

Recruitment Profile

for the position of

Senior Pastor & Head of Staff



HOUSE OF HOPE PRESBYTERIAN CHURCH
St. Paul, MN

LEADERSHIP TRANSITION | EXECUTIVE SEARCH | BOARD ADVISORY

POSITION DESCRIPTION

Title:	Senior Pastor & Head of Staff
Organization:	House of Hope Presbyterian Church PC(USA) (https://www.hohchurch.org/)
Reports to:	Session – internal Presbytery of the Twin Cities – regional oversight
Location:	St Paul, MN

OPPORTUNITY

The successfully called Senior Pastor of House of Hope Presbyterian Church will have the opportunity to:

- Lead a church with a rich history that is actively engaged in strategic visioning for the future;
- Follow a seasoned Transitional Senior Pastor whose work continues to be transformational in a time of rebuilding;
- Continue to provide spiritual and emotional guidance to a staff and congregation who are healing after a difficult period of leadership and a challenging-though-necessary pastoral transition;
- Leverage extraordinary, existing assets (including music and programmatic offerings) which provide myriad opportunities for growth, expansion, and additional financial success;
- Complete a capital project which is providing critical infrastructure improvements to an exceptional historical building and campus;
- Expand the church's role and its mission-aligned work in the broader community;
- Build and sustain a welcoming, inclusive, 21st century church to serve all.

HOUSE OF HOPE/ORGANIZATION OVERVIEW

Located in a historic district in the heart of a large metropolitan city, **House of Hope (HoH)** is a multi-generational congregation of individuals of diverse faith backgrounds and ages walking together through all stages of life. HoH is committed to using its resources in service to others, and to utilizing traditional worship services, music and arts programs, progressive values, and intellectual pursuits to enable its members to thrive and to better serve their community. The church also has a long history of engaging in local mission initiatives involving affordable housing, food insecurity, income inequality, and social justice.

HoH is in a time of transition – evaluating its ministries in a post-pandemic world and seeking new ways to connect with the growing number of young people and families who live in the neighborhood and throughout the Twin Cities. Following the departure of its most recent permanent senior pastor – or in this case, husband-and-wife co-Pastors – in the spring of 2022, HoH has been ably led by Transitional Sr. Pastor Rev. Dr. Scott Kenefake. Rev. Kenefake has overseen a period of healing and stabilizing of staff and congregation, and has also tackled a range of critical operational, administrative, and physical issues. This includes a significant capital campaign to address some of the church's immediate structural, HV/AC system, accessibility, and physical space needs. The permanent Sr. Pastor called to follow Rev. Kenefake will benefit enormously from this period of strong and intentional transitional leadership.

Around 75% of those who have made new connections to HoH in recent years found the church through a concert, speaker series, or other community event rather than through traditional, Sunday worship. Recognizing its unique strengths in music, arts, and progressive theology, HoH aims to become a center for spirituality, creativity, learning, and celebration where all are welcome. After a thoughtful reimagining of how to use its beautiful Gothic-style church building and historic Summit Avenue campus in new and innovative ways, a new comprehensive site plan has been created – with congregational input at each step of the process – for HoH to achieve this aim.

Over the past several months, HoH congregants and lay leaders have also been engaged in deep reflection and discernment in order to coalesce a vision for a future HoH that reflects the hopes and desires of its church community. Out of this work (some led internally, some with the assistance of external consultants), a “[DREAMSCAPE](#)” has emerged; this visioning document lays out a path forward for staff, leadership, and congregation to a shared idea of the future HoH.

Mission Statement

“Building a loving community for all, House of Hope shares God’s grace and presence through music, the arts, reflection, and action. Come join us as we walk through life together.”

Guiding Principles

Centered on the love of God as revealed in Jesus Christ, House of Hope welcomes all – the faithful, the seeker, the questioner, and the skeptic. HoH envisions a future built upon these guiding principles:

- ❖ We honor and celebrate our historic strengths of progressive theology, inspiring preaching, and uplifting music, while continually seeking to discern new avenues for openness, invitation, creativity, and collaboration.
- ❖ Recognizing change as part of our future and taking risks as necessary for change, we embrace thoughtful exploration and experimentation, and flexibility and innovation to adapt our facilities to serve the greatest good.
- ❖ Mindful of our place in God’s creation, we have pledged to “be careful, humble stewards of this earth” and will manage, maintain, and upgrade our facilities in ecologically sustainable ways that demonstrate our calling to advocate for environmental justice.
- ❖ With humility and respect for all persons, we intend to be open, outward-facing, and inclusive in our service to our neighbors and the broader community as we work for peace and justice in the world. We seek intentional connection with those with different beliefs, life experiences and backgrounds.
- ❖ We aim to be a better presence in our physical neighborhood – to live and work with our neighbors – inviting and including them in discussions and decisions that may impact them.
- ❖ As a community of faith, we deepen and invest in life-giving relationships; support and nurture connections to one another; and celebrate our children and adults at all stages of their lives.
- ❖ With gratitude to those before us and mindful of those who follow, we will employ new as well as time-tested financial models that sustain our life together and support a secure future.
- ❖ We value effective organizational structure and transparent communication processes that inform, inspire engagement, and enable all to feel involved and acknowledged.
- ❖ We work intentionally with other faith communities to learn how God is also leading them in our changing world and to broaden opportunities for partnering together in service.

