

A man in a blue plaid shirt and glasses sits on the left, gesturing while talking. A woman in a dark blue top stands in the center, leaning over a desk and smiling. Another woman in a white shirt and dark vest sits on the right, also smiling. They are in a modern office with large windows. A black poodle is lying on a blue patterned blanket in the foreground.

THE VAN DERBLOEMEN DIFFERENCE



vanderbloemen.com

What Makes Vanderbloemen Different?

These 12 pillars enable us to serve our clients better than anyone else.



Focused effort brings focused results.

Jesus said, 'Nobody can serve two masters.' We take that seriously and have built a singularly focused team. This isn't a side gig for us. All 40 of our team members are full-time and focused on our clients.



Teamwork makes the dream work.

Our team of 40 staffing professionals is centrally located in one office, allowing a level of collaboration on every search that is unachievable virtually.



We love the whole Church.

We've worked with 50+ denominations across the theological spectrum, and there is no Christian organization too small or too big for us.



Theology matters.

Our staff has more seminary and theological experience than any other search firm with 250+ collective years of Christian leadership.



We have high standards for quality and ethics.

We are the only Christian search firm who has been invited to join (and has joined) the Association of Executive Search Consultants (AESC).



We'll bring you candidates you won't find on your own.

We have built, and thus own, the largest Christian candidate database.



In-person makes all the difference.

We believe that in-person makes all the difference in finding the right person for your team.



Speed wins.

We are ridiculously responsive to your needs.



We're a thought leader.

We heavily invest time and energy into providing premium leadership resources to help you build your best team.



We guarantee our work.

We believe in our process so much that we guarantee it.



Practice makes (nearly) perfect.

We're not perfect, but we have successfully completed over 1,000 staffing assignments in 47 of the 50 states and 7 countries around the world.



The world is noticing.

Our award-winning staff culture leads the way for our clients.

Finding the right team member is the difference between a good team and a great team.

That's where the Vanderbloemen Difference comes into play. For over a decade, we have helped Christian organizations of all sizes and types find their key staff. Now, we are more equipped than ever to help your organization find its next great team member. We'll help you build your best team so that you can achieve your mission.

Our Vision:

Vanderbloemen serves teams with a greater purpose by aligning their people solutions for growth: hiring, compensation, succession, culture, and consulting.

We provide solutions for teams including Hiring, Succession, Compensation, Culture, and Consulting.

Hiring

Executive Search	Staff Consulting	Background Checks
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Succession

Succession Consulting

Compensation

Compensation & Benefits Analysis

Culture

Culture Consulting	Insights Personality Test
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Consulting

Executive Search	Staff Consulting	Background Checks
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Focused effort brings focused results.

Jesus said, 'Nobody can serve two masters.' We take that seriously and have built a singularly focused team. This isn't a side gig for us. All 40 of our team members are full-time and focused on our clients.



We've intentionally taken a different approach in building our organization than any other Christian Search Firm. We believe that the best way for us to help you find your key staff is to have full-time, in-house employees dedicated to helping you do just that.

We have 40 in-house, full-time employees whose full-time focus is to help you build and align your team to your organization's purpose.

Other search firms have 1099 contract employees that do search on the side. However, when you partner with Vanderbloemen, you'll have a full-time Executive Search Consultant and full-time Research Specialist specifically selected to help you find the right people for your team.

Teamwork makes the dream work.

Our team of 40 staffing professionals is centrally located in one office, allowing a level of collaboration on every search that is unachievable virtually.



Our Executive Search Consultants and Research Specialists are full-time, salaried employees, not contractors paid on commission per placement. This fosters a collaborative environment where we encourage shared ideas and candidate networks. Collaboration is at the heart of what we do.

We've intentionally built an office space that fosters team collaboration because we believe our best work comes from tapping into the 250+ years of combined ministry experience of our team. We have a state-of-the-art open office with space for cross-team problem solving. Our entire staff spends time each week sharing strategies and brainstorming candidate matches.

Additionally, our in-house Research Team spends hours proactively looking outside our extensive database to find candidates we don't yet know that might be a good fit for your organization.

We love the *whole* Church.

