



Summary Report of Visioning Group

We have gathered a great many thoughts from the congregation. Through conversations in homes, small group gatherings, a leadership retreat, staff conversations, and personal discussions, many ideas have been shared. These thoughts and ideas that came to light were assessed and discussed by a group of approximately 30 leaders in large group meetings and many targeted topic meetings.

We have prepared a Visioning Report that compiles those thoughts and ideas to give insight to the Pastor Nominating Committee. This version of The Anchor includes a summary of the highlights of that report. The report will also provide direction for the Session and other

church leaders. This Visioning Report is not the end of the discussion. It is a starting place for vision and action as House of Hope moves into the future.

Thanks to everyone who gave their time and effort in the home gatherings and Visioning Group. I also want to thank the hosts who opened up their homes. It was a lot of work and has resulted in a series of important, focused ideas. Thank you to everyone who shared their thoughts and insights in the past year. Those conversations, formal and informal, have helped to add depth and insight to this report.

It is exciting to move forward in the election of the Pastoral Nominating Committee this month. This report will help give

them a strong start in their discussions and search process. If you would like to see the full version of the Visioning Report, contact David Goudzwaard-Vaught at DavidGV@hohchurch.org or pick it up in the church office.

I value being part of such a strong church and being among members who care passionately about their congregation. God bless House of Hope!
—Rev. Dr. Andrew McDonald

Congregational Meeting to elect
Pastor Nominating Committee
Sunday, May 19, 2019
Following worship

True North Values

The Visioning Group explored the culture of House of Hope and identified not just the values of history, but five dynamic values that will orient and direct us as we move together into the future.

We value being a church that will embody these values:



Connect

Connect with God –
Connect with Us



Explore

Explore Faith,
Question Anything,
Imagine All Things



Inspire

Inspire One Another



Engage

Engage Real Life



Belong

You Belong Here.
Welcome Home.

In the coming months, the congregation will hear more about these values and why they are important for our future.

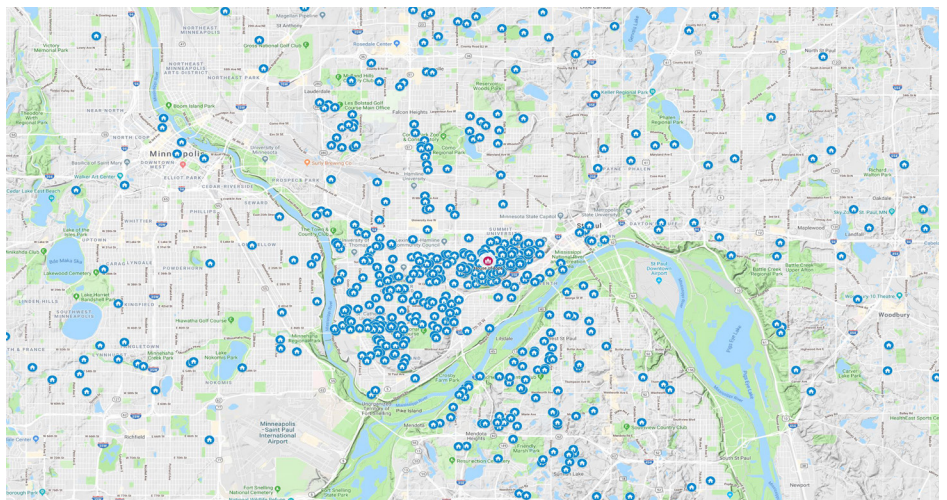
Connecting Demographics: Who Is Out There and Who Is Here?

For churches, it appears that “birds of a feather flock together.” People connect most easily with people of similar experiences, social backgrounds, and perspectives. The challenge for our church is to discern, first, who are we; second, who is most likely to be drawn to our church; and, third, how can we keep opening our doors to new people.

In reflection on the Percept Group’s (R) sociological data, we looked at who our neighbors are. We also took into consideration who our congregation members are.

Local groups who we think are most likely to connect with the House of Hope include:

1. Suburban mid-life families
2. Young starters (age 25–34)
3. Rising professionals
4. Traditional, educated families
5. Singles (across all age groups)
6. New to the area (mid-life to early retirees)
7. Empty-nesters



Homes of House of Hope members and friends

WORSHIP

10 a.m.

