

Christa Reinhardt:

Welcome to the Vanderbloemen Leadership Podcast. My name is Christa Reinhardt, and I'm the senior marketing coordinator here at Vanderbloemen. Today, we will be continuing in our current series, New Year, New Rhythm, where we are walking through what you can expect to change in the new year and how you can prepare for those changes. In this week's episode, we're having a conversation with executive search recruiters from the Vanderbloemen team, Brett, Sam, and Joshua. They will be offering expertise for candidates looking for a new job. If you're considering an employment change in 2022, this is a conversation you do not want to miss. We hope you enjoy it.

Christa Reinhardt:

Hey, everybody. It is Christa back with episode two of our series New Year, New Rhythms. Today, I'm really excited to introduce you to some of the people from our recruiting team. Today, I'm joined with Brett, Sam, and Joshua. Hey, guys. Thanks for joining me.

Brett:

Hey, Christa. Thanks for the invite. [crosstalk 00:01:07]

Sam:

Thank you for inviting us.

Christa Reinhardt:

Yeah. We're going to talk specifically to candidates. Looking for a New Job is the title of this one for this new year. You're going to share interview tips and advice for walking through this process. Brett, can you go ahead and start us off by, what's the process here at Vanderbloemen for candidate-side of things? What does that look like?

Brett:

Yeah. So just general 30,000-foot view of our process on the candidate side is, it really starts with our website, right? It has all of our job posts that we have. Currently, we have well over 100, I think around 150 job posts and that falls under different denominations, all over the United States, even some faith-based organizations or school roles.

Brett:

And we have different filters within that. As someone's wrestling with their call, maybe sensing a next step in their personal ministry, we always encourage potential candidates and candidates to go to our website first and filter through based on kind of their strengths and where they feel they're called to. [crosstalk 00:02:11]

Christa Reinhardt:

Yeah, I feel like a lot of people don't even know that we have a full job board [crosstalk 00:02:14] on the website.

Brett:

That's right. And we have the job posts, but we also have the opportunity where maybe a candidate goes to the job posts and there's not something that stirs their soul. They can join the Vander news. They can add their email address and they get weekly blasts of things that we're posting and things of that nature. Through that and the filter process, if they see something that they're interested in, or maybe they feel like they're a fit for that particular position, it's as simple as clicking a big red button at the bottom of the job post where they put in their general information, they can add their resume and at that point, that really creates a profile within our private database, and the recruiter and the consultant who are assigned specifically to that search, get a ping that we have a new candidate. We're able to see that within our dashboards on our side of things.

Brett:

What we're doing at that point is really looking through the lens of what the church has requested or the faith-based organization and we're looking through those criteria points of, could this candidate potentially be a fit? We have several, what I like to call, stepping moments with candidates we feel could potentially be a fit, because we have the unique seat of taking the many to a few and trying to give what we think is the closest to what the church has requested, what the school has requested, what the nonprofit has requested and saying, here's what we think is right on the money of you're looking for.

Christa Reinhardt:

Yeah. You kind of hit on a point that I talked to with the consultants that will come out in a couple weeks, viewers will get to hear, I think episode four, don't quote me on that. We talk to the consultants and they talk about the launch process of how we work directly with those churches and looking for those specific qualities. So that's cool that you talk about it as well on the recruiter side and how that partnership works.

Christa Reinhardt:

I have a question about this that I think we get a lot is, is this a confidential process?

Sam:

Yeah. That's a big question that we get from candidates and potential candidates. We've gotten plenty of phone calls coming to Vanderbloemen, who are people interested in potentially applying to a job post or see a job post that really least stirs their calling and their next steps in ministry. And the biggest question that we always get is, well, is this confidential? Some candidates will, I work at a certain church and I can't get that information out yet and I just don't want my information out there. Us contacting the church or any indication that we would contact your current church.

Sam:

So to answer the question in all and all, it is a confidential process. When a candidate does apply to Vanderbloemen and apply to a post and become a candidate who starts those stepping stones, kind of like Brett mentioned, we start going into that, multiple conversations, multiple interview processes. And at a certain point, we of course encourage all candidates to have that transparent conversation with their current church, especially when they become a candidate who is selected in that very few to be a final candidate presented to the church.

