



Congregational Profile

St. Mark's Lutheran Church's mission is to share God's love, welcome others into His church, and grow to become like Jesus. St. Mark's has a welcoming environment that offers a closely-knit community in a large church setting. We are a vibrant, growing community of faith, passionate about making disciples of Jesus in every area of ministry. Since its beginning, the church's source for all teaching has been rooted in the Bible, the Word of God.

The following information about St. Mark's is formatted and numbered to correspond to Attachment D "Congregational Profile" from the [Call Packet of LCMC document](#).

Part I – Basic Congregational Information:

1) **About Us.**

St. Mark's Lutheran Church is a congregation affiliated with Lutheran Congregations in Mission for Christ (LCMC). Our Lutheran heritage dates back 133 years to 1885 when the congregation was founded. We are located on 22 acres at 8300 C Avenue NE, Marion, Iowa. The church building includes two worship centers, a large fellowship space, a dedicated children's and youth ministry level, and an outdoor worship space that overlooks a pond. For more information, please visit our website: www.faith-life.org

2) **Church Council.**

St. Mark's governing body is currently made up of eight members; Lois Mulbrook serves as the 2017-2018 council president. Lois can be reached at council@faith-life.org.

3) **Call Committee.**

The call committee consists of eight St. Mark's members led by Dale Thompson. Dale's email address is callteam@faith-life.org.

4) **Three significant modern day events/developments at St. Mark's include:**

Changed denomination in 2011 to the LCMC; initiated International mission work; and growing to become a Disciple-making church in every area of ministry. See Attachment #1-Church History.

5) **Our Building.**

The St. Mark's Faith & Life Center, was dedicated March 2, 1999. See Attachment #1-Church History.

6) **Last Renovation.**

A 42,000 square foot building expansion was dedicated September 18, 2011. See Attachment #1-Church History.

7) **Significant trends in congregational demographics:**

- Our location is positioned for growth. Projections predict 30,000 people moving to this area of the community in the next 20 years.
- Attendance doubled in size in last 15+ years. Average weekly attendance is nearly 800
- We have vibrant Wednesday night and Sunday Morning Children's, Middle School and High School

ministry programs

- More than 330 children and students connect weekly
- VBS participation of nearly 350 children each year, 75 student leaders and 55 adult leaders
- More than 100 small groups for study, outreach and fellowship

8) **Constitution.**

St. Mark's Lutheran Church's constitution was last updated in 2013.

Part 2 – Ministry Practices, Structure, and Future

1) **About Us.**

St. Mark's current annual report is available upon request.

Worship.

We have three Sunday morning services: a *Traditional* service at 8:30 am, which includes majestic liturgy, pipe organ, and choral music; a *Celebration* service at 9:45 am, described as joyful worship with a contemporary feel; and an *Impact* service at 11:00 am, high-energy worship in a casual setting.

Education.

St. Mark's Children's Ministry introduces children to Jesus and the love He has for them, while equipping families to grow together in God's grace. Children's ministry takes place on Sunday mornings at 9:45 am. In addition, a Wednesday night children's ministry is offered from 5:30 to 7:30 pm.

St. Mark's Youth Ministry exists to equip youth with God's Word, reach out with the love of Jesus, connect Christians, and challenge youth to serve and celebrate God with their lives.

Confirmation is the central component of St. Mark's Middle School Ministry. Meeting Wednesdays from 5:30 to 7:30 pm during the school year, sixth-, seventh-, and eighth-graders gather to grow in their knowledge and understanding of the Christian faith by connecting in both large group and small groups.

"The Edge" is a gathering and sending place where high school students (and adult/young adult leaders) help each other: discover, enjoy, and follow Jesus; demonstrate and share the Gospel in every aspect of life; and journey through real life together. The Edge meets during the school year at 7:30 pm each Wednesday. In addition, The Furnace is a weekly gathering of high school and middle school students on Sunday mornings.

