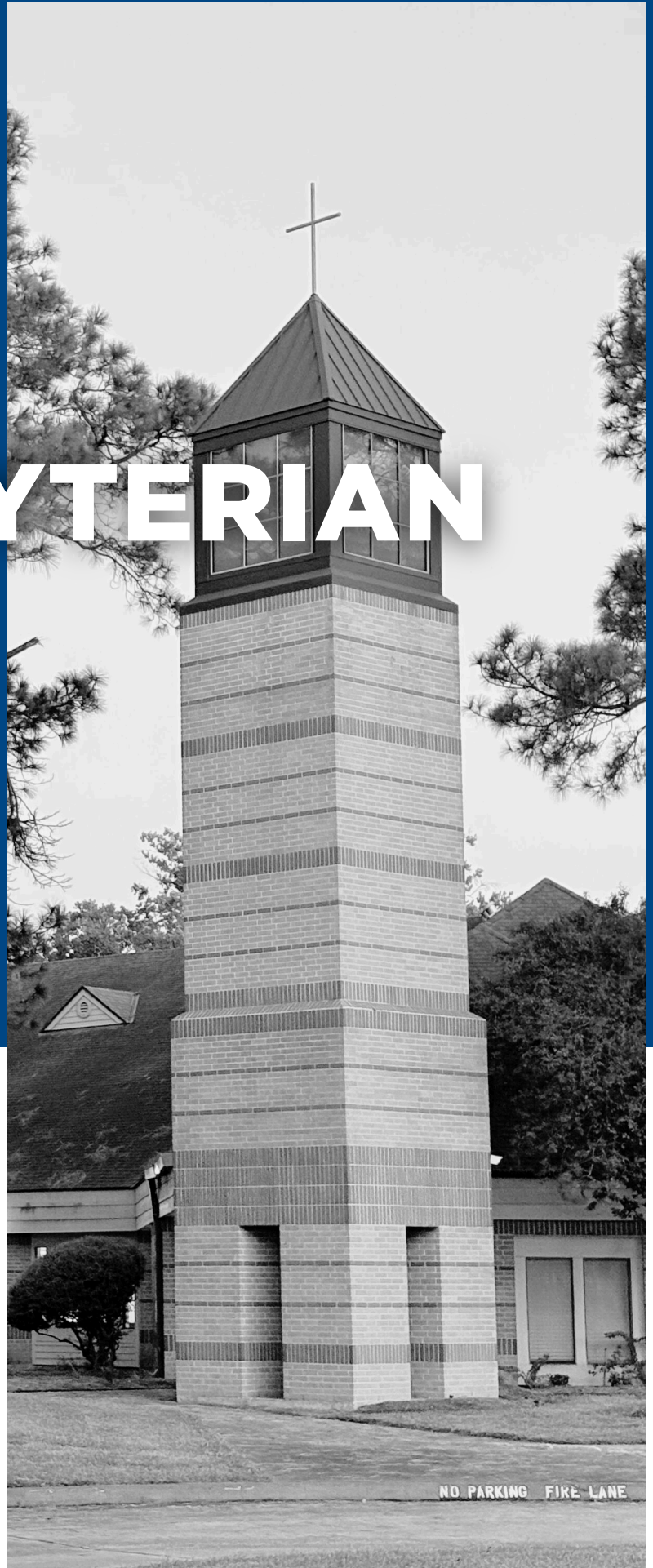


BAY AREA PRESBYTERIAN

Seeking an Associate Pastor
or Assistant Pastor



NO PARKING FIRE LANE



Bay Area PRESBYTERIAN

About	1
Position Description	2
Associate Pastor	3
Assistant Pastor	4
Church Profile	5
Application Process	7



About



Bay Area Presbyterian Church (PCA) is a gospel-centered congregation in the Clear Lake area of Houston, Texas. Located in Webster, Texas, the church is near the largest oil and gas industry in the country and NASA's Johnson Space Center. It sits between Galveston's beaches and the city of Houston. Our mission is to glorify God by making disciples who love Christ, His Church, and His world. We're committed to proclaiming Christ boldly, equipping people to know and love him, and impacting lives for eternity through worship, community, and service.