Sam:

From that point, we highly encourage candidates to go out, have conversations with their elder board, senior leadership, their current direct report or whatever that falls under, whether it's nonprofit or church or school roles and things like that. And have that hard conversation because we know it's not an easy conversation to tell a church or organization or tell that place that you've been working at for years that you're interested or looking to move on to a new opportunity potentially. On our end, Vanderbloemen, we do not go out, we do not reach out to the church, we do not contact senior pastor, the executive pastor and say, "Hey, your guy's applying to this role." So don't worry about that. We just all encourage candidates if you do become a final candidate, you have that transparent conversation with your church.

Christa Reinhardt:

Yeah. [crosstalk 00:05:57].

Brett:

Yeah and you touched on something that I think is super important to hear and that's just, one, we realize how small the church world is. I don't think we would've been able to get to the seat of influence that we're in, if we didn't lean into that, keeping things confidential. So when a candidate applies that information, doesn't go straight to the church. There is, all of those vetting processes on our end is truly on our side of things. Once we get to the end, bottom of that funnel and it's time for that presentation, that's when all of a sudden, if we were to get to that point with a candidate, that's when their information is going before the church for the very first time.

Christa Reinhardt:

Yeah. No, that's really helpful you guys, just the process and what that looks like on the candidate side because I think, if I was in that position, that would definitely be a concern. You're with the church for a long time and you still love them, but the Lord's calling you a different direction. So you want to be able to handle that transition well.

Christa Reinhardt:

The other side of that, or the next step into that, I have a question more on ministry resumes. I think we talked a lot about this year, I think William said it back in last December, the great COVID churn, everybody's reevaluating things, moving positions. We've seen so much of that. So big thing is people going into ministry, resumes are different. Can you touch on that? I don't know this specifically, I don't have a ministry resume.

Joshua:

Yeah. This is kind of like the million dollar question is that, how do I make my resume stand out from the rest and what candidates really want to know on that front? I think it's important for candidates to remember that no one gets hired because of their resume. Your resume is an introduction to who you are, but ultimately at the end of the day, the church, the organization, the school, they're going to hire you because of the person that you are and because of the filters we put through in terms of you being a personality fit, you being a theology fit.

Joshua:

We see it a lot where a couple things can happen and either candidates don't put the right information on their resume or they put way too much information on their resume. Think of your resume as like the initial handshake. We're getting to know you, who you are, where you've been and kind of letting us know why you're a good fit for the job. You don't have to oversell yourself a on your resume, but also don't undersell yourself. I'll just tell you off the top, when I'm looking at a resume for the first time, what I'm really looking at first and foremost is let me see where the candidate has been and how long they've been there and what that 1000 foot view work history looks like.

Joshua:

Just a really practical tip for candidates, if you make it really clear the organization you were at and the time that you were there, really make that clear in your resume, ideally, most recent to furthest back. Doing something like that helps us be able to really look and see quickly, okay, does this person have the relevant experience that the church or the organization we're working with is looking for?

Joshua:

And then from there we can dive into more into the meat of the resume of what they did there and how long they were there and things that. With that, just something else that is also helpful is it's, at least for me, and this is a little bit dependent on the recruiter. Right?

Christa Reinhardt:

Right.

Joshua:

It's more helpful for bullet points and to have a good blend of some really hard skills. Like maybe when I got there, the ministry was at this many and now it's at this many. Or I oversaw a budget of this much. [crosstalk 00:09:38].

Christa Reinhardt:

Like metrics and stuff. [crosstalk 00:09:39].

Joshua:

Yeah. But blended with some of the people skills you did there as well. Again, you don't have to tell us every single detail of everything you [crosstalk 00:09:48] did there.

Christa Reinhardt:

You're like please don't. [crosstalk 00:09:49].

Joshua:

We're going to learn that later on because ultimately we want from your resume to be like, hey, I want to jump on the phone and have a conversation with this person because what I'm seeing interests me. I guess the next part of that is, well, what makes them, what helps in the interview process and maybe Brett, you've done this longer. You've done this for a couple years. When you think of the times you've interviewed candidates, what are some things that candidates have done in their phone calls and in their interviews with you that have stood out that you've seen consistently? Like this helps in the interview process.