Adult Learning Life at St. Mark's includes many meaningful opportunities for study, growth, service, and fellowship through small groups of 5 to 12 members. There are numerous options to impact the lives of people around the corner or around the world through a variety of outreach activities. In addition to small groups, listed below are several examples of internal opportunities for individual growth:

- Alpha
- Crossways
- Financial Peace University
- Sunday morning Bible study
- GriefShare
- I Once was Lost Evangelism Course
- The Marriage Course and Marriage Enrichment / Pre-Marriage Seminar
- Missions 101: Helping Without Hurting
- Chinese Bible study
- The Parenting Teenagers Course
- The Parenting Children Course
- Welcome to St. Mark's Class

Serving and Evangelism. St. Mark's offers many opportunities to serve in the community, country and world by helping others grow in Christ. Please refer to Attachment #2-Service Ministries, Community Involvement, and Partnerships for a full list and descriptions. Some examples are:

- Haiti missions work
- Eight Days of Hope
- Annual family mission trips at Big Creek Missions
- Alpha Ministry in senior living communities
- Annual high school mission trips
- Prison Ministry
- Beautiful Day
- *Night to Shine*, sponsored by the Tim Tebow Foundation
- Serving meals at Mission of Hope, a local homeless outreach center
- Habitat for Humanity

2) **Service Ministries, Community Involvement and Partnerships.**

Please see Attachment #2-Service Ministries, Community Involvement, and Partnerships

3) **Staffing.**

The congregation's present staffing, including both paid and part-time are:

- 4 Pastoral staff (including open position)
- 4 Employees in Youth and Family Ministries
- 2 Other ministry staff
- 4 Worship and Media Technology Staff
- 4 Administrative Staff
- 3 Facility staff
- 5 Nursery staff
- Volunteers lead and serve on teams such as Church Council, Service and Mission teams, Hospitality and Care Ministry teams, Facility and Grounds teams, Youth and Children's Ministry teams, as small group leaders, and in many more areas.

4) **Our Mission, Vision, and Goals.**

Mission. "To share God's love, welcome others into his church and grow to become like Jesus."

Vision.

- Worship is an inspirational, relevant, Christ-centered experience
- Ministry is discovering and using our spiritual gifts to serve others
- Outreach is sharing Christ's love with others seeking answers to questions of faith and life
- Fellowship is building relationships that strengthen, support and encourage through life experiences
- Growing in faith happens through daily worship, prayer, Bible reading and sharing of gifts

Council Goals.

Goals are expressed as "Bold Steps" that the council develops and adopts annually. The current Bold Steps are:

- Develop and grow Small Group Ministry, High School Ministry and Children's Ministry to nurture a disciple-making culture
- Cultivate an environment leading to resource development in the areas of time, talent and treasures
- Continue to expand and grow mission and servant ministry opportunities

5) **Current Building Projects.**

- Space changes and updating in the children's ministry area (\$300,000 in funds available)
- Replacement of the sound and visual technology in the Life Worship Center (\$315,000 in funds available)

- Completion of unfinished office space and workshop/storage addition
- Updating external and internal signage

6) Stewardship Practices.

- St. Mark's leadership and staff provide annual updates on our general fund budget, capital appeal progress, and financial status. Congregational members are encouraged to tithe.
 - An annual Stewardship Sunday is part of our fall sermon series on St. Mark's core values. Members are asked to respond by returning their general fund commitment cards for the following year.
 - Over the last 20 years, there has been a capital appeal every three to four years. Most recently in 2017, the \$3.4 million campaign focused debt reduction and facility updates
 - Lenten offering project (past projects include: water filtration project, medical clinic, packaged meals)
- St. Mark's Church Foundation was established in 1977 and exists solely to support the church, focusing on planned giving. Its mission is to promote, encourage and assist the work of St. Mark's Lutheran Church. Specifically, the foundation supports: capital and building improvements, Christian education, general fund, mission-outreach, music program, youth ministry and benevolence. The Foundation supports the church's general budget with an annual contribution equal to 5% of the Foundation's investments.
 - Past projects it has supported includes the purchase of the organ in the Faith Worship Center, the building's elevator, the land the church currently sits on, and the upcoming Life Worship Center remodel.

7) Current Spending Plan.

See Attachment #3-2017 Operating Results and Proposed 2018 Budget

(Also included is a summary of overall giving including capital appeals and restricted/designated donations for the last several years.)

8) Congregation's Needs and Strengths

The congregation's needs and the pastoral skills that will serve the Lord best at St. Mark's are:

- Visionary leadership and planning
- Strong Biblical preaching and Worship planning
- Staff and organizational development
- Strong administration skills, including stewardship and financial development
- Continuing education and self-development

9) St. Mark's Call Process.