Sunday, May 5
Confirmation Sunday

The Motet Choir:
Exultate Justi, Viadana
God Be in My Head, Rutter

Choir School:
For the Beauty of the Earth, Rutter

Sunday, May 12
Fourth Sunday of Easter

The Motet Choir:
Jesu, the Very Thought of Thee, Culloton
Kyrie (from Mass in G), Schubert

Choir School:
The Lord Bless You and Keep You, Rutter

Sunday, May 19
Fifth Sunday of Easter

The Motet Choir:
Jauchzet dem Herrn, alle Welt,
Mendelssohn
Cantate Domino, Hassler

Sunday, May 26
Sixth Sunday of Easter

The Motet Choir:
Agnus Dei, Albright
Not One Sparrow, Hawley
The Day is Done, Paulus

What are People Looking For In a Church?

Strong, quality, educated preaching is very important to those looking for a church like ours. We found that 30–50% of people searching for a church are open to traditional music and worship.

There is a thirst for knowledge about faith, yet this is challenged in a secular culture. Educated people are more open to an educated church. We believe HOH can move forward by growing the Adult Education program. This would include both traditional classes in Bible, theology and prayer, alongside of life-fulfillment type courses (e.g. finances, marriage, divorce). It would also seek to grow ongoing friendships among these study experiences.

Various generations express a strong desire for hands-on service projects. Action-based mission projects that fulfill a social justice orientation are priorities for the younger groups in the surveys.

There is a strong desire for recreational types of activities.

There is also a thirst for friendship and community that could be filled with active and fun events.

INSPIRING FUTURE | KEY TO A STRONG, HEALTHY CONGREGATION

Using multiple assessment tools, congregational feedback, and discussions in the Visioning Group, we identified the following strategic priorities.

Our top priority is to numerically grow the membership in this Christ-led, Christ-inspired congregation. This is the crucial issue for the church and in our search for the next Pastor/Head of Staff.

As Parish Consultant Lyle Schaller stated, “In the next 10 years, do we decline, or do we double?” Our congregation agrees that growth is important and should be a top priority. It will not result from one activity, but a hundred small actions intentionally focused on membership growth.

- Help every committee, group, and the congregation focus on making this goal a reality. Empower the congregation to help the church it loves grow.
- Provide opportunities and tools for members to be proactive in inviting prospective members to the many exciting opportunities for engagement.
- Develop strong practices for welcoming. Strengthen how we meet, greet, and socialize with visitors and members.
- Develop processes for non-member involvement.
- Develop assessment tools for growing engagement.
- Set goals and assess each committee, program, and staff

member by their commitment to helping HOH double in size over the next 10 years.

- Implement the Membership Development Master Plan.
- Improve visibility of HOH through marketing.
- Develop a funding strategy for an increased marketing budget.
- Develop strategies to increase worship attendance.

Build our identity around one of our key Mission Outreach strengths.

Mission Outreach is a core priority of HOH. Identifying a central area to focus our work will strengthen our impact.

Develop a timeline for HOH mission projects. Bring the congregation along as projects advance, building a sense of excitement as we move toward specific goals.

Communicate powerful stories, especially from our mission recipients to communicate impact.

Gather people to work on targeted mission projects. Make these meaningful and fun times. Set a goal of how many large events we engage in each year.





Engage Community

HOH members are interested in connecting with local community groups to:

- Further our ministry by connecting with potential members.
- Explore creative ministry possibilities.
- Engage in serving the community.
- Welcome the community in hopes providing a sense of belonging.

We have had discussions with many groups in the past year and will continue to search for new opportunities.

Grow in our experience of friendship and community.

Jesus said, "Love one another." People come to a church looking to both give and receive help, hope, and a feeling of home. We want to build a sense of home.

Develop meaningful friendships. This is a long-term project that will require clergy support and congregational leadership.

Hire an Associate Pastor who is a catalyst, entrepreneur, and leader of leaders for inspiring group involvement. Prioritize this associate to spend at least half-time involved in group life at HOH.

Develop a Life Groups Committee to generate and support activities.

Identify leaders for potential groups at HOH: study groups, exercise groups, mission project groups, recreational groups, Bible study groups, taskforce groups, generous giving groups, niche groups.

