



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Crossroads Fellowship Church
Waco, TX

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Waco, TX



Population of City

110,000

Population of County

250,000

Community Overview

We've seen our area become a rapidly growing city over the last ten years with new people coming in from Baylor University, as well as several outer-lying areas. This growth is opening doors to a larger population of people from varying backgrounds and places and this dynamic creates a unique blend of diversity and great potential for Kingdom work.

Why People Like Living Here

This area has a history of conservative values. Located halfway between Dallas and Austin, Waco has developed its own unique identity. Waco has a friendly, small-town feel where residents enjoy local businesses and less traffic than bigger cities. Thanks to visibility through Chip and Joanna Gaines and their Magnolia company, Waco has a thriving economy with about 2 million visitors per year. With a reasonable cost of living, Waco's living expenses are 10% lower than the national average and housing expenses are almost 20% lower than the national average.

Church History

Steve Abbe and his wife, Cyndi, co-founded Crossroads Fellowship Church in 2003. They spent ten years in Fort Worth "cutting their teeth" in ministry. God then called them to serve together in the Washington, DC area for ten years. After twenty years away, God's next call brought them back home to Texas, and Waco. God used those previous experiences to reshape their hearts to create a church that would be unique in reaching a niche of people in Waco searching for a place to call home.

Crossroads is built on the belief there is a need to meet people where they are and embrace them with a welcoming environment, accessible worship, and preaching that speaks to the hearts of nonbelievers while still challenging long-time Christians. Relationships are at the heart of Crossroads. We believe relationships matter and our relationships with God and with each other form the foundation of our purpose as a church. We also believe our journey does not stop after accepting Christ. We are responsible to equip an ongoing process of discipleship and growth. Finally, maintaining an ongoing missional heart is a cornerstone of helping us become a spiritually healthy church. We are learning to become generous people who will go "be the church" in our community. Since our beginning in 2003, we have worked hard to be faithful to the heart of who Jesus created us to be. We want to be a church who is willing to travel alongside people on their journey toward a spiritual faith. We believe special things can happen when we can intersect people's lives with God's truth.

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Vision, Mission, Values

Purpose: To know Him and make Him known.

- The purpose of Crossroads Fellowship Church begins and ends with the single purpose God created us for – to be in relationship with Him. Therefore, we state our purpose to the people who make up Crossroads Fellowship Church as people who desire to know Him and make Him known.

Mission: Build relationships and make disciples.

- Our mission flows out of our purpose as God's people and it is the same mission Jesus gave his followers: "Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit." Therefore, we communicate our mission from the heart of who God is by becoming people who build relationships and make disciples.

Values: Connection. Community. Compassion.

- Our values are simple and practical guides to help our people live out both their God-given purpose and mission. These values are stated by the three words listed above and explained as follows: We must be people who are continually growing in our CONNECTION with Jesus, creating and participating in Biblical COMMUNITY for growth, and showing COMPASSION by building relationships and making disciples.

Vision: To fight for and disciple the NEXT generation.

- The vision of Crossroads Fellowship Church is clearly stated to serve as a source of direction to each new generation that comes into leadership at Crossroads. To sustain the building of God's Kingdom at Crossroads into the next generations to follow, we must fight today to reach those who will pass the torch and will then do the same for their next generation. We are all a vital part of the process in the bigger vision to see a city transformed by the life-changing reality of the gospel as people come to know Jesus as their Lord and Savior.

For 2023 we are focusing on two specific strategies to be vision carriers for the future:

- Pray for the NEXT pastor to lead the NEXT generation.
- Commit to future GROWTH for the NEXT generation.

Average Weekend Attendance

220-250

Overview of Weekly Worship Gathering

A typical service will last about 75-90 minutes. Our worship leader, along with our band and vocalists, provide a good mix of mostly contemporary-styled music. What guides the song selection week to week is a desire for the music to support the flow and connection to the Biblical direction of the teaching of God's Word. We also create a friendly and

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family-type atmosphere through our announcements, greeting time, and storytelling. And a favorite is donuts and coffee before church or bring it with you into the Worship Center. We offer childcare to those four and under as well as provide activities that help connect kids in the room as they worship with their parents and the larger family of God.