We've worked with 50+ denominations across the theological spectrum, and there is no Christian organization too small or too big for us.

We love the “big C” Church and believe that it deserves the very best. Serving the Kingdom is the heartbeat of our organization and what drives our work each day. Our desire is to provide comprehensive people solutions to the Church so that it can fulfill its greatest potential here on Earth.

Every Christian organization is unique, especially when it comes to theology. Nine of our team members have postgraduate degrees in theology, divinity, or leadership. We've worked with over 50 denominations around the world and have become known for the ability to dissect a Christian organization's theological nuances in an effort to understand their heart. Understanding the theological DNA of your organization is so critical to us that we intentionally hire full-time Executive Search Consultants who were in Christian leadership across the Protestant theological spectrum from Presbyterian to Assembly of God, from Baptist to Methodist, from Acts29 to Nazarene.

We're so passionate about our team understanding theology that we invest extensive time and money into theologically training our staff. We have monthly theology gatherings where our entire staff meets to study a theological topic or denomination. We do a deep dive of how it influences our work in helping Christian organizations find their key staff.

Complementarian or egalitarian? Reformed or Armenian? General Baptist or Southern Baptist? PCUSA or PCA? We'll get to know your theology on a nuclear level. Here are some of the denominations, networks, and theological associations we've worked with:

A Covenant Order of Evangelical
Presbyterians (ECO)
Acts29
African Methodist Episcopal Church
Anglican
Assembly of God
Association of Related Churches
Baptist
Bible Church
Brethren
Calvary Chapel
Catholic
Christian Church
Christian Missionary Alliance
Church of Christ
Church of God
Church of Nazarene
Congregational
Converge Worldwide
Disciples of Christ
Episcopal
Evangelical
Evangelical Alliance Ireland
Evangelical Covenant
Evangelical Free
Evangelical Friends
Evangelical Lutheran Church in America
(ELCA)

Evangelical Presbyterian Church (EPC)
Foursquare
Lutheran
Lutheran Congregations in Mission for
Christ (LCMC)
Mennonite
Methodist
Missionary
Non-Denominational
Pentecostal
Presbyterian
Presbyterian Church of America (PCA)
Presbyterian Church of the USA (PCUSA)
Protestant
Reformed
Reformed Church of America
Reformed Non-Denominational
Restoration Movement
Southern Baptist
Spirit Filled Non-Denominational
United Brethren
United Church of Christ
United Methodist
Vineyard
Wesleyan
+ Many More

Theology matters.

Our staff has more seminary and theological experience than any other search firm with 200+ collective years of Christian leadership.

Malcolm Gladwell says it takes 10,000 hours of practice to become an expert. With over 1,000 staffing assignments completed, we have completed more searches than anyone else in the staffing industry serving Christian organizations.

We've conducted every type of staff transition under the sun and have navigated Christian leadership teams through difficult circumstances including devastating unexpected departures of team members including death and moral failure.

The Vanderbloemen Team has over 200 years of combined experience in Christian leadership, the church, and parachurch world. Eleven of our team members have advanced degrees in theology, divinity, or leadership. Because of our team's vast experience, our reach and connections to candidates are intentionally intertwined in our search and candidate sourcing process.

Additionally, we have 30+ Strategic Partners who are an extension of our team around the globe in complementary services like capital campaigns, stewardship, organizational structure, Christian higher education, and more who are available to advise us and network with us on searches.

We have high standards for quality and ethics.

We are the only Christian search firm who has been invited to join (and has joined) the Association of Executive Search Consultants (AESC).



The Association of Executive Search Consultants is an invitation only association comprised of the best search firms in the world who have gone through an extensive auditing process, follow the Best Practices for Search Firms, and are accepted into membership. Because we, as an AESC Member, must commit and adhere to the AESC's industry and government recognized Code of Professional Practice, our clients can be assured that AESC Members are able to serve as trusted advisors for their most important engagements.

We'll bring you candidates you won't find on your own.

We have built, and thus own, the largest Christian candidate database.

We've invested significant resources into building a scalable database that houses and updates our database of 70K+ candidates. Since our consultants don't work on commission, our database is shared among our team to ensure that every client has access to the best candidates for the role.

