



GENERAL INFORMATION	
<b>Church Name:</b> Allegheny Center Alliance Church	<b>Date:</b> January 2019
<b>Church website:</b> <a href="https://www.acac.net">https://www.acac.net</a>	
<b>Submitted by:</b> Todd Clark	

**WHO WE ARE**

The mission is simple: **Following Jesus in diverse community.**



ACAC is a reflection of God’s wonderfully diverse Kingdom. A place where everyone matters.

Every weekend nearly 2,000 people embrace generational, ethnic, political, and cultural differences because of their shared identity in Christ.

**HISTORY**

Allegheny Center Alliance Church (ACAC) is one of the oldest C&MA congregations, birthed under the leadership of Dr. E.D. Whiteside, a contemporary of the denomination’s founder, Dr. A.B. Simpson. When asked by Simpson if he would superintend the new Alliance work in Pittsburgh, little did Whiteside know that his response would continue to shape the culture of the church more than a century later. “I will not superintend the work,” he stated, “but if the Holy Spirit will superintend, I’ll be glad to run His errands.” That humble combination set the stage for a powerful move of God where Pastor Whiteside would mentor young men into servant pastoral leadership and then send them out across the state to plant dozens of churches while concurrently deploying missionaries overseas.



In its early days, ACAC had a prolific ministry of planting other Alliance congregations throughout Western Pennsylvania. The church was also very engaged in serving those in need in the local community and actively sent missionaries abroad with the message of the gospel. However, by the middle part of the last century, like many historic “First Churches” in our changing urban centers, ACAC did not adjust well to Pittsburgh’s new demographic realities.

The “white flight” of the 1960s and 1970s saw most of our members move out of the surrounding urban community to the growing suburbs. As a result, the church’s witness to the surrounding community waned and it suffered through a season of decline as in what had become a diverse, evenly divided black/white neighborhood. Sadly, the church was viewed as irrelevant in its own community on the Northside of Pittsburgh.

But God was not finished with ACAC, and He used this humbling experience to reset the congregation back to its roots of caring for the poor, introducing them to the life-changing gospel of Christ, welcoming them into a new spiritual family and then sending them back out to share this good news with others. Pastor Rock Dillaman arrived in 1984 and led what was then a 400-person, white-haired, suburban “drive in” congregation through this challenging season of Biblical repentance for its racism and for turning their backs on the changing community. Although some people left, many others joined the vision to become a racially diverse, Spirit-led community of faith seeking to humbly serve the neighborhood. ACAC became a large metropolitan church of rich and poor, black and white, suburban and urban, young and old.

Fast forward 34 years. As ACAC has re-focused on running errands for the Holy Spirit, the church of 2018 is a vibrant, diverse congregation with a weekly attendance of 2000. Community engagement is once again woven throughout our ministries, without sacrificing efforts to reach the unreached overseas. ACAC is best described today as a metropolitan church whose ministry focus centers on its immediate urban community. Not surprisingly, the ZIP codes marking these nearby neighborhoods also now account for the largest concentration of attendees.

Nonetheless, challenges remain. ACAC's limited 2-acre campus is undergoing a major renovation to create a more connected and welcoming environment for members and visitors alike. The first (recent) ACAC church plant is actively working to gain traction in another nearby underserved urban neighborhood. Weekly attendance is down from its peak of nearly 2800 in the year 2010. Our young adults are seeking to find their stride, even as the broader church family prays for an expanded Kingdom influence in the next generation here. The neighborhood around us is going under rapid gentrification, bringing new investment but also significantly changing the demographics of the area we serve.

Yet ACAC is optimistic its best days are ahead, and we are following the leading of the Holy Spirit. This rich history and hard work have paved the way for a great new season of ministry to be realized through Allegheny Center Alliance Church.

ACAC is part of the Christian & Missionary Alliance denomination.

<http://www.cmalliance.org>

## CURRENT STATUS

There are currently 12 pastors on staff at ACAC. Rock Dillaman, the lead/senior pastor, has been leading this team for 34 years. This transition will go smoothly with Rock as he is seeking to hand off the baton of leadership to the next generation. The ACAC leadership would love to employ an "overlap" model of succession so Rock can transfer his leadership equity and wisdom to the next generation.



The worship at ACAC is diverse and celebratory, participatory and authentic as the congregation is led by a gifted group of people representing its diverse makeup.

At ACAC we are called to:

- Communicate God's life-changing truth in word and deed
- Influence our neighbors toward faith in Jesus
- Advance God's worldwide mission
- Cultivate spiritual maturity in our members by calling them to worship, grow, serve and share
- Model authentic unity in Christ
- Seek God's renewal of the Northside community
- Collaborate with other Christian ministries as God directs

ACAC is a healthy congregation that is not just about the weekend. There is as much going on during the week as there is on any Saturday or Sunday! Our facilities are in use 15 hours a day, seven days a week. There is an every-day vibrancy on our campus that is rare for the modern church.

ACAC average weekend attendance:



- Main service: 1510
- Youth: 158
- Children: 266

Through the efforts of ACAC and Urban Impact there are literally thousands of people each week who are served in the name of Jesus.



