

The Reverend Mark C. McKone-Sweet

9814 Fox Valley Way, San Diego, California, 92127
(c) 781-801-3586 (e) mark.mckonesweet@gmail.com

Church Experience

Saint Bartholomew's Episcopal Church Rector

Poway, CA
2014-2021

Strategy Deployment

Led parish through the strategic planning process, asking, "Whom is God calling St. Bart's to serve?" Updated mission and vision statements and created a strategic leadership team to support the development and execution of the strategic plan. Integrated strategic plan into all ministries—Worship & Music, Radical Hospitality & Outreach, Strategic Resources, Formation. Revitalized the annual stewardship program and increased pledging by 50% (\$925,000+ annually). Improved parish-wide systems to support professional execution of the plan.

Campus Revitalization

Guided parish to envision mission-critical parish campus to embrace seven-day ministry and community building. Led a successful \$7.7 million Capital Campaign. Provided oversight for the campus design, feasibility, and campaign teams. Implemented the first two phases to build a chapel, create flexible meeting spaces, renovate primary worship space, improve accessibility, and expand outdoor activity space - established a plan for Phase 3 to build a community center in 2023.

Equality and Inclusivity

Led vestry to post "All are Welcome, No Exceptions" sign at parish entrance and developed programs to support inclusivity. Launched *Invite, Welcome, and Connect Ministry* to foster growth and connectivity, adding 25+ new family pledges a year. We expanded LGBTQ+ inclusivity on and off-campus. Introduced Liturgy for "Sins of Racism of the Church," launched book studies (*Waking up White* and *Just Mercy*), and four Sacred Ground Groups in 2020-2021. Organized and led multi-faith speaker series to emphasize commonalities across communities and engaged in multi-faith vigils to support our community after synagogue shootings.

Ministry Creation and Development

Doubled preschool enrollment (pre-pandemic). Formed outreach ministry team to deepen relationships with five local partners and created the first International Mission partnership in Haiti (founded, built, and supported the Epiphany School). Broadened lay Pastoral Care Ministry Team to help home-bound and assisted-living parishioners. Oversaw the expansion of music ministry: four choirs, three instrumental ensembles, contemporary worship musicians, and collaborative musical performances. We opened the campus to community groups, weekly formation programs, support groups, and a small Korean faith church.

Saint Dunstan's Episcopal Church Rector

Dover, MA
2009-2014

Strategy Deployment

Guided parish through the healing process and led the parish to discover the call to be a sustainable parish. Introduced weekly Eucharist, extending services offerings to the entire year, and increased worship attendance by 40%. Led parish to adopt the five-year strategic plan and to revitalized core ministries by nurturing robust and sustainable leadership. Led parish-wide, vestry-initiated chancel re-organization. Grew annual pledging units, total funds pledged, and outreach financial support by 40%.

Youth and Adult Engagement and Formation

Created Christian Education think tank to develop a long-term vision for formation. Introduced *Godly Play* curriculum, developed comprehensive youth confirmation program, expanded youth programs, and led successful adult formation programs. Formed a sustainable teaching model to meet growing demand. Developed men's and women's groups and began annual retreats for the vestry and teachers. Constructed a mission trip model and facilitated trips for adults (Haiti) and youth (Belize and New Orleans). Engaged with Dover-Sherborn town to participate in baccalaureate services, 9/11 memorial services, and multi-faith discussions on youth safety, drugs/alcohol use, depression/anxiety, and gun control.

Church Experience (cont.)	<p>Saint Paul's Episcopal Church Assistant Rector, Seminarian</p> <p>Worship & Pastoral Care Co-Leader Presided and preached at Sunday Services, alternating weekly with Rector. Introduced monthly youth service. Shared pastoral care with Rector for growing 170+ family parish.</p> <p>Christian Formation Program Facilitator Introduced Christian Formation Team, created covenant, developed curriculum support systems and decision-making processes, and implemented parish-wide safe church policy. Engaged 46 teachers/leaders for Children's programs (ages 3-12) and established a parent leadership model for youth groups (ages 13-18) to involve 190 children/youth. Supported <i>Catechesis of the Good Shepherd</i>, <i>Living the Good News</i>, <i>Confirm not Conform</i> and <i>J2A</i> curriculums and Nursery/Toddler care.</p> <p>Lay leadership and parish development Co-developed stewardship team and increased pledging by 50% over two years. Guided lay-led outreach committee to transition from "funded" to "fully fundraised" budget. Formed subcommittees for large fundraising projects and led domestic mission trips. Introduced staff development, annual planning processes, and management systems needed for continued growth.</p>	<p>Natick, MA 2005-2009</p>
	<p>Saint Andrew's Episcopal Church Seminarian (full-time, summer)</p>	<p>Edgartown, MA 2006</p>
	<p>Newton Episcopal Church Collaborative Coordinator of International Mission Trips Youth Minister</p>	<p>Newton, MA 2003-2005</p>
Business Experience	<p>Equal Exchange, Inc. (Fair-Trade) Senior Management Team & Director of Sales</p> <p>Increased level of responsibility from Sales Representative to Director of Marketing to Senior Management. Grew sales department from 1 to 40 people and sales from \$1 to \$14 million (35% annual growth from 1999 to 2004). Co-Led two organizational Strategic Planning processes. Developed a New Product Development process and introduced three new product lines. Designed and implemented human resource policies and enhanced personnel systems to support high growth. Served on the Board of Directors as Executive Committee Chair and Personnel Committee Chair.</p>	<p>West Bridgewater, MA 1993-2004</p>
Education	<p>The Episcopal Divinity School <i>Master of Divinity</i>, concentration in Liturgics</p> <p>Northeastern University <i>Master of Business Administration</i>, Beta Gamma Society (top 10% of class)</p> <p>Wheaton College <i>Bachelor of Arts</i> in International Relations (Minors in International Economics & Music)</p>	<p>Cambridge, MA May 2007</p> <p>Boston, MA June 2002</p> <p>Norton, MA May 1992</p>
Professional Development	<p>Interim Ministry Leadership Training: The Work of the Leader, Non-Profit Solutions: Managerial Work Group, Lilly Foundation Sabbatical Grant Reward (\$48,000): Exploring Spiritual Roots, CEEP Network Meetings & Workshops, Gathering of Leaders, Rooted in Jesus</p>	
Diocesan Activities	<p>Diocese Leadership Committees: Standing Committee Member: Diocese of San Diego (2017- Present) and Diocese of Massachusetts (2010-2014), Commission on Ministry (2019-2020), Bishop Curry Visitation Design Team: Fundraising Chair (2020-Present), Massachusetts Episcopal Clergy Association: Co-President of BOD (2010- 2012) and Member (2008-2013)</p> <p>Anti-Racism Taskforces: Member San Diego County Faith Leaders Race & Racism coalition (2020-Present) and Interfaith Racial Reconciliation Taskforce (2020-2021)</p> <p>Teacher & Chaplaincy Work: Teacher for The Epiphany School, Dorchester, MA (2012-2014), Chaplain for Massachusetts Diocese B-Safe, Barbara C. Harris Camp, Diocesan Youth Retreats (2008-2014), Assistant Chaplain for San Diego Episcopal Cursillo</p>	