



SOUTHMINSTER PRESBYTERIAN CHURCH

**2310 Brightwater Drive
Missouri City, TX 77459**

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Mission: Our mission is to "Exemplify Christ's love to children, the community, and one another through education, service, and outreach."





OUR CORE BELIEFS

In 2025 our church joined a Cultivating Flourishing Churches cohort (CFC, the revitalization ministry of ECO). Through the CFC process, we have written a compelling aspirational vision for our congregation that captures our sense of God's direction for the church. This vision has given us renewed excitement and energy as we seek to flourish for Jesus. It reads:

Southminster is a multigenerational, disciple-making congregation on mission for Jesus. Our church family is growing spiritually and actively engaged. With intention, we reach out to our community, care for people in all seasons of life, and connect people to Jesus and one another. Southminster is a place where faith and real life intersect.

Our vision is that in the next 3 years, Southminster will cultivate 100 active disciples. They will commit to spiritual growth while investing their time, energy, finances, and creativity in ministries that touch Fort Bend County and beyond with the name and love of Jesus. To support these disciples, Southminster will invest in and train 35 leaders who will guide the church into its flourishing future.

We desire our next pastor to join the CFC team helping lead us in faithfully following Jesus.

Through the family that God has gathered at Southminster, we also have qualities that make us who we are. Below you'll find the 5 core values that reflect how God has called our church to fulfill the mission that He has given us.

1. We Are There for Each Other

"Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another" (Romans 12:9-18).

Whether through prayer, communion, or a social gathering, we are there for each other at Southminster. We are called by Jesus Christ to be His flock. Whether in times of need or times of praise, the flock

stands united together under God. Through rejoicing, through mourning, through harmony, we stand and grow as a community.

2. We Celebrate Milestones Together

"Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God" (1 Corinthians 10:31).

The joining of hands to celebrate important milestones in the life of the church glorifies God's word. It brings us closer to one another in serving Christ. Whether celebrating a baptism or eating pancakes on Easter morning, we cry, sing, and rejoice the special moments that God has given us in the hope of growing stronger as a community.

3. We Serve Side by Side

"For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many" (Mark 10:45).

It is our duty to serve others under Christ. To lead by example is our mission. Whether it is creating a simple meal for Family Promise or tutoring at local schools, Southminster is committed to serving the Lord's people together, hand in hand.

4. We Respond to Needs Without Hesitation

"Give, and it will be given to you" (Luke 6:38).

It was Christ's mission to respond to those in need whatever the situation. It is not always in times of good fortune that one should give back or when one expects good will in return. We are committed to providing for others without hesitation or prejudice and without judgment. For when those in need are hungry, the time to provide for them is now.

5. We Invest in the Next Generation

"Hear, O Israel: The Lord our God, the Lord is one. Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your houses and on your gates" (Deuteronomy 6:4-9).

Discipleship is a commandment of the Lord. The work of our Director of Discipleship, Sarah Stewart, who grew up at Southminster, in our youth activities and children's ministries is an example of our commitment. We are devoted to blessing our children with a greater understanding of the Father so they may carry on His principles in every aspect of their lives.



OUR CHURCH

Staff & Leadership

Staff

Currently, we have a part-time Transitional Pastor and three full-time positions: Director of Discipleship, Facilities Manager, and an Executive Assistant.

Part-time positions include Assistant for Pastoral Care, Music Director, Worship Leader for Grace Notes Contemporary Service, Communications and IT lead, and Business Manager.

Our Assistant Pastor for Pastoral Care will be retiring in the first quarter of 2026. The responsibility for pastoral care will shift to our next called Pastor as reflected in the job description below.

Leadership

In addition to our paid staff, our Session consists of nine elders that oversee three committees of the church, including 1) Mission, 2) Resources/ Management/ Stewardship, and the 3) Nominating Committee. Other functions - Discipleship/ Nurture/ Advance (aka "DNA") - are managed jointly by the Director of Discipleship and various session members. We have 10 deacons providing spiritual and practical support to their "flocks" of church members.