**URBAN IMPACT FOUNDATION**



Urban Impact is a partner and sister ministry of ACAC. Though legally separate, Urban Impact was launched by ACAC in 1995 and offers holistic outreach. Its motto is “Changing Families One Person, One Family, One Block at a Time.”



The Rev. Dr. Ed Glover and his wife Tammy have been pastoring on the Northside of Pittsburgh for almost 30 years. Formerly ACAC’s youth pastor, Dr. Glover launched Urban Impact Foundation in 1995 to help address the profound and unique challenges facing today’s urban communities, which he witnessed first-hand every day as a resident of Pittsburgh’s Northside.

**VALUES**

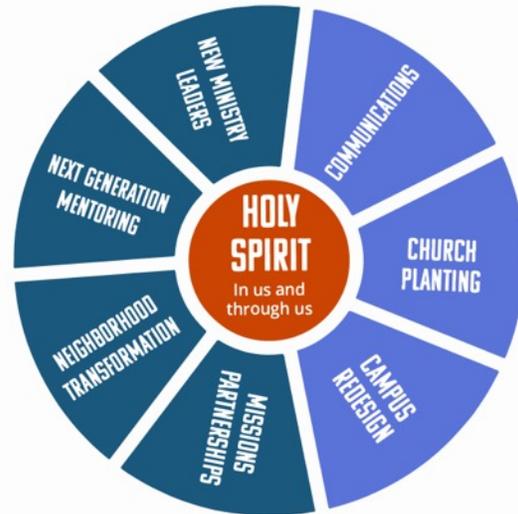
Allegheny Center Alliance Church lives out the following core values in loving and leading people.

- The Glory of God
- The Lordship of Christ
- The Authority of Scripture
- Prayer
- Dependence upon the Spirit
- Expressive Worship
- Diversity
- Holistic Ministry
- Grace

**VISION**

ACAC is moving forward with a clear and affirmed vision for the future of the church, called “Expanded Influence.” The vision is large and has nine components.

From 2015 through 2017, Expanded Influence was initiated with the first two components being the foundation: the Holy Spirit in us and the Holy Spirit through us. Moving into 2018, ACAC began focusing on next three components, the “3 Cs”: Campus Expansion, Church Planting, and Communications. We believe creating a single-building “hub” will improve our Northside campus so we’re positioned for impactful ministry for decades to come, planting churches will expand our reach other urban areas of Pittsburgh and locally fulfill The Great Commission, and enlarging Communications will enable us to reach the next generation well beyond our physical boundaries. The 3 Cs are the infrastructure for the remaining four components to be fully realized. We are excited and prepared for the next lead pastor to lead ACAC to fulfill the vision of Expanded Influence in the next generation.



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**BELIEFS**

ACAC subscribes to the doctrinal statement of our parent organization, the Christian & Missionary Alliance. It can be found at [www.cmalliance.org/](http://www.cmalliance.org/).



At Allegheny Center Alliance Church, we believe that our mission blends both the concept of being and doing. In being with Jesus and sitting at His feet, our lives are transformed. As we grow in relationship with Him, we desire to know Him more deeply as Savior, Sanctifier, Healer, and Coming King. ACAC is ordinary people from all walks of life and ethnic backgrounds, obeying Jesus’ command to complete His Great Commission. Empowered by our extraordinary God,

we are doing our part to go and make disciples of all nations. Whether at home or overseas, ACAC is taking faith-filled risks to see Christ's Kingdom multiplied throughout the world.

## LEADERSHIP

ACAC has a Board of Operations, which serves as the legal governance authority and makes policy and financial decisions, and a Board of Elders, which provides spiritual oversight. A team of 43 full-time employees and 80 part-time employees working under 12 pastors and department directors carry out day-to-day ministry responsibility and equip the saints for service. The elders and staff enjoy a wonderful working relationship that is focused on mutual respect, support, and love.

## LOCATION / DEMOGRAPHIC



<https://www.nextpittsburgh.com/pittsburgh-in-the-news/mt-washington-listed-among-best-views-pa/>

Pittsburgh is home to 300,000 residents within the city borders and is part of a Western Pennsylvania metropolitan area of 2 million. Its heart is The Point, where the Allegheny and Monongahela rivers meet to form the Ohio River. Its industrial history spawned a number of regional assets, including the Carnegie Museum of Natural History, the Carnegie Museum of Art and the Phipps Conservatory and Botanical Gardens. In addition, Pittsburgh's Southside is the location of two historic hillside inclines, still in operation today for commuters and sightseers who want to take in that famous hilltop view.

Within blocks of the church are Heinz Field, PNC Park, the Carnegie Science Center and the Andy Warhol museum. As the city of champions, Pittsburgh is home to the Penguins NHL, Steelers NFL, and Pirates MLB teams. The theater and cultural arts districts are growing entities and key contributors in revitalizing many Pittsburgh neighborhoods.