Other search firms work off of messy spreadsheets that are outdated and unscalable. Other search firms also have consultants working off of placement commission, meaning they are incentivized to keep the best candidates to themselves rather than share them so that every organization can find the best fit. Our database consists of tens of thousands of candidates and, through the use of technology, we have developed a sophisticated system for engaging each.

Everyone on our team faithfully spends time working to expand our candidate sourcing and reach for the Kingdom because we believe the "big C" Church deserves the very best. This means that the candidates we "have" and find are quite often the ones that aren't on a job board, or in an active search mode. That's because we have spent over a decade fostering relationships, building the trust that's needed to have sacred conversations about someone's next step in ministry.

In-person makes all the difference.

We believe that in-person makes all the difference in finding the right person for your team.



Your Executive Search Consultant will come out to visit you *and* every candidate we present to you face-to-face. The face-to-face component of our consultation and interview process is a primary key to finding you whom God is calling to your staff.

We believe that if virtual worked, Jesus would have Skyped in. In-person with you, we're able to take a tour of your campus, meet your team face-to-face, see firsthand what God is doing through your organization, and best understand your DNA to find you the right candidates that fit your culture. In our in-person interviews with candidates, we're able to read body language, observe them in their element, and have more extensive interviews than other search firms who only interview over phone or video.

Speed wins.

We are ridiculously responsive to your needs.



We believe that the work we do requires our undivided attention. That is why we require our team members to move to Houston and join our team in a full-time capacity. We also have a company staff value of “Ridiculous Responsiveness,” providing you excellent service at lightning speed.

We’ve built in intentional, consistent check-ins throughout our search process so that you can be confident in the work we’re doing and can provide us with regular feedback as we search for your next team member.

We're a thought leader.

We heavily invest time and energy into providing premium leadership resources to help you build your best team.

Vanderbloemen is a thought leader in hiring and team building, from William Vanderbloemen's Forbes column on staffing and leadership to our blog of hundreds of articles on team building.

William Vanderbloemen is the author of three books including:

- *Culture Wins: The Roadmap to an Irresistible Workplace (Savio Republic)*
- *Next: Pastoral Succession That Works (Baker Books)*
- *Search: The Pastoral Search Committee Handbook (B&H Books)*

Additionally, we have created the following resources to help Christian leaders build and run a great team.

- 50+ free downloadable ebooks on staffing and leadership
- 1500+ leadership blogs
- Culture Conference, a free digital semi-annual Christian leadership conference
- Vanderbloemen Leadership Podcast with 150+ interviews with Christian leaders

William Vanderbloemen and various other team member's leadership insights have also been featured in Chicago Tribune, BBC, Fortune, Entrepreneur, Inc, Forbes, Outreach Magazine, Church Executive Magazine, and more.

We guarantee our work.

We believe in our process so much that we guarantee it.