House of Hope Program Highlights

MUSIC

HOH’s Music Programs are among its most beloved and are core to the church’s identity, history, and outreach. Concerts, recitals, and music’s prominence in worship services attract visitors far and wide. HoH is blessed with a world-renowned organist and Director of Music, Dr. Aaron Miller and a spectacular, Fisk organ, among its many gifts.

HoH music programs comprise a team of six full and part-time staff, in addition to 10 paid section leaders for the choir. Current programs include:

- ❖ **Motet Choir**: brings together vocal enthusiasts to create harmonious and spiritually uplifting musical performances.
- ❖ **Choir School**: provides a nurturing environment for children and youth to enhance their vocal talents and engage in the rich tradition of choral music.
- ❖ **Bells of Hope Handbell Choir**: a multi-generational group of volunteers who perform monthly in worship service with a five-octave set of handbells.
- ❖ **Recitals**: showcase various musical talents, offering a platform for musicians to share their skills and passion and an opportunity to welcome non-church members into the HoH community.
- ❖ **Noyes Memorial Carillon**: a cherished musical tradition, featuring a belltower and tuned bells that resonate through the church and its surroundings.

Other program highlights include:

CHILDREN AND YOUTH

- ❖ **Children & Family Ministry (birth thru grade 5)**: focuses on creating a welcoming space for young children and families to strengthen their faith through engaging activities and events.
- ❖ **Youth & Family Ministry (grades 6 thru 12)**: provides a supportive community for young individuals and their families to grow spiritually and socially.

House of Hope Program Highlights (Youth Programs, continued)

- ❖ **Visual Art Gallery:** showcases artistic expressions within the church, fostering a connection between faith and creativity.

ADULT EDUCATION

- ❖ **Sunday Enrichment:** Grow spiritually through diverse activities and discussions in Sunday Enrichment programs.
- ❖ **Great Decisions:** Engage in discussions on global issues, fostering informed perspectives and dialogue.
- ❖ **Bible Studies:** Delve into scripture and deepen understanding through House of Hope's Bible study sessions.
- ❖ **Faith and Fibers:** Blend faith exploration with knitting and other fiber crafting in this creative ministry.
- ❖ **Men's Programs:** Tailored for men, these programs foster fellowship and spiritual growth.

SUNDAY SERIES

In House of Hope's Sunday Series prominent leaders in their fields discuss the key issues of our day and artists share their talents and engagement with life and faith. Notable past speakers have included First Lady Dr. Jill Biden; Secretaries of State Hilary Clinton, Madeline Albright, and Henry Kissinger; legendary musical artist and actor Harry Belafonte; veteran TV journalist Don Lemon; National Book Award Winner and racial justice expert Heather McGee; and award-winning actor and LGBTQ equality advocate George Takei.

DIDIER SEMINARS

The Calvin W. Didier Annual Seminar on Religion and Contemporary Thought was endowed in 1993 as a retirement tribute to Reverend Didier. This yearly seminar is dedicated to spiritual growth through the best comprehensive thinking in religion, the arts, letters, and science.

For more information visit
www.hohchurch.org/programs/

HoH Organization

HoH engages the world – in-person and digitally – by offering meaningful worship, world-class music, adult and children's education, and extensive programming; all aimed at supporting justice and peace. Current membership is in excess of 1,500 people. HoH members are very active in serving on leadership committees, Session, the Board of Deacons, & the Board of Trustees; volunteering in Sunday School and the Community Garden; and partnering with community programs including Ujamaa Place, Prior Crossing, Women's Advocates, and National Night Out, among many others. Both members and friends of the congregation are active in the world-renown music programs and Choir School.

The Congregation is currently led by a Transitional Senior Pastor who heads a dedicated staff of 20. There is a healthy mix of new and long-term staff which enables both significant institutional memory and new energy from recent seminary graduates.