The call committee will determine St. Mark's needs; gather and review resumes, references, and a sample of the candidates' sermons (written and video). A candidate must be an ordained and rostered Lutheran pastor. The committee will also introduce selected pastoral candidates to the congregation and the Cedar Rapids community. The call committee will recommend a pastoral candidate to the church council for verification. The church council will call a congregation meeting at which a two-thirds majority approval by ballot vote, of voting members present, is required to call a pastor.

connect faith + life



Attachment #1-Church History

From its founding, St. Mark's has faced many challenges and hardships, but the church has persevered and grown due to God's rich blessings and the dedication and abiding faith of its members. In 2010, St. Mark's commemorated its 125th anniversary as a community in Christ. The very next year, with the completion of a new addition, the 2,000-plus members of our community celebrated the opening of expanded office, fellowship, classroom, and youth facilities and the addition of a second worship center. In light of these milestones, we reflect on the history of God's grace to this faith community.

In 1885, sixteen charter members founded the Swedish Evangelical Lutheran Saron Church of Cedar Rapids. During these early years services were held in members' homes. In 1891, the congregation took on the formidable task of buying land and raising a church building. These were young families, and they had to dig deep to come up with the money needed for the project. Located at Second Avenue and Third Street Southwest, the building cost \$2,177. In 1911, the church began conducting services in English rather than Swedish, and in 1916, women became voting members of the congregation.



In 1929, a devastating flood engulfed Cedar Rapids with Saron enduring several feet of water in its basement. By the early 1930s the church was becoming well known in the community for its annual Swedish smorgasbord event. On its 50th anniversary in 1935 Saron had grown to a membership of 217 adults and 56 children. It was during this decade that members began discussing changing the name of the church and moving to a larger, more suitable building.

1945 was a momentous year in the history of the church. On Trinity Sunday, May 27, the name of the church was officially changed to St. Mark Evangelical Lutheran Church. Later that year prospects for a new building were given a boost with a gift of land on the corner of First Avenue and Twenty-first Street Northeast. A building fund was established, but much uncertainty persisted as to when a new building would be constructed.

Disaster struck St. Mark's on Sunday, December 1, 1946. Early in the morning, as preparations were under way for Sunday School, small tongues of flame sprang up in the basement and quickly spread through the church. Teachers and students safely fled the building before the roof blew off, bulging the side walls and collapsing the rear wall. The Cedar Rapids Gazette reported that, "There was no hysteria. All the children were ushered out, even leaving their wraps behind." The loss of the building hastened plans for the construction of a new church.

For the next few years the congregation held services at the Cedar Rapids YMCA. On Sunday, September 1, 1948, groundbreaking ceremonies were held at the First Avenue site. Construction progressed quickly and the new building was dedicated on Sunday, July 10, 1949, with the iconic “Old Rugged Cross” in place over the front entryway. The cost of the distinctive stone building and its furnishings was \$97,000.



In the 1990s it was clear that relocating the church to a larger tract of land was absolutely essential to ensure the long-term growth of the congregation. In 1997, twenty-two acres of land in Marion were donated and the people of St. Mark's once more answered God's call to enlarge His tent. The new building, St. Mark's Faith and Life Center, was dedicated on Sunday, May 2, 1999.

Rapid growth in membership over the next several years again moved the leadership of St. Mark's to begin active long-range planning. Before the end of the decade preparations had been finalized, and fundraising initiated, for a building project that more than doubled the size of the church. Among the features integrated into the new 42,000 square foot new facility, dedicated on September 18, 2011, are a multi-room nursery, multiple use education/community rooms, and an updated and enlarged Crossings fellowship and dining area. Café Ablaze is an inviting youth area with a stage, fireplace, and large serving counter. Wide stairs and hallways provide easy and safe access for large numbers of people.

Walls of glass at the front of the new Faith Worship Center bathe the room in light, creating a warm and welcoming environment. The Faith Worship Center houses a 1928 vintage EM Skinner pipe organ. This world-class instrument was purchased by the St. Mark's Lutheran Church Foundation from a Lutheran church in the Bronx, New York, and lovingly restored. The organ premiered at Sunday services and dedicatory concerts in November 2012. Although normally configured for traditional worship, the 380-seat Faith Worship Center was designed for versatility and can accommodate a variety of musical and worship experiences.

