

## **Minister Match Experience**

**June 6, 2016**

Our experience with Minister Match has been very positive. We were relieved to have a road map of processes to follow at every step of our search. The road map encouraged thoroughness, communication, and heavy reliance on prayer as we located our next minister. This is much different from the typical process where a few people get together and “wing it” until fortune or fate provided a willing candidate.

Through a six-month process they evaluated over seventy possible ministers and used our criteria to deliver twenty very qualified candidates to our search committee. There was an enormous amount of “back office” work done by Minister Match to cull seventy down to a workable twenty qualified candidates – and Minister Match did ALL of that legwork for us. Once we had twenty candidates they continued working with our search committee to ultimately narrow our pool to three very well qualified finalists. What I appreciated most is that any of these finalists would have worked effectively with our congregation. When one voluntarily withdrew we weren’t put into a tailspin as we still had two well-suited candidates. We ultimately selected one and Minister Match helped us with a final offer, documentation, and agreement.

We enjoyed having a large candidate pool of ministers who were suited to our general criteria. This allowed us to informally interview a comparatively large number of people before committing to personal interviews with the most qualified. This is different from the usual process where all candidates seem to get equal attention simply because they applied for the position. With the Minister Match process we spent the most time with the most qualified candidates. This made our time investment so much more valuable.

An interesting element of our search, that we did not anticipate, was the future planning that we had to do as a leadership. Many questions developed during different phases of our search and Don Viar was invaluable with insight and guidance as we managed these questions. These areas ranged from planning for growth, to worship styles, to local missions, and several other areas. Don has visited many congregations, spent quality time with many candidates and has a unique “birds eye” view of the brotherhood and the congregations within it. His insight is a bonus simply as part of the search process.

It is important to note that Don nor his team ever came across as judgmental about our search criteria, preferences, or practices as a congregation. This is vital because every church has it’s own dynamic and personality, usually one that has been cultivated over a long period of time. The Minister Match team never tried to push us toward a candidate, or to a direction, that was unsuited to our identity as a congregation. Minister Match was simply interested in finding the best candidate to match the particular personality of our congregation. This was most refreshing.

When we need to add another member to our ministry team we will not hesitate to contact Minister Match for the guidance and participation.

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