

# CURRICULUM VITAE

## MARK WATERS, PhD

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### CURRENT EMPLOYMENT

- Professor of Religion, McMurry University
  - Professor, 2016-Present; Associate Professor, 2013-2015; Assistant Professor, 2007-2013
  - Courses currently in rotation include: *Religions of the World, Homiletics, Pastoral Care and Counseling, Dialogue with the Other, Interfaith Leadership, Faith and Science* (co-taught with an astrophysicist), *First Year Seminar*, and *Queer Studies* (upcoming in Spring 2026, co-taught with a sociologist)
- Division Chair, Humanities, Religion, and Social Sciences, August 2021-present

### EDUCATION

- **Doctor of Philosophy**, Southern Baptist Theological Seminary, Louisville, Kentucky, 1987-1991.
  - Major: Homiletics; Minor: Theology
  - **Dissertation: *David Tracy and Theological Conversation: A Hermeneutic for Sermon Development in the Pastoral Context.***
    - David Tracy is the *Greeley Distinguished Service Professor Emeritus of Catholic Studies and Professor Emeritus of Theology and the Philosophy of Religion* in the Divinity School at the University of Chicago. Tracy is a systematic theologian whose areas of expertise include postmodern theology, epistemology, and hermeneutics with particular interest in the philosophical hermeneutics of Martin Heidegger, Hans-Georg Gadamer, and Paul Ricoeur and the theological methodology of Paul Tillich and Bernard Lonergan.
    - The dissertation analyzed Tracy's hermeneutic in the context of modern and postmodern thought and applied his hermeneutical methodology to sermon development and delivery. This application utilized the framework of Aristotle's rhetorical canons.
- **Graduate study, PhD level**, Baylor University, Waco, Texas, 1984-1985. Areas of Concentration: Religions of the World and Church History.
- **Master of Divinity**, Southern Baptist Theological Seminary, Louisville, Kentucky, 1981-1984, Area of Concentration: Pastoral Care and Counseling
- **Clinical Pastoral Education**, Baptist Hospital Highlands, Louisville, Kentucky, 1983. Area of Concentration: Oncology (Baptist Hospital Highlands later merged)

with Baptist Hospital East)

- **Bachelor of Arts**, Texas Tech University, Lubbock, Texas, 1976-1980. Major: History; Minor: Psychology
  
- **Additional Training and Professional Development:**
  - The Parliament of the World's Religions, Chicago, Ill., August 2023
  - The Key to Student Success: Developing Emotional Intelligence Skills, BlueEQ, Summer 2023
  - DEI Training, Penn State University, Spring 2023
  - Bridging the Gap Training developed by Interfaith America, Spring 2023
  - AAC&U Summer Institute, Online, June 2020
  - Interfaith Youth Core Leadership Institute (now Interfaith America), Chicago, Illinois, August 2018
  - The Parliament of the World's Religions, Toronto, Ontario, 2018.
  - Teaching Interfaith Understanding, a seminar co-sponsored by The Council of Independent Colleges and Interfaith Youth Core (now Interfaith America, facilitated by Dr. Eboo Patel and Dr. Laurie Patton, July 2017
  - American Council on Education, 13<sup>th</sup> Cohort on internationalizing a university campus, 2015-2017
  - Interfaith Youth Core Leadership Institute, Atlanta, Georgia, January 2015 and 2016
  - The Parliament of the World's Religions, Salt Lake City, Utah, October 2015
  - Conference Participant, *Secular Buddhism*, The Upaya Zen Center, Santa Fe, New Mexico, June 2014.
  - Conference Participant, *The Servant Leadership School of Greensboro*, Co-Creation Conference, April 2012 and April 2014
  - The Parliament of the World's Religions, Melbourne, Australia, December 2009
  - *Servant Leadership Learning Community* Certification, Ann McGee-Cooper and Associates, Dallas, Texas, September 2008-2009
  - The 19<sup>th</sup> International Conference of the Robert K. Greenleaf Center for Servant Leadership, June 2009
  - The 18<sup>th</sup> International Conference of the Robert K. Greenleaf Center for Servant Leadership, June 2008
  - The 17<sup>th</sup> International Conference of the Robert K. Greenleaf Center for Servant Leadership, June, 2007
  - *Foundations for Leadership* training provided by The Society for Organizational Learning (SoL), Cambridge, Massachusetts, March 2007. The Society for Organizational Learning, founded by MIT Sloan School of Management lecturer Peter Senge, is an international leader in organizational learning, collaborative leadership, and organizational systems.
  - Internship in *Contemplation and Social Justice* at the Center for Action and Contemplation (CaC), Albuquerque, New Mexico, February 2007. CaC programming is based upon the conviction that work for social justice should be grounded in mature spirituality and that contemplation and

social action are two sides of the same coin (either, without the other, is incomplete). The CaC was founded by a Franciscan Priest, Father Richard Rohr.

