

AUGUST 2018



ALLEN TEMPLE BAPTIST CHURCH

Building Beloved Community

Matthew 6:9-13 • Luke 4:16-20 • Luke 17:20-21

SENIOR PASTOR SEARCH PROFILE

8501 INTERNATIONAL BOULEVARD
OAKLAND, CA 94621

ALLEN TEMPLE BAPTIST CHURCH

OVERVIEW

Allen Temple Baptist Church is looking for an inspired, visionary, servant leader to be our next Senior Pastor. Allen Temple is a well-established church with a history of international prophetic social justice and community service.

We are eager to welcome the one chosen by God into our church family, to support and follow this chosen leadership, and to worship and minister together for the advancement of the Kingdom of God.

A candidate who has the passion, skills, and abilities with inspired vision, spiritual leadership, and a heart for congregational care and service to reach across multiple generations and continue the work of service in God's vineyard is greatly desired.

HISTORICAL HIGHLIGHTS 1919 - 2018

Allen Temple Baptist Church was founded under humble beginnings by **Reverend James L. Allen**. Born into slavery, he served as pastor from **1919 – 1925**. Pastor Allen established the first Black church in East Oakland in a small hall on East 14th Street at Seminary Avenue with an oil heater, a few borrowed chairs, and a few members. The church relocated to a house on 85th Avenue at "A" Street and was named the 85th Avenue Baptist Church.

Records are incomplete on the one-year pastorate of **Reverend James Dee Wilson** in **1926**. From **1927-1929**, **Reverend Reed H. Thomas** served, and the church began to forge its identity as a social justice church. Reverend Thomas' deep respect for the founding pastor, James L. Allen, resulted in the congregation honoring him by changing the church's name from the 85th Avenue Baptist Church to the Allen Temple Baptist Church.

The mantle of leadership was passed to **Reverend G. W. Wildy (1929-1950)** who served during the Great Migration era. Reverend Wildy, a skilled carpenter and architect, helped the church campus grow with a vision of educating young people and forging the fight against illiteracy. Pastor Wildy advertised in Black newspapers, telling them about Allen Temple Baptist Church. As membership grew under his leadership, Allen Temple began to establish a reputation as a gathering place where community leaders and other pastors came to discuss critical issues impacting the Black community and became a "refuge in a time of storm."

SENIOR PASTOR SEARCH PROFILE

Reverend Augustus L. Carpenter served from **1950 – 1958**. Known as a man of wisdom, the church became responsive to the needs of the community. During his era, men were known as race men who fought against all forms of discrimination. Pastor Carpenter improved the administrative infrastructure of the church. Allen Temple Baptist Church was incorporated on March 4, 1950, and the first deacons were ordained on September 29, 1950.

Reverend Dr. Charles Christopher Bailey (1958 – 1969) exhibited a progressive style of organizational leadership that signaled the beginning of a significant change in the image of Allen Temple. He realigned Allen Temple with churches that were associated with the American Baptist Churches. He fostered women in church leadership positions. The Business and Professional Women's Society grew out of the Women's Mission Society and took on the responsibility to raise funds to help young people in the church who were college bound. Allen Temple grew numerically and spiritually; professional people including elected officials joined the church. Allen Temple became the epicenter of social justice, and Dr. Bailey served as pastor during this era of national social change: The Black Power Movement, the Civil Rights Era, and Affirmative Action. Pastor Bailey broadened the congregation's witness in the larger community, and he founded and served as president of the East Oakland Interdenominational Ministerial Union. The new edifice at 8500 "A" Street and accompanying educational building was erected and then dedicated during the 42nd Anniversary services.

The first fifty years of the Allen Temple Baptist Church were years of triumph in the midst of toils, testing, and transitions. It was the worst of times; it was the best of times. God was guiding the growth of the church with each pastor. For the period **1969 - 1971**, Allen Temple was without an installed Senior Pastor and Reverend John Favor and Reverend J. Alfred Smith, Sr. served as interim pastors.

The Dawning of a New Era: Reverend Dr. J. Alfred Smith, Sr. was installed as Senior Pastor on February 21, 1971 serving faithfully until he retired in 2009. Shortly after his installation, Dr. Smith, Sr. befriended the Black Panther Party whose East Oakland Headquarters sat on the corner of 85th Avenue and East 14th Street. Dr. Smith, Sr. recognized there was a need for a healthy rapport for the Panthers and the Black church to coexist in harmony as they shared many common goals for the Black community - primarily, education, justice, peace, decent housing, employment, and destiny over the Black community. The membership rolls increased in great numbers to include political leaders, educators, doctors, lawyers, and working people. New ministries were birthed; among them were food programs, a benevolence fund, low-income housing, educational ministries, and a leading Ministers in Training Program, to name a few. In 1988, the Reverend Ruben Hurtado was guided to Allen Temple Baptist Church, and he became pastor of Iglesia Bautista de Allen Temple, a new Allen Temple ministry to meet the needs of the growing Hispanic community. The late Dr. Robert C. Scott established an Allen Temple orphanage in Zimbabwe and AIDS Ministry. The Allen Temple campus and facilities expanded to meet the needs of the greater community with housing for seniors at Allen Temple Arms I & II and Allen Temple Gardens as well as Allen Temple Manor - the nation's first federally funded HIV-supportive housing community.