Worship Style of Your Church

Our style of worship is very laid back and informal. We present a song-style that will have some familiarity with those who hear typical music on the radio or at the local bar. We also choose some selections that will remind them of a church they once went to as a child. Finally, we strive to help connect the impact of the words of those songs that are seen on a screen while listening to a unique, yet somewhat familiar style of music.

Tell Us About Your Facility

In 2017, after four moves over 14 years as a church start, we finally acquired an older building with a modern look that sat empty for about seven years after three churches came and went. On a tight budget we renovated and upgraded the facilities to match our DNA. The original building and chapel still exist and currently is occupied by our neighbors, St. Andrews Orthodox church. We own and occupy one large two-story building. The second floor is meeting space for the next generation of kids and youth. The bottom floor contains our fellowship space, office, and weekday Creative Learning Center and nursery area. We also own a 1,500 seat Worship Center with a balcony and a Quad area of rooms for small groups, meetings, etc.

Overall Budget (this fiscal year)

\$793,446.50

Overall Long-Term Debt of the Church

Approximately \$2,400,000.00

Denominational Affiliation and/or other Partnerships

We established ourselves as a non-denominational church when we incorporated in 2003. As a church start, we received some financial support from the Baptist General Convention of Texas for three years. We are always open to develop partnerships that allow us to build our missional heart to reach the lost. Over our 20-year history we have partnered with both denominational and/or independent self-supporting Christian organizations.

Governance & Polity

We have a set of By-laws and Articles of Incorporation that form the foundation of our structure. We also have a leadership structure in place for the broader decision-making process that encompasses four core leadership teams: Pastors, Elders, Finance, and Staff. Each team plays different roles in how they filter into decision-making, but each area

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has a voice to come alongside the Pastors in helping drive and carry out the vision, mission, purpose, and values. We are then a unified leadership group moving forward. Pastors will then walk the those who serve in positions of lay ministry leadership through the details of the Pastors direction and become vision carriers along with our leadership teams. Communication is then carried out to the larger church body through various ways of communication within the church. Day-to-day decisions for the running of the church and in carrying out the mission rests in the hands of the Pastors. The Pastor(s) will consult with appropriate people on teams serving in the church when decisions involve specific areas of concern.

Current Paid Staffing Level

Full-Time:

- Lead Pastor
- Business Coordinator (CFC & CLC)
- Kids & CLC
- Janitorial/Maintenance/CLC

Part Time:

- Teaching Pastor/Elder/Men
- Worship Leader
- Youth Pastor
- Compassion Coordinator
- Office Coordinator

Intern Support

- Technology

Major Ministries of the Church

CONNECTION Ministries: Connecting people in their relationship with Jesus.

- Worship on Sunday. Special church-wide & weekly sermon series. Social media interactions. Available resources and online connections to articles, podcasts, and conferences. City-wide opportunities through Baylor and local learning options through other churches. Conferences and training for personal spiritual growth. Pastoral counseling. (Future development of mental health coaches.)
- A foundational process in connecting people to God is our Growth Track Class. This class is also the way we filter people from attenders to members. Growth Track walks people through the key foundations of the gospel, from salvation to baptism to communion. We also look at the nutrients needed to own your own personal spiritual growth. We are developing Growth Trak II to work people through the curriculum called PLACE where they look at their personality, spiritual gifts, talents, skills, and passions. Growth Trak III is to provide a variety of filtered and appropriate resources people can access for deeper study in areas where they need to do spiritual work for growth.

COMMUNITY Ministries: Participating in biblical community for spiritual growth. We provide several entry points for our people and their friends to engage in community environments based on specific needs of the person for different seasons in life.