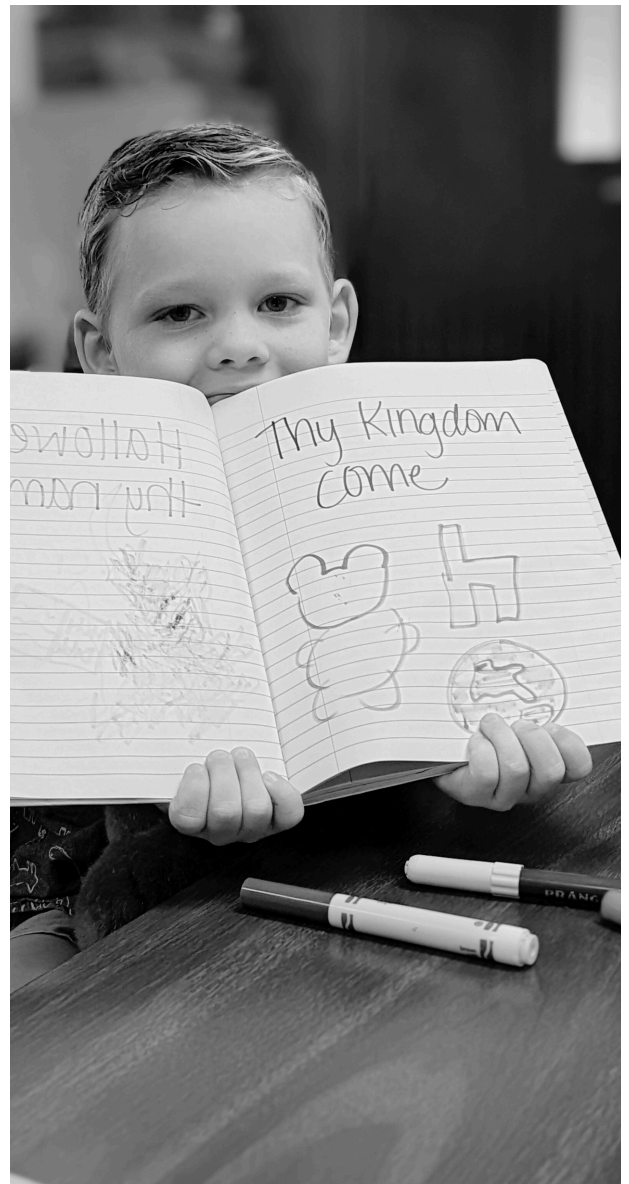
The church was founded in 1987, and the current church building was completed in 1993. The building is also home to two renters of approximately 20 school rooms and a gymnasium during the week and is still recovering from hurricane damage sustained in 2024. The last \$1,000,000 of the building's mortgage was paid off in 2024-2025 thanks to a building fund initiative, the "Nehemiah Project." The church's current annual expenditures budget is approximately \$777,000.

Currently, BAPC has an average of 151 attendees each week. The church has one Senior Pastor, two Ruling Elders, three Deacons, one full time staff member, and three part-time staff members who support the church, mostly in business and administrative duties. Rev. Chris Yates has served as Senior Pastor at BAPC since 2021. Prior to that, he served as Associate Pastor from 2018-2021 and Assistant Pastor for Discipleship and Education briefly in 2018. He has been working in PCA ministries since 1987, including prior service at BAPC in 2001-2004.

In addition to Sunday worship, BAPC offers ministries for children, youth, and adults, including Sunday School classes, small groups, Bible studies, missions, and community outreach initiatives. The church is committed to serving Houston's Clear Lake area and reaching out with the gospel locally and globally.

Position Description

Bay Area Presbyterian Church is seeking a godly, reformed pastor to serve alongside the Senior Pastor, elders, and congregation in the ministry of Word, prayer, shepherding, and outreach. Depending on experience and call, the position may be filled as either an Associate Pastor or an Assistant Pastor.



Associate Pastor

An Associate Pastor will serve alongside the Senior Pastor in preaching, teaching, shepherding, and leading the church. He will provide spiritual oversight, help shape the direction of ministry, and be ready to assume greater leadership responsibility in the years ahead. This Pastor will share in the preaching, shepherding, and leadership of the church, complementing our Senior Pastor and Session while helping prepare BAPC for future growth and continuity of leadership.

Key Responsibilities

- Preach Christ-centered, expository sermons on a regular basis.
- Teach in a variety of settings (worship, classes, discipleship, small groups).
- Provide pastoral care, counseling, and discipleship.
- Partner with the Senior Pastor, elders, and deacons in shepherding the church.
- Oversee or direct areas of ministry (discipleship, outreach, families, etc.).
- Encourage lay leadership and equip members to serve Christ's kingdom.
- Participate fully in the life of the congregation and lead with vision, unity, and humility.