SENIOR PASTOR SEARCH PROFILE

As Allen Temple grew, a new sanctuary was constructed and dedicated in October 1981, and two Sunday morning worship services were established. Through the vision of Pastor Smith, Sr. along with the help of many others, the church broke ground in 1996 for a 65,000 square foot Family Life Center which was erected and continually serves the local community. In 1997, Dr. Smith, Sr., in collaboration with other Christian leaders, developed the Leadership Institute at Allen Temple which offers a seminary-like ministry certificate program with courses in prophetic justice, biblical studies, reading/writing and critical thinking, Spanish and liberation theology. Dr. Smith, Sr.'s philosophy – ***“In order to get to the sweet by and by, you have to deal with the nasty now and now”***— translated meant, “Get out of the rocking chair of lazy religion,” don’t be a spectator, become a participator. Pastor Smith, Sr. and the leaders of the church led marches and took evangelism to the streets. Reverend Dr. J. Alfred Smith, Jr. served as the Assistant Pastor and was elevated to Co-Pastor during Dr. Smith, Sr.’s tenure.

After Dr. Smith, Sr.’s retirement, **Reverend Dr. J. Alfred Smith, Jr.** was elected pastor in 2010 and faithfully continues to serve. He continues the legacy he helped start as an activist for social, economic and political justice. Under his leadership, Allen Temple expanded its ministries beyond barriers, borders, boundaries, and beliefs. A remodel of the pulpit area has provided a friendly and inviting atmosphere configured to accommodate the physically challenged. His heart is for the least, the lost, and the left out, and he recognizes the importance of an inclusive ministry in this millennium age. Pastor Smith, Jr. emphasizes holistic ministry and building community partnerships like those established with Kaiser Permanente and the Alameda County Care Alliance. In addition to his prolific preaching and teaching, he has expanded access to the church through social networks and is not shy about taking issues of importance to City Hall. Dr. Smith, Jr. has shown a special heart and compassion for the inclusion of millennials in the worship service. He avails himself to the congregation, community and worldwide using technology such as Facebook, Twitter, and Instagram. Both Sunday services (8:00 a.m. and 11:15 a.m.) can be viewed via live streaming. Thursday day and night Bible classes are interactive utilizing PowerPoint presentations and film media as enhancements to further involve participation.

This highlights the growth of Allen Temple Baptist Church with an emphasis on the pastors from the beginning to the present as we near 100 years of God’s faithfulness in 2019.

For further details and more information on the history of Allen Temple Baptist Church, please visit www.allen-temple.org.

SENIOR PASTOR SEARCH PROFILE

CHURCH INFORMATION

Allen Temple Baptist Church is located at 8501 International Boulevard in Oakland, California, the largest city and major metropolitan neighborhood in the East Bay of the San Francisco Bay Area. The church is situated in East Oakland, an urban neighborhood of 54% African American, 38% Latino, 4% Caucasian, and 4% Asian.

East Oakland is an evolving neighborhood with socio-economic and ethnic influences reflecting the increasing Latino population in Oakland. Fifty-seven percent (57%) of the church members live within the city of Oakland with the remaining members residing throughout the greater Bay Area which includes Alameda, Contra Costa, San Francisco, Santa Clara, Marin, and Solano Counties.

Allen Temple is celebrating 99 years of history and mission-focused, prophetic, social justice ministry nationally and internationally. The congregation is comprised of approximately 1,481 active adult members, of whom 69% are female, 31% male. The table below reflects the age demographics:

Age Range	Total	%
Children (3 - 11)*	79	5.0%
Youth (12 - 17)*	66	4.2%
College Age (18 - 25)	40	2.5%
Young Adults (26 - 45)	139	8.8%
Adults (46- 65)	554	34.9%
Seniors (65+)	710	44.7%
Total	1,588	100%

** active in programs, not necessarily church members*

A review of overall demographic information indicates the following:

- Over 50% of the congregation is employed in professional/technical fields.
- The church has a large retiree population.
- Many of the college-age students benefit from the church's scholarship program.
- Allen Temple serves 145 children and youth through Children, Youth, Boy Scouts, Girl Scouts, and Junior Deacons. These ministries provide opportunities for spiritual growth, enrichment and active participation in the church and greater community.

While Allen Temple is predominantly African American, the church welcomes all ethnic groups and those with diverse cultural backgrounds and family units. As a result of the evolving demographics in the East Oakland community, Allen Temple established Iglesia Bautista de Allen Temple in the spring of 1992. Iglesia Bautista de Allen Temple is a thriving congregation which has also established sister churches under the Allen Temple name and mission statement, Matthew 28:19-20 and Matthew 25: 31-46, in Mexico and El Salvador. Allen Temple is the only non-Catholic Church body in Oakland sponsoring an outreach ministry to Spanish-speaking parishioners.

Allen Temple Baptist Church is dually aligned with the American Baptist Churches USA and the Progressive National Baptist Convention, Inc. with active leadership and participation in regional and annual conventions. The Allen Temple Baptist Church annual budget is \$2.1 million, which supports the local community, as well as, national and international missions to spread the gospel and provide help for those in need.

CHURCH MINISTRIES & PROGRAMS

COMMUNITY CARE CLUSTER

AIDS Ministry

The AIDS Ministry seeks to combat the fear, prejudice, and lack of knowledge that surrounds HIV/AIDS by providing critical medical and social services, as well as prevention awareness education. Our efforts focus deeply and solely on two geographic areas of the world presently in crisis: East Oakland, California and Zimbabwe, Africa.