Brett:

Yeah. And as you were talking, it's like, the resume is the conversation starter. It's not the full story. [crosstalk 00:10:32].

Christa Reinhardt:

Yeah. Like you said, it's the handshake. [crosstalk 00:10:33].

Brett:

It's the handshake. I've never seen a resume and go, well, we can go straight to presentation. [crosstalk 00:10:38].

Christa Reinhardt:

Right. [crosstalk 00:10:38]

Brett:

There's so many offering. [crosstalk 00:10:40] There are so many of those steps and when I'm doing initial, phone calls or anything like that with candidates, I'm really wanting to, not just hear the Sunday school answers. I think it's really easy to just have back pocket things that candidates think that we want to hear.

Christa Reinhardt:

Right.

Brett:

But it's like, I'm really interested in some of the things of like, what have you grown? How did it grow? How did you take something and turn it into something? How did you lean into what the Lord was leading you to do? And how have you been intentional in your own growth? Because a lot of us come from the church world, we know that it's a lot of pouring out yourself, but how do you stay focused and how do you stay rooted in your own walk? These are things that I think are wildly important. That's where we're looking at candidates.

Christa Reinhardt:

No, that's great. And then, we talked about the handshake. Let's talk more about the interview because I think that's a big part. I think that's almost, for a lot of people, the scariest part of any new job is the interview process. What would you tell the candidates? How do they become more attractive in those interviews?

Sam:

Well, one thing I would say and mention to the candidates and just kind of piggybacking off of Joshua and Brett, at the end of the day, your resume is the conversation starter. And also to double down on what Brett was saying, we don't want you to give us answers you think you want us to hear, to take you to the next step. We want you to be authentic as possible and be as transparent as possible. One of the things that, as myself as a recruiter, I would like to ask candidates and potential candidates, tell me something that's not on your resume that you would've liked to highlight during your time there at the

ministry. Or tell me something about yourself or your walk in your ministry there that when you started, you didn't have those skills and how you've now gained those skills, whether it's through growing the outreach ministry or the discipleship programs or doing discipleship models or evangelism or anything like that.

Sam:

I think the biggest thing that people need to, candidates need to understand is you're having a conversation with us. We're not trying to grill you. We're not trying to pin you down and give you a million questions to answer and then say, okay, we might consider you. It's one of those things where, as we're having that general conversation, anytime you introduce yourself to somebody you always try to put your best foot forward. And by that not overselling yourself, not underselling yourself, but being your transparent self. I think the biggest thing that candidates need to do, just encourage them to do is, don't focus too much on your title of who you are and the title of the position that you're applying to, focus on who you are as a person and why you want to share your faith, your walk, your journey, and why it's important for you to be interested in looking more into this role, looking more into this church or looking more into this non profit.

Sam:

Everybody has a title. Everybody has experience, everybody's experienced in something. Why is it out about you? What about your walk? What about your story? What about your journey helps us connect those dots and make you a quality candidate for that position.

Christa Reinhardt:

Yeah.

Joshua:

And you know, one thing I tell candidates oftentimes when I first get on the phone with them is, this is a time to put a soul with the resume. And it's important to remind candidates that there is no such thing as the perfect candidate. That person was Jesus. Right? [crosstalk 00:14:00].

Christa Reinhardt:

Right. To measure up.

Joshua:

They are people with stories and backgrounds who have strengths and flaws and all that and we know that because we have enough conversations with candidates that we're not looking for the perfect candidate. We're looking for the right fit for what the client has asked us to find in terms of, anything from experience to emotional intelligence and all of that stuff. To kind of connect back to with the resume blending some of your hard skills with some of the emotional, intelligent pieces, the same is true for an interview, you don't have to, like Sam said, oversell yourself or tell us what you think we want to hear.

Joshua:

We want to actually get to know you as a person and your time in ministry or in school or with a nonprofit. That really is one of the best ways to help us know if you're a fit to be able to move on is if

you let us behind the curtain just to really get to know you as a person and your experience in the past roles you've had.

Brett:

And I think one of the biggest peak behind the curtain questions out the gate is, what is it about this position that intrigues you? They've made it through the resume, the candidate profile, sometimes we utilize different tools between that and a phone call but once we hop on the call, I want to know, why did you become a candidate for this? [crosstalk 00:15:20].