The City of Bridges (there are 446 of them in Pittsburgh) offers many recreational activities within and around town from bike trails and water sports in the summer to skiing and ice skating in winter. “[Nine] Allegheny County parks offer a variety of recreational activities such as golfing, fishing, swimming, kayaking, and winter sports - just to name a few. Yet each park also offers an exciting and unique experience.”

(<http://www.alleghenycounty.us/parks/index.aspx>) Within a 30-minute to a two-hour drive from Pittsburgh, you’ll find what Western Pennsylvania has to offer: vistas of rolling hillsides vibrant in fall colors, whitewater rafting, hiking among boulders and waterfalls, downhill and cross-country skiing, shopping at outlet malls and specialty boutiques, boating, fishing, hunting, Amish country, zip-lines, indoor and outdoor waterparks, and the beaches of Lake Erie, plus much more.

#### City demographics:

- Pittsburgh population: 303,624 (2016)
- Average age: 33.5
- Estimated median household income: \$44,707 (2016)



**CHALLENGE**

There are several energizing challenges at ACAC:

- Leading a church that is committed to addressing the socio-economic, political, multi-ethnic and spiritual challenges of a diverse community.
- The challenge for the next lead pastor to build on the foundation Pastor Rock Dillaman has laid and take the ministry into a new season of vision and service.
- The staff is strong and leading them will require a person who is both personally humble and professionally driven.
- Every decision must be strategically considered and filtered through the grid of generational, ethnic, political, and cultural differences in order to fully serve the ACAC body.
- The new season of growth and facilities provided through the “Expanded Influence: Next Gen Faith Campaign” will need to be understood and leveraged for the sake of God’s Kingdom in Pittsburgh and beyond. <https://www.acac.net/faith-campaign>



**OPPORTUNITY**

The next lead pastor at ACAC is going to experience ...

- A loving congregation that is mobilized to serve their community
- A solid campus with well-stewarded financial resources
- Strong local partnerships
- A hard-working, humble and experienced staff
- A diverse culture that looks like what heaven will look like one day!

**POSITION PROFILE**

**Mission:** The Lead Pastor is to provide vision and leadership to the staff and the church body that aligns with the church's mission to follow Jesus in a diverse community.

**Accountability:** The Lead Pastor is directly accountable to the board of elders.

*This candidate will undoubtedly meet the character qualifications of an Elder in I Timothy 3 and Titus 1, and his life will evidently display a growing relationship with Christ. It will be important that the candidate and his family fit well within the current staff culture and church family.*

**Qualifications:**

- An undergraduate degree is required and a graduate degree in divinity is preferred
- An understanding of C&MA governance model
- Licensure or eligible for licensure in the C&MA
- Track record of progressive ministry leadership experience
- Demonstrated ministry success in a multicultural environment
- Previous experience as a lead pastor is highly desired but not required. However, 5+ years' experience in a lead pastor role preferred.



- Willingness to reside in the North Side of Pittsburgh.

### **Spiritual Competencies:**

- Communicating the Word of God with impact
- Empowered by the Holy Spirit
- Modeling a passion for evangelism
- Leadership accountability
- Building a successful team
- Champions diversity
- Effective teaching and preaching skills are paramount. Preaching and teaching must be biblically centered and align with ACAC's mission, vision and values.

### **Primary Areas of Responsibility**

#### **Organizational Leadership:**

- Embody and champion ACAC's vision and philosophy of ministry to include a life lived among diversity and dedicated to evangelism and personal devotion to Jesus Christ.
- In partnership with the executive team collaboratively develop and communicate the vision and ministry strategy with all staff, leadership, and the congregation.
- Lead staff members.
- Partner with the board of elders and executive team to develop vision and long-term plans for staff and church.

#### **Spiritual Leadership:**

- Serve as the principal teaching voice of ACAC.
- Partner with the Board of Elders and staff to discern areas for church-wide spiritual formation, health, and growth.
- Share in pastoral duties such as baptisms, communion, weddings, funerals, pastoral care, hospital & nursing home visits, counseling, prayer, etc.

The Bible specifically speaks about the qualifications for those who will lead a congregation of people. Above reproach is the overarching, summarizing personal attribute in Titus 1, 1 Timothy 3 and 1 Peter. This list explains what above reproach means:

- Devotion to his wife; one-woman man



- Leads home in a Godly fashion
- Faithful steward
- Humble
- Gentle
- Sober
- Peaceful
- Financial integrity
- Hospitable
- Self-controlled

**Preaching Leadership:**

- Serve as the primary teaching voice for ACAC.
- Collaborate and create a multicultural and gifted teaching team to serve ACAC in weekend and weekday teaching.
- Plan the preaching calendar.
- Help ACAC navigate through biblically important and culturally timely issues.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as directed to meet the ongoing needs of the church.

**NEXT STEPS**

To find out additional information about Allegheny Center Alliance Church, please refer to the church's website at <https://www.acac.net> to learn more about their doctrinal beliefs, mission, vision and values, and other ministries of the church.

If, after prayerfully reviewing this information, you sense this role and church culture could be a good fit for you, please contact [tclark@slingshotgroup.org](mailto:tclark@slingshotgroup.org) for further consideration.