

Mark McKone-Sweet

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Church Experience

Saint Mark's Episcopal Church

San Diego, CA

Priest Associate, Consultant

2021 - Present

Assist bi-vocational priest-in-charge with worship, preaching, and on-site pastoral presence for weekly food pantry. Consulted on holistic congregational development for the parish of 25 households and 48 supporters & friends. Guided leadership and parish to successful Capital Campaign (\$250K+), setting vision-based goals, focusing on relationship development, engaging donors, asking for sacrificial gifts, and sharing updates throughout the campaign. Coached vestry to adopt restated bylaws, update financial systems, refresh website and implement 2022 Annual Stewardship Campaign (\$114K+). Encouraged priest-in-charge to seek long-term partnership with Episcopal Community Services.

Saint Bartholomew's Episcopal Church

Poway, CA

Rector

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

Dover, MA

Rector

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 pledging units, total funds pledged, and outreach financial support by 40%.

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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

Saint Paul's Episcopal Church

Assistant Rector, Seminarian

Natick, MA

2005-2009

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.

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 *Catechesis of the Good Shepherd*, *Living the Good News*, *Confirm not Conform* and *J2A* curriculums and Nursery/Toddler care.

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.

Saint Andrew's Episcopal Church

Seminarian (full-time, summer)

Edgartown, MA

2006

Newton Episcopal Church Collaborative

Coordinator of International Mission Trips, Youth Minister

Newton, MA

2003-2005

Business Experience

Equal Exchange, Inc. (Fair-Trade, Worker Cooperative)

West Bridgewater, MA

Senior Management Team & Director of Sales

1993-2004

Grew sales team from 1 to 40 people and revenue from \$1M to \$14M. Co-Led strategic planning processes, created new product development process and HR policies. Served on BOD, Executive Committee, and Personnel Committee (Chair).

Education

Episcopal Divinity School, Master of Divinity

2007

Northeastern University, Master of Business Administration

2022

Wheaton College, Bachelor of Arts

1992

Professional Development: 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, Invite Welcome Connect.

Diocesan Activities

Diocese Leadership Committees: Standing Committee Member: Diocese of San Diego (2017-2021) 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). **Anti-Racism Taskforces:** Member San Diego County Faith Leaders Race & Racism Coalition (2020-Present) and Interfaith Racial Reconciliation Taskforce (2020-2021). **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.