

Note: C12 is about community, and that is why we meet in our groups. However, there is a broader community of C12 members throughout North Texas. Look for a series of introductions that you can use to get to know others that share the bonds of C12. – Tom Hawes, Joe Galindo, Mike Gullatt, Tom O'Dwyer, Kevin Pate, Shawn Yates, Michelle Moore, Andrea Rodarte



Meet Jimmy Hamilton

Jimmy and his wife, Lana, have been happily married for 35 years. When they met in FFA class in 11th grade, Jimmy knew Lana was the one for him. He proposed during their senior year of high school, and they married as college students. Their mission statement is “Our marriage is our ministry. Come see what the Lord has done.” At their church, First Baptist McKinney, they serve on the Marriage Core Team to provide marriage and pre-marital mentoring classes. They have two children. Sarah (28) and her husband, Trey, are the parents of twin sons, Jack and Charlie (12 months). James David (21) is a senior at Texas A&M. They live in Anna on an 11.5-acre hobby farm where they raise Black Angus/Brangus cattle. Together, they own and operate Cross Resource Group, a recruiting, staffing, and project management company. Lana’s role is President and Jimmy is the CEO. <https://www.crossresourcegroup.com/>



Where did you grow up? Where are your roots?

My roots make an interesting story and are a big part of my testimony of God’s work in my life. I was born in the small town of Ben Wheeler, Texas, the youngest of five children, or so I thought. When I was 47, my mom told me Jim Hamilton was not my dad. I learned my biological father was a married man with four children of his own. He passed before I knew about him. Before Roe vs. Wade made abortion legal, my mom had several people in her life encouraging her to abort me. The story she used to tell me is that she did not want me, so she tried to abort me spontaneously numerous times by bareback horse-riding into the third trimester, but it would not happen. Jim and my mother divorced when I was young. Mom went on to marry six more times. We floated around living with my mother’s 11 siblings. One school year, I was the new kid in

seven different schools. I got tired of moving and was relieved when we landed in Midland and stayed during my middle and high school years. That's when I met Lana.

After learning the truth about my father, I was in my car driving cross-country alone with my thoughts when the presence of the Lord overwhelmed me. The truth of Psalm 139 read off in my head, "...I knew you in your mother's womb, and I knew you in the dark places..." and Jeremiah 29:11 "...I've got plans for you...." In my spirit, I heard, "I've been your father, and I have put godly men in your life all along the way so that you knew I was there." I became a believer during my senior year at Texas A&M in April 1989. I know God has had me, knew me, and his holy word is as alive and true today as it was when it was written. Today, my mom has a great relationship with Jesus. I know God loves me and has protected me throughout my life.

What are some of your favorite things?

Family is my favorite thing. When I found out who my birth father was, Lana was instrumental in reaching out to the siblings I never knew I had. In total, I have 11 half-siblings. My favorite things include learning more about my family, doing as much as possible with them, and enjoying the blessing of our kids, grandkids, Lana's family, and my family. By God's provision, learning about my new family and their medical history prompted me to have what I thought was a routine screening. To my surprise, it caught something my doctor says I would not have survived to see my 50th birthday. I am reminded that God is never early, never late, and always on time.



How do you like to spend your spare time?

Lana and I are the primary caregivers for my 82-year-old mother, who lives in a guest house right outside our back door. We work the cattle on our farm and spend time visiting our children and grandchildren in College Station. We enjoy cheering on our son as he participates in Olympic-style triathlons while at A&M. For the past six years, we have spent many of our fall weekends in College Station enjoying Aggie football home games. We love to cook and host family in our 40-foot Toy Hauler Camper in the Aggie RV lot. It's our home

away from home. I am an avid hunter and fisherman, but I have redirected those hobbies to become a fisher of men, as in Matthew 4:19. My passion is pouring into and discipling others. These days, when I do get downtime, I spend it on reading and meditation.

What was the last outing or trip you took with your family?

In the summer of 2021, Lana and I took our R.V. to Pigeon Forge, TN, where we enjoyed the mountains and participated in the spectacular Great Smoky Firefly Viewing. We try to take a spiritual trip one a year as well. Either to Pine Cove or Laity Lodge.

Personally, I enjoy taking fishing adventures to Alaska or Mexico with my band of brothers, who strengthen my witness, marriage, walk with the Lord, and help keep me accountable.

How did you start your business, and how did you get to where you are now?

After graduation from Texas A&M, I became a Park Ranger, and Lana worked as a teacher. Four years later, I like to say, a friend lured me into technical recruiting. Ten months after that, I asked to move into sales. I gained insight into various industries, listened to customers to learn their needs, and signed contracts in environmental, industrial, commercial, administration, aviation, and other industries.