We also have 2 "ad hoc" committees that are currently operating: 1) the Cultivating Flourishing Churches (CFC) committee that is working through the powerful ECO-sponsored CFC program to define the vision and objectives for the church going forward, and 2) the Pastor Nominating Committee (PNC) involved with the pastoral search process.

Congregation

The congregation of Southminster includes people of all ages, with 140 covenant partners. The current Sunday morning worship attendance is around 60-70 and we receive around 20 views of our Sunday livestream each week.

Our youth program meets weekly at Southminster along with youth from Trinity Global Methodist Church for fellowship, socializing, and service.

Campus

The Southminster campus is located in the eastern part of Fort Bend County (suburban Houston), one of the fastest growing and most diverse counties in the United States. (Recent demographic studies estimate about 31% Asian, 33% White, 17% Black, and 16% Hispanic population.)

The main building includes the sanctuary, church offices, the kitchen, and nursery. The adjacent school building houses a large fellowship hall and several school classrooms. Outside is a labyrinth and prayer garden, along with multiple playgrounds for children to enjoy.



We are blessed to own our campus outright, without outstanding debt.

Worship Services

We have one Sunday morning worship service from 10:30 – 11:30 AM, in-person and streamed online from our website and are also available on Facebook and YouTube for those who cannot worship in person. ([click here for livestream link](#))

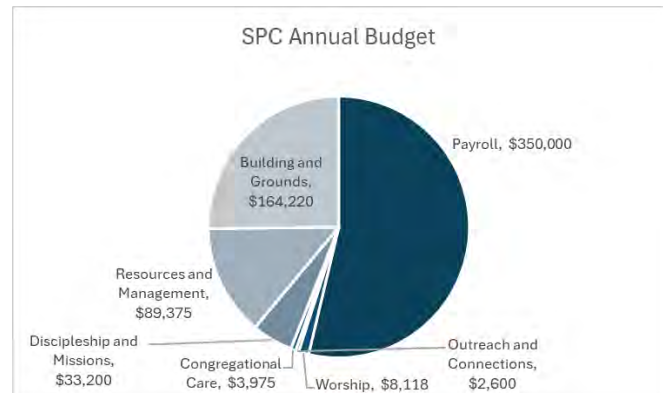
We worship in both traditional and contemporary styles. GraceNotes, our worship band, and the Chancel Choir alternate leading music, and we also enjoy our handbell choir, piano and organ.

Practical Biblically based preaching and times of prayer are integral parts of each service. The Sacrament of the Lord's Supper is celebrated on the first Sunday of each month, as well as during special services such as Ash Wednesday, Maundy Thursday, Easter Sunday and Christmas Eve.

Stewardship

Our total cash assets are about \$600,000. We have no long-term liabilities and a strong balance sheet including a significant asset in the church property.

We believe that cheerful giving is a form of worship and therefore we include a brief time in our Sunday morning worship service as well as allowing online giving through our website.



CHURCH HISTORY

After several years of meeting in homes, schools and shared spaces with other churches, Southminster was chartered as a congregation of the Presbyterian Church (USA) on October 6, 1985, to help spread the good news of Jesus Christ to Fort Bend County. Our original building, containing sanctuary, offices, kitchen, choir room, and classrooms, was dedicated in November 1989. In 1993 we added a 10,000 square foot educational facility adjacent to the original multipurpose building and opened a pre-school. To further meet the needs of our educational programs at the time, in 2002 we added an additional 15,000 square foot wing to the 1993 building to meet the demand for a Christian elementary school.

In 2016, Southminster transitioned from the PC(USA) and joined the Covenant Order of Evangelical Presbyterians (ECO). Essential tenets of ECO are outlined on their website: [ECO | A Covenant Order of Evangelical Presbyterians](#).

In 2025, the Session voted to discontinue the school and we entered into a lease agreement with King's Academy, a private Christian school, which offers education for children and youth from age 3 to 8th grade.