- **Community GATHERINGS:** These are monthly opportunities where we come together for events like Wednesday night family dinners, after church potlucks, chili cook-offs, and baptism services. We also have seasonal gatherings for some holidays, Christmas, and Easter. Some of these gatherings target our community, like an Easter Block Party with fun, games, and a health & safety fair. We sponsor a city-wide Trunk or Treat, too. Many of our gatherings also teach the foundation of a generous lifestyle where we come together to support a local ministry or missional focus either financially or 'hands-on' efforts through serving.
- **Community LIFE GROUPS:** These are groups where people "do life together." Teaching the value of living life in the way God intended – with people – we give space to process through biblical concepts together, care for one-another through difficulties and celebrations, and create a space of accountability for spiritual growth and change. This is the foundation of our community structure that is available for adults from all seasons of life, kids in K through 6th grade, and youth between 7th and 12th grade. Within this structure we strategically mentor people to create "Supper Clubs" that meet about every 4-6 weeks. These are smaller gatherings of 10-12 people who need more of a relational entry point for a time to get to know other people, feel more comfortable in our church, or to eventually connect them into serving and doing life in biblical community with others on a weekly basis.
- **Community CREW GROUPS:** These groups are smaller, intentional, and discipleship structured. These groups are also gender specific. This is a new initiative to build deeper spiritual growth in people that will create exponential growth in making disciples. We want to grow in our impact as a church who makes disciples who make disciples. We also create specific discipling environments based on needs. For example, Pain to Purpose for grief and loss, Men's focus groups as needed, addressing parenting issues, or practicing and learning discipleship skills and tools to use with friends and family to make disciples who make disciples.

Outreach Programs Overview

COMPASSION Ministries: Building relationships and making disciples by going outside the walls of the church and by "being on mission" to share the compassion and love of Jesus to people in need. This is where actions lead us to live on purpose. We take our growth in getting to "know Him" and let the overflow pour into others in need. This overflow allows us to "make Him known" by acts of generosity, compassion, and service.

- **Internationally:**
 - We built 24 chapels over 15 years in the Espiritu Santo area of Brazil in partnership with a church in Maryland and an "on the ground" organization in Brazil.
 - We support two missionaries in India reaching an unreached people group.
 - We partnered with missionaries working in Guatemala with an English-speaking school and medical clinics.

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- Texas:
 - We cooperated in several Texas projects that reached out to help with disaster relief for needs like Katrina as well as Red Cross support locally in housing people.
 - We made several short-term trips for projects in and outside the Waco area.
 - We worked with a Baptist associational camp, Latham Sprints, for building projects.
- Local
 - We helped start the Robinson Food Pantry along with other cooperating churches. Our church contributed to this ministry financially and now our support comes from the two months we commit to serve each year.
 - We've been a part of the Mission Waco Ministry in various capacities from year to year.
 - We started a mentoring and tutoring program in the Kate Ross Housing Project. We bought an abandoned duplex and renovated it into the "Blue House." The kids new where to go for family, support, and help. We spent 14 years in the neighborhood. The ministry is now complete due to families being transitioned out of the neighborhood for expansion of downtown.
 - We have worked hard to support the Foster Care system in several ways. We are currently working with and supporting the building of the new Isaiah 117 House in Waco. This ministry fills the gap of foster care between the time kids are being removed from their home and before they are placed in a foster home. Another ministry, Foster Village, supports families in a variety of ways for those fostering children. We are a drop off site for needs.
 - We work in partnership with Latham Springs Camp and Cana Baptist Church to coordinate, plan, and organize all facets of the Next Level Kidz Kamp for 3rd – 6th graders each summer.
 - We were blessed to have a couple who became a part of our church in the early years. Eventually this couple felt called to start a ministry to the homeless in Waco. We purchased a Quonset Hut in the heart of an area where the homeless pass through. We renovated the structure to be like a residential home and called it, The Hangar. This ministry supports those who do not choose to access other measures of help in the Waco community. They choose to live on the streets or in the bushes. The Hangar provides a meal, a place to shower, a place to wash clothes, receive medical help with prescriptions, and any other social services they may require. The Hangar has been known to conduct funerals for those in their "Hangar" family they lost or baby showers for those facing the challenges of motherhood. The Hangar is now self-sufficient and is working closely with Mission Waco to continue building a homeless living community. Our church still supports both financially and in serving meals or providing items of need.
 - We have established a partnership with a local elementary school to provide adults to mentor identified at risk students to give special attention and time for support, love, and compassion. We also support the teachers by offering meals, counseling, and connections to resources.
 - We have a lady in our church who started working with the Faith-Based Dorms initiative in the prison system. Depending on timing, background checks, and the logistics of getting into and out of the prison, she brings along a small group of women to minister to the sisters in white behind the fences.

