

Note: C12 is about community and we want to introduce you to the larger 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

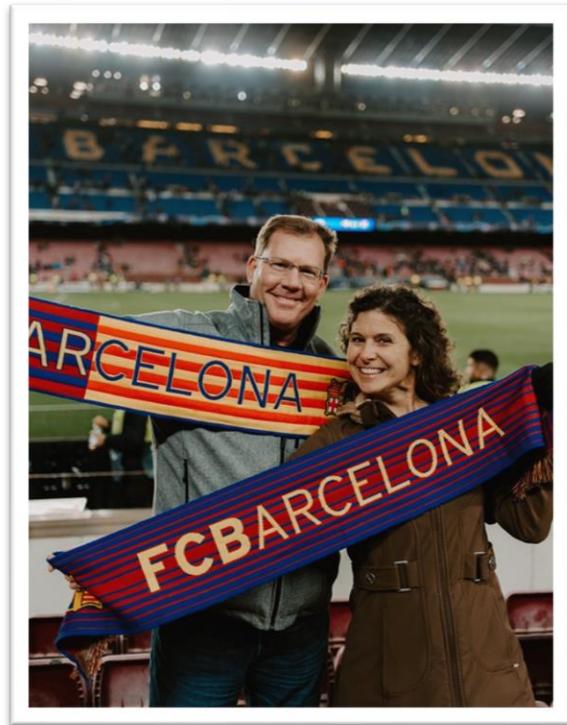
	C12 GROUP NORTH TEXAS COMMUNITY	
MEET THE MEMBER – TIM SPIARS		
C12 GROUP OF RICHARDSON		

Meet Tim Spiars

Tim Spiars and his wife Joanna have been married for 29 years. They met at A&M and have four children: Audrey (24), Austen (22), Aly Jo (20), and Andrew (18). Tim is the President/CEO of Spiars Engineering in Plano, Texas. Tim and Joanna live in Plano and attend First Baptist Church Richardson.

Where did you grow up?

I am the youngest of seven kids, six boys and one girl. My dad was a pilot in the Marine Corps for 26, so we lived all over the United States. I was born in Fresno and we lived in California near my mom's family when my dad was stationed overseas. In 1980 my dad retired, and we moved from Oceanside to College Station. My parents bought a piece of property out in the country and built a house so I kind of grew up in College Station. Four of the seven of us attended Texas A & M.



What do you like to do in your spare time?

I like to hunt and do anything outdoors, but I really love to shoot. I enjoy family stuff, sporting events, family vacations, travel, and watching movies. I coached competitive FC Dallas Soccer for 20 years until this past year so that consumed a lot of my time. Now I have more time to do the fun stuff I really enjoy.



What was the last outing that you took with your family?

Over spring break, we went to Lake Tahoe. Everyone loves the mountains and loves to ski and snowboard. They've all been doing that since they were little. The day that we left they started shutting things down and when we got back there was a little chaos in the world.



How did Spiars Engineering get started?

My brother started the business in 2000 and I came along in 2002. He did commercial projects and I did residential ones as 50/50 partners. It started with him at his house, then it grew to a little office in Plano, then to a bigger office, and eventually we built a building in Plano and that is where we are today. In 2017 my brother stepped down. Kevin Weir and Matt Dorsett are my partners. On April 1st (no fooling) we turned 20 years old. We now have 40 employees.

How do you describe your mission and values?

Our core values are the foundation of our business and reflect our vision to run a sustainable, Christian-led business that serves God and transforms lives. When working with SPIARS, you receive a team of professionals that live out these values every day.

Service

The foundation of our business is service, and we do it for God's glory. We enthusiastically and unselfishly serve our clients, employees, families and community with excellence and integrity.

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." – 1 Peter 4:10

Excellence

When serving for God's glory, excellence is non-negotiable. We aim to exceed expectations and deliver quality by being thorough, accurate and responsive.

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters." – Colossians 3:23

Integrity

Integrity is the cornerstone of serving with excellence for God's glory. We operate with high character, strong morals, professionalism and respect.

"For we are taking pains to do what is right, not only in the eyes of the Lord but in the eyes of man." – 2 Corinthians 8:21

What service does your company provide?

We do civil engineering for commercial and residential land development, full surveying services, boundaries, topos, platting, and construction staking. Commercial is anything that has to do with an architect, so it's multi-family, schools, restaurants, churches, shopping centers, high rises, industrial facilities, offices, roadways, infrastructure- you name it- basically anything you see outside. Most of our customers are developers and architects. Some of our clients are Summit Climbing, Hillwood, Shaddock, Tellus, and Oden Hughes.