- Various Grant writing Workshops
- *Family Pathfinder Training*, Facilitating Families from Welfare to Work, January 1998
- Support Group Facilitator Training, Prevention Research Institute, October 1991. Participants received training in group process and facilitation with emphasis on facilitating support groups for children of alcoholics.

## TEACHING AND ACADEMIC EXPERIENCE

- Professor of Religion and Servant Leadership, McMurry University, (Assistant Professor 2007-2013, Associate Professor 2013-2015, Professor 2016-Present) Courses taught are listed under “Current Employment” above.
  - Co-Creating a course with sociology professor and certified sexologist Dr. David Wahl in Queer Studies; I will address queer theology and Dr. Wahl will address queer theory.
  - Co-Created a course in Faith and Science with McMurry physics professor Dr. Wayne Keith; the course is taught in odd spring semesters
  - Developed and led in the implementation of McMurry University’s Interfaith Studies Minor, an interdisciplinary minor housed in the Department of Religion and Philosophy. Developed the course *Interfaith Leadership*.
  - Developed McMurry University’s servant leadership curriculum from one course to six courses. Courses included: *Concepts and Techniques of Servant Leadership*, *Introduction to Ethics*, *Formation in Servant Leadership*, *Theories of Leadership*, *Dialogue with the Other*, and *Senior Capstone/Internship*.
  - Developed three new courses for McMurry’s Christian Ministry major. These courses include *Homiletics*, *Pastoral Care and Counseling*, and *Worship and Liturgy*.
- Instructor for the Independent-Inclusive Catholic Summer School, Austin, Texas, July 2023. Topic: Theodicy and Antitheodicy in pastoral caregiving
- Taught Living World Religions at Harlaxton College in Harlaxton, England, Summer 2019. Harlaxton is owned and administered by the University of Evansville.
- Instructor in the United Methodist Course of Study Program, a branch of Perkins School of Theology, Southern Methodist University, September 2014-2022. Courses taught: Homiletics, Pastoral Care and Counseling, Contemporary Theology
- Instructor in Pastoral Ministry for Local Priests and Deacons in Formation, The Episcopal Diocese of Northwest Texas, 2004-2009. Courses included: Homiletics, Pastoral Care in Human Crises, and Theology
- Adjunct Professor, Department of Religion & Core Curriculum, McMurry University, Abilene, Texas, various semesters as needed, 2000-2006. Courses taught included Ethics, Introduction to Christianity, and Introduction to New Testament.

- ❑ Assistant Professor of Preaching and Pastoral Ministry, Logsdon School of Theology, Hardin-Simmons University, 1998-1999. Taught graduate and undergraduate courses. Graduate Level Courses: Pastoral Care in Human Crises, Pastoral Ministry, Advanced Preaching, Worship and Liturgy, Spiritual Formation, Ministry Practicum. Undergraduate Courses: Introduction to Preaching, Introduction to the Old Testament, Worship and Liturgy, Spiritual Formation. Served on various committees. Advised students.
- ❑ Editor, *Window*, a publication of the Logsdon School of Theology, Hardin-Simmons University, Abilene, Texas, 1999
- ❑ Chairperson, Baptist Studies Advisory Board, Brite Divinity School, Texas Christian University, 1998
- ❑ Member, Baptist Studies Advisory Board, Brite Divinity School, Texas Christian University, 1997
- ❑ Faculty Supervisor, Doctor of Ministry Students in Christian Preaching, The Southern Baptist Theological Seminary, 1993-1995
- ❑ Member, Academy of Homiletics, 1988-1995
- ❑ Adjunct Professor of Preaching, The Southern Baptist Theological Seminary, Spring 1992
- ❑ Field Supervisor, Supervised Ministry Experience, The Southern Baptist Theological Seminary, various semesters, 1988-1993
- ❑ Garrett Fellow (Graduate Assistant), Department of Christian Preaching, The Southern Baptist Theological Seminary, 1987 and 1989-1990
- ❑ Graduate Assistant, Baylor University Department of Religion, 1984-1985

## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS** (past and present)

- ❑ Abilene Interfaith Council, Abilene, Texas
- ❑ American Academy of Religion
- ❑ The Center for Theology and the Natural Sciences
- ❑ The Parliament of the World's Religions

## **PUBLICATIONS and PAPERS**

- ❑ Working paper: "Faith, Science, and a Sacramental Universe."
- ❑ Submitted for review to *The Other Journal*: "Death: A Story to be Told"
- ❑ Submitted for peer review to *Theology Today*: "Antitheodicy and Pastoral Formation: A Metacognitive Approach."
- ❑ Faith and Science in the Classroom, *The Spirit of Abilene*, 2024
- ❑ Multiple articles for *The Old Main Chronicle*, McMurry Division of Humanities, Religion, and Social Sciences
- ❑ "The Sacramental Work of Kathleen Norris," *The Lay Reader*. Episcopal Church of the Heavenly Rest, Abilene, Texas, 2023.
- ❑ "Achieving Civic Pluralism." *Your Voice at the Center. Religica Theolab*, The Center for Ecumenical and Religious Engagement, Seattle University, 2023.
- ❑ "Interfaith Cooperation and the Entrepreneurial Enterprise." *A World Encyclopedia of Business Storytelling*. Set 1, Vol. 1. Hackensack, NJ: World Scientific Publishing, 2023.

- Co-authored with Dr. Philip LeMasters. Hispanic Humanities in the Americas. A grant proposal to the National Endowment for the Humanities, 2023.
- A grant proposal submitted to Lilly Fellows on the topic of Global Christian Citizenship. The grant was awarded in the amount of \$3000, 2021.
- “Civic Engagement as an Avenue to Interreligious Cooperation in Religiously Diverse Communities,” Summer 2018 issue of *The Journal of Ecumenical Studies*.
- “How Relationships Engender Peace,” *The Interfaith Observer*, September 2016.
- “Unpacking Pluralism,” *The Interfaith Observer*, January 2016.
- “Shedding Religious Exclusivism in the College Classroom,” *The Interfaith Observer*, December 2015.
- “Multiculturalism: The Role of Religion and Media,” a paper presented to *The International Conference on Multiculturalism: The Role of Religion and Media* at Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, India, July 2014.
- “Transformed to Serve, Inspired to Lead: Creating Communities that Cultivate Servant Leadership,” A paper presented to the *Leadership Institute for Educators (LIFE)*, a conference of the Greenleaf Center for Servant Leadership, November 6, 2009.
- “Kinship with Creation: Spirituality from Below.” Published among papers from “Caring for Creation: An Academic Conference on Religion and the Environment,” Co-sponsored by Baylor University, Department of Environmental Studies and the Christian Life Commission of the Baptist General Convention of Texas, October 11-12, 1999.
- “The New Homiletic and Post-MTV Proclamation.” *Window*. Volume 2, Number 1. Spring 1999, pp. 8-12.
- “Finding a Way through Grief” and “Don’t Let Depression Steal Your Life.” Published on the Web by Bookstore-cool.com, Woodinville, Washington, 1999.
- “Hope for Small and Medium-Sized Churches.” *Baptists Today*, 1998
- “An Exposition of Matthew 11:16-19.” *Review and Expositor*. Volume 90, Number 4. Fall 1993, pp. 565-567.
- “A Rationale for the Propriety of Conversation as a Hermeneutic for Preaching.” The Academy of Homiletics. Papers of the Annual Meeting, 1992.
- “Aristotle’s Classical Canons and Jürgen Moltmann’s Sermon, ‘Revolutionary Love of our Enemies.’” *Paradigms: A Graduate Student Journal in Religious Studies*. Volume 4, Number 1. Summer 1988, pp. 42-69.
- “A Journey into Hope” *Preaching*. Volume 3, Number 2. September - October 1987, pp. 21-23.