Christa Reinhardt:

Yeah, why this?

Brett:

And maybe it's, hey, I feel like the Lord's leading me from student ministry to senior pastor or maybe it's a regional calling and you can also kind of figure out how much research they've done themselves. It's just like, hey, I've gone through the entire website. I've looked through the statement of faith. I feel like this really lines up. I love when the church says that. Those are the things I go, oh, you've done your homework and you are... [crosstalk 00:15:48].

Christa Reinhardt:

You agree with us.

Brett:

And you and your family are prayerfully considering next steps. It's not just, I need a role and I'm applying to things but just hearing the heart behind the why of applying I think is really crucial.

Christa Reinhardt:

Yeah, let's go back to that. Let's talk about applying. I think a big thing is when you have all of these roles. You're looking at a job board you're looking for potential growth and positions or change in positions. How do you know what to apply for? How do candidates walk through that? What should they know?

Joshua:

Yeah. For us, we talk around here a lot that theology matters. And so that's true and that's why we send consultants out to get to know the clients, to get to know their theology and who they are and their DNA and that's what we are doing on our end to see if that matches up. Just really top end for candidates, does the theology of the church or the school or the nonprofit line up with yours? Like Brett's saying, do a little research on it. Figure out if their convictions line up with your convictions. Because I mean, no one wants to be told no, but ultimately at the end of the day, if we were to put a candidate with a client and their theology didn't line up, well then no one wins. [crosstalk 00:17:01].

Christa Reinhardt:

It's not going to end well. [crosstalk 00:17:02].

Joshua:

Yeah. The client's not going to be happy, but also you as a candidate, aren't going to be happy in that type of environment. So really take some time to be thoughtful in, do I share in this organization's convictions and their belief system? Because that's a major thing that we on our end sort out with candidates.

Sam:

Yeah and I think another thing that Joshua touched based on is doing the proper research and understanding if this organization, this church, if this nonprofit is a good fit for you. We understand as a candidate or we understand because we've been candidates before for a role. I mean we were candidates for Vanderbloemen. That's [crosstalk 00:17:40] how we all went through it. So I think it's one of those things where being intentional, we understand that sometimes you're in a season where you're putting feelers out there, trying to figure out what's a good fit for you, seeing, just saying, hey, I might put my resume out there to a few positions. But even in doing that, it's still important to do the proper amount of research. It's still important to see if that organization is a good fit for you and if that church is a good fit for you and if it aligns up for what you're trying to do in your next ministry walk.

Sam:

I think with that emphasis, it gives us a better idea, especially on the recruiting team, when we do have those conversations and we do engage with you as a potential candidate for the role, we understand this person's done their research and we are going to remember your name. We're going to remember the conversation. So maybe if it doesn't work out for this church, six months down the road, seven months down the road, eight months, a year, two years from now, one of us on the team could reach out to you and be like, "Hey, I know when we did engage a few months ago or earlier last year you were just kind of putting feelers out there but after having that heartfelt conversation, really getting to know who you were, I think this church is really a good fit for what you're looking for." And then that might be the opportunity that lines up for your next walk or your next path of ministry.

Sam:

So just really encouraging candidates on that and to, in this season of, maybe you're happy at where you are, but you still want to put your resume out there or maybe you are ready for that next transition. You really want to be proactive. With that proactiveness, just do the necessary amount of research that's a beneficial fit for your side and be for us here on the recruiting team.

Christa Reinhardt:

Yeah. That's great. You touched on something, someone told me a while back that I just remembered, that interviewing works both ways. You have to make sure you're going to be a match for them as well as them for you.

Brett:

That's right.

Christa Reinhardt:

And I think that's really important to just not think about getting the job, but really consider, can I continue my work here? Can I get on board with their mission, their beliefs? That's a great point. Yeah, Brett?



Brett:

And when I'm talking with candidates, I'll say out of the gate, every single time I talk with a candidate, I say, "Hey, this is a brief conversation and we're seeing, could this potentially be a good fit for the organization or the church, but also could it be a good fit for you as well?"

Christa Reinhardt:

Right.

