

THE FIVE FACTORS

→ of a long-term, healthy fit



CHEMISTRY
STAFFING





Matt Steen
Co-Founder

Matt Steen has served the local church for over two decades as a youth pastor, church planter, and executive pastor. Originally from Baltimore, Matt currently lives in the Orlando, FL area with his wife, Theresa. He has a B.S. in Youth Ministry from Nyack College and an M.Div. and MBA from Baylor University. Certified as an Urban Church Planter Coach by Redeemer City to City and as a StratOp facilitator by the Paterson Center, Matt has made a career of helping churches thrive through intentionality, clarity, and creating healthy cultures. He is convinced that a healthy church is led by a healthy team with great chemistry, and loves partnering with Chemistry's churches to do great things for the Kingdom.



**Why would
anyone in their
right mind
help churches
find pastors
and staff?**



The Problem

- The average tenure of a pastor in a church is between 3 and 4 years
- For churches to be healthier, the average tenure should be closer to five years
- Imagine what our churches would look like if we had more stable leadership with less turnover



What have we learned about long-term, healthy fits?

They have alignment in 5 key areas



Theology



Culture



Personality



Skills and Abilities



Chemistry





Chemistry

Theology

Skills &
Abilities

Culture

Personality

**Like a stool,
if any of these
are missing, you
are in for an
uncomfortable
ride**



Theological Alignment



Wesleyans and Presbyterians

These folks don't mix.



Women in Ministry

Do you lean egalitarian or complementarian?



Open-Hand and Closed-Fist Issues

What is essential? What is non-essential?



Cultural Competence



Church Culture

- Church planters or a 150-year-old established church?
- Committee-driven or entrepreneurial?
- Elder-led or pastor-led?



Geographic culture

New York City or Bryan, Ohio?
Coastal or midwest?
Snow or sun?





Personality Fit



Introverts vs Extroverts



Understanding of Time



Processing Speed





Appropriate Skills & Abilities



Demonstrated history of performance?



Training that has prepared them to step up?





Chemistry



Do you REALLY want to spend the next 5 years doing ministry with this person?



Would you have them over for dinner on a Tuesday night?