St. Mark's continues to be a vibrant, growing community of faith. We move forward with the assurance that, as we serve the church, we serve God's mission on earth.





Looking West at our beautiful 2011 addition

connect faith + life

8300 C Ave NE, Marion, Iowa | www.faith-life.org | 319.447.0100 | callteam@faith-life.org



Attachment #2 - Service Ministries, Community Involvement, and Partnerships

Service Ministries

FaithWorks

The FaithWorks team strives to connect members with service opportunities in the community. This team organizes Beautiful Day, Salvation Army bell ringing, Souper-Saturday and other local service related mission projects.

ACTION Team

The ACTION Team (Applying Christ's Teachings In Our Neighborhoods) aims to combine service as described in Matthew 25 with evangelism, that is, sharing the good news and love of Jesus with others. The ACTION Team helps facilitate the Work Life course at Mission of Hope. St. Mark's members mentor class participants in the Work Life course helping to develop crucial skills for flourishing in their careers and communities. The ACTION Team also organizes a monthly meal at Mission of Hope for clients of the mission.

Share the Harvest

St. Mark's annual event to pack hundreds of thousands of meals to distributed locally and internationally to those in need in cooperation with Meals from the Heartland.

Arc Team

Family fun night for those involved in Arc and our church family. The Arc of East Central Iowa empowers people with intellectual and related disabilities to engage in lifelong opportunities to live, learn, work and play with dignity, freedom and full inclusion in their communities.

Giving Tree

Works with local agencies to provide Christmas gifts for those in need. Selecting gift tags for individuals and families and returning the wrapped gifts on a special Sunday in Advent is a St. Mark's tradition.

Short-Term Missions

St. Mark's has led international short term missions to Brazil, Mexico, and most recently, Haiti. Our work in Haiti is in partnership with United Christians International (UCI). Within the United States we are sending teams to Big Creek Missions in Bear Branch, KY. Members of this team specialize in training and equipping those participating in short term missions.

High School Missions

Each year our high school students embark on a week-long missions trip within the continental US. They have most recently utilized established local missions teams to help them in the area to which they are traveling, i.e., YWAM (Youth With a Mission) Louisville in 2015 and Orlando in 2017. They have also participated in the LCMC Mission programs (2016). This is a strong tradition at St Mark's that is supported by the Annual St. Mark's Easter Breakfast.

Global Missions

As we send and support missionaries, we provide prayer, care, and financial support to our St. Mark's sponsored missionaries. We also seek to develop and maintain covenantal relationships with our partner churches in Latvia, Ethiopia, South Sudan and beyond. As a part of our missionary support, St. Mark's supports members who are missionaries with YWAM and Navigators.

Community Involvement

Alpha
(Christian basics course)

In addition to offering the Alpha course at St. Mark's, members take the Alpha class on the road each week to Anamosa State Penitentiary and to various senior living centers in Cedar Rapids area.

Blood Drives

St. Mark's partners with the Mississippi Valley Blood Center three times a year to hold blood drives at the church

Habitat for Humanity

This spring St. Mark's will participate in a Habitat for Humanity/Thrivent Builds project. For the past 7 years St. Mark's has provided volunteers and contributed financially to one home each year.

Vacation Bible School

St. Mark's holds two VBS sessions per day for one week every summer as an outreach to elementary aged children in the community.

FLY
(Feeding Lunches to Youth)

FLY serves sack lunches Monday through Friday during the summer months to children in Marion who may otherwise not have a meal. FLY aims to spread the love of Jesus Christ and the joy of giving to children. St. Mark's has been responsible for the entire program, one day a week, throughout the last several summers.

Beautiful Day

St. Mark's eighth "Beautiful Day" was held Saturday October 7, 2017. This year we served at Mission of Hope, made sleeping mats for children Haiti, baked goodies and wrote words of encouragement for area first responders and did various projects for shut-ins within the community. Each Beautiful Day is designed for St. Mark's to serve a need in the local Cedar Rapids metro area.

