



**EVANGELICAL
COMMUNITY CHURCH**
of Abu Dhabi



OPPORTUNITY PROFILE

**ASSOCIATE PASTOR FOR WORSHIP,
DISCIPLESHIP, & OUTREACH**

Evangelical Community Church of Abu Dhabi

The Evangelical Community Church of Abu Dhabi (ECC) is a Christ-centered, Bible-based, international family of believers that meets in Abu Dhabi, the capital city of the United Arab Emirates (UAE). The congregation of ECC is made up of about 45 different nationalities with extensive ethnic, language, and denominational diversity. ECC's Senior Pastor, Aubrey Sequeira, was appointed in January 2021, after having served ECC faithfully as associate pastor since 2017.

We believe that ECC is in a strategic geographical location for fulfilling the Great Commission. The UAE's large transient expatriate population from all over the globe gives ECC a unique opportunity to train and disciple believers to take the gospel back to their home countries and beyond.



About the Associate Pastor for Worship, Discipleship, and Outreach Position

The associate pastor will support the Senior Pastor (SP) and the Elders of ECC by leading in worship, member care, equipping, discipleship, and outreach.

The associate pastor will collaborate in leadership with the Senior Pastor and Elders to lead ECC through the next phase of the church's life as the UAE continues rapid development. This significant growth results in a transient congregation of believers from different nationalities, denominations, and cultures, which shifts in proportion to the changes in expatriate population.

Our Calling

Evangelical Community Church is an Embassy of the Lord Jesus Christ in Abu Dhabi, growing disciples from the nations to be gospel ambassadors to the nations.

ECC's Key Convictions are:

- **Christ-centered Expository Preaching:** We believe in the primacy and sufficiency of God's Word for the life of the church. This conviction entails a commitment to expository preaching that proclaims Christ from all of Scripture. All local church ministry derives from and depends upon the faithful preaching of God's Word.
- **Gospel-centrality:** The gospel is the heart of all life and ministry, as the power of God for the salvation of sinners and the sanctification of saints. We trust in the sovereign grace of God and the sufficiency of Christ crucified for evangelism, discipleship, and shepherding.
- **Biblical Ecclesiology:** We emphasize the biblical structure of the local church, seen in a commitment to covenant membership, elder-led congregational polity, and the practice of biblical church discipline. We also underscore the importance of a right practice of the ordinances of baptism and the Lord's Supper.
- **Church-centered missions:** We believe that the local church is the embassy of Christ's kingdom on earth. The fulfillment of the Great Commission must be pursued through the planting and strengthening of healthy, gospel-preaching local churches with biblically qualified leaders.

Church Life

ECC's worship gathering is held every Lord's Day morning, with the order of service following the regulative principle of worship. Our worship gathering begins at 10:00 am and is conducted in English. Prior to the worship gathering, equip classes provide biblical instruction for adults and teens, and catechism and Scripture memory for children. We also gather monthly for an evening prayer service.

ECC aims to foster discipleship, growth, and fellowship through:

- Expository preaching and biblical worship
- Corporate Prayer
- Adult Education curriculum (ECC Equip)
- Small Groups
- Men's and Women's ministries
- Family Ministries (Teen and Children)

We are also actively engaged in outreach and missions through:

- Church-planting: ECC has planted 4 other churches in Abu Dhabi, and is currently seeking to plant a church in Addis Ababa, Ethiopia. We have sent former elders and pastoral apprentices who are presently serving in contexts like Lebanon, India, and the Philippines.
- Training: We run a Global Pastoral Apprenticeship program to train men from the 10/40

window for pastoral ministry.

- ECC is also the main partner for the Abu Dhabi site of Gulf Theological Seminary.
- Other missions partnerships both locally and globally.

Shared Facility

ECC administrative offices and worship services are held in The Evangelical Church – Abu Dhabi (TEC) building shared by other Christian believers who worship in their native languages (Arabic, English, Korean, different Indian languages, etc.). Some 16 different congregations currently use the TEC building during the week.



Church Structure

ECC is independent of denominational affiliation and warmly welcomes people from different denominations who affirm our evangelical statement of faith. Our congregation is uniquely international and diverse which provides special opportunities for Christians from all over the world to grow in gospel-driven harmony with one another, and center their lives on the Word of God. At the same time, we have the unique task of providing a stable church home, ministry, and fellowship within a relatively transient population.