Allen Temple Community Seniors

The Allen Temple Community Seniors are a vital group of young at heart persons who are active in the community. The Community Seniors' home base is the Seniors Information and Referral Center. The Center is also designed to provide an opportunity for seniors to simply gather, connect socially and support one another, as well as provide outreach to seniors who may be temporarily or permanently sick and shut-in.

Athletic Ministry

The Athletic Ministry at Allen Temple Baptist Church challenges youth to build self-esteem and enhance their interpersonal skills through athletic sports activities, including baseball, basketball, and golf.

Evangelism Ministry

The Evangelism Ministry provides training, shares Christian hope and hospitality, leads people to receive and accept Jesus Christ as their Lord and Savior, and helps people discover their faith in Christ through outreach activities.

Community Food Distribution Program

The food pantry program provides food commodities to families in need every week in Oakland and other surrounding communities that we serve.

Global Missions Ministry

The Global Missions Ministry promotes Allen Temple Baptist Church's awareness of and involvement with issues that concern Africana people (Africans and people of African descent throughout the Black Diaspora). The Ministry provides opportunities for service and education through travel, and for cultural, religious, economic, and political exchange.

CHURCH MINISTRIES & PROGRAMS

Health Education Ministry

The Health Education Ministry is available and responsive to various emergency health issues throughout the Church campus as the need arises, as well as providing Health education events, including the annual Holistic Health Fair. The Ministry provides information and workshops for infants, children, youth, adults, the elderly, and end of life issues.

Prison Ministry

The Allen Temple Prison Ministry reaches out to incarcerated individuals as an act of demonstrating the love and service of Jesus Christ. Inside our prisons, we work to minister to our brothers and sisters. Lives are transformed as they learn new values and how to apply them, based on the life and teaching of Christ.

Prophetic Justice Ministry

The Prophetic Justice Ministry carries on the distinctive justice tradition that comes with the legacy of being an African-American church in the 21st Century. We work on critical social justice issues that impact our quality of life individually and collectively. Our work expresses itself through research & policy analysis, community education & organizing, and information, referral & advocacy.

Public Ministry

The Public Ministry works towards building a beloved community and advocates for social justice in the socio-economic and environmental dimensions of the community. The Public Ministry is deeply involved in resolving the homeless crisis and works towards ensuring our community have quality schools and a quality education. The ministry works to ensure affordable housing and shelter for all people. The Public Ministry works to ensure the community receives fair equity while holding our elected officials accountable for providing a safe community and a clean environment. The Public Ministry encourages voter education, registration, and participation in the political process to strengthen social justice.

Recovery & Deliverance Ministry

The Recovery and Deliverance Ministry utilizes a Christ-centered 12 step process to address all forms of addiction. We believe that through the power of God individuals can recover and be delivered from habitual relapses and devastating patterns of behaviors associated with addiction.

CHURCH MINISTRIES & PROGRAMS

Rite of Passage Ministry

Girls: The Girls' Rite of Passage Ministry provides programs for young ladies that teach them to demonstrate social, ecological and economic justice for everyone, as well as to empower them with the tools to develop a strong sense of self and wise decision-making skills.

Boys: The Boys' Rite of Passage Program provides programs for boys between the ages of 13-17 of all cultures and ethnic groups and teaches them to demonstrate social, ecological and economic justice for everyone. Transformational doctrines, wise decision skills, and a keen sense of self are taught.

Streets Disciples Ministry

The Streets Disciples offer support and aid to the victims and families of human trafficking. The ministry networks with other churches and social service agencies to provide legal services, housing assistance, advocacy, and spiritual counseling to those in the need.

VITA Volunteer Income Tax Preparation

The VITA Volunteer Income Tax Preparation Program, part of the Earn It! Keep It! Save It! Coalition sponsored by the IRS and funded by a grant from the United Way, prepares and e-files tax returns free of charge for low to moderate income families and assists them in ensuring that they receive all tax credits for which they qualify. Volunteer tax preparers are certified in Standards of Conduct, which includes ethical considerations. VITA serves the community during tax season from the first Saturday of February through mid-April on Wednesdays and Saturdays.

VITAS Hospice Ministry

The VITAS Hospice Ministry provides trained volunteer support to patients with end-stage illnesses. Support may include companionship, transportation for errands or medical appointments, respite for the caregiver, or light household tasks.

CHURCH MINISTRIES & PROGRAMS

CONGREGATIONAL LIFE CLUSTER

American Baptist (AB) Girls Ministry

AB Girls is a ministry focused upon meeting the spiritual needs of girls as they move through the many changes their lives will take as they grow into adulthood. There are two groups: the AB Girls of Joy and Faith for ages 4-11 and the Young Women of Hope for ages 12-18.

Boy Scouts

Allen Temple's Cub and Boy Scout troops guide and develop good character and citizenship; stimulate their talents and to help them develop good physical and mental fitness; teach love and respect for their God, church, community, and fellow man to transform today's boys into the upstanding men of tomorrow. The scouting program is boy run with adult advisors.

Business & Professional Women's Society

The purpose of the Business and Professional Women's Society is to serve and further the works of our Lord and Savior Jesus Christ through benevolent and charitable activities and to raise funds for scholarships to further the education of the youth of Allen Temple Baptist Church.