Night to Shine
(in cooperation with the
Tim Tebow Foundation)

Night to Shine is an unforgettable prom night experience, centered on God's love, for people with special needs ages 14 and older. Volunteers from St. Mark's came together to honor over 140 guests.

Scout Troops

Boy Scout and Girl Scout Troops use space at St. Mark's on Monday and Tuesday evenings.

Linn-Mar School Programs

St. Mark's donates space to the Linn-Mar School system to be used for staff training events, testing events, and musical performances.

Election Polling Place

St. Mark's donates space during local, state, and national elections to be a polling place for the Cedar Rapids/Marion metro area.

Partnerships

Haiti: UCI

(United Christians International)

UCI began in 2005 and with evangelism, discipleship, and training remaining the main focus of UCI's ministries, God has enabled the people of UCI to offer hope and livelihood to many lost in Voodoo and suffering from the abject poverty of the Central Plateau region of Haiti. During Lent of 2015, St. Mark's members contributed more than \$100,000 to build a medical clinic at UCI. Since 2015 St. Mark's has sent 5 mission teams of 15-19 people to serve at UCI etc. Our 6th mission team will serve in February 2018. Each year children are sponsored by St. Mark's members, allowing them to attend school. Numerous members also sponsor students studying at the university at UCI.

LDA Fund

(Lutheran Disaster Assistance)

During the LCMC's October 2012 Annual Conference, the LCMC Board of Directors approved the establishment of a LDA Fund to provide emergency relief assistance to victims of natural disasters. St. Mark's Lutheran Church administers the LDA Fund. The vision of the fund is to support the needs of victims of catastrophic natural disasters with a spirit of sharing God's love.

Hope Reigns

Hope Reigns is the rapid response team ministry of Eight Days of Hope. This new ministry began in 2014 to provide early support to victims of tornadoes, floods, hurricanes, etc. within 48 to 72 hours of the disaster.

8 Days of Hope

Eight Days of Hope administers Christ's love and mercy to those whose homes and lives have been damaged by disaster, as a non-profit recovery organization. St. Mark's has sent numerous teams to Eight Days of Hope over the last nine years. In spring 2018, teams from St. Mark's will be serving for two weeks in the Houston area following Hurricane Harvey.

Mission of Hope

Mission of Hope is a non-profit, neighborhood ecumenical Christian mission that supports members of the community through free meals, men's and women's shelters, bible studies, a food pantry, emergency clothing, support service, Work Life jobs skill training and transitional housing. St. Mark's contributes approximately \$10,000 annually and it's members volunteer their time weekly and donate financially to support this mission.

EECMY

(Ethiopia Evangelical
Church Mekane Yesus)

St. Mark's has formed a partnership with an EECMY church in Addis Ababa. Our Lenten project for 2018 is to raise \$50,000 to help the Mekanissa congregation create a Bible school and provide scholarships to train people who will, in turn, reach thousands to know, love and follow Jesus over the coming years. The Mekane Yesus Seminary in Addis Ababa is the only Lutheran seminary in the country that offers a full Master of Divinity. There are nearly eight million people reached by the EECMY and a tremendous need for trained clergy.

Lutheran Church of South Sudan

St. Mark's provides support through prayer, Bibles and university text books.

YWAM
(Youth With A Mission)

During the summers of 2013, 2015 and 2017 St. Mark's High School youth participated in YWAM missions in Louisville, KY and Orlando, FL. In the summer of 2018, our high school youth will serve with YWAM in Houston, TX. From our past trips, five student missionaries were inspired to serve YWAM in Australia, Thailand, Switzerland, Egypt, Pakistan, and Louisville, Kentucky

Child Sponsorships:
Compassion International,
World Vision,
Hope 4 Kids International,
and UCI Haiti

St. Mark's members sponsor hundreds children through child sponsorship agencies. In the fall of 2014, St. Mark's welcomed the Compassion International Experience to our church's parking lot where more than 2000 people experienced the life of children in third world countries.

connect faith + life

8300 C Ave NE, Marion, Iowa | www.faith-life.org | 319.447.0100 | callteam@faith-life.org



Attachment #3
 St. Mark's Lutheran Church - General Fund
 2017 Operating Results and Proposed 2018 Budget
 Presented on a Modified Cash Basis