How and why did you come to C12?

One of my best friends growing up in College Station was Troy Blackmon. About six years ago Troy just popped in at my office so I invited him to join Joanna and me for lunch. We had not seen each other or talked in years. After spending the lunch catching up on what we both had been doing, I just knew I was going to get the sales pitch for C12. It honestly sounded good, but at the time I had been struggling with having too many commitments. I had been teaching youth Sunday school, coaching, serving on different committees at church, running a company, and just a lot of stuff where you are pouring into people, but I literally did not have anyone pouring into me. I had been praying about this because I knew I needed something. I needed someone pouring into me and I did not know where to go or what to do about it. So... Troy shows up and I am conflicted knowing that I really do not have time for one more thing but recognizing that this was exactly what I had been praying about. The next thing you know he gets me in touch with Tom Hawes who came over to the office and invited me to be a guest. That was around five years ago. The rest is history and it has been awesome.

What do you value about your group?

There are so many things. First, Tom has been amazing. He has helped our company so much with his leadership, his one-on-ones, his praying, and his advice and counsel. He has a way of steering you in the right direction, challenging you, and pushing you to do things that are uncomfortable but in the end they are great. I would not want to be in anyone else's group because I feel like I have got the A team (I know that everyone feels that way about their group). It is an intimate setting where you can be authentic, and you can share things without feeling like you are being exposed. You can be very vulnerable and authentic during these meetings. There is a great mix of different disciplines, people, and ideas and the whole thing is just a wonderful concept. There is such valuable input and suggestions from other members and the people really care. They are Christians that love the Lord so they are like-minded people, yet they have a totally different perspective because they are a different age than you, they've got a different business than you, and they think differently from you. There has never been a time that I went to a meeting and I did not come out thankful that I went.



I have never met Buck, but for whatever reason when Buck would come on in a video, everything he said just resonated with me. In one video he talked about The Most Important Hour, and he shared that for the last 30 years this is what he had done. Over the years I had made different resolutions to read the Bible every day for a year, but I always fizzled out and just did not follow through with it. After that meeting I decided that very day to start. From now on, for the rest of my life, I am going to spend an hour a day reading the Bible, journaling, and praying, following the model that Buck gave. I have now been doing this for over 1,400 days in a row. It was hard to do for the first couple of months. Getting up early was a struggle and I really had to push myself. But after a couple of months it became where I just desired it, craved it, and looked forward to it. That has probably been the most transformational thing in my life, and it has led to everything else.

How has C12 impacted your business?

C12 has enabled and taught us how to incorporate ministry into our business. We established Spiars Cares to serve organizations and ministries in the communities where we live and work. We also take care of our team members' professional development and support continuous career growth. Truly caring for our employees means providing internal programs like Marketplace Chaplains and regular social events, where we get to know and understand each person on a deeper, more personal level.

How can you help other C12 members?

I am extremely passionate about the ministry and service side of our business. I get excited about it- even more than the engineering stuff. When I became a member of C12 I did not know how to combine ministry with business, and I did not understand how to connect the dots. When it all finally clicked and came together, I realized I could show people how easy it is to do. It seemed so difficult for the first year or two for whatever reason. Last year after my CBP, I had a member call me to have lunch to help him with the ministry portion of his business. It felt good to be able to use what we have done in ministry at Spiars to guide someone else. For newer people just coming into C12, I think we could help them integrate ministry into their business because we have grinded through it and figured out what works and what does not.

Anything else to add on a personal note....

During these last few months, I have focused on from a family perspective, a business perspective, and a church perspective, how do I take advantage of this time and turn what seems to be a negative into a positive? When this is over, I want to be able to look back in a month, in a year, in 10 years and say, "That was awesome. We did some great things. We served well, we took care of people well, we loved on people well, and we just did things well." All of our kids are at home, so we have anywhere from 8-10 people in our house all the time when all the boyfriends, girlfriends, and extras are over. We do games, walks, and nice dinners every evening. It is always super lively at the Spiars Hotel. One of our daughter's boyfriend had been staying here during an internship this semester. He is super musical, sings well, and plays the guitar so we do worship every Sunday with music, the Lord's supper, and then everybody shares what has been going on with them that week. Our other daughter's friend has been living with us during school and she happens to be a certified yoga instructor. So, our entire family has been doing yoga in our garage three nights a week and it is has been super fun. It is a cross between yoga and cross-fit and she is killing us! This spring our kids had a great time taking pictures in the bluebonnets showing their best 'yoga' pose.