Brett:

So I've seen it happen a number of times where a candidate will go through a good part of the process and they might look really appealing on paper, but maybe it's a family situation where they don't feel like they can move or something. We're all about transparency on that. I don't want a candidate go through the whole process and then get all the way to the presentation and then they decide, it's like, "Hey, the Lord's not leading me there." We're all about, let the yes be yes and the no be no. [crosstalk 00:20:16]

Christa Reinhardt:

Exactly.

Brett:

It has to be a fit on both sides.

Christa Reinhardt:

Yeah, it'll make the process a lot smoother. [crosstalk 00:20:21].

Brett:

That's right.

Christa Reinhardt:

I think in general for everyone. Yeah, let's talk about what role God plays in this process. I think, I mean, when I first found out a few years ago about Vanderbloemen I was confused, I didn't understand. I'd never heard of a concept like this and there's very few that do this. I want to just hear from you guys where God is in our process.

Brett:

Yeah. Well, it was cool. I actually hopped on Vanderbloemen when I was in student ministry to potentially look for other student ministry opportunities. The Lord didn't stir my heart towards any student ministry opportunities, I saw a recruiting opportunity. I applied for it and then here I am almost three years later. I've been on that process side of things and I've been on now this side of things for the last two and a half, almost three years at this point. With that, I think ultimately we're looking at, we're not filling my church, right? The churches I worked at, I'm not filling my hypothetical church or the church that I attend. We are going through the, really looking through the lens of what that church has requested as through that intentionality that we go through with a consultant or the recruiter early on with that church or faith-based organization, trying to figure out what are those non-negotiables. Would

that be scalability, whether that be culture fit of the surrounding area or even in theology. Theology matters as Joshua was saying.

Brett:

I would say that almost daily it's praying for discernment because we don't take lightly, even though we get a lot of candidates for a lot of searches, we don't take lightly the decision of moving forward or not. Because there's a weight behind every person who is applying for every role. It is not just applying for any type of position, these are pastoral positions and there's a lot of shepherding and there's a lot of elements that are holy, and we know that. I think there's an element of prayerfully asking for discernment.

Brett:

Every time I either move forward with a candidate or say, hey, this isn't the right fit for this particular position. I've worked at churches where a candidate would be great for one of the churches I've worked at and they would be not great for another church that I worked at because each church is different and each church is looking for something different. I think the same is true with search where it's like, if I've done one search, I've done one search. Each church is completely different in regards to what they're looking for.

Brett:

It's kind of a different puzzle for each role. On the candidate side, it could be, at times I could see how it could be discouraging if you're getting that, "Hey, we're not moving forward with you" email. But I think it's important to understand that we're not evaluating it based on what we're looking for. It is based on the specific things that the church has requested, and it might be a theology thing, it might be a scalability thing, but we are going through that lens is what we're looking for.

Christa Reinhardt:

Right.

Joshua:

Yeah. And I tell candidates that a closed door with the church does not mean a closed door with Vanderbloemen because we serve the whole church. To Brett's point, we see the perspective of the church saying, maybe this specific theology piece really matters to us and carries a lot of weight and a candidate may not know that. So we're trying to match those up. But for candidates, no one wants to be told, no. I think we've all, at some point applied for a job we wanted, we thought we would like and be good at and got told no, and felt that disappointment. We're aware that as recruiters and we're not flippant about those decisions, but I would encourage candidates in that, if you're in a place where, man, I really want to move on to a different situation for whatever that reason is, right?

Joshua:

That God already knows what your next step is. He knows when that will happen and what that will look like. Us as recruiters and candidates understanding that we all, at the end of the day are a part of God's kingdom in different ways and we all want the same thing, which is for God's kingdom to advance. Sometimes that looks like stepping into this position that you applied for and that's exciting. Sometimes God says, "No, that's not it." And being okay with the no's, because God knows what's ahead and

trusting that. And we have to trust that too because, just because we move a candidate forward doesn't necessarily mean they're going to work out for the role. And we're just all trying to discern day by day, search by search, phone call by phone call, all right God, where are you in this and what are you doing?

Christa Reinhardt:

Exactly.

Brett:

Tim Gocha, our VP of consultants, he says something along the lines of like, God's clock always shows perfect time. Like it's never, [crosstalk 00:25:13].