Develop a rich variety of Adult Enrichment and group opportunities for learning, growth, and friendship.

Set objectives for congregational participation in Life Groups, led by Associate Pastor. Set a specific goal of how many groups HOH will add each year.

Develop community-building nights to expand education and fellowship. Perhaps build around a Wednesday meal.

Partner with music and arts organizations to add depth to opportunities.

Develop future leadership.

Jesus said, "The harvest is plentiful, but the laborers are few; pray therefore the Lord of the harvest to send out laborers into his harvest." (Luke 10:2)

Develop a strong leadership team that embraces a culture of visioning.

Incorporate an annual leadership retreat, where the Session, Trustees, and program staff share visionary ideas and develop strategic goals.

Survey the congregation for suggestions and communicate results.

Develop goals and supporting activities for committees to move HOH forward. Communicate the goals to the congregation and provide consistent updates.

Develop two leadership training events per year. Develop youth leadership opportunities. Encourage fresh ideas.

Develop a permission-giving approach to new ideas.

Identify the passion, gifts, and talents of members and make the information accessible to the congregation to identify potential leaders. Utilize the Nominating Committee to recruit Elders based on gifts.

Survey each committee yearly with the questions: "Did you accomplish something vital and important?" and, "Was

your time used effectively?" Use the feedback to make improvements.

Restore, renovate, and revitalize the community spaces.

HOH has tremendous assets in its physical building. We can strengthen this gift by continuing to improve the HVAC system and enhance the community spaces.

Hire an architect to develop a comprehensive vision for the building. Use this to develop a long-range plan, to be implemented in stages over the next decade. This vision should take into account the desires that members have raised.

Explore use of the building to provide increased social/community interactions.

Future possibilities may include:

- Replace the HVAC system to replace antiquated system and make the building more energy efficient.
- Revitalize the kitchen to support providing meals.
- Revitalize the Great Hall as a space for congregational meals. Make the space usable for other organizations. Explore a movable stage, new lighting, new sound system, low-maintenance flooring, and natural light.
- Update the Assembly Room with audiovisual and recording potential, along with better lighting and increased capacity for high-quality presentations.
- Renovate the Library to be a warm place where the HOH community can gather and relax.
- With our new security system in place, we now can focus on how we can increase building usage while also maintaining building safety and security.
- Identify ways to make worship more comfortable for families with young children.
- Consider partnership with other groups who would be interested in using the building, such as a preschool.

Grow our financial strength.

Jesus says, "Where your treasure is, there your heart will be also." (Matthew 6:22). Giving provides a powerful and meaningful way for people to participate in the work of the Lord.

People give to HOH for different reasons:

- Gifts to our stewardship campaign
- Gifts to cover special needs
- Gifts to special offerings: Christmas Offering, One Great Hour of Sharing, etc.
- Planned gifts, wills, bequests, etc.
- Capital gifts
- Gifts from non-members at events

Focus the annual stewardship campaign on church activities. Strengthen the theological and spiritual joy of generous giving.

Explore a capital campaign.

Set a goal to increase the endowment. Consider hiring a fund developer and creating an endowment gifts team.

Emphasize the need for financial commitment in relation to membership, both new and long-term members. Strengthen the understanding of the theological dimensions of generous giving.

Share meaningful stories about the impact of HOH's ministries. Remember, Jesus says to, "Let your light shine."

Our hopes for a new Pastor/Head of Staff include someone with the following values:

MULTIDIMENSIONAL MINISTER: creative, dynamic, theological, warm, passionate.

STRONG PREACHER who speaks from a wealth of knowledge: theologically, biblically, artistically, and who makes cultural connections with faith and life.

PROGRESSIVE CHRISTIAN THEOLOGIAN aware of **RELIGIOUS PLURALISM**, yet who helps us grow in our Christian and Presbyterian approach to faith.

STRONG WORSHIP LEADER who will work collaboratively to make traditional worship vital and fresh.

Help us carry forward our **STRENGTH IN MISSION OUTREACH**. We want a Pastor who will support our efforts for inclusiveness, peace, justice, and stewardship of creation.

STRONG LEADER who can develop **STRONG LAY LEADERSHIP** who will guide us through the changes in our church, culture, and world.

