

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 08422.AFO**

**Ministry General Information**

<b>Ministry Number</b>	08422
<b>Ministry Name</b>	Saint Mark Presbyterian Church
<b>Mailing Address</b>	10701 Old Georgetown Road Bethesda, MD 20852
<b>Phone</b>	301-530-8142
<b>Fax</b>	
<b>E-Mail</b>	office@saintmarkpresby.org
<b>WWW Address</b>	https://saintmarkpresby.org
<b>Ministry Size</b>	251 - 400 members

<b>Ethnic Composition</b>	
	Asian 4%
	Black or African American (African Native, Caribbean) 4%
	Hispanic Latino/Latina, Spanish 1%
	White 86%
	Other 5%

<b>Average Worship Attendance</b>	150
<b>Church School Attendance</b>	45
<b>Curriculum</b>	Pre-K-1st grade: Gospel Light; 2nd-5th Grade: We Believe; Middle School: Reformed
<b>Yoked</b>	False
<b>Presbytery</b>	NATIONAL CAPITAL PRESBYTERY
<b>Synod</b>	SYNOD OF MID-ATLANTIC
<b>Community Type</b>	Suburban

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Head of Staff (who supervised one teaching elder and other staff)
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

**Training/Certificate Requirements:**

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<b>Other Training:</b>	Graduate of an accredited seminary
<b>Brief Church Mission Statement:</b>	
<p>We seek to be an open and inclusive community of Christian faith pursuing the love of God and neighbor, while honoring the gifts of all people. We welcome persons of every race and class, ability or sexual orientation, including children and adults with disabilities and their families, who seek to grow more deeply in their relationship with God and serve others in the Spirit of Jesus Christ. Relying on the grace of God, we seek to be a community where spirit and service come together. With faith in God through Jesus Christ, we honor these core values:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Commitment: We offer ourselves, our time, our gifts and our resources to the service of God.</li> <li><input type="checkbox"/> Community: We are a caring family of faith, honoring the gifts of all people and celebrating our life together.</li> <li><input type="checkbox"/> Compassion: We care for all God's children, responding to those in pain and nurturing one another in love.</li> <li><input type="checkbox"/> Hospitality: We welcome everyone to share with us in the community of Christ.</li> <li><input type="checkbox"/> Mission: We listen and respond to the needs of the world, reaching out to serve others in our community and throughout the world.</li> <li><input type="checkbox"/> Spiritual Growth: We grow closer to God through the disciplines of prayer, study, and worship.</li> </ul>	
<b>What is the congregation's or organization's vision for ministry:</b>	
<p>We live out our vision for ministry through our core values. Recent member feedback shows Saint Mark to be an intimate, friendly, welcoming, open, service-oriented church, committed to Christ's teachings, social activism, and vital engaging worship and music. We are known as a missional congregation with members from around our county. Our members believe they are transformed, given purpose and meaning by belonging to Saint Mark and by supporting programs that work toward healing those broken by life circumstances. Our members yearn to continue to advocate for social and institutional changes that reflect the values of the kingdom of God and to celebrate people of all races, ethnicities, sexual orientations, and abilities. Through our members' time, talent, and generosity we support local and global non-profit agencies, yet remain debt-free. We are committed to fiscal responsibility and recently completed our sixth capital campaign, having replaced/renovated our facilities. As a PC(USA) Earth Care Congregation we seek to be better stewards of God's creation. We are a worshipful people, with two traditional services on Sundays except in summer. With nearly weekly communion, a diverse music and liturgical practice, we are grounded in scripture and the Reformed tradition. Spirit and service – spiritual growth integrated with service to neighbor - lie at the heart of our common life and are the key theological basis for our faith.</p>	
<b>How do you feel called to reach out to address the emerging needs of your community or constituency:</b>	
<p>Our congregation responds to our community through the Christian practices of generosity and hospitality. We offer our facilities free or at reduced rates to area non-profits and community groups. Our members seek to expand outreach ministries that provide direct services to those living on the margins of society, i.e. homeless, immigrant, transient persons, and to develop ministries that work toward healing broken lives as an advocate for social and institutional change so that society might further reflect the values of the Kingdom of God. We are a congregation of members originally from over 25 countries and are committed to expanding diversity. We seek to meet any and all people with a desire to follow Christ where they are— regardless of age, sexual orientation, race, and ability—and to integrate them fully into the life of the congregation. We embrace our LGBTQ+ members and we belong to the Covenant Network. In addition to serving the surrounding community, our members also look for new opportunities to unite with one another—to maintain and grow intergenerational connections and collaborate with other local houses of worship. Many of our newer members are young adults and families with school-aged children who bring vitality and fresh ideas. Our God is a transforming God. A recent Church Assessment Tool (CAT) analysis carried out in April 2021 found us to be in transformation. We seek leadership for this next phase of development for our church.</p>	
<b>How will this position help you to reach your vision and mission goals:</b>	