Children's Ministry

The Children's Ministry encourages children between the ages of 3 to 11 to develop a heart for God. We create an opportunity for kids to learn the foundation of our faith, Jesus Christ as Lord and Savior, through biblical teaching, spiritual programs, music ministry, and worship. We encourage involvement in the various ministries and programs focused on children. We strive to guide and equip children as they establish a love for God and God's people. Children's Ministry fosters the importance of God's word, serving our community, and sharing the love of Jesus Christ to all.

Couples Enrichment Ministry

The Couples Enrichment Ministry provides fellowship for committed couples through Bible study, group activities, and couples' workshops. The Ministry provides pastoral and clinical counseling for couples.

College Ministry

The College Ministry provides support and fellowship for college-aged students attending school locally and away.

CHURCH MINISTRIES & PROGRAMS

Girl Scouts

The Girl Scout Ministry teaches girls the importance of personal responsibility, the value of goal setting, the spirit of teamwork, love of God, and the thrill of accomplishment. Our Daisies through Ambassadors make up our six levels of Girl Scouts. We participate in activities together and separately, and we are a very active troop. Through community service, earning badges, and participating in troop, council and Church events, girls will grow in their faith, leadership, self-esteem, maturity, personal responsibility and ability, and they will have fun along the way!

L.Y.F.E. (Living Your Full Expectation) Young Adult Ministry

The L.Y.F.E Ministry serves those aged 22-45. We exist to equip and guide young adults to fulfill their life within the full expectations of God. L.Y.F.E is passionate about seeing young adults learn and grow in their faith and begin sharing God's Love with others through servanthood. We provide many opportunities to learn more about God's Word, respond in worship, serve others, share the faith, and connect.

New Members' Ministry

The New Members' Ministry educates all new members on the basic tenets of Christian faith through the aid of the Holy Spirit. The Ministry encourages, prays for, and supports as new members begin their spiritual journey to grow into the moral and spiritual likeness of Jesus Christ.

Persons with Disabilities Ministry

The purpose of the Persons with Disabilities Ministry is to assist Allen Temple Baptist Church to be ADA friendly. We want to ensure that our church is physically and programmatically accessible to any and all persons with different abilities. We welcome all who desire to fully worship and fellowship without boundaries. Ministry members have inspected the doorways, restrooms, sanctuary, pulpit, and more and made suggestions on changes or modifications. A future project is to review and provide suggestions for making the church's Emergency Preparedness and Evacuation Plan more user-friendly and inclusive of persons with disabilities.

Seniors Information & Referral Center

The Seniors Information & Referral Center is a ministry designed to meet the comprehensive needs of seniors by establishing a structure in which seniors at Allen Temple and the East Oakland community can obtain information, resources, and referrals in a broad spectrum of topics ranging from healthcare needs to legal and financial concerns to social and recreational activities.

CHURCH MINISTRIES & PROGRAMS

United Men's Ministry

The United Men of Allen Temple include men from Allen Temple and the surrounding community who come together in prayerful support of one another. The objective is to provide spiritual, intellectual, financial, and health education through monthly prayer breakfasts and the Annual Men's retreat. We seek to fully incorporate men of all ages into the Allen Temple United Men community.

Women's Mission Society

The Women's Mission Society provides opportunities for personal development, spiritual growth, and commitment to missions through worshipping, working, and witnessing in all areas of life, the home, the community, the nation, and the world. The Women's Mission Society remains faithful to our church, while aligned with commitments to the American Baptist Women's Ministries and to the Progressive Baptist National Convention and its' components.

Youth Ministry

The Youth Ministry inspires the young people of the congregation to express their love for God in their own way. We create an atmosphere that allows growth, both spiritually and mentally, as an active part of the Allen Temple family. We encourage involvement in the various ministries and programs designed with youth in mind. Through biblical training and growth and through connections outside the walls of the Church, we work to position our youth to make a greater impact in the community we serve.

CONGREGATIONAL CARE CLUSTER

Greeters Ministry

The Greeters Ministry ensures the best possible worship experience by providing greeting services at the entrances to all Allen Temple properties.

Grief Ministry

The Grief Ministry guides through the healing journey after the passing of a loved one. The Ministry serves at homegoing celebrations and throughout the stages of grief.

Lay Ministry

The Allen Temple Lay Ministry assists with visitation and ministering to the sick and the shut-in.

CHURCH MINISTRIES & PROGRAMS

Member Services

The goal of the Member Services Ministry is to serve families who are celebrating weddings, baby dedications, and baptisms. We also assist families during times of bereavement.

Prayer Warriors Ministry

The Prayer Warriors Ministry gathers every Tuesday from 11:30 am to 12:30 pm to pray with or pray for anyone who is in need of prayer. The weekly prayer list is comprised of the sick and shut-in of the church, community, family, and friends.

Safety & Disaster Response Ministry

The Safety and Disaster Response Ministry provides education on safety and provides care to the Church and community in the event of a major disaster.

Security Ministry

The Security Ministry seeks to make our campus a safe place by being aggressively loving.

Spiritual Life Ministry

The Spiritual Life Ministry provides the spiritual tools necessary to undergird all other Allen Temple ministries thereby fostering and supporting the spiritual formation, spiritual growth, and spiritual enrichment of its congregation and community. The Spiritual Life Ministry recognizes that individuals experience spirituality differently. Therefore, its' goal is to offer a variety of means through which one may develop, strengthen and enhance one's relationship with God.

Volunteer Ministry

The Volunteer Ministry seeks to promote stewardship as God's work in the advancement of His kingdom by connecting volunteers to ministries in the Church and the community.

