



April 12, 2026

Good morning, Church,

John Roberts, Chairman of the Pastor Search Team and Cory Quarles, Chairman of the Elders with an update on our Senior Pastor search process.

Since I last updated the church on March 8th, the Pastor Search Team has been in continued study and prayer, seeking direction from the Holy Spirit on further reducing the list of Senior Pastor Candidates. I can report that we have reduced our list to 3 qualified men we believe the Holy Spirit is leading us to further discern whether to recommend one of these men as the next Senior Pastor of Houston Northwest Church.

After countless hours of prayer, discussion, and discernment, I come before you today to also share that we are in unity of the Spirit that Pastor Kirk is not on our very short list of finalists for Senior Pastor. Out of respect and courtesy to Pastor Kirk, we have informed him of this difficult news. We have also informed the Elders, the staff, the deacons and the past Elders of this status update and now we are informing you. Each member of the Pastor Search Team accepted the task of discerning the Holy Spirit's direction in identifying the next Senior Pastor of Houston Northwest Church. The process has moved this team through a lot of prayer and discernment on a long list of qualified candidates, including Pastor Kirk. While my words cannot adequately capture how difficult this season of discernment has been at times—and while the team understands this is likely challenging news to receive regarding a man who we fully appreciate, value, and respect—please trust that we remain unified in our continued pursuit of discerning the man selected by the Holy Spirit for Houston Northwest Church.

Regarding our Pastor Kirk decision, some of you might naturally wonder “Why?”

Pastor Kirk is a gifted preacher. He is easy to love and he loves easily. He has and continues to serve Houston Northwest Church with honor, integrity, grace and love and we love him. Although I am not at liberty to share all the details of the search process, I can share that Pastor Kirk is well qualified and was very highly considered for the Senior Pastor position. Ultimately, after an extensive process of prayer, consideration, discussion, and discernment, he was just not the man who the Holy Spirit led us to call at this time as the Senior Pastor of Houston Northwest Church.

Please continue to pray for the Pastor Search Team and for what God has in store for Houston Northwest moving forward.



HOUSTON NW CHURCH

19911 State Hwy 249
Houston, TX 77070
281.469.3389 | HNW.org

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Council of Elders Statement Regarding Pastor Search Team and Pastor Kirk

The Council of Elders along with the members of Houston Northwest Church have now received the recent update from the Pastor Search Team. The Elder Council wishes to thank and affirm the Pastor Search Team for their continued commitment in seeking direction from the Holy Spirit to determine the next Senior Pastor to be recommended for Houston Northwest.

We also want to thank Pastor Kirk for his gifted, courageous, and steadfast leadership during our time of transition to a new Senior Pastor. We are pleased to share that Pastor Kirk has graciously agreed to continue to serve in his current position as our Executive Pastor on an ongoing basis, and as acting Senior Pastor while the search for our Senior Pastor continues.

The Pastor Search Team still has work to do. Please continue praying that the Lord makes it clear to them who they should recommend as our next Senior Pastor.

Please pray for our staff and our congregation, that we remain united in Christ as we look forward to all that God has in store for us.

Thank you, Church for your continued participation, generosity, and support for the ministries and God's work here at Houston Northwest Church.



March 8, 2026

Good morning, Church,

John Roberts here with the Pastor Search Team with our monthly update.

Since our last update:

- We completed our review of all applications and through many hours of study, research, discussion and prayer we finalized a short list of applicants.
- We reached out to the short list candidates and confirmed their continued interest in the position of Senior Pastor.
- We finalized the survey of questions to get to know the short list candidates better and we sent it to them.
- We received the survey responses from the short list candidates and are reviewing them with the intent of finalizing an even shorter list.
- We completed our second-round interview of Pastor Kirk last week and are in prayer and discernment about his candidacy.
- We continue to discern next steps in seeking the Senior Pastor of HNW with the direction of the Holy Spirit.

Here is how you can pray for us:

- Pray that the Lord will guide the pastor search team to the Senior Pastor that He has selected.
- Pray for the Lord to prepare the heart of the next Senior Pastor to serve HNW.
- Pray for the unity and protection of HNW.

Many of you are praying consistently for the pastor search team and please know that we sincerely appreciate and covet your prayers. Our goal has always been and continues to be to have the Holy Spirit go before us as we discern the man, He has selected to be the next Senior Pastor of Houston Northwest Church.

Thank you.



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February 8, 2026

Good morning, Church,

It has been a busy month. A lot has happened since our last update.

In the last month:

- We have received a large number of applications from many qualified men. The application window has now closed, and we are evaluating these applications for the Senior Pastor position.
- We are in the process of filtering through the applications to finalize a short list of candidates, and our goal is to complete the short list in the next month.
- On January 20, we conducted a first interview with Pastor Kirk, and we are in the process of scheduling a second round interview with him in the coming weeks.
- At the same time, we plan on sending a survey of questions to our short list of external candidates in order to get to know them on a much deeper level than their resumes.
- We continue to discern next steps with the direction of the Holy Spirit.

Here is how you can pray for us:

- Pray 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 next Senior Pastor.
- Also, please pray for unity and protection of HNW as we follow God's direction.

Thank you for trusting us. We do not take this responsibility lightly and all seven of us are putting many hours each week into advancing the process and discerning God's will.

Thank you for your time.



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.
 -

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.