

## Thank for your interest in Touchstone Community Church

~ United Church of Christ ~

Touchstone is marked for its welcoming, inclusive and affirming nature, particularly for individuals wounded by or excluded from traditional faith spaces such as LGBTQ+, race, gender and socioeconomic issues. Members value its strong sense of community, commitment to social justice and mission-driven approach to faith. The church's open-minded and progressive nature makes it a unique faith space, balancing activism with a Christ-centered message.



**Mission:** Inspired and Empowered by the Spirit, we are an open and affirming, theologically progressive, Jesus justice seeking community of faith, who boldly embody the grace, unconditional love, and mission of Jesus in the world.

**Vision:** We envision a place where all BELONG, where all can BECOME fully who God created us to be, and a place for all God's BELOVEDS, especially those who have had no place.



In 2018, the Boerne chapter of PFLAG—led by Billie Watts, Kerry Kirtley, and a circle of committed allies—organized what they thought would be a small Pride Walk. To their astonishment, over 250 people showed up to walk together in solidarity. The next day, about 20 of them gathered to celebrate, and in that moment, a dream was sparked: the vision of a faith community in Boerne that would be fully inclusive, open, and affirming.

The following year, the second Boerne Pride Walk drew even more participants, and this time a Celebration Worship Service was planned for the next day. Seventy-five people came together in prayer and song—and Touchstone Community Church was born. Affiliated with the United Church of Christ, this new church plant embodied a bold hope: that in the heart of a politically and religiously conservative town, a progressive spiritual community could not only exist, but flourish.



Rev. Billie Watts and Rev. Kerry Kirtley became Touchstone's first pastors, faithfully nurturing a space where all people could come as they are and be met with compassion, courage, and truth. In the summer of 2019, the church began meeting monthly, then bi-monthly in the fall, and by Advent, worshiping weekly. Momentum was building—and then, in March 2020, the world paused.

But Touchstone did not falter. The congregation quickly shifted to virtual worship, staying connected through uncertainty. Against the odds, this new little church didn't just survive the pandemic—it grew stronger. In May 2021, we began gathering in person again and embraced hybrid worship, welcoming both those in the room and those joining from afar.

Through leadership transitions, cultural headwinds, and seasons of change, Touchstone has remained anchored by grace, fueled by purpose, and lit by the passion of its people. In June 2025, we joyfully celebrated our sixth anniversary. We step into this new chapter with hearts open and steady resolve, committed to building a more just, loving, and inclusive world—right here in Boerne and wherever love leads us.



## **TOUCHSTONE COMMUNITY CHURCH**

United Church of Christ  
Boerne, Texas

AUGUST 1, 2025

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## **FULL-TIME POSITION POSTING**

### **Overview**

The Pastor of Touchstone Community Church (TCC) serves as a spiritual leader who nurtures faith, builds community and encourages the church to live out the love and justice of Jesus Christ. The Pastor provides leadership in worship, pastoral care, teaching, mission, and church administration according to the TCC Bylaws and in alignment with UCC values and polity.

### **Key Responsibilities**

1. Spiritual Leadership
  - Provide visionary, Spirit-led leadership that deepens the congregation's relationship with God.
  - Foster a welcoming and inclusive church environment reflective of its commitments to its mission and vision.
2. Discipleship and Mentoring
  - Guide members in their spiritual formation through mentoring, small groups, and faith development programs.
3. Preaching and Teaching
  - Preach Biblically grounded, theologically thoughtful, and socially relevant sermons.
4. Mission and Evangelism
  - Lead the church in engaging justice and outreach activities.
5. Pastoral Care
  - Provide compassionate pastoral presence in times of illness, crisis, and transition.
  - Offer counseling, spiritual direction, and referrals as appropriate.
6. Prayer and Intercession
  - Lead the church in a life of prayer for its members, community, and world.
  - Model a spiritual life rooted in personal devotion and public witness.
7. Community Engagement
  - Represent the church in ecumenical, interfaith, and community partnerships
  - Advocate for peace, justice, and inclusion in the wider community.
8. Conducting Worship Services
  - Lead and coordinate worship services, sacraments (baptism and communion), weddings, funerals, and other rites of passage.
  - Encourage diverse and creative expressions of worship.

## 9. Church Administration

- Collaborate with lay leadership in managing church operations, including staff oversight, budgeting, and long-term planning.
- Promote transparent governance and healthy congregational communication.

## 10. Teaching and Equipping

- Offer resources and training to deepen theological understanding, ethical reflection, and Christian living.
- Empower laity to use their gifts in service and leadership within and beyond the church.

### **Qualifications:**

- A deep and growing relationship with Jesus Christ.
- Master of Divinity degree from an accredited seminary.
- Ordination (or eligibility for ordination) in the United Church of Christ; Christian Church (Disciples of Christ); Presbyterian Church (USA); Evangelical Lutheran Church in America; Alliance of Baptists; and the Reformed Church in America. Individuals who have been ordained in other protestant denominations according to their respective processes will also be considered.
- Experience in congregational ministry, pastoral care, and administrative leadership.
- Strong interpersonal, preaching, and teaching skills.
- A collaborative spirit and appreciation for shared leadership and discernment.

### **Areas of Greatest Need for Pastoral Leadership**

The congregation seeks a pastor who leads with integrity, fosters community and spiritual growth, and delivers authentic, scripture-based preaching. Key needs include strong relationship-building, inclusivity, conflict resolution, and strategic leadership. Effective communication, digital outreach, and a focus on mentorship and discipleship are also essential to support church growth and unity.