CHURCH MINISTRIES & PROGRAMS

CONGREGATIONAL STEWARDSHIP CLUSTER

Benevolence Ministry

The Benevolence Ministry provides financial assistance to the membership and the community at large when in need in accordance to the Will of God and the Holy Scriptures.

Church Clerk Ministry

Shall keep accurate minutes of the business proceedings of the Church including: the reception and dismissal of members; keep a complete and accurate roll of Church members and their addresses; issue letters of dismissal and certificates of Christian standing as authorized by the Church; conduct all official correspondence; preserve and properly file all letters, reports, and other correspondence that may be required. The Clerk shall also serve as the Clerk for the Advisory Board. Also, he/she shall appoint one Assistant Clerk to the position of Co-Clerk and shall deliver immediately to his or her successor all books, file records, and any other documents in his or her possession.

Deacons Ministry

As ordained Deacons of the Allen Temple Baptist Church, our firm commitment is to Christ and to the work of the humble servant. We pursue the high calling in Christ Jesus by regularly attending and leading in devotions, worship services, tithing, prayer, Church Advisory Board and Business meetings, and Bible study, especially the Pastor's Bible study classes.

We hold up the arms of our Pastors by studying the Word of God and implementing his vision which is given by the Holy Spirit. We see ourselves as servants of Jesus Christ and lay ministers assisting the pastoral staff in the care and spiritual development of the Church. We fervently pray for our Pastor, his family, and our congregation and work with him in the spiritual process of equipping the saints at Allen Temple Baptist Church.

Deaconess Ministry

Supports Pastors and congregation through Communion and Baptism preparation, home and hospital visitations, assistance to bereaved families, and participation in all other church activities.

CHURCH MINISTRIES & PROGRAMS

IT Ministry

The Allen Temple IT Ministry provides IT support for our Church and ministries with support for systems management, system administration, network technical support, email, web, and technology for all users and users training. Our focus is to support Allen Temple's advancement of the commission found in Matthew 28:19-20. The goal of the IT Ministry is to ensure the services provided are effective and timely which will support the efforts of Allen Temple Baptist Church to evangelize and spread the gospel of Jesus Christ, not only for our Oakland community, but worldwide.

Junior Deacons Ministry

The Junior Deacons Ministry's objective is to spiritually grow boys into men. This is accomplished through Bible study, scripture recitation, and in-depth analysis of the Gospel. The ministry meets monthly and engages in field trips.

Trustee Ministry

The Trustee Ministry efficiently manages the liquid and fixed assets of the Church in such a manner that is conducive to the goals and objectives of the Church membership and Church leadership. The Trustee Ministry manages the material possessions and oversees the financial matters of the church according to God's design for handling the resources He provides for His church. The Ministry enables the execution of God's mission through stewardship and individual spiritual gifts and provides direction, leadership, facilities, processes, capability and capacity to help further God's kingdom building work based on the scriptures.

EDUCATION CLUSTER

ATKidz' Church

ATKidz Church strives to assist and strengthen our children's walk with our Lord through prayer, scripture, singing children's songs, playing games, and other age-appropriate activities. The objective is to teach our children biblical truths, to engage the minds to be independent thinkers and to consider what Jesus would do in every situation. ATKidz Church is patterned after the adult church, and the children are involved in every aspect of the worship service. By encouraging our children to always let others see His light shine through their lives, we strive to prepare our children to "bring a friend to Christ."

CHURCH MINISTRIES & PROGRAMS

Education Ministry

The purpose of the Allen Temple Education Ministry is to improve the academic achievement of the youth at Allen Temple Baptist Church and in the surrounding community. It is the Committee's charge to inform and connect the disenfranchised youth with the resources needed to allow OUR students to be successful in school.

Hi-Rise Tutorial Ministry

During the school year, our objectives are to improve students' academic performance in the core curriculum and on all standardized achievement tests. Throughout the learning process, students (K-12) will learn with a spirit and a moral compass which will guide them the rest of their lives. To accomplish our objectives, there are two phases of the program: the core curriculum which will be supplemented by providing enrichment activities and the academic core curriculum.

Library Media Ministry

The Library Media Ministry provides assistance to church members in finding pertinent information or reading materials contained within the church library. The ministry also supports the mission of the church with materials needed to help undergird the teaching, preaching, and evangelistic efforts of the pastoral staff and all members. The Allen Temple Book Club is a part of the Library Ministry.

Ministers in Training Program

The Ministers in Training program will prosper with leadership that commits to providing the proper guidance and instruction to those accepted into the Ministers in Training program. The Ministers in Training program is designed to be comprehensive in areas of study that are spiritual and biblically-based. While the program is flexible, it has built-in requirements so that you are properly trained and equipped.

Scholarship Ministry

The Scholarship Ministry assists in administering scholarship funds provided through the fundraising efforts of the Business and Professional Women's Society and other donations to eligible high school graduates and continuing college students.

CHURCH MINISTRIES & PROGRAMS

Sunday School Ministry

The Allen Temple Sunday School Ministry is the primary source of Christian Education from kindergarten to senior citizens. We focus on biblically-based lessons and practical applications. We prepare members to deal with everyday situations as relayed through Bible teachings. We believe that Sunday School offers a learning-based venue beyond Sunday's sermon.

