possible) to keep it visible at the top of the listing sites, which has driven a renewed influx of applications. We will continue to repost weekly through the application deadline of January 15, 2026, and, as before, we will ensure applicants clearly understand HNW's mission and vision, core beliefs, DNA, and governing documents.
- We continue to screen the applications we receive and discern next steps with the direction of the Holy Spirit.
- We have finalized the candidate survey and interview questions and continue working through the other administrative activities required in the execution of the search process.

We ask that you continue to pray with us that the Lord will work in the hearts and in the minds of we the Pastor Search Team, you the congregation, and the man God is preparing to be our Shepherd, as well as his family. Specifically, that the Holy Spirit will bring unity and protection to the body as we follow God's direction and submit to His timeliness through this process. We honor the trust placed in us—while placing our full faith and trust in the One who lights the path ahead of us.



December 14, 2025

Good morning, Brothers and Sisters in Christ,

As part of the work of the Pastor Search Team, we have set aside the second Sunday of each month to update the congregation on where we are in the process of performing the duties prescribed in our church's by-laws. While the details of our activities remain confidential during this process, we want to assure you that we heed our role with a deep sense of responsibility. At the appropriate time, once the Holy Spirit reveals to this team the man He has chosen, that candidate will be presented first to the Council of Elders for approval, and then to the congregation for affirmation. You can find more information about this approval process in our by-laws on the HNW website (hnw.org/dna).

Once again, the team would like to thank our church family for the many prayers and encouragements we have received as we earnestly seek the Lord's generous wisdom in discerning His good and perfect will for HNW.

Since our last update the following progress has been made:

- We have completed posting the Senior Pastor position to multiple seminaries, denominational conventions, and other Baptist institutions, taking care to ensure applicants have a clear understanding of HNW's mission and vision in relation to our core beliefs, DNA, and governing documents.
- We continue to receive applications, screen potential candidates, and evaluate our next action steps in light of best practices and the Spirit's direction.
- We are currently working through the other administrative activities required in execution of the search process, including finalizing candidate surveys and interview questions with the close of applications on Jan. 15, 2026.

Please continue to pray with us that the Lord will work in the hearts and minds of the Pastor Search Team, the congregation, and the man God is preparing to be our Senior Pastor, as well as his family. Ask that the Holy Spirit will bring unity and protection to the body as we follow the search process under His good guidance and in His right timing. We honor the trust placed in us—while placing our full faith and trust in the One who goes before us in this task.



November 9, 2025

Dear Church,

As a part of the work of the Pastor Search Team, the second Sunday of each month we will communicate to the congregation where we are in the process of performing the duties prescribed in our church's by-laws. Details of our activities will remain confidential throughout this process. At the appropriate time, once the Holy Spirit reveals to this team the man He has chosen, that candidate shall be presented first to the Council of Elders for approval and then to the congregation for affirmation. You can find the details of this approval process in our by-laws on the HNW website.

The team wants to thank the congregation for the many prayers and encouragement we are receiving. They have been very supportive.

Since our last update the following progress has been made:

- Job posting released to multiple seminaries and conventions
 - Care has been taken to ensure that the potential candidates have a clear understanding of HNW Church by providing:
 - Senior Pastor Job Description based on Scripture and the By-laws
 - HNW By-Laws, Core Beliefs/DNA
 - HNW Church Profile
 - Area Demographics
- We are receiving applicants
- Begin the screening process.
- Many other administrative activities required in execution of the search process.

Please continue to pray with us that the Lord will work in the hearts of the PST, the congregation, and the man God is preparing to be our Senior Pastor, as well as his family. Pray that the Holy Spirit will bring unity to the body as we follow the search process.



October 12, 2025

Dear Church,

As a part of the work of the Pastor Search Team, the second Sunday of each month we will communicate to the congregation where we are in the process of performing the duties prescribed in our church's by-laws. Details of our activities will remain confidential throughout this process. At the appropriate time, once the Holy Spirit reveals to this team the man He has chosen, that candidate shall be presented first to the Council of Elders for approval and then to the congregation for affirmation. You can find the details of this approval process in our bylaws at HNW.org/DNA.

The team wants to thank the congregation for the many prayers and encouragement we are receiving. They have been very supportive. Since our last update the following progress has been made:

- We are nearing the release of the job posting:
 - The application request form and associated automation has been developed, tested, and is in the final formatting stage.
 - Care has been taken to ensure that the potential candidates will get a clear understanding of HNW Church by providing:
 - Senior Pastor Job Description based on Scripture and the By-laws
 - HNW By-Laws, Core Beliefs/DNA
 - HNW Church Profile
 - Area Demographics
 - We are contacting faith-based and seminary posting platforms to understand their posting requirements.
 - We are finalizing the guidelines that will be the basis for the early screening effort.
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After the job posting is released:

- Complete editing of the detailed questionnaire that will be used with the short-listed candidates.
- Begin the screening process.
- Many other administrative activities required in execution of the search process.

Please continue to pray with us that the Lord will work in the hearts of the PST, the congregation, and the man God is preparing to be our Senior Pastor, as well as his family. Pray that the Holy Spirit will bring unity to the body as we follow the search process.



September 14, 2025

Dear Church,

As a part of the work of the Pastor Search Team, the second Sunday of each month we will communicate to the congregation where we are in the process of performing the Pastor Search duties prescribed in our church's By-Laws. Details of our activities will remain confidential throughout this process. At the appropriate time, once the Holy Spirit reveals to this team the man He has chosen, that candidate shall be presented first to the Council of Elders for approval and then to the congregation for affirmation. You can find the details of this approval process in our By-Laws on the HNW website.

Since the first meeting of the Pastor Search Team in mid-August:

- We established a regular weekly meeting cadence and location.
- We open each meeting by each of us praying and asking the Holy Spirit for His guidance and wisdom in our discussions and thought processes. We established an internal and external communications protocol, stressing the confidential nature of our activities out of respect for the process, while also recognizing our responsibility to give regular progress updates to the Elders, the Deacons and the congregation. We set up an administrative system to help keep the process organized and our team on-task.
- We are developing a process to receive submissions. A link will be added to the church website so interested candidates know where to send correspondence.
- We identified Senior Pastor qualifications and job roles from the By-Laws, Scripture and aspects of HNW's DNA. With these qualifications and roles, we are creating draft job descriptions and job posting criteria.
- We have identified a number of locations to post the position and will continue this effort. We are expecting to post the position soon.
- We have an initial draft of the instrument to capture the candidate information received.
- We have many activities in the queue that we will share over the coming months. There will be many questions, and we ask for your patience as we work through this process.
- This process will take time. We do not take our responsibility lightly. The right length of time for this process to take is however long it takes for the Holy Spirit to reveal his man for the job, and not a moment before. We are working diligently to discern His will.

- We ask for your continued prayers for the team and for our church family as a whole—that the Holy Spirit would continue to go before us and guide us all in unity as we keep in step with Him in identifying the next Senior Pastor of HNW.