## RECENT PRESENTATIONS

- A presentation on “Student Belonging in Higher Education” for the 2024 Faculty Colloquium, McMurry University. Gave the same presentation to the university’s Academic Success Coaches.
- A presentation on chapters 1-3 of *Falling Upward* by Fr. Richard Rohr, The Episcopal Church of the Heavenly Rest, Abilene, Texas, Spring 2024.
- “McMurry Minds: The Professor’s Podcast with Dr. Paul Fabrizio.” The Division of Humanities, Religion, and Social Sciences, McMurry University, February 2024.

- ❑ “What is Religious Pluralism?” *One Question with Pastor Adam*, The Raven Foundation, July 2023.
- ❑ “Navigating Obstacles: Interfaith Work in the Buckle of the Bible Belt.” Panel moderation and participation at the Parliament of the World’s Religions, Chicago, Illinois, 2023.
- ❑ “Evil is a Verb: Pastoral Responses to Suffering in the Independent-Inclusive Catholic Church.” The 2023 Inclusive Catholic Virtual Summer School, Austin, Texas, July 2023.
- ❑ Theodicy and Antitheodicy. A three-week presentation to the Inquirers Class at St. Paul United Methodist Church, July 2023.
- ❑ “Religions of the World,” a semester-long Wednesday night study at the Episcopal Church of the Heavenly Rest, 2019.
- ❑ “Unpacking Pluralism: Practical Implications of an Ambiguous Term,” a paper to be presented at a break-out session entitled “Religious Pluralism: Academic Perspectives” at the 2018 Parliament of the World’s Religions in Toronto, Canada.
- ❑ Moderator for the McMurry student panel “Building Interfaith Bridges in an Evangelical Culture” at the 2018 Parliament of the World’s Religions.
- ❑ “Interfaith Dialogue and Contact Theory: An Interdisciplinary Approach to Interfaith Encounter,” a paper presented at a pre-conference meeting of the 2016 American Academy of Religion for the journal *Interreligious Studies and Intercultural Theology*.
- ❑ Panel presentation for the Abilene Interfaith Council. A report on the 2015 Parliament of the World’s Religions, November 2015.
- ❑ Panel Facilitator for a McMurry student panel at the Parliament of the World’s Religions, Salt Lake City, Utah, October 2015. The panel was entitled, “Beyond Dialogue: Assisting College Students in Developing Interreligious Relationships.”
- ❑ Keynote Speaker, *The International Conference on Multiculturalism: The Role of Religion and Media* at Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, India, July 2014.
- ❑ Lecturer, *Pedagogical Methods in the U.S.*, The Department of Education at Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, India, July 2014.
- ❑ Panel Facilitator, The Abilene Interfaith Council, a panel entitled “Dreams and Visions” presented at the Grace Museum about dreams and visions in various faith traditions in conjunction with an exhibit on the art of Kelly Fearing entitled “Lucid Dreams.”
- ❑ Keynote Speaker on Ethical Leadership, Abilene Better Business Bureau Torch Award Luncheon, November 9, 2010
- ❑ Four-Sunday Series, “Dialogue with the Other,” Inquirers Sunday School Class, Saint Paul United Methodist Church, Abilene, Texas, November 2010. The series included reflection on the nature of dialogue plus attention to undocumented immigrants, people in poverty, and people of minority sexual orientation.
- ❑ “Servant Leadership and Community: Discovering a Passion to Serve,” A paper presented to the Fourth Annual Ethical Student Leadership Conference, Wiley College, Marshall, Texas, January 30, 2010
- ❑ Conducted a pre-conference workshop on “Disciplines for Servant Leadership”

for the 18<sup>th</sup> International Conference of the Robert K. Greenleaf Center for Servant Leadership, June 2008

## RESEARCH INTERESTS

- ❑ Religious pluralism, theologies of religion, and comparative theology
- ❑ Faith and Science
- ❑ Queer Theology
- ❑ Sociology of Religion
- ❑ Diversity, dialogue, and relationship building in pluralistic contexts, particularly in contexts of power and marginalization.
- ❑ Practical theology and praxis