WORSHIP, ARTS, AND MEDIA CLUSTER

Communications & Worship Projection Ministry

The Communications Ministry develops and executes the Church's internal and external communication strategy. This strategy includes on-screen communication during worship services, bulletin, signage, social networking (Facebook, Twitter, YouTube, LinkedIn, Yelp, and Foursquare), advertising, public relations, and any other avenues which meet and/or exceed the Church's missional priorities, ethos, vision, and doctrines. The Worship Projection Ministry projects scripture, praise & worship songs, videos, and other items onto our projection screens as well as manages our live streaming Cyber Church.

Multimedia Ministry

The Multimedia Ministry provides the highest quality media services throughout the Church in order to enhance the worship experience through audio and visual technology. The ministry distributes CDs and DVDs of worship services, revivals, Bible study and other specialty services for purchase and to the Visitation Ministry for distribution to the sick and shut-in. The Multimedia Ministry also operates the Multimedia Store in the J. Alfred Smith, Sr. Fellowship Hall, which offers an array of CDs, DVDs, and other worship related items.

Music Ministry

The Music Ministry is comprised of five choirs, four Praise Teams, praise dancers, and a band for services throughout the year. The Music Ministry leads the congregation in worship through music, song, and dance.

The Betty D. Gadling Fine Arts Academy was founded to address the scarcity of music instruction available in the public schools. It provides an *After-School Music Program* for students in piano, voice, strings, reeds, brass, guitar, and percussion, as well as, a *Summer Music, Academic, and Athletic Week* where music, education, and sports are the focus.

CHURCH MINISTRIES & PROGRAMS

Music, Cultural and Performing Arts Committee (MCPAC)

MCPAC coordinates the production of special musical and theatrical events throughout the year, culminating at the end of the year with *Black Nativity Revisited*, a two-act play that retells the classic Nativity story.

Nursery Ministry

The Nursery Ministry provides vital care and supervision for children from infancy to 5 years of age during worship services.

Praise Worship Ministry

Praise Dance: The Allen Temple Praise Dance Ministry is designed to express the art of dance through praise and worship of our Lord Jesus Christ. All ages are welcome to become a part of this ministry where we give praise to the Lord in movement and song.

Praise Team: Allen Temple's four Praise Teams exist to lead the congregation in biblical and excellent worship that honors God, His son Jesus, and His Holy Spirit.

Ushers, Nurses, First Responders, and Welcome Ministry

The Ushers, Nurses, and First Responders Ministry administers to the needs of the clergy and congregation. We meet worshippers with a pleasant smile, a warm welcome, and direct them to their seats. The First Responders are comprised of those in the medical and firefighting professions who respond to emergencies on campus and provide care until medical or fire personnel arrive. The Welcome Ministry provides an atmosphere of love and acceptance to members and guests by extending friendly gestures of hospitality.

Worship Leaders Ministry

The Worship Leaders Ministry is comprised of adults and youth who are in service to our Lord and Savior Jesus Christ. The ministry serves at all Sunday worship services and at any time at which the Pastors deem necessary, including revivals and other special events.

AFFILIATED NON-PROFITS

ALLEN TEMPLE FOUNDATION, INC.

Allen Temple Foundation engages in the development and implementation of long-range fund producing activities maintained upon a broad base of public support to perpetuate and enhance the economic, social, and cultural wellbeing of the Oakland Community and other social and economically deprived communities.

ALLEN TEMPLE HEALTH AND SOCIAL SERVICES, INC.

Health and Social Services Programs

The mission of Allen Temple Health and Social Services Ministries is to provide services to and stabilize families by assisting them to create and maintain healthy environments. We are dedicated to supporting the economically disadvantaged with education, spiritual support, and exposure to positive approaches to life. Key programs include the Anger Management/ Domestic Violence Program, Recovery and Deliverance, Parenting Classes, Teen Anger Management, Congregate Meal Services and Medical Nutrition to persons living with HIV/AIDS and Veterans Benefit Services.

Bethsaida Counseling Center:

Bethsaida Counseling Center is the mental health component of Allen Temple Health & Social Services. Bethsaida provides Mental Health Therapy services on a sliding scale basis, Monday-Friday, and on the weekend. Some of the services provided are Individual, Couples, and Family Counseling, Premarital Counseling, Child/Adolescent Counseling, Pastoral Care and Counseling, Support Groups and Workshops, Substance Abuse Groups, Case Management and Referral Services, Psychological Assessment.

ALLEN TEMPLE DEVELOPMENT CORPORATION, INC.

Allen Temple Arms I and Allen Temple Arms II is a combined one hundred and twenty-seven units retirement community that provides affordable housing and comprehensive social services to low-income seniors.

AFFILIATED NON-PROFITS

ALLEN TEMPLE HOUSING & ECONOMIC DEVELOPMENT CORPORATION

Founded by Allen Temple Development Corporation to continue the development of affordable housing and provide programs that meet the economic development needs of the community. The organization is currently engaged in the development of two new programs other than the ones listed below:

Housing

- Allen Temple Gardens is a fifty unit community that provides affordable housing for low-income seniors.
- Allen Temple Manor – a twenty-four-unit community which provides a welcoming and affirming environment for individuals with HIV/AIDS and disabilities.

Economic Development

ATHEDCO is a principal technical assistance organization for the development of the newly formatted business district “AFRO-CENTRIC CULTURAL DISTRICT”. Allen Temple Baptist Church is at the center of this district.

IGLESIA BAUTISTA DE ALLEN TEMPLE

Iglesia Bautista de Allen Temple provides worship services and spiritual and congregational care for Spanish-speaking parishioners throughout the community. The Church is located at 8709 International Boulevard and worships each Sunday from 10 am to 12 Noon.