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- Many of our compassion ministries come and go depending on the need. We are willing to step into the gaps of helping a nonprofit get started, resource needs through businesses within our church, or come along side other churches that create an initiative to meet the local needs of our Waco and surrounding community.
- We helped and were hands on in building 24 chapels in Brazil. We helped start a Hip Hop Church in South Waco called, Hiz Houze. We have recently supported a new outreach in the Axtell community about 20 minutes outside of Waco. We are helping a couple reach a large population of youth in the community and they call it, Axtell Community Ministries. They are building relationships with the parents of the 40+ youth. They are doing work to disciple the kids and now have a core group of parents they are discipling. They are learning to function as a New Testament Church in the simplest ways; meet in homes, learn God's Word together, do missional work in the community, and invite their friends.
- We have a missional focus in November as church-wide initiative to involve new people, guests, friends, and family in service projects throughout the community. We have made efforts to move this from just once-a-year to encouraging people to be missional everyday through a process we call, Grace Bombing.

In the most generic sense, how would you describe your church theologically?

Evangelical – Moderate

Published Theological Statement

In essential beliefs - we have UNITY.

In non-essential beliefs - we have LIBERTY.

In all our beliefs - we show CHARITY (love).

ABOUT GOD

God is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1, 26, 27; 3:22; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14; 1 Peter 1:2

ABOUT JESUS CHRIST

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to earth to reign as King of Kings, and Lord of Lords. Isaiah 9:6; Matthew 1:22-23; John 1:1-5, 14:10-31; Acts 1:9-11; Romans 1:3-4; I Corinthians 15:3-4; 1 Timothy 6:14-15; Titus 2:13; Hebrews 4:14-15

ABOUT THE HOLY SPIRIT

The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives every believer a spiritual gift when they are saved. As Christians we seek to live under His control daily. John 16:7-15; Acts 1:8; 1 Corinthians 2:12, 3:16; 2 Corinthians 3:17; 16:17; Galatians 5:25.

ABOUT THE BIBLE

The Bible is God's Word to us. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error. Psalm 119:105; Proverbs 30:5; 2 Timothy 1:13; 3:16; 2 Peter 1:20-21

ABOUT HUMAN BEINGS

People are made in the spiritual image of God, to be like Him in character. People are the supreme object of God's creation. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God called "sin." This attitude, and the actions which result from it, separates people from God and causes many problems in life. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; 59:1,2; Romans 3:23

ABOUT SALVATION

Salvation is God's free gift to us, but we must accept it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer for forgiveness can anyone be saved from sin's penalty. When we turn from our self-ruled life and turn to Jesus in faith we are saved. Eternal life begins the moment one receives Jesus Christ into their life by faith. John 1:12; 14:6; Romans 5:1; 6:23; Ephesians 2:8, 9; Galatians 3:26; Titus 3:5

ABOUT ETERNAL SECURITY

Because God gives us eternal life through Jesus Christ, the true believer is secure in that salvation for eternity. If you have been genuinely saved, you cannot "lose" it. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives us this security. John 10:29; 2 Timothy 1:12; Hebrews 7:25; 10:10, 14; 1 Peter 1:3-5

ABOUT ETERNITY

People were created to exist forever. We will either exist eternally separated from God by sin, or eternally with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are real places of eternal existence. John 3:16; John 14:17; Romans 6:23; 8:17-18; 1 Corinthians 2:7-9; Revelation 20:15

What theological hills will you die on?

- God's character is identified by His greatest act, which is His love for us in sending, sacrificing, and restoring our relationship with Him through Jesus. We must preach, teach, serve, and communicate with others out of His greatest gift – LOVE. Love must be the driving force for all we do.
- Politics have no place in the church.
- Social issues can tend to be divisive. We follow Christ's example in that he had plenty of opportunities to address social issues. However, he taught us that the root of the problem is the soul. The way we work to fix society is through the avenue of love, not division or agenda's.
- We believe in the gifts and callings of both men and women to serve, lead, teach, and preach so their giftedness is used to build God's Kingdom.
- We value putting people in places of leadership based on their spiritual giftedness, passions & calling.