## AWARDS AND SERVICE TO THE UNIVERSITY

- ❑ Outstanding Faculty Member of the Year, McMurry University, 2014 and 2024
- ❑ Outstanding sponsor for a Student Organization, McMurry SAGA (LGBTQ Student Group) and the Better Together Alliance (Interfaith Student Group), 2019
- ❑ Heartbeat of the Campus Award, awarded by the McMurry Alumni Association, 2017
- ❑ The Gordon R. and Lola J. Bennett award for outstanding teaching, service, and leadership, McMurry University, 2015
- ❑ Baccalaureate Speaker, McMurry University, May 2014
- ❑ Outstanding Sponsor for a Student Organization, McMurry Gay-Straight Alliance, 2012
- ❑ Faculty sponsor for student organizations at McMurry University:
  - Better Together Alliance, (2017-present)
  - McMurry Intercultural Student Association (MISA), (2018-2020)
  - Sexuality and Gender Alliance (SAGA), previously the Gay-Straight Alliance, (2012-present),
  - Previous Service: McMurry Student Government (2011-2014), Chapel Design Team (2008-2015), Men's Interclub (2011-2013), APO (2009-2012), and HEI (2008-2011).
- ❑ McMurry University committee service including:
  - The Academic Cabinet, 2021-present
  - *Excelencia* in Education (supporting McMurry's initiatives as a Hispanic Serving Institution), McMurry Affiliate Team Facilitator, 2024-present
  - Student Appeals Committee, 2024-present
  - Faculty Development Committee, 2023-present
  - Faculty Council, 2021-2024
  - The Diversity Council, 2021-present
  - Queer Relations Subcommittee of the Diversity Council, 2023-present
  - BRIDGE (formerly the Interfaith Steering Committee), 2017-present
  - Curriculum Committee, 2018-2020
  - Co-Chair, The American Council on Education Internationalization Leadership Team, McMurry University, August 2015-2017
  - Task Force to Develop the Center for Global Leadership, 2013-2014
  - President's Expanded Cabinet, 2014-present

- Centennial Vision Task Force, 2014-2015
- Previous Committee Service: Faculty Representative for the Moore Foundation Servant Leadership Award Committee, the Student Leadership Awards Committee Board of Trustees Building and Grounds Committee, Curriculum Committee, Faculty Representative for the Trustee Advancement Committee, Institutional Effectiveness Committee, Ad Hoc Student Retention Committee in the 2008-2009 academic year, the Political Science Faculty Search Committee, the Student Activities Director Search Committee, the Service Enriched Education (SEE) Committee, the University Theme Committee, and the Deans and Directors Council

## **COMMUNITY SERVICE**

- Occasional preaching at The Episcopal Church of the Heavenly Rest, Abilene, Texas, various dates.
- Class facilitator for Coffee Talks, an adult Sunday school class at The Episcopal Church of the Heavenly Rest, Abilene, Texas, 2024-present
- Occasional preaching at Exodus Metropolitan Community Church, Abilene, Texas, various dates
- Board of Directors, Abilene Interfaith Council, March 2020-May 2024
- Occasional Sunday School teacher at Saint Paul United Methodist Church, Abilene, Texas
- Interim pastor at First Presbyterian Church, Baird, Texas, 2009-2020 (with occasional breaks).
- Board of Directors, Re: Ministries, Abilene, Texas, April 2012-2017
- Board of Directors, St. John's Episcopal School, Abilene, Texas. August 2010-June 2011
- Facilitator, Vestry Discernment Process, St. Mark Episcopal Church, Abilene, Texas, 2011
- Millennium Development Goals Commission, The Episcopal Diocese of Northwest Texas, 2006-2008
- Advisory Council, Nonprofit Management Center, Abilene, Texas, 2006-2008
- Facilitator, Vestry Discernment Process, Episcopal Church of the Heavenly Rest, Abilene, Texas, 2005-2008
- Adult Sunday School Teacher, Episcopal Church of the Heavenly Rest, Abilene, Texas, 2001-2009
- Licensed Lay Preacher, Episcopal Diocese of Northwest Texas, 2002-Present
- Member, Board of Directors, Abilene Neighborhoods in Progress, 2002-2007
- Jubilee Ministry Coordinator, Episcopal Diocese of Northwest Texas, 2003-2007
- Member, Mental Health Task Force, Betty Hardwick Center, Abilene, Texas, 2003-2007
- Participant, Abilene Interfaith Council, 2000-Present
- Volunteer Crisis Counselor, *Just People, Inc.*, Abilene, Texas, 1999-2000.
- Member, Environmental Ethics Committee, Christian Life Commission, Baptist General Convention of Texas, 1997-2000
- Chairperson, Baptist Studies Advisory Board, Brite Divinity School, Texas