LEADERSHIP INSTITUTE AT ALLEN TEMPLE, INC.

The mission of the Leadership Institute at Allen Temple is to help and nurture women and men to develop and maintain responsive and responsible leadership in the church and community that is adequate to meet the challenges for community peace and wholeness. Persons who are engaged in grass root ministries in congregations and social agencies are trained for transformational leadership that will emphasize empowerment, social advocacy, and justice that speaks truth to power. We promote student growth. We assist students to grow in personal transformation and personal development.

Key programs are Christian Ministry and Civic Engagement Certificate Programs; the Emerging Leaders Program; and General Education (GED/ESL).

JOB PROFILE: SENIOR PASTOR

The Allen Temple Baptist Church is prayerfully seeking candidates to fill the full-time position of Senior Pastor. The Church is located in an urban changing setting in Oakland, California. This predominately African-American church is nearing 100 years of a rich history and is recognized nationally and internationally for its identity of social justice preaching and teaching. Allen Temple is dually aligned with the American Baptist Churches USA and the Progressive National Baptist Convention, Inc. at the local, district, state, and national levels. Refer to the Church's website (www.allen-temple.org) for additional information.

Allen Temple Baptist Church Mission Statement:

In obedience to the Great Commission of Matthew 28:19-20, given to us by the founder of the Church, Allen Temple Baptist Church seeks excellence in the ministry of Jesus by evangelizing all persons to accept Jesus as Lord and Savior; by educating all Christians to grow into the moral and spiritual likeness of Jesus Christ through the aid of the Holy Spirit; and by enlisting all Allen Temple members in personally extending the message and mission of God's love in Christ, throughout the world.

Personal Characteristics:

- Devout personal faith and baptized believer in Jesus Christ as Lord and Savior.
- Has a Godly call to the pastorate to be "set apart" as God's servant in ministry.
- Demonstrates a spiritual, moral character and lifestyle that complies with biblical qualifications.
- Gifted by the Holy Spirit, with emphasis in the gifts of leadership, stewardship, discernment, and administration.
- Exhibits a Christ-like attitude of servant leadership.
- Builds unity within the Church by modeling the Fruits of the Spirit as outlined in Galatians 5:22-23: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.
- Displays a heart for God's people and passion for evangelistic and emancipative ministries located in an urban setting.
- Ability to lead and develop staff and ministry teams for successful outcomes. Is self-motivated and has the ability to manage multiple projects simultaneously.
- Has a proven track record of working well with others and is committed to a team approach to ministry.

SENIOR PASTOR SEARCH PROFILE

General Qualifications:

Must possess a license and ordination certificate in alignment with American Baptist Churches USA and/or Progressive National Baptist Convention, Inc.

Education:

- Doctorate preferred (Doctor of Ministry, Doctor of Theology, Ph.D.)
- Masters of Divinity (M. Div.) required from an accredited theological seminary.

Pastoral Experience:

- A minimum of five (5) consecutive years in a full-time position as a Senior Pastor, Assistant Pastor, Co-Pastor and/or Executive Pastor for a congregational size of 500 members or more.
- In lieu of preferred education, a minimum of seven (7) years of experience as a Senior Pastor, Assistant Pastor, Co-Pastor, Executive Pastor or Associate Pastor for a congregational size of 500 members or more.

Essential Duties and Responsibilities:

The Senior Pastor provides overall leadership for the church; preaching and teaching the Word of God; ensuring the spiritual care and growth; and shepherding and equipping the congregation to do the work of Jesus Christ through fulfilling its Vision, Purpose, and Mission. The Senior Pastor serves as the primary spiritual and visionary leader of the congregation by guiding, nurturing, strengthening, and protecting the theological and doctrinal integrity of the church as aligned with God's Word, Will and Way. The Senior Pastor must embody the essence of a shepherd and servant leader in the following areas:

Visionary Leadership (Vision Casting)

- Provides a clear vision for the future of the church that integrates the mission, vision, values, and legacy of Allen Temple Baptist Church and effectively communicates that vision to the congregation and greater community.
- Demonstrates an ability to lead people towards a shared vision.
- Empowers leadership and the congregation to engage in ministry which supports Christian service in the on-going life of the church.
- Exhibits the ability, skill, and knowledge for intentional planning to assess the church's strengths and weaknesses for spiritual and financial growth through an on-going evaluation and feedback process.
- Displays effective internal and external communication practices.

SENIOR PASTOR SEARCH PROFILE

Spiritual Oversight

- Provides spiritual oversight and direction for ministries in alignment with church goals and objectives.
- Empowers pastoral staff, church leadership, and congregation to carry out the ministry of Jesus Christ.

Spiritual/Worship Leadership

- Expresses love for Jesus Christ and a strong commitment to the Great Commission.
- Believes in and preaches the gospel of Jesus Christ.
- Guides the spiritual formation of the congregation through preaching and teaching that enables persons to learn and understand deep spiritual truths by connecting the Bible with contemporary living.
- Develops a rich worship life in the church, planning and leading the order of worship in collaboration with ministry staff and worship cluster leaders.
- Provides leadership and directives for regular and special worship services.
- Administers the ordinances of the church in coordination with the ministry staff and Deacons Ministry.
- Demonstrates financial stewardship.