Biggest Church 'wins' in the last 18 months?

- God has been faithful to the cry of our hearts in prayer and in providing a remnant of people who stood firm in their commitment to Crossroads despite the difficulties from COVID, the death of our founding pastor, and the loss of family and members. The testimony of our church to rebuild, restore, and turn the spirit and heart of the church back on mission is the blessing of a miracle of God right before our eyes.
- As a community of followers of Jesus, our church came together with unified hearts and took a special offering between Thanksgiving and the end-of-year 2022. We were blessed by everyone's generosity and were able to each make sacrifices to support our church with a \$145,000 to help meet our budget shortfall and close out the year 2022 with a reason to celebrate God's provision and faithfulness.
- God has provided in abundant ways to bless us with the right hires for a teaching pastor, youth pastor, children's pastor, and compassion coordinator. We also secured an amazing young woman to restructure and build culture for our Creative Learning Center. Our new staff has spent many hours together praying, studying, and growing spiritually so we are ready for this next season God is leading us to.
- We have seen God restore our faith by sending new people to our church. A testimony of His trust in us to send those who are seeking and searching. Blessings on top of that is the excitement we see in our new people and new members inviting their friends and family.
- The blessing of Pat Linnell to spend a year pouring into our church with his ministry, Grace Bomb. He spent one year, three visits, and training with our leadership to stir the excitement of a grace bombing movement that took our people outside the church walls and into people's life with intentional compassion to love our neighbor. Our people are learning to walk through their daily lives looking for opportunities to show compassion in the name of Jesus. We no longer just do random acts of kindness, but we connect our actions as a motivation for how much God loves them.
- We were able to do a complete update and renovation to our second-floor kids and youth areas. Everyone was ready, excited, and willing to begin pouring into our next generations.

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- We have completely taken down an old playground area in our courtyard and upgraded to two new play areas. We added raised garden beds, and areas for planting and watering flowers. The playground will be completed with a covering of turf for our next generation toddlers and preschoolers to run and play and learn about God's creation. This blessing came by way of PPP money which allowed our Creative Learning Center to become a four-star rating with the state.
- We financially raised the money to support our missionaries in India for another year of work with an unreached people group.

Title of Position You Are Hiring

Lead Pastor

Full-Time Position?

Yes

Reporting Relationship

Other Pastoral staff, Elders, Trustee and Finance Chairpersons.

Overall Description of this Position

- The Lead Pastor of the church sets the spiritual tone and focus for the church.
- The Lead Pastor will lead out and bring along key leadership to accomplish the purpose, mission, values, and vision of the church.
- The Lead Pastor will continue in the development of leadership with the current pastors in connection to the elders, staff, finance team and lay leadership.
- The Lead Pastor will oversee the financials of the church from budget, strategic planning, facilities, and financial processes in cooperation with those tasked to implement these areas.
- The Lead Pastor will be the Lead Pastor, but not the exclusive teaching pastor.
- The Lead Pastor will work in cooperation and giftedness with the Teaching Pastors, Worship Leaders, and Production Team Leadership in communicating the direction and implementation of sermon series, along with the overall direction for biblical teaching and the sharing of the gospel.
- The Lead Pastor will help oversee and work with the Pastors delegated with the discipleship process and growth of the church.
- The Lead Pastor will work to build relationships within the community of Waco, as well as interact and be involved in areas of passion within the community of Waco.
- The Lead Pastor will engage with and build relationships with other pastors and churches in the Waco area.
- The Lead Pastor will strategically plan for and be flexible to discern the gifts and passions of the current staff and lay leadership, so people are working in what we call "our sweet spot."

Goals and Expectations

- To continue to grow the church in spiritual depth, numerical growth for health, and to exponentially grow our people to become disciples who make disciples.
- To lead the church forward in the vision to “fight for and disciple the NEXT generations.”
- To set the course to work toward this vision as we move into the next ten years.
- To be intentionally in creating, establishing, and growing the church into the future with a stable and strong financial foundation.

Educational Preferences

While education is helpful, we are more concerned with finding a pastor who has the character, experience, and gifting to lead us into our next season of ministry.