Ten years into my time there, I did not align with the company's philosophy, was working long hours and did not want to lose connection with my wife and young children. God placed it on my heart that I could start my own recruiting company. In Q3 and Q4 of 2005, I began to explore this idea. I surrounded myself with a small group of godly men to pray with me, mentor and encourage me, and keep me on track doing the right things. My lifelong friend and brother to me, Tim Spiars, prayed with me for God to open and close all the doors. It became evident that the Lord wanted me to leave. I decided to choose my family over a job that the world saw as successful, to move into living by faith that God has this. I knew he would never allow us to fail if we kept him at the center and stayed focused on what we were called to do. That has been my charge as the leader and the CEO. I said if I were to have my own company, it would be about the cross. That is the inspiration for our name, Cross Resource Group. In February, our company celebrated 16 years. Lana runs all our philanthropy and care matrix and works with the back-office team. I oversee the production team. Lana and I have surrounded ourselves with godly people who give us wise counsel, like our banker, CPA, H.R. people, and C12.



What service does your company provide?

We are a recruiting, staffing, and project management company.

How would you describe your mission and values?

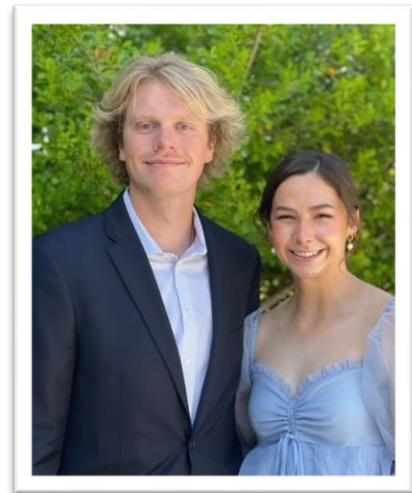
Our core values: Make a difference today. Outwork yesterday. Serve others.

Our mission statement: Relational solutions driven by a greater purpose

Our mission statement exemplifies what our core values are. We want to be a value add to any organization that needs support regarding personnel or projects they cannot support on their own. Long-term and short-term, we offer a solution. We have the tools and capabilities to help augment those needs from the bottom up or the top down.

Who are your primary customers?

We currently serve 35 clients, from small local businesses to multi-location companies with a national presence. Our roots are in engineering and technology, but we support our clients holistically in every area of their business. We service a lot of technology companies. CRG is a certified woman-owned business, and we hold a high-level security clearance for government services. These distinctions open us up for government integrators to use our service to help maintain government services.



How and why did you come to C12?

Tim Spiars encouraged me to join C12. After starting my business, it took me two to three years to get the financial portion in order. It was easy to join once I learned that it is all God's. He owns the money and the business and will bless the giving. Tim introduced me to Mike Gullatt. I visited a meeting and immediately knew I wanted to join the group. I now have one employee in a Key Player group and plan to add another.

What do you value about your group?

I value their heart for serving the Lord and how they do it. I admire Mike's passion for business and for serving the Lord. Everyone is at various stages of life and in their business and growth, but they all know that serving the Lord through work and seeing business as a ministry is vitally important. Whenever one of us has an ox in the ditch, the others rally around to lift them up through prayer, and whatever kind of support is needed.

What challenges as a CEO have you experienced, and how has your C12 group and chair helped with these challenges?

An executive in our company, a longtime friend, was no longer a good fit for our company. Our shared goals were out of alignment, and the situation was to the point of ruining our company financially. I could not see a way out. I had just joined C12, so initially, I only shared this with my chair. Mike prayed with me, mentored me, walked me through the steps, and it gave me the calm in the storm that only the Holy Spirit can provide. When you run a business, there are few people at the top to talk to about issues and still maintain the integrity and morale of the company. My chair was full of discernment, wisdom, and reassurance. My group helped me navigate financially amid covid and the following recovery year as I had to find new business clients when my technology clients shut down.

How could you help other C12 members?

I believe the best way to help is by sharing my testimony and how God has worked in my life. We are called to be the hands and feet of Jesus to glorify him in all we do. If I can help another C12 member in any way, I am glad to do it personally or through my business.

How do you use your business as a ministry?

First, we minister to people who work directly for our organization. We want to be a fair, God-honoring place where people are not afraid to worship and exhibit their walk with the Lord. We care for our employees' minds, bodies, and spirits. Secondly, we want to minister to their families when needs arise. Thirdly, we minister to the community. We have placed or W2 employed over 200 employees across the U.S. We ask our recruiters, onboarding specialists, the H.R. department, and our salespeople to stop and listen to their stories, offer a prayer, and find relational solutions driven by a greater purpose. We want to live and love like Jesus.