Sam:

I think I've heard that. [crosstalk 00:25:13].

Brett:

Like it's never early. It's never late, it's right on time. We're trying to go through the process and trust in God's timing as well.

Sam:

Yeah. And I think one thing to also add on to that is the discouragement piece, of course, with holiday season and everything coming up and understanding that there's that time for transition and that calling for transition. All the nos that you collect just lead up to the biggest yes. I think that's the biggest thing that people need to understand is that the nos, the closed doors, and things like that, you're closing small windows, but when you get your yes it's going to be a grand foyer. It's going to be a huge door of blessings that opens up and puts you and your family or all those other things in consideration, in the right place. As words of encouragement to candidates, potential candidates during this time, during this season, going into that reason to transition, for any reason that you have, just understand that there's a reason behind the no, and there's the reason why the no was made and that when you have your yes, you won't be able to believe all the reasons why you got the yes.

Sam:

Yeah and I think that's the biggest thing that we try to encourage candidates as recruiters because we understand like Brett, like Joshua said, the decision that we make, isn't easy. It's not one of those things where we have an automated system that sends automatic no's, every day of the week. We have to go through and evaluate each candidate that applies to each position, make that discernment, see how we're looking through the lens of the church and then seeing if it would be a good fit to proceed a candidate through the multiple steps of our process.

Sam:

And like Brett mentioned, we could present a candidate and know a potential candidate or somebody who is a candidate, who we think is great, think is awesome, think is an amazing fit, and then when the conversations happen with the church, the church is like, no. For us as a recruiter or for us on the recruiting team, sometimes that is discouraging because we understand the importance and the way to decision for the candidate as well as with the church. But we know that if you're a great candidate, if

you're just great individually in anything that you're doing, the kingdom work, that opportunity's going to come for you no matter what no comes your way.

Christa Reinhardt:

No, that's great. Well, as we're kind of wrapping up, I wanted to thank you all for helping me out with this podcast and just this conversation. It's been really great to hear these points that y'all shared and I'm sure they'll be really helpful to candidates going through this process, walking through interviews, looking for that new job. But as we're wrapping up, last week, I asked William what his new year's resolution was and so now I'm curious what y'all's are.

Joshua:

Oh, I'm super boring. Every year I have a reading goal. So through 2020, we were at home a lot more than usual. I read 61 books this year. My goal was 30. I'm at like 34 and I also have a station... [crosstalk 00:28:01] I have a stationary bike at the house. So I just put on a movie and I have a miles goal. So I'm hitting that too.

Christa Reinhardt:

Wow.

Joshua:

I just kind of repeat those.

Brett:

Well, mine is much more serious and matters a lot more.

Christa Reinhardt:

Oh no. [crosstalk 00:28:13].

Joshua:

Good. Here we go.

Brett:

And it's celebrating a Dallas Cowboys Super Bowl MVP Dak Prescott. I'll be going to the parade, yeah.

Christa Reinhardt:

Nice and hopeful. [crosstalk 00:28:22].

Sam:

... Prescott. [crosstalk 00:28:23].

Brett:

Here's to hoping. [crosstalk 00:28:25].

Sam:

Here's to hoping.

Christa Reinhardt:

Sam?

Sam:

Well, my new year's resolution is a Green Bay Packers NFC championship victory over the Dallas Cowboys and then Aaron Rogers securing his second of many rings that he deserves. [crosstalk 00:28:38].

Christa Reinhardt:

I don't know how these are resolutions. [crosstalk 00:28:44].

Sam:

And all said. [crosstalk 00:28:44].

Christa Reinhardt:

We'll take it.

Sam:

And you know, everybody wins in that situation.

Christa Reinhardt:

Great. Well, thank you guys so much for joining me today and everybody else make sure that you tune in next week as we continue episode three of this series.

Christa Reinhardt:

Thanks for tuning in. We hope conversation and series will show you a glimpse of the kingdom work that we have the privilege of being part of. Keep tuning in to hear we've seen God move and learn tips for walking through each part of the hiring process. If you don't want to miss any upcoming episodes of New Year, New Rhythms, make sure to subscribe to the Vanderbloemen Leadership podcast, wherever you listen to podcasts.