Qualifications

- Ordained (or ordainable) in the PCA or a like-minded Reformed denomination.
- Strong expository preacher and teacher.
- 5–20 years of pastoral or ministry experience.
- Married candidates preferred.
- Theologically articulate, Reformed, and committed to the Westminster Standards.
- Effective communicator and shepherd with proven leadership ability.

Desired Characteristics

- Gospel-centered in life and ministry.
- Strong leader who complements and supports the Senior Pastor while prepared to assume more responsibility.
- Relates well to young families, youth, and the broader community.
- Humble, teachable, collaborative, and prayerful.
- Models a Christ-centered marriage and family life.

Assistant Pastor

An Assistant Pastor will serve under the direction of the Senior Pastor and Session, sharing in preaching and teaching, shepherding the flock, and providing leadership in assigned areas of ministry. His focus will be on supporting and extending the effectiveness of the church's overall mission. This Pastor will strengthen our preaching, shepherding, and ministries while helping foster unity and discipleship across the congregation.

Key Responsibilities

- Preach Christ-centered, expository sermons as assigned.
- Teach in various contexts (worship, classes, discipleship, small groups).
- Assist in pastoral care, counseling, and visitation.
- Shepherd the congregation alongside the Senior Pastor, elders, and deacons.
- Provide leadership in specific ministries (discipleship, youth, outreach, administration, etc.).
- Support staff, officers, and volunteers in church life and ministry.
- Participate actively in fellowship, outreach, and church events.

Qualifications

- Ordained (or ordainable) in the PCA or a like-minded Reformed denomination.
- Strong expository preacher and teacher.
- 5-20 years of pastoral or ministry experience.
- Married candidates preferred.
- Theologically articulate, Reformed, and committed to the Westminster Standards.
- Relatable, compassionate, and collaborative in working with staff and leadership.

Desired Characteristics

- Gospel-centered and Christ-focused.
- Servant-leader who supports and complements the Senior Pastor's ministry.
- Relates well to people of all ages, especially young families and youth.
- Humble, teachable, dependable, and prayerful.
- Models a Christ-centered marriage and family life.

Church Profile

Church

Name of church: Bay Area Presbyterian Church
Address: 670 E Medical Center Blvd, Webster, TX 77598
Phone: 281-280-0713
Presbytery: Houston Metro
Type of community: Suburban
Type of church: Church with Multiple Staff
Size of church: 101-250 members
Type of position vacancy: Associate Pastor or Assistant Pastor

Pastoral Search Committee

Contact person: Juli Simpson
Address: ATTN: Pastoral Search Committee,
670 E Medical Center Blvd, Webster, TX 77598
Phone: 931-933-0482
Email: psc@bapc.org

Congregational Information

Average Attendance: 151
Adults over 65: 48
Adults under 65: 101
Teens: 14
Children: 51

Financial Information

Total Income: \$780,000
Benevolent Disbursements:
\$18,879 (Deacon Fund),
\$68,500 (Foreign & Local Missions)
Church Expenses: \$777,000
Ministers Compensation Package: TBD

Manse: None

Programs and Outreach:

- Worship Ministries: praise team, choir
- Men's and women's ministries
- Children and youth ministries
- Young adult ministry
- Sunday schools for all ages
- Local community outreach
- Missions: Short term trips; financial support
- Multiple organic and coordinated small groups; prayer groups
- Church-wide fellowship events: monthly, semi-annual
- Financial and practical diaconal ministry support for congregants



Church Profile

Pastor Criteria Desired

- Ministry Experience Required: 5-20 years
- Marital status: Married

Congregational Priorities

- **Worship Leadership:** Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
- **Proclamation of the Word:** The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of the pastor's time is placed on sermon preparation.
- **Spiritual Development of Members:** Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
- **Congregational Fellowship:** Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
- **Evangelism:** Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
- **Development and Support of Education & Training Program:** Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.

Pastoral Ministry Strengths or Experience Desired:

- Preaching
- Teaching
- Discipleship
- Team Work
- Leadership Training
- Church Administration

Application Process

Interested candidates should submit the following:

- A cover letter expressing interest in the position and describing your sense of call.
- A current résumé or curriculum vitae.
- A personal statement of faith and philosophy of ministry.
- Three references (at least one pastoral/elder reference).
- Links to or copies of 2 recent sermons (audio or video preferred).

Applications may be sent by email to:

Juli Simpson, Pastoral Search Committee

Email: psc@bapc.org

Or by mail to:

Bay Area Presbyterian Church

Attn: Pastoral Search Committee

670 E. Medical Center Blvd.

Webster, TX 77598



A COMMUNITY OF

grace

MAKING

disciples

FOR CHRIST