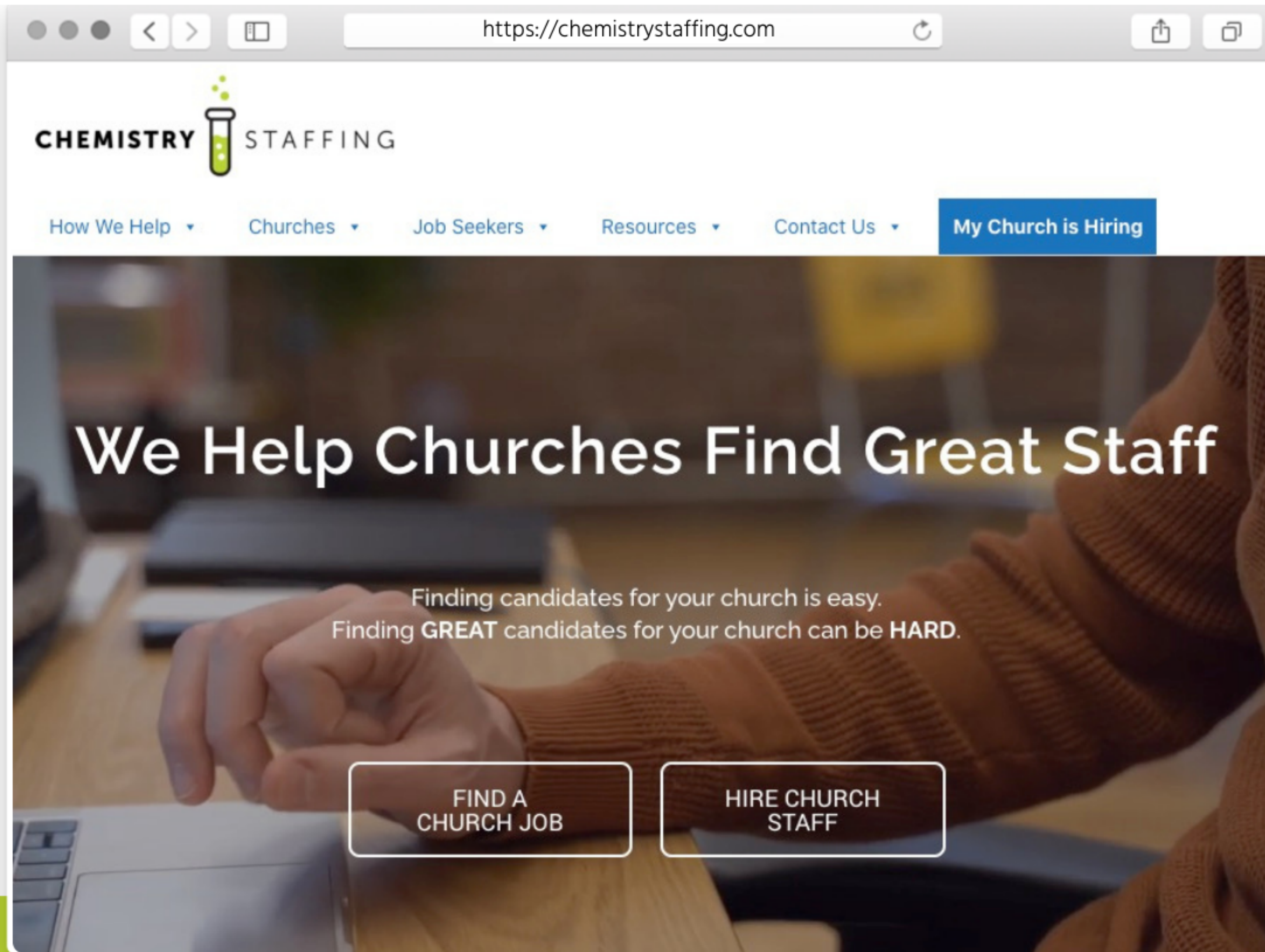


The Trap

ONLY Assessing for Chemistry and Skills

- The typical process focuses on the story told by a resume (skills)
- We fall in love because we laugh at their jokes (chemistry)
- We have a nagging question in the back of our head that we ignore because we are so far along and it'll be fine
- 18 months into the relationship, they are looking for a new job





How Can We Help?

<https://www.chemistrystaffing.com/matt-steen>



**Our job is to make your
next hire easier.**



How A Search Works



Church-Centered vs Candidate-Centered Searches

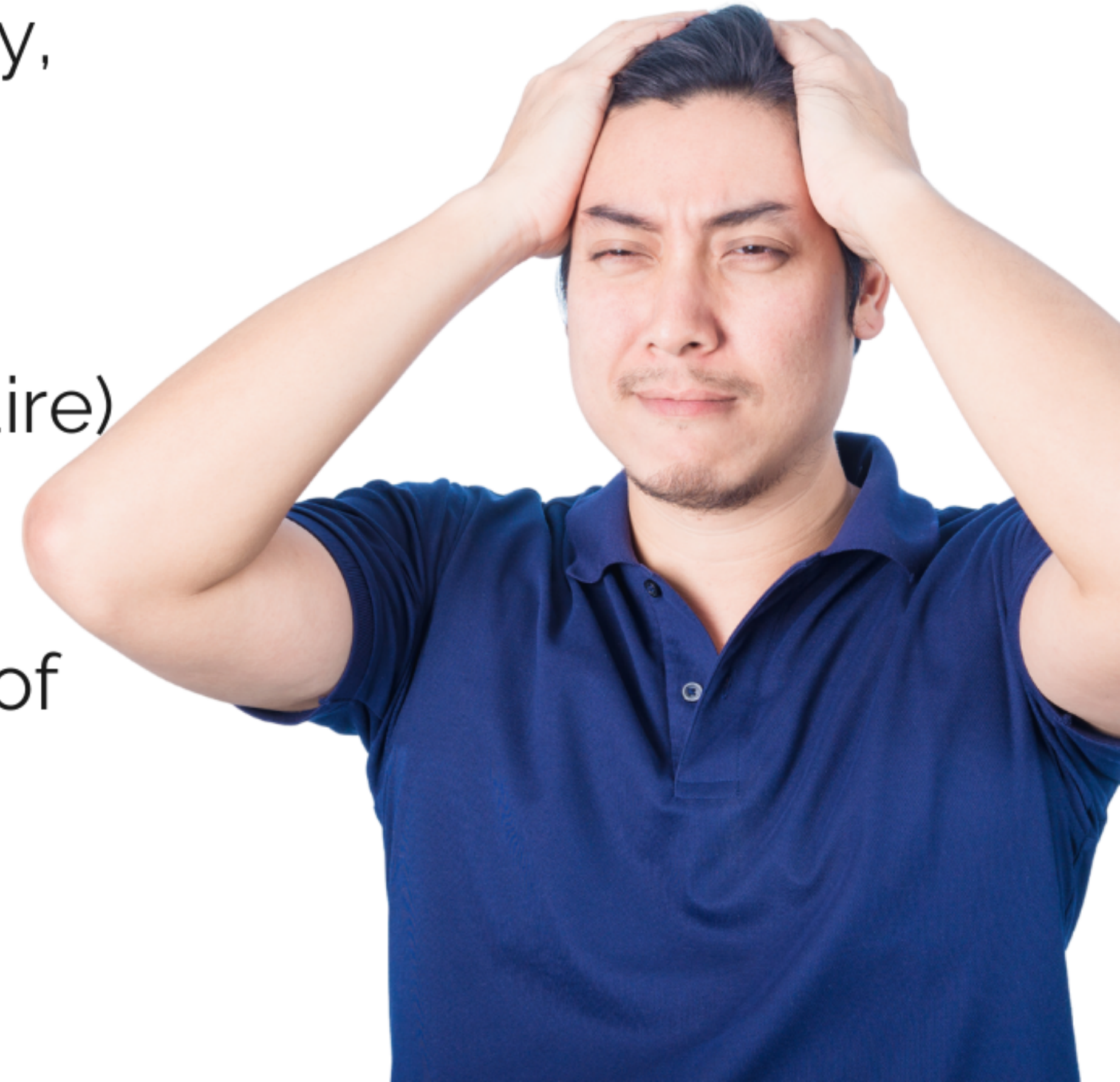
- Church-centered searches focus on making the process as simple as possible for the church.
- Candidate-centered searches design the process with the candidate experience in mind.