Throughout the many changes of the past 40 years, our commitment has remained the same – to exemplify Christ's love to children, the community and each other through education, service and outreach.



MINISTRIES

We have a weekly adult Sunday School class that is held before the worship service, and young children are provided an opportunity for Christian education in a fun and informal environment during the worship service. Recently we have been collaborating with local friends at Trinity Global Methodist Church, sharing special programs such as Alpha and last year's Christmas concert.

We care for one another within the congregation, through our Deacon board, our Grief Share group (led by our Parish Associate for Pastoral Care), and our Congregational Care team that provides food when needed in times of loss or illness. We strive to support one another when practical needs arise. We also enjoy fun events such as our Easter Pancake Breakfast, Breakfast with Santa, Christmas concert, and Bingo Nights, all of which provide opportunities for community outreach too.

Our youth program meets weekly at Southminster along with youth from Trinity Global Methodist Church for fellowship, socializing, and service.

After years of serving the children of our congregation and community through on-campus programs from preschool through elementary school, we have begun a new collaboration with a private Christian school, King's Academy, now enjoying the use of our educational facilities. King's Academy serves children from early childhood through grade 8, in addition to providing support programs for students with learning differences.





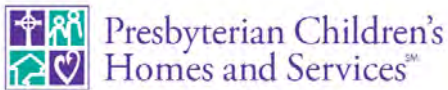
MISSIONS

The members of Southminster have a heart for service and engage in numerous local and regional mission opportunities.

- **East Fort Bend Human Needs Ministry:** Southminster was one of the organizing churches of this group, which provides food, financial assistance, and a resale shop to thousands of people each year. Our ongoing food drive, Caring Tons, supports this ministry.
- **Fort Bend Family Promise:** Serving unhoused families.
- **Ministers of the Cloth:** Active quilting group, provides quilts for infant baptisms and for infants in the NICU, while Threads of Love provides hand-made layette items for NICU infants.
- **Presbyterian Children's Homes and Services:** At Christmas time we provide gifts for children in foster care.
- **Houston Seafarer's Center:** We provide Christmas boxes for seafarers far from home.
- **The Landing:** Recently several members have begun volunteering to provide support services to survivors of human trafficking.
- **Southminster Singers:** During the Christmas season and summer, the Southminster Singers (ladies of our choir and their friends) enjoy sharing special music in assisted living centers and other community settings.
- **Manna Bags:** Provide care packages with food, toothbrushes, socks, and scripture to homeless people seeking assistance.
- **YWAM (Youth with a Mission):** Support for a medical missionary family who travels the globe, healing and sharing the Gospel.
- **Boy Scouts of America:** Charter sponsor for Scout Troop 1852.
- **Meals on Wheels:** Provide financial support and volunteers who deliver hot meals to homebound senior citizens.

- **Hope Boxes:** Hope Boxes are filled with support materials, journals, prayers, and scripture for individuals who have experienced illness, injury, or the loss of a loved one.
- **Fort Bend Women's Center:** Provide gifts for infants and toddlers of families displaced due to domestic abuse.
- We also provide financial support to several other Christ-led agencies:
 - Camp Cho Yeh
 - Rescue-Us-Mission
 - Pregnancy Medical Resource Center
 - Bridges to Life prison ministry
 - Isaiah 117 house
- Other members tutor local students or build houses with Habitat for Humanity.
- Our Christmas Eve offering beneficiaries vary year to year.

There is no shortage of opportunities to serve, and we serve with joy!





JOB DESCRIPTION

PASTOR, HEAD OF STAFF

Job Title: Pastor, Head of Staff (HoS)

Direct Report: Session

Directly Supervises: All Church Staff

Status: Pastor, HoS is a 'called' position, between the Church, Pastor and ECO Texas Presbytery Salaried, Exempt, Full Time.

