



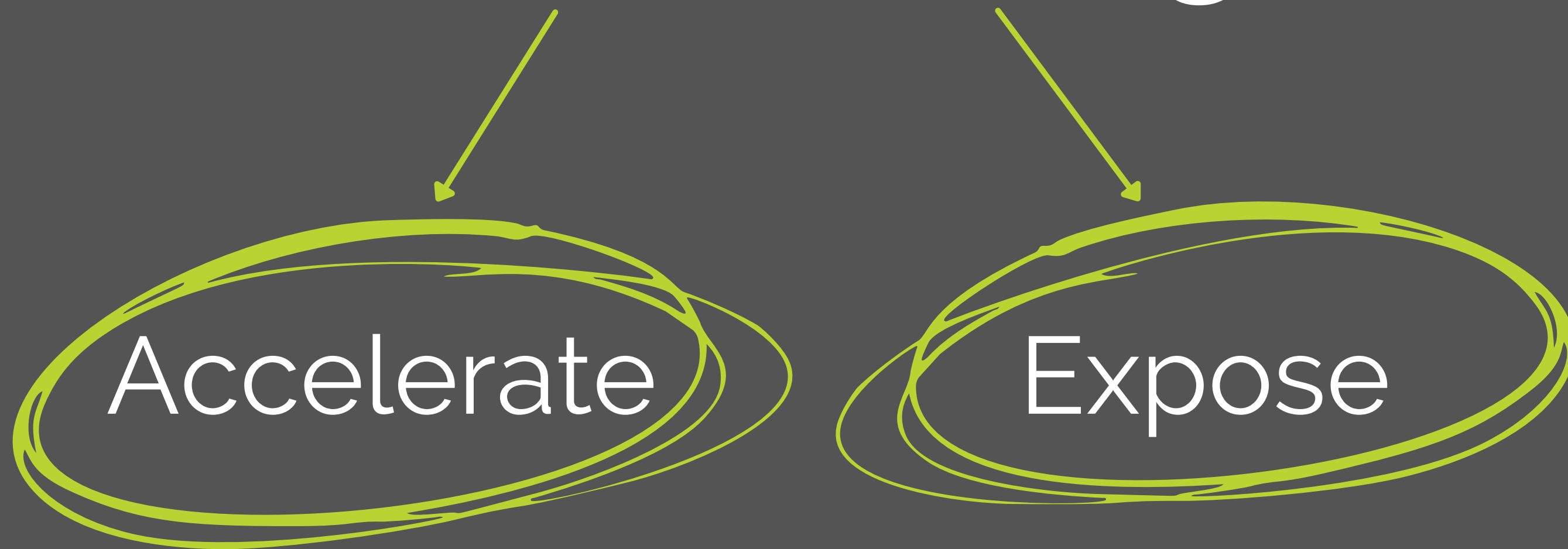
HOW CHURCH STAFFING HAS CHANGED



Matt Steen, Co-Founder
Chemistry Staffing



The pandemic has done two things



What has accelerated?

1

Burnout

2

Succession

3

Disengagement



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What has been exposed?

- Team health
- Team commitment
- Sustainability
- Volunteer culture



Results of acceleration & exposure

- Crash Successions
- Burnout
- Leave ministry
- Look to greener pastures
- Volunteer disengagement





Warning!



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Based on the carnage of the last 18 months we are seeing a significant number of people leaving ministry and expect to see a wave of moral failures.



What can you do about it?

- ✓ Care for yourself
- ✓ Model self-care for your team
- ✓ Make sure your team is healthy



**How is this
affecting the
search process?**



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We are seeing a significant change in candidates:



Burnout and
anger are real



Location is more
important than
ever



Younger and
less experienced
candidates



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Now is the time to rethink your staffing structure

- 1:100 ratio
- PAD your team



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P

Pastoral

A

Agile

D

Development-minded

RE-THINK your search process

Adopt a candidate-
centered approach



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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.



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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



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Matt Steen

Co-Founder
Chemistry Staffing

I have served the local church for over two decades as a youth pastor, church planter, and executive pastor. Today, as a co-founder of Chemistry Staffing, I have made a career of helping churches thrive through intentionality, clarity, and creating healthy cultures. I'm convinced that a healthy church is led by a healthy team. I love partnering with Chemistry's churches to do great things for the Kingdom!

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

They have alignment in 5 key areas

- ✓ THEOLOGY
- ✓ CULTURE
- ✓ PERSONALITY
- ✓ SKILL
- ✓ CHEMISTRY



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The Five Factors

THEOLOGICAL ALIGNMENT

- What denominations are similar? Different
- Do you lean egalitarian or complementarity?
- What is essential? What is non-essential?

1

CULTURAL COMPETENCE

- Church culture: Age of church, committee-driven? elder-led vs. Pastor-led?
- Geographic culture: New York City vs. Bryan, Ohio? Midwest vs. coastal? Snow vs. sun?

2

PERSONALITY FIT

- Introverts vs. extroverts
- Understanding of time
- Processing speed

3

APPROPRIATE SKILLS & ABILITIES

- Demonstrated history of performance?
- Training that has prepared them to step up?

4

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?

5



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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



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