✓ Why does this matter?

- Candidates are in the midst of one of the most stressful experiences of their life... leaving their faith community, leaving their social community, and leaving their job all at the same time.
- The way you relate to a candidate (whether in person, through email, or through a questionnaire) will shape the way that they view your church.
- Always remember: You are paying for the sins of other churches.





How do you run a candidate-centered search?

- Compassion
- Communication
- Clarity





Developing a clear understanding of who we are

- Before we begin our search process, we ask ourselves four questions:
 - What is currently right about our church?
 - What is currently wrong?
 - What is missing?
 - What is confused?
- Based on those answers... are you hiring the right position?





Help others understand who you are: The Church Profile

- Create a document that helps candidates understand who you are, what your history is, your past successes, your current situation, and your preferred future. Help them learn about your neighborhood, what it is like to live there, and who the people are.
- Create a job description that accurately shares what you need right now.
- Beware of aspirations. Make sure the description of your church is an honest representation of where you are right now





The Plan



Marketing Plan

- Internal
- Immediate network
- Extended network
- Public



Market Your Position

- ChurchStaffing.com
- RedLetterJobs.com
- ChurchJobsCafe.com
- JustChurchJobs.com
- Social Media
- ChurchJobFinder.com



Communication Plan

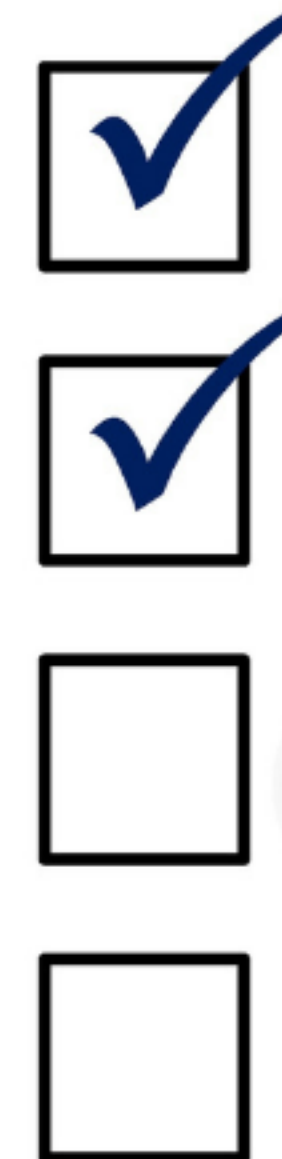
- Responding to resumes
- Communicating timelines
- Regular check ins





The Process

- Resume Screens
- Initial conversation
- *Optional* Questionnaire
- Zoom Interviews
- Soft Visit
- Official Visit
- Official Offer





Matt Steen

Co-Founder

chemistrystaffing.com/matt-steen

The Church Network



**Download your copy of
this presentation at**

chemistrystaffing.com/partners-the-church-network