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We intend the Pastor to use his/her skills to lead and support our congregation as we move from the COVID era into a new phase of the life of the church. This is only the third called pastor for our church that was founded in 1961. Under new leadership, we hope to carry forward the best parts of our past: continue to embody our core values as a welcoming, open, progressive, caring, service-oriented congregation.

We have also identified priorities among the changing needs of our congregation and call on the Pastor to help us to:

- Create more opportunities for people to form meaningful relationships through fellowship and mission activities.
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church; maintain our membership base, while seeking to attract new members and supporting wide diversity.
- Develop ministries that work toward healing people broken by life circumstances, working continuously towards social justice, gun violence prevention, and racial equity.
- Work as an advocate for social and institutional change to reflect the values of the kingdom of God.
- Help us grow Saint Mark's online presence through hybrid (in-person and/or live-streamed) worship services, online educational opportunities, social media, and more.
- Create new opportunities for service and fellowship appealing to different generations that will bring new people to join our congregation.

#### **Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:**

Strong ability to preach, grounded in theology and spiritual practices. Links Scripture to today, so we can take what we learn at church and relate it to our everyday lives.

- Sound spiritual formation skills, with a deep foundation in Scripture, theology, and Presbyterian polity.
- Advocate of diversity for full inclusion of the LGBTQ community, supporter of community service, advocate for social justice.
- Commitment to creation care and energy conservation.
- Technologically-savvy to support website and social media as valued communication tools.
- Teaching skills to nurture the study of Scripture and theological reflection through sermons, Bible studies and other programs.
- Demonstrates leadership that empowers members of church staff (associate pastor, director of music, office administrator, and sexton) and Session to take risks to further the missions of the church. Encourage and equip members to be active leaders in ministry.
- Creative, particularly in the area of use of resources and fundraising to financially support church programs.
- Adaptable, remaining open to new ideas and approaches.
- A warm, empathic, enthusiastic, energetic, creative, open-minded personality.
- Excellent communicator and listener who is open and non-judgmental.
- Ability to meet congregants where they are on their faith journey and guide them forward in their spiritual growth regardless of differences like age, gender, experience, race, background.

#### **What specific tasks, assignments, and program areas will this person have responsibility?**

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The ministry of Word and sacrament

- Pastoral care
- A collaborative, supportive and positive relationship with the associate pastor
- The role and responsibilities of head of staff
- Working collaboratively with the Director of Music
- Moderating the Session
- Assisting the congregation in the tasks of:
  - Celebrating the church's history
  - Strengthening the continuing ties with Presbytery, Synod and General Assembly
  - Leading the church to a renewed, transformational vision for the future
  - Assessing staffing structure, as needed
- Supporting stewardship and fund-raising campaigns
- Leading efforts to attract new members, including equipping current members with the skills for how to reach out to new communities to invite them to be part of Saint Mark.
- Leading adult education and Bible studies
- Building and maintaining collaborative relationships with other local faith communities, including other faith traditions.
- Judicatories: participating and serving as called upon in Presbytery, Synod, and General Assembly meetings and/or committees

**Optional Links:**

#### Leadership Competencies:

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Technologically Savvy

Culturally Proficient

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

#### Compensation and Housing: Cost of Living Calculator

**Minimum Effective Salary:** \$88,000

**Housing Type:** Housing Allowance

#### References:

Name	Address	Phone Numbers	Relation	Email
G. Wilson Gunn, Jr.	8 Danforth Place, Durham NC 27712	240-620-4671	former National Capital Presbytery Executive	GWG6352@gmail.com
Rev. LeAnn Hodges	14010 Parkvale Road, Rockville MD 20853	443-370-3454	former Associate Pastor	LeAnn.Hodges@me.com
Kathleen Guinan, CEO Crossway Montessori Communities, www.crossway-com	3015 Upton Drive, Kensington MD 20895	301-503-0666	non-profit partner	kguinan@crossway-community.org

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**Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?**

Yes

**Version Track Info: This MIF was last updated on 09/13/2021**

**Self-referral Contact Information**

**PNC:** Richard Pavlin

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