Balance being **COLLABORATIVE** and yet **DECISIVE**. Someone who listens to all voices and can help us reach new generations.

GREAT STAFF LEADER who can manage Associate Pastors and staff, and who will help us develop **OUTSTANDING PROGRAMMING**.

We value a Pastor who can **DEFTLY MANAGE CONFLICT** and encourage problem-solving.

We want a Pastor with **FINANCIAL COMPETENCE**, a **LEADER IN STEWARDSHIP**.

We value having a Pastor/Head of Staff who is **SELF-AWARE**: who knows her/his own strengths and limits.

We want a Pastor/Head of Staff who can **PARTNER WITH US TO GROW THE CHURCH**.

Dreaming Dreams, Seeing Visions: Our Dreams for House of Hope

Grow the membership at House of Hope.

Implement a comprehensive marketing and growth plan.

Ignite excitement, theological knowledge, and hope through powerful sermons and quality traditional worship. Help us explore new opportunities for worship.

Become *the* music and arts church in St. Paul.

Expand our meaningful ministry of education for adults, youth, and children.

Grow new friendships through programs and relationships.

Enhance our identity in mission outreach and social justice.

Leverage and enhance our facility to support our community.

Inspire generosity to support an expanded budget and capital campaign.

Parament Presentation with Tim Harding

May 5 | 11:15 a.m. | Assembly Room

Tim Harding has completed six new sets of silk paraments for our Sanctuary. Come learn about our history and the selection process. Tim will be available to describe his work and answer questions. A selection of his other fiber wall hangings are displayed in Cloister Gallery until May 12.



2019 Didier Seminar on Religions and Contemporary Thought | April 2019

“Progressive Christianity” with Rev. Robin Meyers, Ph.D.

We extend heartfelt thanks to everyone for making the 2019 Didier Seminar such a success. A special thank you to Rev. Dr. Robin Meyers for sharing his powerful message about progressive Christianity. He urges us to join head and heart in the search for a relevant and intellectually honest church for the 21st century. This yearly seminar is dedicated to the spiritual growth through the best comprehensive thinking in religion, the arts, letters, and science. —The Didier Seminar Committee

Great Decisions: Trade with China with Duncan McCampbell

May 14 | 4 p.m. | Kirk Parlour

The U.S.-China trade war illustrates why modern, accurate economic numbers are so important. How do outdated numbers (Gross Domestic Product) give rise to bad policies?

Duncan McCampbell is an American lawyer and professor of international business and law. Each year he teaches law and business in Chinese universities. He also teaches at Metropolitan State University in Minneapolis.



Sunday Exchange More Christian? More human?

May 26 | 11:15 a.m. | Room 1

We're on the lookout for new ways of being together in the world. This week's question is, “Does being more Christian make you more human?”



House of Hope Faith Builders project
June 24–28 | Register today!

<http://faithbuilders.tchabitat.volunteerhub.com/>



Choir School Spring Concert: I walk in Beauty
May 12 at 2 p.m. | Sanctuary

Choristers age 4-18 will present a program of music and readings celebrating beauty in and around all of us. This concert is free and open to the public.



Earth Care

The earth is the Lord's and the fullness thereof, the world and those who dwell therein.

— Psalm 24:1

Recycle Smart: Resist Wish-Cycling

With the decrease in markets and international policy changes, you may wonder what actually happens to items that go into your recycling cart. St. Paul's Public Works webpage assures us that in St. Paul, "100% of residential materials are marketed in North America and 85% of recyclable materials marketed in Minnesota," but to maintain quality control and meet the demand for clean materials, it is important to keep problem materials out of our carts.

One way to do so is to resist wish-cycling—putting things in our recycling that we're not sure of but that we hope can be recycled. We act out of the best intentions, but may unwittingly contaminate a whole load that is then rejected and disposed of as garbage instead; or the items may cause damage to expensive processing equipment causing temporary shut-downs.

The Environmental Stewardship group encourages you to raise your awareness about the importance of recycling the right way. Support the St. Paul and Minneapolis campaign to Recycle Smart.