## COMPENSATION, HOUSING AND BENEFITS

	June 2025 Budget Approval
<b>Pastoral Compensation</b>	
- Salary (including Housing Allowance)	\$50,000.00
- Medical - Plan B 2025 - \$8088, Vision - \$110, & Dental - \$564 Ins (Single)	\$8,762.00
- Social Security & Medicare Tax (cash salaryx92.35%X7.65%)	\$3,532.00
- Pension Plan (14%)	\$7,000.00
- Life Insurance & Disability Income Benefit (1.5%)	\$750.00
<b>Total Salary + Benefits</b>	<b>\$70,044.00</b>
<b>Pastor Services</b>	
- Professional Expenses (Includes Travel/Mileage Expenses)	\$1,200.00
- Continuing Education	\$3,000.00

The pastoral compensation package assumes funds are required for health, life and disability insurance as well as investments into the UCC (or comparable) pension/retirement plan.

Medical, vision, and dental plan estimates were obtained from the UCC Pension Board website.

## **LOCAL GROWTH AND CONGREGATIONAL DEMOGRAPHICS**

About 30 minutes from San Antonio, Touchstone Community Church is in Boerne - a rapidly growing town in the scenic Texas Hill Country. Known for its German heritage, limestone hills, and small-town charm, Boerne blends historic character with modern development. Since 2021 the town has experienced a 24% growth rate and is expected to reach a population of 25,000 by 2026. The area is largely conservative—politically, socially, and religiously—and is home to a range of mainline and non-denominational churches.

Touchstone Community Church has 52 members, the majority of whom are highly engaged, with only three not currently participating due to health or geography. Average weekly attendance is around 35, including both in-person and Zoom participants. The congregation includes 28 retirees, 24 working adults, and one member who is not currently in the workforce. Approximately 24 members identify as LGBTQIA+, and 12 are allies with LGBTQ+ family members. Eleven members are people of color.

Most members identify as progressive Christians, though we welcome people across the faith spectrum—including those who are spiritual but not religious, agnostic, or atheist—who are drawn to community, shared values, and the work of justice and inclusion. Touchstone is deeply committed to being open and affirming of all identities and family structures.

In addition to its members, Touchstone has 9 regular visitors (some of whom began attending in 2024) and has seen a 10% growth since January 2025. Seven individuals have re-engaged with the community since Fall 2024. The church supports connection beyond Sunday worship through the Touchstone Chat Connection—a text message group for ongoing community engagement—and a men's fellowship group, which includes both members and participants from outside the congregation.



## **CHURCH ORGANIZATION**

### **Administration and Oversight**

- TCC is congregational and governed by its Bylaws.
- The members vote on major decisions in the church as directed by the Bylaws.
- The Church Council is elected and provides leadership and administers the governance of the church. Its members consist of a Chair, Vice-Chair, Secretary, Finance Minister, the Staff Community Relations Minister and Pastor(s) as an Ex Officio member(s).
- TCC is not subject to the control of any ecclesiastical body but agrees to share in covenantal counsel and cooperation with the broader body in the UCC.

### **Ministries and Service Groups**

- Worship Space Ministry – Set Up and Take Down
- Liturgy Ministry
- Music Ministry
- Hospitality Ministry
- Benevolence Ministry
- Security Team
- Digital Media – Zoom, Facebook, Website, eNews and TCC Connection (a text message group)
- Educational Ministry – Book Studies
- Local Community Outreach

## **CONGREGATION'S STRENGTHS AND CHALLENGES**

### **Strengths**

Touchstone serves as a unique and essential presence within a conservative community by offering an open and affirming space unlike any church in the area. The church's welcoming and inclusive nature is one of its greatest strengths. Through inclusive language, affirming messages, and intentional outreach, the church creates a space where everyone feels valued and supported in their faith journey. A strong sense of community also defines the church. Members form close relationships, offer each other mutual support, and work together to sustain church activities. The congregation fosters a warm and caring environment where people feel a true sense of belonging. Touchstone is also deeply committed to social justice, actively engaging in advocacy, service, and public witness to live out its faith. There's considerable agreement that our adaptability to changing circumstances in the world is good, but there is still room for improvement in becoming even more flexible and responsive to the evolving needs around us.

### **Challenges**

The church has difficulty drawing in new members, especially younger families. Outreach in the community and social media resources are limited and need great improvement, making it harder to attract visitors. Communication, follow-through, and leadership clarity need to be developed and there's a desire for deeper justice work and more engaging worship. Burnout among core volunteers highlights the need for broader participation and structured support. Financial sustainability is a major concern, emphasizing the need for proactive financial planning, effective fundraising initiatives, investment in strong leadership, and open dialogue to ensure the church remains financially secure into the future.

## **FUTURE VISION AND LEADERSHIP**

The congregation recognizes the need for growth and change to ensure long-term survival. Key goals include attracting families, young people, and a more diverse membership, supported by programs for children. Members also hope to increase the church's visibility and impact in Boerne and LGBTQIA+ communities through greater outreach, social justice involvement, and community partnerships. Improving worship, strengthening engagement, and enhancing social media and fundraising efforts are also priorities for sustaining the church's mission and presence.

Touchstone is guided by a committed core of members eager to grow the church and strengthen its impact. There is strong momentum to build better organizational structures and deepen community engagement. Central to this next chapter is the call for visionary pastoral leadership—someone with the passion, resilience, and relational skills to inspire and guide the congregation. With the right leader, Touchstone aims to expand its Christian witness, embrace growth, and shape a vibrant, transformative future despite any local challenges.