- Christian University, 1998
- ❑ Member, Baptist Studies Advisory Board, Brite Divinity School, Texas Christian University, 1997-1998
- ❑ Member, Tarrant Area Community of Churches Board of Directors, 1997-1998.
- ❑ Member, Board of Directors, Western Hills Counseling and Family Enrichment Center, 1996-1998
- ❑ Trustee, Administrative Board, Tri-County Baptist Hospital, LaGrange, Kentucky, 1992-1995
- ❑ Member, Ethics Advisory Committee, Tri-County Baptist Hospital, LaGrange, Kentucky, 1992-1995
- ❑ Support Group Facilitator, Concerned Persons Groups (primarily children of alcoholics), Student Assistance Program of Oldham County, Kentucky Public Schools, 1993-1995
- ❑ Alumni Representative, Committee for the Selection of the Findley B. and Louvenia Edge Teaching Excellence Award, The Southern Baptist Theological Seminary, Spring 1993
- ❑ State President, Texas Baptist Student Ministries, 1979-1980
- ❑ President, Texas Tech University Baptist Student Ministries, 1979
- ❑ Vice President, Texas Tech University Baptist Student Ministries, 1978

### **PREVIOUS EMPLOYMENT** (Other than teaching)

- ❑ Interim Chaplain, McMurry University, August 2014-June 2015
- ❑ Interim Pastor, First Presbyterian Church, Baird, Texas, August-October 2010 and September 2011-September 2014
- ❑ Minister of Faith Formation (part time), Episcopal Church of the Heavenly Rest, Abilene, Texas, 2006-2009
- ❑ Executive Director, Just People, Inc., Abilene, Texas, 2001-2007. JPI was a nonprofit that provided support services to people in poverty, disadvantaged youth, and homeless people. Responsibilities included administration, management, grant writing, budget coordination, board representation, and the overall functioning of the organization.
- ❑ Special Needs Coordinator, Just People, Inc., Abilene, Texas, 2000-2001
- ❑ Protestant Religious Education Coordinator, Dyess Air Force Base Chapel, Abilene, Texas (civilian position), 2000-2001
- ❑ Research Consultant to the Special Projects Coordinator, The Christian Life Commission of the Baptist General Convention of Texas. This contract position involved conducting research and writing educational resources on environmental justice and the care of creation, 2000-2001.
- ❑ Interim Pastor, First Baptist Church, Munday, Texas, January-July 1999  
Provided pastoral leadership through preaching, teaching, and care-giving while congregation was without a pastor.
- ❑ Pastor, Western Hills Baptist Church, Fort Worth, Texas, 1995-1998. Provided administrative and pastoral leadership for all areas of church life. Supervised staff of six. Led in long-range planning, budgeting, human resources, volunteer recruitment, and committee coordination. Pastoral leadership included preaching, teaching, counseling, and general care-giving. Led in the formation of a pastoral

counseling center.

- ❑ Pastor, Ballardsville Baptist Church, Crestwood, Kentucky, 1987-1995. Provided administrative and pastoral leadership for all areas of church life. Supervised staff of five. Led in long-range planning, budgeting, human resources, volunteer recruitment, and committee coordination. Pastoral leadership included preaching, teaching, counseling, and general care-giving. Led the initial capital fund raising campaign which led to the construction of the congregation's current facilities.
- ❑ Pastor, First Baptist Church, Troy, Texas, 1985-1986. Provided administrative and pastoral leadership for all areas of church life. Supervised staff of five. Led in long-range planning, budgeting, human resources, volunteer recruitment, and committee coordination. Pastoral leadership included preaching, teaching, counseling, and general care-giving. Led a capital fund raising campaign which yielded almost \$300,000.00 toward the construction of a sanctuary.
- ❑ Pastor, Sparta Baptist Church, Sparta, Kentucky, 1981-1984. Provided part-time pastoral and administrative leadership while involved in seminary studies.
- ❑ Pastoral Staff Intern, Second Baptist Church, Lubbock, Texas 1980
- ❑ Youth Minister, University Baptist Church, Lubbock, Texas, 1978-1979
- ❑ Summer Missionary, Juneau and Petersburg, Alaska, 1978