Age Vs Experience

There is not a preference one way or the other. We are praying for a pastor who is well-rounded, has experience, and most importantly can help navigate the church in the next season of its’ life.

Denominational Affiliation

Our church is labeled as a non-denominational church. We are open to consider backgrounds outside of non-denominational and/or Baptist.

What skills are you looking for specifically?

- We are looking for a pastor who can faithfully and clearly communicate the word of God in a way that makes sense to people who are new to church.
- Relationships have been the heart of what attracts people to Crossroads, so we believe the pastor will need skills in building relationships and connecting with all sorts of people from all walks of life.
- We would like to see a pastor who is willing to get outside the walls of our church, become involved and connected in the community, and who is passionate about seeing those far from God experience his love for the first time.
- We need a pastor who has financial and budget experience and/or background and who feels confident to lead with those skills to set a strategic financial plan going forward.

What technical abilities (if any) are you looking for?

In finding a pastor to lead us into the next decade, we believe a knowledge, skills, and understanding of the area of technology will be important.

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Attractional Vs. Missional

At Crossroads, the attractional, magnetic, and relational pastor is what the people best connect to. They come to Crossroads because they like the pastor to know their name. Inline with this relational personality, we also want our pastor to continue nurturing the missional heart of the church.

Budget Area Supervision

The pastor would begin this job with the responsibility to oversee the budget. This would include working with and supervising the Business Coordinator, the Staff budgets, and giving leadership to the Finance Team and the Trustees.

Personal Characteristics Desired:

- We like to be informal, laid back, and enjoy each day with laughter, enthusiasm, and a sense of family.
- The pastor will need to have this type of personality and be comfortable working in this type of environment.
- An ability to display an extroverted-type personality.
- Be a motivator and encourager.
- Have some visionary and creative instincts.
- Able to bring details and organization to the system.
- Someone who invests in their spiritual health, personal health, creates accountability structures, and can keep a balance in the value of God and family over "calling."
- Someone who has a true sense of integrity that guides relationships, decision-making, and character.

Urgency

Our hope is to have a pastor in place by January 2024. However, if the new pastor is available sooner, this helps the pastor to first get his family transitioned and settled. It also creates space to get to know the area, our people, and getting the family adjusted and settled into their new environment.

Finally...

- To be patient and take the time to learn the DNA and culture of our church.
- To honor the founding pastor as transitions are made and a good working relationship is established.

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Public Job Posting

Lead Pastor

Crossroads Fellowship Church

Waco, Texas

Crossroads Fellowship Church in Waco, Texas is searching for a lead pastor who will honor the church's 20-year legacy while also leading the church into a new season of ministry. Their next lead pastor will give vision and direction "to fight for and disciple the next generation." The lead pastor must share in the desires of our church to reach the lost, love people, and model a passion to share the gospel and lead others to do the same.

What you'll be doing:

- Leading the church to continue to function as a New Testament Church.
- Leading the congregation, pastors, elders, staff, and finance teams.
- Leading the congregation, pastors, elders, staff, and finance teams to implement the purpose, mission, values, and vision of Crossroads Fellowship Church.
- Equipping the leadership of Crossroads Fellowship Church to understand their giftedness and encourage them to live out their calling in their "sweet spot."
- Demonstrating patience and compassion in getting to know and work alongside our current staff, while taking the time to assess the culture, the DNA of the church, and align and communicate changes within our purpose, mission, values, and vision.
- Proclaiming the Gospel message.
- Investing in the community.

What you need to have:

- Biblical foundation. Flexibility. Faith. Experienced background.
- Easy going. Sense of humor. Relational. Big heart for people.
- Honest. Trustworthy. Wise. Integrity.

Waco is situated on the I-35 corridor between Dallas and Austin. We sit right in the middle of "the heart of Texas." Waco is more than just a city with a unique flare, it also adopts in the smaller surrounding cities allowing us to move about as if no boundaries existed. It has a wide variety of activities and is within easy driving distance to Austin or Dallas. Waco is the county seat of McLennan County, home to Baylor University and Truett Seminary, as well as Chip and Joanna Gaines. If you enjoy living in a medium-sized city with the amenities that a major university has to offer, you will love living in Waco.