ECC is governed independently of any outside denomination or organization. ECC follows a congregational form of church government under the headship of the Lord Jesus Christ and the leadership of a plurality of elders (both lay and staff). Though we are led by a team of elders, the final authority over the doctrine, leadership, and membership of the church is in the hands of the members of ECC. We believe that Jesus himself has given every local church this authority by giving them the keys of the kingdom of heaven and the authority to bind and to loose (Matthew 16:18–19; 18:15–20). The congregation of ECC's members, therefore, votes on its leadership, admits and dismisses members, and is finally accountable to God for its doctrine.

At ECC, we believe that local church membership is a covenant relationship in which believers commit to following Jesus' commands together.

ECC currently has 463 covenant members who participate in key decisions according to the framework laid out in the Constitution.

In addition to the Senior Pastor, the full-time church staff includes: two associate pastors, a Children's Ministry Coordinator, Office Coordinator, Communications Coordinator, Bookkeeper and Administrative Assistant, an admin intern, and 3 pastoral apprentices who are being trained for ministry as part of our Global Pastoral Apprenticeship program.

Aubrey Sequeira – Senior Pastor

Dr. Aubrey Sequeira is a gifted expositional preacher and teacher, a loving shepherd of ECC, and a recognized scholar. He has served in pastoral ministry, church-planting, and training pastors in India, North America, and now the Middle East. Before moving into full-time ministry, he worked as a software engineer in India and North America. Then he earned his M. Div. and PhD (Biblical Theology and Old Testament) at the Southern Baptist Theological Seminary in Louisville, Kentucky, simultaneously serving as a lay pastor in a local church. He served ECC for four years as associate pastor before his appointment as senior pastor in January 2021. Pastor Aubrey is the author of several articles for both academic and pastoral journals, as well as the book *Why Is the Lord's Supper So Important?* (Crossway, July 2021). He presently serves as Chairman of the Council of Evangelical Churches in the UAE.



Associate Pastor for Worship, Discipleship, and Outreach Job Description

The Associate Pastor for Worship, Discipleship, and Outreach will support the Senior Pastor (SP) and the Elders of ECC by leading in worship, member care, equipping, discipleship, and outreach.

Doctrine

- The AP must be in full agreement with ECC's [doctrinal statement](#), [church covenant](#), and [constitution](#).
- The AP must be in general agreement with the SP in both doctrine and philosophy of ministry, and be able to think biblically and theologically about the local church.
- The AP must be able to work effectively with church members from diverse cultures, traditions, and backgrounds.

Education and Experience

- A minimum of a Master's degree in theology from an accredited seminary (M.Div preferred).
- Proven experience in pastoral ministry and shepherding.
- Minimum of 5 years' experience in elder-level ministry in a local church.
- Leadership experience in a larger church (> 500 attendees) highly desired.
- Cross-cultural ministry experience is highly desired.

Responsibilities

Support Senior Pastor and Elders

- Work with the SP and Elders to ensure faithful oversight, shepherding, discipleship, and spiritual care for the members of ECC.
- Perform general pastoral duties of preaching and teaching, member care, discipleship, leading worship services, and occasional administrative leadership as needed.
- Support and encourage the SP to use his gifts and fulfill his particular calling.
- Assume the primary responsibility for the church's growth and development in discipleship and outreach.
- Works closely and collaboratively with SP and pastoral staff.

Worship and Liturgy

- Works closely and collaboratively with SP and pastoral staff to implement, maintain, and administrate Sunday worship gatherings.
- Assumes primary responsibility for planning of liturgy for Lord's Day morning and evening worship, in concert with the SP.
- Lead the team of song leaders and musicians serving in congregational singing for ECC worship gatherings, with assistance from the deacon of music. Grow the quality and culture of congregational singing and worship at ECC.

Member Care

- In partnership with the SP & Elders, foster covenant relationships and a culture of caring for one another among members at ECC.
- Help ensure that membership is "meaningful" for every member—that members are folded into relationships whether through Small Groups or through other channels for relationships in the Body.
- Take the lead among the Elders for member oversight from integration into membership until membership transfer.
- Leverage Small Groups to extend intentional pastoral care for members of ECC.
- Develop and oversee a system to shepherd and care for sheep who are straying and ensure that no members are "falling through the cracks."

Equipping & Outreach

- Help the church grow in a culture of evangelism and discipleship, ensuring that members are able to articulate the gospel, evangelistically oriented, and confident to embrace their calling as gospel ambassadors where God has placed them.
- Strategize and mobilize the church for outreach and evangelism.
- In collaboration with the SP, oversee the discipleship and training process of the church including discipleship classes, leadership development, and Global Pastoral Apprenticeship.
- Serve as a key instructor and mentor for the Global Pastoral Apprenticeship Program.