To learn what can be recycled in Saint Paul, please visit <https://bit.ly/2CIA0Fx>

Information for Minneapolis residents: <https://bit.ly/2HMAMfR>

Let us know! If you support this effort, when you sign the Friendship pad during Sunday worship, next to your name put an



CLOISTER GALLERY

Tim Harding: House of Hope Parament Artist

The House of Hope Paraments Committee is pleased to announce that internationally-known fiber artist, Tim Harding, has completed six new sets of original paraments for our Sanctuary. Perhaps many of you noticed the first set hanging from the pulpit and lectern on Easter Sunday. Paraments enhance the worship space and coordinate with the liturgical calendar. The liturgical seasons are identified by different colors and often contain a variety of symbols, designs or images. The remaining five sets of paraments will be Pentecost, Ordinary Time, Advent, Christmas, Ordinary Time again, and then Lent (in order of their unveiling).

The Paraments Committee was formed more than two years ago under the auspices of the Worship and Sacraments Committee. We were encouraged to research and choose replacement paraments that would give the Sanctuary a fresh look to reflect who we are or hope to be as a congregation. We visited many local churches, websites of various artists from around the country, and even visited an artist in the woods of Wisconsin. After discussion about style, images, size, color, and materials, we agreed on local fiber artist, Tim Harding. Tim worked closely with committee members Elly

Verhagen and Patty Paulus on the final images and colors of the paraments.

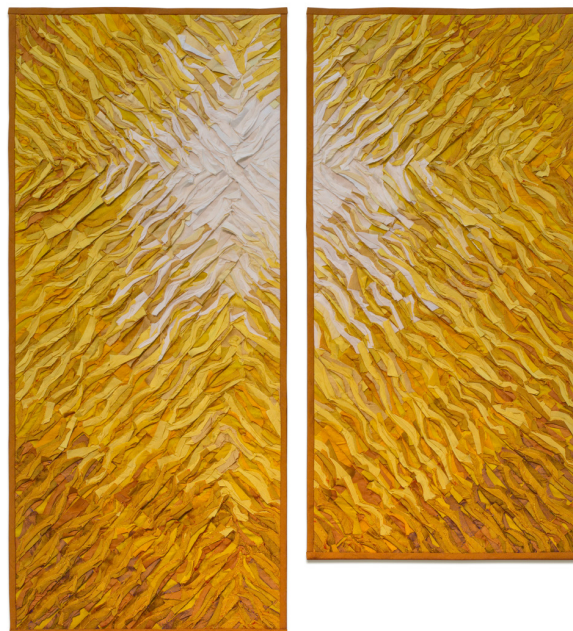
The Easter paraments are made of multiple layers and colors of cut silk. The image is meant to convey a radiant and warm sun color emanating from a bright, white light. The rising sun is an ancient symbol of the Resurrection.

The longer parament hangs from the pulpit and is designed to coordinate with the shorter one which hangs from the lectern. In the Sanctuary they are separated by space, but visually fit together as one designed piece.

All of the originally-designed paraments by Tim Harding are done in collage layered, stitched and cut silks that are characterized by vibrant, lustrous colors and richly faceted textures.

We hope that these paraments will enrich your worship experience as we look forward to each new set displayed throughout the 2019–2020 season.

—Lynn Schindler (chair), Mary Patton, Patty Paulus, Evelyn Sunness, Elly Verhagen



TIM HARDING
Cloister Gallery
April 9–May 12

Artist Reception
Sunday, May 5 | 11 a.m.

Adult Enrichment
Paraments Presentation
(see page 6)

Member Art Show
Begins May 14
Drop off art in Bridal Room before or after the May 12 service.
Contact: Patty Paulus at patty.paulus@gmail.com with questions.

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House of Hope Community Garden

We need you to be the hands that “fill the hungry with good things” from our beautiful HOH food shelf garden. Even if you can only help out a couple times, it all contributes to creating the 1,500-2,000 lbs. of delicious and nutritious food each year for our neighbors. We are adding some new crops based on updated food shelf client demographics and hope these popular and familiar foods will bring them even greater comfort. All ages, abilities, experience levels, and schedules of volunteers are welcome—there are jobs to fit everyone. Sit in the sun and pick a few tomatoes or cancel your gym membership and get your workout in the garden. Work with others or work on your own. Drive the veggies to the food shelf. Volunteer once or all season long. We’ll be starting by early May and gardening through late fall. Interested? Contact: houseofhopegarden@gmail.com or see Elizabeth Karre.