	2017 Actual	2017 Annual Budget	2018 Proposed Budget
Revenue			
General contributions	\$ 1,348,079	\$ 1,469,000	\$ 1,469,000
Special collections	94,638	100,000	50,000
Total revenue	\$ 1,442,717	\$ 1,569,000	\$ 1,519,000
Expenses			
Salaries and benefits	\$ 929,068	\$ 1,025,000	\$ 1,006,400
General administrative	90,811	88,000	96,500
Building	101,501	109,000	110,000
Worship, music & technical arts	35,332	37,000	37,800
Youth & Children's ministries	19,337	23,000	25,000
Hospitality and Evangelism	32,790	33,000	34,500
Discipleship & Small Groups	3,477	4,000	6,000
Fellowship & equipping	4,253	4,000	5,900
	\$ 1,216,569	\$ 1,323,000	\$ 1,322,100
Benevolence & Missions:			
Team Support	\$ 61,433	\$ 81,000	\$ 78,250
Direct Support	40,526	54,000	55,200
Other benevolences	10,868	11,000	13,450
Special offering projects	94,638	100,000	50,000
	\$ 207,465	\$ 246,000	\$ 196,900
Total Expenses	\$ 1,424,034	\$ 1,569,000	\$ 1,519,000
Net Total	\$ 18,683	\$ -	\$ -
Prior year General Fund surpluses carried forward			
	\$ 52,930		
Carryforward to 2018	\$ 71,613		

Annual Giving Comparison

	General Fund Regular Gifts	Capital Appeals	Restricted Giving (Incl Special Projects)	Total Gifts
2011	\$ 1,229,433	\$ 741,640	\$ 192,108	\$ 2,163,181
2012	1,170,606	1,191,962	25,769	2,388,337
2013	1,225,643	1,074,883	15,079	2,315,605
2014	1,300,742	692,913	50,818	2,044,473
2015	1,371,148	674,125	135,660	2,180,933
2016	1,392,834	874,570	95,989	2,363,393
2017	1,348,079	1,030,844	135,747	2,514,670



Position Description

POSITION TITLE: Senior Pastor at St. Mark's Lutheran Church
REPORTS TO: St. Mark's Lutheran Church Council
UPDATED: December 2017

GENERAL POSITION SUMMARY:

As a called pastor at St. Mark's Lutheran Church, you are to exercise the whole ministry of the Word of God which God has given and the Holy Spirit empowers: to preach and teach the Word of God; to administer the sacraments of Baptism and the Lord's Supper, to lead the congregation in developing genuine worship; to provide pastoral care; to train and equip the congregation for the work of ministry and the sharing of the Gospel; to challenge the congregation to greater stewardship; to equip the congregation for witness and service and to speak for justice; and guide the congregation in proclaiming God's love in word and deed. You are to be diligent in the study of God's Word; faithful in the use of the means of grace, in prayer, in service and in holy living. You are to have an unwavering commitment to serve Jesus Christ and the congregation leading to a successful ministry and to provide leadership in following the Mission of St Mark's - To share God's love, welcome others into His church, and grow to become like Jesus.

The Senior Pastor is to provide spiritual and pastoral leadership to the membership of St. Mark's Lutheran Church. The Senior Pastor will serve as the chief executive officer of the congregation so that it might fulfill its mission and purpose as the body of Christ. The Senior Pastor will preach, teach, and administer the sacraments and give primary leadership in the ministries of worship, administration, stewardship, and leadership of congregational life.

ESSENTIAL DUTIES/RESPONSIBILITIES

- Visionary leadership and planning
- Strong preaching and worship planning
- Staff and organizational development
- Strong administration including stewardship and financial development
- Continuing education and self-development

MINIMUM REQUIREMENTS

- A Master's of Divinity degree from a LCMC approved seminary program or appropriate certification through the LCMC
- Vibrant personal faith in Jesus Christ and an ongoing desire and commitment to grow more Christ-like in character, treating others with dignity, respect, compassion, integrity, ministry commitment, and professionalism
- Commitment to preaching and teaching in accordance with the Holy Scriptures, the three major creeds of the church and the confessions of the Lutheran Church
- Align with the vision, mission, values, and doctrinal statements of the LCMC and St. Mark's Lutheran Church, including the Lighthouse Covenant
- Strong devotional life and personal conviction of biblical truth

connect faith + life