Discipleship & Small Groups

- Oversee women's ministry, keeping it focused on disciple-making and evangelism, and in harmony with the direction and theology of ECC. Act as primary liaison to WM deacon, providing guidance on curriculum and content.
- Equip ECC members to grow in speaking the truth in love to one another and growing one another as disciples.
- Train and equip Small Group leaders to take responsibility and provide spiritual care for members through Small Groups.
- Keep Small Groups focused on goals: meaningful fellowship, fulfilling the one anothers of Scripture, mutual accountability, lay spiritual care/biblical counsel, and outreach / evangelism.
- Disciple and raise up future Small Group leaders and launch new groups.

Personal Qualities

- A born-again believer walking in repentance and heartfelt faith in Jesus
- Humble, servant's heart
- Meets the elder qualifications in 1 Tim 3:1–7; Titus 1:5–9; 1 Peter 5:1–4
- Strong leader who empowers others
- Confident and not easily intimidated
- Flexible and good-humored
- Love for the local church
- Thick-skinned and tender-hearted
- Highly relational
- Team player and peace-maker
- High capacity self-starter
- Proactive and problem-solver
- Honest, trustworthy, and loyal
- Mature, wise, and discerning

Ministry Skills

- Strong in preaching, teaching, and personal discipleship
- Gifted in evangelism and discipleship
- Able to equip and train others
- Able to effectively translate theology into church culture
- Able to coach and mentor other ministry leaders
- Able to communicate effectively in writing and in person
- Able to deal constructively with crisis and conflict
- Able to build, lead, and equip strong volunteer teams
- Able to submit to leadership while also leading confidently

Primary supervisor: Senior Pastor

Hiring authority: Elders Recommendation / Congregational Vote

Hours: Regular office hours with flexibility for offsite work as needed. 40-48 hours a week

General Expectation for Staff:

Expectations for staff are the same for any Christian. Those who serve on staff are expected to be growing in their own spiritual maturity through the regular reading of God's Word, praying for themselves, their families, and the ongoing progress of the gospel. They are to be involved in discipling/accountability relationships whereby they are able to confess sin and be encouraged in the gospel. The staff should regularly be praying through the membership directory and seeking ways to meet with members through lunches, dinners, and other avenues of hospitality. Such interaction is vital to the growing unity and spiritual growth and joy of the congregation. Staff are also expected to be seeking out ways to engage in evangelism in the community. This can be done in any number of ways, but it is up to the staff to be pursuing avenues to share the good news. Staff should be active in fighting sin and confessing sin as it manifests itself in their lives.

Applying for the Position

If interested and qualified for the position, please submit the following documents to apselection@eccad.org:

1. Curriculum Vitae (CV) / Resume
2. Five (5) References (non-family members names and contact numbers)
3. Cover Letter
4. Answers to the following questions:
 - a. What is the gospel?
 - b. What is your testimony of coming to repent and believe in Jesus?
 - c. Describe your call to pastoral ministry and ministry strengths.
 - d. What are your priorities for the local church and its ministry?
 - e. Why are you interested in the position of Associate Pastor at ECC?
 - f. Please indicate your full agreement with ECC's [Statement of Faith](#)
5. Please let us know how you learned about this position.

Search and Selection Process

The Elders have selected members of ECC to serve on the Associate Pastor Selection Committee (APSC) alongside some of our elders for the task of vetting and recommending a qualified candidate to the Elders and to the ECC congregation for approval.

The Selection Committee will be seeking potential candidates through a variety of means, including the following:

1. Word of mouth referrals from the senior leadership of other churches in the UAE and throughout the GCC region.
2. Referrals from pastoral networks.
3. Referrals from the congregation.
4. Web-based job placement services as appropriate to the role.

Of the applications that are received, once an initial review and vetting process has been conducted, follow-up questionnaires and Zoom interviews will be conducted.

A series of checks will be performed on promising candidates including, but not limited to, the following:

1. Background check
2. References
3. Degree verification

Final candidates will be interviewed, along with their spouse (if they have one), via Zoom (or some similar web-based video-conferencing method).

Once a recommendation is made to the Elders and upon their approval, the recommended candidate will visit Abu Dhabi (at ECC's expense) to interview personally with the Elders and to get a feel for the city and the country.

Upon approval by the Elders, the recommended candidate will visit Abu Dhabi (at ECC's expense) a second time and have the opportunity to preach to the church and also have an opportunity to meet with members of the congregation.

After the second visit has concluded, the Elders will recommend the candidate for a vote to the members at a regular or special members' meeting. At that meeting the members will vote to call the candidate to serve as Associate Pastor (based on a two-thirds majority vote).