REPORTING:

The Senior Pastor is accountable to the congregation through the Session and the Personnel Committee. The internal governance of HoH is managed by the Session, a group of people (sometimes called "elders") elected to make policy, receive members, assign benevolence gifts, direct worship and the sacraments, and oversee church business. As currently configured, the new Sr. Pastor will lead the 20-person staff with following direct reports: Senior Associate Pastor for Spiritual Life and Care; Transitional Associate Pastor Education for Faith Formation and Lifelong Learning; Director of Music; Director of Administration; Executive Assistant for Pastors and Programs. (See: HoH [Organization Chart](#))

HoH is a member of the Presbytery of the Twin Cities which is the primary external governing organization. Regionally, HoH is a member of the Synod of Lakes and Prairies, and the national governing body is the Presbyterian Church (USA).

THE POSITION:

The Senior Pastor for HoH will lead staff and congregation in a large, diverse metro area (and the state's Capitol City). Reflective of the surrounding community, the congregation consists of young families, single adults, and seniors. Many in the congregation have been members for decades; however, new members are being drawn to the church through its music programs, seminars and lectures, and other cultural/community programs. Sunday service draws around 400 worshipers – in person and online.

[SEE ALSO: PC(USA)-Required and Session-Approved MDP ([MINISTRY DISCERNMENT PROFILE](#)) and/or [CHURCH LEADERSHIP CONNECTION \(CLC\)](#) listing.]

The new Senior Pastor of HoH will be expected to engage with and inspire staff, congregation, and Session in advancing the mission and vision of the church with a focus on the following priorities:

- ❖ **Pastoral & Spiritual Leadership**
- ❖ **Executive & Administrative Leadership**
- ❖ **Staff Management & Development**
- ❖ **Stewardship & Fund Development**
- ❖ **Community Engagement & Outreach**

CANDIDATE PROFILE:

You are an accomplished, passionate, and empathetic spiritual leader with previous Senior Pastor experience in a large, urban or suburban church/congregation. You are able to inspire lasting and meaningful change by meeting individuals where they are and building a shared vision for the future together. You hold a modern and progressive view of “Church” and the space it holds in the lives of individuals and families, as well as communities. Your strong and compassionate pastoral leadership is coupled with expertise in overseeing the administrative, financial, and operational needs of a large church. You are a proactive steward of financial, physical, and spiritual resources. You are versed in PC(USA) polity at the congregational and denomination levels and have experience in a complex lay leadership environment. Above all, you are a powerful, though-provoking preacher and advocate for the Gospel of Jesus Christ and its application in daily, modern life.

[NOTE: We understand that no single candidate will have equal depth across all areas listed in the Candidate Profile above or the Job Responsibilities, Required Skills, and Personal Characteristics below. Successful candidates will demonstrate a compelling combination of many of them and the self-awareness and professional maturity to leverage existing or new resources in area(s) where they lack personal mastery.]

POSITION RESPONSIBILITIES:

Pastoral & Spiritual Leadership

- Spiritually lead the church community by preaching the word of God, delivering engaging, thought-provoking, and inspirational messages, and encouraging the participation of a congregation that is a deep well of experience and wisdom
- In collaboration with pastoral staff, develop and expand pastoral programs and care initiatives and support their implementation
- Based in a deep understanding of reformed tradition and progressive theology, expand upon the open and affirming mission of HoH and deepen the commitment to live the gospel in modern life
- Work proactively to nurture, strengthen, and engage HoH’s lay leadership

Executive & Administrative Leadership

- Oversee and provide support to HoH’s administrative, finance, program, operations, and marketing/communications functions
- Ensure values-driven management of HoH’s finances, including creating and operating within a fiscally responsible and balanced budget
- Help increase marketing and outreach capabilities, improve visibility, and expand membership
- With the Facilities Management Team and Session/Committees, provide leadership to the ongoing care and maintenance of HoH’s historic church building and campus, and other income properties
- Provide high-level support for the existing, multi-million-dollar construction project
- Serve as staff and resource coordinator with the Session and Trustee Committees

Staff Management & Team Development

- Inspire, motivate, and lead a team of committed professionals to realize their individual and shared/team goals

- Provide proactive, executive leadership and direction while empowering staff to fully engage and use their gifts
- Continue efforts to create and foster a supportive, trauma informed, and spiritually healthy workplace
- Maintain a working environment that allows the team to set and achieve goals while assuring professionalism and individual accountability
- Collaborate closely with all teams to continue existing traditions of excellence and encourage exploration of new opportunities for innovation and growth

Stewardship & Fund Development

(With a substantial endowment and a history of generous donors, HoH has a foundation on which to build its future, long-term sustainability. However, as with so many historic buildings, some necessary capital improvements and general maintenance have had to be deferred. To address some immediate structural, HV/AC, and accessibility needs, HoH has undertaken a \$10+ MM capital project. Initially funded by its endowment, HoH is now in the midst of a capital campaign – supported by external campaign counsel – to reimburse its endowment.)

