

*Note: C12 is about community, which 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, Michelle Moore, Andrea Rodarte*



## Meet Matt Dorsett

Matt and his wife, Tammy, have been married 27 years. They live in Plano and have three children. Drew (25) is finishing a Civil Engineering degree at A&M. Meg (21) graduated from A&M with a degree in Biomedical Science, works as a medical assistant, and has been accepted to P.A. school. Will (16) is a Junior at Plano Senior High. The family has one beloved dog, a Brittany named Cash. They attend church at First Baptist Richardson, where Matt first participated as a newborn in the church nursery. Twenty years after moving away, Matt returned to that same church and connected with Tim and Joanna Spiars, sitting in the pew behind them. Today, Matt serves as Vice President of Spiars Engineering and Surveying, located in Plano. <https://www.spiarseng.com/>



### Where did you grow up? Where are your roots?

I was born in Richardson and lived there until I was eight years old. Our family moved to Bryan, Texas, when my dad got a job working for Texas A&M University. Later, I graduated from A&M with a degree in Civil Engineering, and then I spent four years in the army as a Field Artillery Officer. After the military, Tammy and I settled in the Dallas area.

### What are some of your favorite things?

My favorite thing is to be in the mountains. Any mountain any time is good with me. I love to hike, and I love to snowboard in the winter. I like to play golf, but I am not particularly good at it, and I really enjoy cycling.

### **How do you like to spend your spare time?**

I enjoy reading, cycling, and watching movies and shows when I am home. Family time is a top priority, so we deliberately spend time together as a couple and with our youngest son while he is still living with us. My wife and I bought properties in South Fork, Colorado, and feel called to start a Christian gap year program for kids who are not sure what they want to do after high school. The property will also have a retreat center with a mission to be a ministry to businesses. We are committing our obedience to him daily, and God is moving mightily to open doors for us.



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

With kids in college, it is hard to get everyone together. The last time we took a family trip that included all five of us, we went to Austin for a weekend in October to the F1 race at the Circuit of the Americas. We loved it. I had never been to a race before, and it was an experience! We have also taken several trips to Colorado, where we built a second home in South Fork in 2015. That place is a touchpoint with God to see the majesty of his creation everywhere you look. Colorado is the go-to trip that we do as often as possible.

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

Tim Spiars and his brother, John, started Spiars Engineering in 2000. In 2004, Tim asked me to join the firm to help with some of his projects. Soon, I got my own projects and clients, which quickly led to a career project for our company. Tim and John invited me to become a partner about a year into that project. In 2017, Tim, Kevin and I bought out John. As a result of what we were learning in C12, we became overt with our faith. We changed our monument sign and the collateral we take to career fairs to say we are a Christian-led company. At first, we were nervous and afraid others might snub us at career fairs, but we gained positive attention from people who told us they loved our culture and values.

In stepping out in faith, legal liability was also a concern, but through C12's help, we learned how we could go as far forward as we wanted by following specific legal guidelines. Joining C12 was the turning point for our company. In the last two years, we have more than doubled in both size and revenue through the growth of the people aligned with us. Most of our employees are believers who share our core values and have seized on our mission and our vision. We have a company full of talented young engineers with a lot of energy and intelligence. When thinking about our success, I go right back to that point of joining C12 and deciding to integrate our faith with our business fully. We were a good company before C12 but became a great company through the process of C12. For ten years, we have been trying to figure out how to guarantee our company will be here 50 years from now. An employee stock option is a good fit for us to increase sustainability, being that our people have a heart for the things that are important to us. On December 31, 2021, we sold our company to the employees. Now we are training them up to take the reins. It is an exciting time for our company.



### **What service does your company provide?**

We provide civil engineering and surveying services for land development.

### **How do you describe your mission and values?**

Our mission: We serve our clients, employees, families, and communities with excellence for God's glory.

Our vision: To be a sustainable, God-honoring business that transforms lives.

Our core values: Service, Excellence, and Integrity

### **Who are your primary customers?**

Generally, our customers are developers. We also do work for municipalities.

### **How and why did you come to C12?**

Tim and I have been going to church together since 1998. The two of us have had conversations throughout the years asking how our faith fits our business. In 2015, Tim joined C12, and it immediately started making a difference. In 2016, I started in a Key Player forum and later moved into a C12 forum.

### **What do you value about your group?**

I value many things about my group. A significant percentage of us have been in C12 a long time, so we know each other well and enjoy being together. I love having peers and spending time with them in a setting where everything is viewed from a Christian business owner's perspective. From that perspective, the advice and counsel topics are always good. I love my group and the camaraderie we enjoy together. Tom, my chair, has been a real blessing to me and the others at Spiars. The curriculum and getting that feedback from my group, plus having my one-on-one meetings with Tom, has significantly enhanced my walk with God, my faith, and how we lead our business.

### **What challenges as a business owner have you experienced, and how has your C12 group and chair helped with these challenges?**

Our first big challenge was integrating our faith with our business and learning how to live out our faith in the workplace legally and effectively. Tom kept us on track to hammer out our mission, vision, and core values. We modified our job descriptions and operating procedures. This helped us realize our business would never grow if the president and two vice presidents were always working on projects and could not ever think about the big picture, the vision, and the future. Finally, the big one was the ESOP and sorting through those questions of how to transfer our business for future sustainability. We benefitted from all these challenges and stages by going to our C12 group and chair and talking through them.



### **How could you help other C12 members either professionally or personally?**

The longer we walk in faith and let God run our business, the more experiences of his faithfulness we can share with others. I look forward to the day when I meet people who are where we were ten years ago, so I can explain how we have been able to change our organization, double in size and ensure our company is sustainable into the future. Personally, I deeply care about all the people in our group. When I receive a prayer card for one of them and pray for them throughout the month, I love to come back and hear how things have changed and how it has worked in their lives.

### **How do you use your business as a ministry?**

In 2017 we started our Spiars Cares ministry. As we were trying to attract people to join the ministry team, we realized it would spark more creativity to hand the planning committee over to others and encourage everyone to bring their ideas and pet projects. Employees champion those ideas, and we give them the resources and the people to execute them. We started with a budget of \$15-\$20k, it grew to \$50k last year, and we are proud to have increased it to \$100k this year. We partner with multiple ministries and are starting to plan stateside and international mission trips. I love this generation of young believers because of their passion for making a difference. What we do with our ministry team and our business is giving them a place to have significance. Our company's mission, vision, and core values serve as a banner for how we want to move forward with excellence and be a blessing to our clients as we use our service as a ministry. We honor God and transform lives; engineering is just the engine that makes the vehicle run.