Pastor as Disciple

Southminster's working definition of a disciple is *someone who follows Jesus, is being transformed by Jesus, and commits to Jesus' kingdom mission*. Southminster expects its Pastor to first and foremost be a disciple of Jesus. As a disciple she or he will be a person who is constantly growing and maturing in their relationship with Jesus. Southminster anticipates that its Pastor will model being a disciple of Jesus for the congregation.

Pastor as Shepherd

Southminster anticipates that their Pastor will directly care for the flock. This anticipates the Pastor will be the primary shepherd and pastoral care point for the church. We expect that our Pastor will do regular hospital visits and other pastoral care touches for the members of our church family. Additionally, our Pastor will work directly with or develop a staff member who works directly with the deacons and their care of flock groups.

Pastor as Teacher

The Pastor of Southminster is the primary teacher in the congregation. Preaching biblically sound, relevant sermons and providing Bible studies as God leads. This teaching will be provided with clarity and practical application to support the spiritual growth of the congregation, and to encourage and equip the congregation to participate in ministry and outreach. Our Pastor will teach and lead the session into deeper understanding of the 10 Core Leadership Competencies recognized by ECO and will lead the session to be spiritual elders of the church. Southminster is blessed with a Director of Discipleship who is in ECO's CLP program and will likely be commissioned as a CLP prior to the call of our next Pastor. We anticipate that the Pastor will continue to mentor our CLP as she oversees the discipleship pathway for our covenant partners.

Pastor as Leader

Our Pastor holds the guiding hand on the helm of church leadership. This will be expressed and lived through regular staff meetings with the Southminster staff, directing and moderating the

session as they lead the church toward our vision, and working specifically with the CFC team as they cultivate a flourishing church at Southminster. As Head of Staff, the pastor will conduct yearly staff reviews, oversee vacation schedules and the like. With respect to session, the Pastor will determine how the session organizes itself, what working committees there will be and what direct involvement the Pastor will have in those various working committees. The Pastor will be the primary architect of Southminster's leadership pathway.

DESIRED SKILLS

- Effective Biblical preaching and teaching
- Personal, relational disciple-making
- Problem-solving and listening skills
- Interpersonal relational skills
- Collaboration and team building
- Oral and written communication
- Ability to build partnerships in mission, ministry, and community
- Ability to work with a broad diversity of ages and groups of people
- Timely response to communications and issues
- Vision for an online presence
- Effective time management

IN SUMMARY, WE ARE LOOKING FOR SOMEONE WHO:

- Leads with humility, wisdom, and integrity.
- Is outgoing, mission-minded and connects well with people of all ages and backgrounds.
- Listens well and makes people feel seen, heard, and valued.
- Balances compassion with courage in leadership decisions.
- Is passionate about seeing the Gospel transform lives in our congregation, community, and around the world.
- Is empathetic and approachable, participating in congregational activities and events outside the worship service.
- Has a minimum of a Master of Divinity or Master of Theology from an accredited seminary.
- Has four or more years of pastoral and ministry leadership experience.

ACCOUNTABILITY

The Pastor, called primarily to the Word and Sacrament, will be the senior member of the church staff, responsible to Southminster Presbyterian Church and to Texas ECO Presbytery. The role and responsibilities of the pastor may be further refined from time to time by progress evaluations as indicated by the needs of the church and by the mutual agreement of the pastor and the Session, so long as such agreement does not conflict with the provisions of the ECO Confessional Standards or the provisions of the terms of call.

TOTAL COMPENSATION:

Total compensation including salary, housing, insurance, and other items is in the range of \$120,000 - \$150,000, depending on the candidate's experience and credentials.

MATERIALS REQUIRED FROM APPLICANTS

1. CV/Resume
2. Statement of faith, limit to 1 or 2 pages please.
3. Three letters of support/recommendation. Have them sent separately by your references to pnc@southminpres.org. You are welcome to list them in your CV/Resume but the letters should come directly from the references.

PNC CONTACT INFORMATION:

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