- With Session, Campaign Counsel, and appropriate staff/Committees, ensure successful completion of an ongoing capital campaign
- Help to identify strategies that can secure new, innovative sources of income and diversify existing revenue streams
- Maintain, develop, and enhance positive relationships with key, current and prospective individual and institutional funders
- Encourage generosity among current donors to increase their financial support, and invite new community members to become partners in the financial future of HoH



**House Of Hope's Renowned
E.B. Fisk Pipe Organ**

Community Engagement & Outreach

- Promote HoH's unique strengths in music and arts programs, including the Choir School, The Didier Seminar, and Sunday Series, to introduce new visitors from all over the Twin Cities and beyond to HoH
- Encourage community engagement through the existing service programs: The Community Garden, which provides over 1,000 pounds of produce to food banks; Ujamaa Place, which provides holistic transformation for young African American men; Women's Advocates; National Night Out; etc. (see: HoHChurch.org/mission/get-involved/)
- Build on and strengthen existing relationships with neighbors and nearby nonprofit organizations
- Seek out opportunities to build inter-congregational ministries with St. Paul's UCC and Macalester Plymouth United Church and to deepen the relationship with Macalester College

ADDITIONAL REQUIRED SKILLS AND EXPERIENCE (Should Have):

- Exceptional leadership skills at the congregation, lay leadership, staff, and/or presbytery level
- Minimum of 10+ years of experience serving as Head Pastor or Senior Minister
- Demonstrable history of delivering thoughtful, skillful, personally involving, and engaging sermons
- Understanding of Reformed Tradition, Progressive Theology, and the role of church and gospel in modern life
- Successful track record of fundraising and stewardship, inclusive of revenue-generating programmatic work, annual and membership giving, capital campaigns, and donor relationship management
- Strongly developed strategic skills and ability to see and capitalize on opportunities for new ministries, funding, partnerships, and administrative approaches
- Track record of providing support and management to a team of similar (or larger) size and complexity
- Excellent written and oral communications skills and comfortable acting as a public face and voice

- Exceptional interpersonal and relationship-building skills; able to build bridges to and from the church with a full range of identities, experiences, and social classes
- Ordination in good standing from a congregation in the PC(USA) “Formula of Agreement”
- Master of Divinity from a recognized seminary

ADDITIONAL DESIRED SKILLS AND EXPERIENCE (Nice to Have):

- Previous experience with a church/congregation of similar size, complexity, and community prominence
- Previous fundraising and/or capital campaign experience
- Formal strategic planning and vision (creating and implementing) experience or training
- While not required, a Doctor of Divinity may enhance success in this role

PERSONAL CHARACTERISTICS:

- High levels of emotional intelligence, professional maturity, self-knowledge
- Healing, trauma-informed approach to leadership
- Resilience and flexibility. Able to manage capably through ambiguity and uncertainty
- Confident, thoughtful, and caring leader with a seasoned analysis of “welcoming” and “affirming” in the context of current Church
- Ability to set and respect personal and organizational boundaries (for self and others);
- Well-developed communication skills and ability to explain complex spiritual and scriptural topics and concepts in an easy-to-understand way
- Ability to work with diverse communities, amidst complex dynamics and histories, conflicting opinions, and a need to align common interests
- Welcoming, inclusive, and approachable
- Rooted in compassion and empathy
- Patience, thick skin, and a sense of humor

COMPENSATION AND BENEFITS:

House of Hope is offering a comprehensive compensation package inclusive of an effective annual salary in the range of \$140,000 to \$180,000 (including housing allowance) and full benefits. Benefits include health, dental, and vision insurance; generous PTO (including four weeks of paid vacation in the first year); continuing education opportunities; long- and short-term disability, AD&D, and term life insurance; retirement savings/PCUSA pension participation; and relocation support.



House of Hope Sanctuary

TO APPLY:

Inquiries, nominations, or applications (including a resume and cover letter) should be sent in confidence to: search@kevinchasesearch.com. We are pleased to answer any questions or supply further information.

Kevin Chase Executive Search Group has been retained to lead this recruitment effort on behalf of House of Hope Presbyterian Church. HoH and KCESG are equal opportunity employers who champion a diverse workforce and energetically affirm the value of diverse ideas, experience, and identity. We welcome applications from all qualified individuals without regard to race, ethnicity, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, ability, or veteran status.

CONTACT INFORMATION:

Kevin Chase (he/him), Managing Partner
Kevin@kevinchasesearch.com

Katherine Charapko (she/her), Sr. Consultant
kcharapko@gmail.com

Kevin Chase Executive Search Group
1800 Hi Point Street
Los Angeles, CA 90035
Email: search@kevinchasesearch.com
www.kevinchasesearch.com

All inquiries or referrals will be held in strict confidence.

Please note that all education, dates of employment, compensation and other information provided will be verified prior to an offer of employment.