Other Information

The United Arab Emirates

The UAE is an oil-rich state at the southern end of the Arabian Gulf. In developing its oil wealth, the UAE has imported a huge labor force from all around the world. Of the total population, 80% are comprised of expatriate workers from over 150 nations. The UAE's major airports (Dubai and Abu Dhabi) are both within an 8-hour flight of over two-thirds of the world's population.



The UAE was founded in 1972 and is comprised of seven emirates: Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah, and Umm al-Quwain. Abu Dhabi is the largest emirate of the UAE comprising over 85% of the land mass and the city of Abu Dhabi is the nation's capital. The President of the United Arab Emirates is His Highness Sheikh Khalifa bin Zayed Al Nahyan.

The climate varies from mild spring-like temperatures in winter (October to March) to very hot and humid in the summer. The geography of the UAE varies from sandy beaches and flat coastlines to vast fields of sand dunes to rugged, rocky mountains to the East.

Islam is the official religion of the UAE. The UAE Constitution provides for freedom of religion in accordance with established customs. Abu Dhabi is tolerant of other religions with people being free to practice their religious beliefs, so long as they respect the Islamic faith and culture of the nation. (Public/open proselytizing of other religious beliefs, i.e. outside of church premises in the case of the Christian belief, is a legal offense, the only exception being a specific event for which permission has been obtained from the relevant authorities.) In 2019, the government in Abu Dhabi established a new department called the Department of Community Development (DCD), which acts as a liaison and the direct governmental authority for all religious organizations in Abu Dhabi. With the establishment of the DCD, the church has received clear guidelines on qualifications to be a church here in the UAE (visa requirements for pastors, requirements to be an official church) and has also received support and clear permission to hold events and start parachurch organizations such as the Gulf Theological Seminary in Abu Dhabi.

History of Evangelical Community Church of Abu Dhabi

Short videos chronicling the history of ECC can be viewed at the following links:

- [Part 1: An Oasis in the Desert](#)
- [Part 2: An Embassy to the Nations](#)



The history of the Evangelical church in the UAE began in 1960. The Ruler of Abu Dhabi was concerned about the health of his people, and particularly the high infant mortality rate, and the number of mothers who died because of complications in childbirth. He began to inquire about the possibility of having a Christian hospital established in Al Ain. Drs. Pat and Marion Kennedy with TEAM (The Evangelical Alliance Mission) were serving in Jordan. They accepted the challenge to move to Al Ain and establish a hospital. This became the Oasis Hospital, which still exists today and is known as the Kanad Hospital. Other Christians also came to help work in the hospital at the invitation of the ruler, and they were given permission to have Christian worship on the hospital compound. Through the work of the Oasis Hospital, strong bonds of respect were formed with the rulers of UAE.

According to the Oasis Hospital history, they were “privileged to have been the birthplace of HH Sheikh Mohammed bin Zayed Al Nahyan, Deputy Supreme Commander of the UAE Armed Forces and Crown Prince of Abu Dhabi, as well as many more of the royal family.” In the early 1970’s a family from the hospital, Carl and Barbara Sherbeck, came to live in Abu Dhabi to form a strong liaison with the government offices here. ECC was started in 1972, when a small group of English-speaking Christians met together in the home of the Sherbecks on Hamdan Street. The small congregation soon outgrew the Sherbecks’ living room and moved to a warehouse next door.

Soon after, TEAM asked the Abu Dhabi authorities for property on which to build a house for their workers, making it clear that they also wanted to use the property as a place of prayer for Christians. Permission was granted and a plot was allocated just off Airport Road, across from a large open-air mosque. In 1975 the initial buildings were completed, and the church relocated to the new site. The facilities were shared with an Arabic church and several Indian churches.

In 1990, the use of the property as a place for Christian meetings was challenged by authorities at the Municipality. By then, ten congregations used the Center for regular worship services. After

many appeals and much prayer, a new site was allocated for the TEC building. A groundbreaking ceremony was held in January 1993, and we moved into the new facility in April 1994. The ten congregations were soon joined by others until 18 different congregations were using the TEC building. These congregations ministered to different language and ethnic groups.

In recent years, ECC has undergone some changes in its governance structure. In 2017, ECC adopted an elder-led polity and installed its first lay elders, and in 2020, the church embraced an elder-led congregational form of governance with a new church covenant. ECC continues to thrive under the leadership of its staff and lay pastors.

The Evangelical Community Church (ECC) continued to grow under a succession of pastors: Carl Sherbeck (1972-1977), Herb Lyon, (1977-1979), Gordon Stinson (1979-1983), Jimmy Smith (1984-1990), Cameron Arensen (1990-2015) and Jeramie Rinne (2016–2020). Aubrey Sequeira is the most recent Senior Pastor, appointed in January 2021.