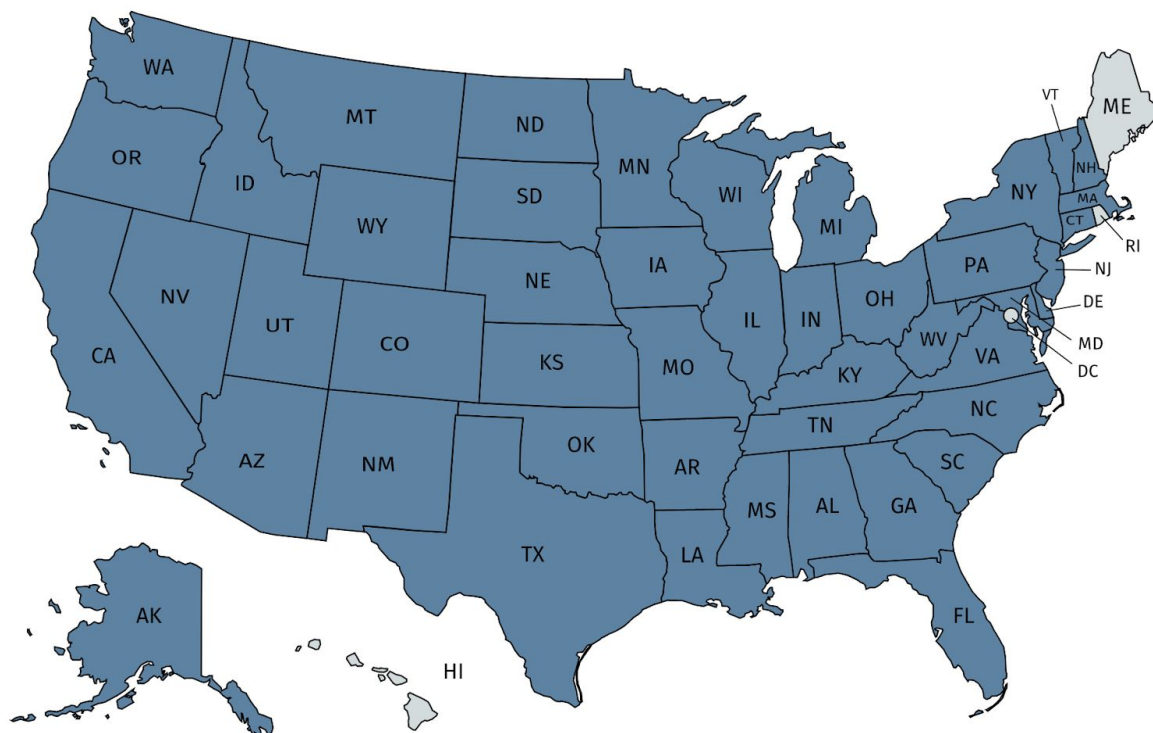
All of our searches carry a one-year guarantee. This means that if anything happens during that time - whether the hire leaves or must be let go - we'll do the search again for free.

We're also retained, not contingent, which means we undertake a much more exhaustive search process. The contingency search firm is paid only when someone gets hired, which means their search process is skewed to producing results rapidly since the more time they spend, the less profitable their work. Contingency recruiters typically use a database of known candidates, look for matches on paper, and send those candidates' resumes—as many as possible—to clients for possible interviews.

However, as a retained executive search firm, we maintain an exhaustive database of candidates, constantly cultivate contacts in our industry sectors, and know who might be restless so that we can pre-select the candidates carefully using in-person interviews, advanced assessments for suitability, and job fit. You only see the finalists, saving you time, money, and energy.

Practice makes (nearly) perfect.

We're not perfect, but we have successfully completed over 1,000 staffing assignments in 47 of the 50 states in the U.S and 7 countries around the world.



We've spent the last nine years developing the largest network of 70,000+ Christian candidates available. Our connections, database, and marketing team have allowed us to surpass the reach of any other Christian search firm.

When you partner with Vanderbloemen, you have access to the largest database of active Christian candidates looking for a job as well as our in-house Research Team that is proactively reaching out to passive candidates on your organization's behalf.

The world is noticing.

Our award-winning staff culture leads the way for our clients.

It's not just the Christian world that is noticing our work. We're amazed that business leaders have noticed and awarded our commitment to excellence in how we serve our clients. We've won several culture awards and were named #24 on Forbes' Best Executive Recruiting Firms in America. In 2015 and 2016, Vanderbloemen placed in the top 5 of Entrepreneur.com's Top Company Culture – Small Business Category in the nation and top 6 of Houston's Best Places to Work by Houston Business Journal. Forbes also named us a 2018 Small Giant, which awards businesses that choose greatness over growth. We strive to lead our clients in creating an irresistible workplace for our own staff.



2018

BY THE NUMBERS

We're grateful for all that God has done in Christian organizations across the world in 2018. Here's a glimpse at the role we played in serving Kingdom-minded clients in 2018.

194

**Executive searches
completed for our clients.**

85

**Executive searches for
churches <1K in attendance.**

44

**Executive searches for
churches <500 in attendance.**

31

**Succession and consulting
projects completed.**

24

**Compensation analysis
projects completed.**

50+

**Denominations we've served
as a company.**

TX, CA, IL

**Top 3 states where we have
the most clients.**

38

**Full-time Vanderbloemen
team members.**

3

**Major awards received:
Forbes Small Giant,
Entrepreneur Innovative
Company, & Forbes Executive
Search Firm.**