Administration

- Upholds the Constitution of the Church, understands church governance, and prescribes to the Church Covenant.
- Moderates the Advisory Board and Church business meetings (not on items concerning the Pastor) and serves as an ex-officio member of all ministries and standing committees.
- Develops appropriate collaboration and meeting requirements with church leaders, Deacons, Trustees, and ministry teams as needed.
- Provides leadership of the pastoral staff, which includes regularly scheduled meetings and evaluations and to offer leadership from not only a relationship-oriented perspective but a task-oriented perspective.
- Understands church budgets and overall financial administration.
- Advances integration of technology and social media platforms.

Congregational/Pastoral Care

- Demonstrates an ability to connect with the congregation and community.
- Aligns congregational care programs with specific needs of members and community.
- Supports/provides visitation to the sick/shut-in, provides bereavement, pre-marital, and appropriate counseling and prayer as needed.
- Officiates weddings, funerals, and baby dedications.

SENIOR PASTOR SEARCH PROFILE

Holistic Family Ministries

- Understands the congregational make-up of the church and supports the development of its ministries.
- Ensures multi-generational participation in active church life.
- Assures pastoral support for each ministry.

Preaching

- Displays a gift and passion for rightly dividing the Word of Truth.
- Preaches and teaches the Word of God for regular and special worship services.
- Selects and/or approves appropriate guest preachers and teachers when needed.
- Inspires the congregation through sound biblical doctrine.

Prophetic Social Justice

- Embraces the message of prophetic social justice to proclaim and promote the Gospel's values of justice, peace, community, and stewardship.
- Galvanizes the community and civic engagements to protect the rights of the powerless, and align congregational, community, and civic resources to promote socio-economic equity.
- Energizes the congregation with compassion for those who need support throughout our community.

Evangelism

- Supports the mission statement to evangelize all persons to accept Jesus Christ as Lord and Savior.
- Promotes the Christian responsibility of evangelism as an on-going aspect of congregational life.
- Implements strategies along with church leadership, Deacons, Deaconesses and evangelism teams to ensure evangelism as a practice for the entire congregation.

Teaching (Bible-based Teaching, Sunday School, Bible Study)

- Encourages sound Christian Education by educating all Christians to grow into the moral and spiritual likeness of Jesus Christ.
- Equips and trains the congregation for ministry beyond the four walls of the church.
- Teaches and/or leads designated regular, mid-week congregational Bible studies and communal prayer opportunities.
- Promotes Sunday School, Bible Study and Christian Education as an integral part of spiritual growth and congregational life.
- Ensures that a vibrant Ministers in Training Program provides practical skills and knowledge that leads to ordination for qualified persons called to preach the gospel.

SENIOR PASTOR SEARCH PROFILE

- Emphasizes the development of spiritual and community leaders through the Leadership Institute at Allen Temple and other opportunities for growth and learning.

Church Growth

- Provides direction for reaching souls and expanding membership in a changing culture and community with a focus on saving souls inspired by the gospel.
- Actively participates and provides a spiritual vision to increase attendance in Church, Sunday school, Bible Study, Prayer Meetings, Evangelism, and Community Outreach.

Missions Oriented

- Empowers specific ministries to provide mission support nationally and internationally (i.e. disaster relief) and other objectives as they are identified.
- Coordinates mission support as needed for denominational affiliations.
- Promotes and supports participation and leadership in American Baptist Churches USA and the Progressive National Baptist Convention, Inc.
- Serves as the primary representative at all denominational and/or civic/community meetings on a local, regional, national, and global level.

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CANDIDATE PACKAGE

REQUIRED DOCUMENTS: All interested and qualified persons must submit an initial candidate package consisting of the following information:

1. Cover letter addressing the responsibilities and requirements described in the Senior Pastor Job Profile.
2. *Curriculum vitae* (CV) that includes a summary of relevant ministry, professional and educational experience.
3. Copies of ministerial license and ordination certificates with the appropriate seal.
4. Certified copies of degree(s) from accredited institutions.
5. Four (4) recommendation letters (clergy (2), professional (1) and personal (1)).
6. Upload or provide a DVD sermon file (preached within the past year).
7. Writing sample: "Based on the information you have received and your understanding of the church, how would you pastor Allen Temple Baptist Church?" Please provide your response in 1,000 words or less.
8. List of three (3) references with contact information.
9. Additional information may be required before interviews take place.

Final candidates must consent to reference check, criminal history background check, a drug screening test, credit/financial history review (performed through outside agencies for complete confidentiality), and proof of being a tither.

SUBMISSION: Submit the initial candidate package electronically or by U.S. mail:

- **Email:** Send submission with all required documents to PastoralSearch@allen-temple.org by September 30, 2018 at 11:59 p.m.
- **Mail:** Postmarked on or before September 30, 2018 and addressed to:
Allen Temple Baptist Church
ATTN: Pastoral Search Committee
9000 Crow Canyon Road, Suite #217
Danville, California 94506
- Any candidate package received after that date and time will not be considered.
- Missing information may result in automatic disqualification.
- All information submitted will be deemed CONFIDENTIAL and will not be shared outside of the Allen Temple Pastoral Search Committee.

CANDIDATE PACKAGE

COMPENSATION AND BENEFITS: Allen Temple Baptist Church offers an excellent and competitive compensation and benefits package, which includes total compensation that consists of a competitive salary, housing allowance, transportation allowance, paid medical and dental plans, and retirement contribution into the American Baptist Churches USA Ministers and Missionaries Benefit Board.

Allen Temple Baptist Church is an equal opportunity employer.

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