

Staff Pastor Position

Overseeing Congregational Singing and Kids Ministry

Redeemer Al Ain is looking to hire a staff pastor to join the lead pastor and serve alongside the elders.

Church Profile

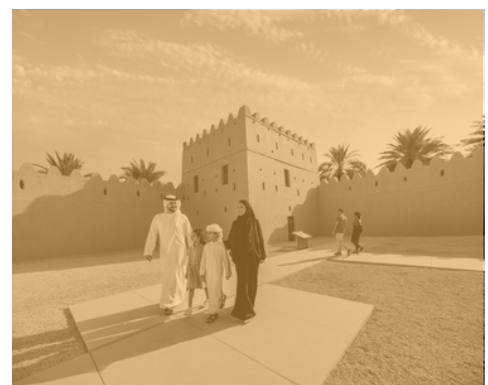
Redeemer Al Ain is an English-speaking, multi-ethnic congregation meeting in the city of Al Ain in the United Arab Emirates. The United Arab Emirates is 90% expatriate with Arabic and English serving as the national languages. Al Ain is about 75% expatriate with the majority of expats coming from Muslim backgrounds. There has been a historic Christian presence in Al Ain since the 1950s and Christians are free to practice their religion.

Redeemer Al Ain was planted in April 2017 by Redeemer Church of Dubai with the hope of being a gospel witness in an unreached city. Redeemer Al Ain has around 100 members from all over the world including India, Pakistan, Nigeria, Ghana, the Philippines, and the United States, and gathers at The Evangelical Church Centre, sharing the space with other congregations. Our desire is that as a body we would be a display of God's glory to the nations and that we would equip the saints for the work of ministry.

Qualifications

Qualified candidates must:

- Meet the elder qualifications listed in 1 Timothy 3 and Titus 1 and committed to serving alongside the other elders.
- Be in agreement with Redeemer Al Ain's statement of faith and membership covenant, and values for corporate worship.
- Be musically competent and able to oversee the leadership of corporate singing and the music team.
- Have a commitment to relational shepherding and consistent meeting with members to equip them for the work of ministry.
- Be able to cross cultures both inside and outside the church.
- Have experience preaching and teaching in English.
- Have formal theological training or be in the process of receiving formal theological training.



Roles and Responsibilities

The new Staff Pastor will primarily oversee congregational singing and kids ministry.

Congregational Singing

The Staff Pastor will support Pastor for Preaching with leadership and administration of the worship service:

- Lead musically in the corporate gathering.
- Work with the Lead Pastor in development of service orders.
- Work alongside key volunteers (currently a deacon of music) providing appropriate oversight.
- Develop worship teams according to Redeemer's Vision for Corporate Worship document.
- Coordinate administration of musical worship (musical coordination, songs sheets, slides, etc.).

Redeemer Kids

The Staff Pastor will have oversight of the Redeemer Kids ministry including

- Oversee Redeemer Kids (6 months to 10 years old) ministry, including setting vision and direction for Redeemer Kids.
- Work alongside key volunteers (currently a deaconess of Redeemer Kids) providing appropriate oversight.
- Maintain curriculum storage, scheduling, and communication with volunteers.
- Recruit and develop Redeemer Kids volunteers.

Shepherding

The Staff Pastor will serve as an elder and will shepherd the members of Redeemer Al Ain.

- Work with other elders to shepherd members.
- Participate in regular elder meetings.
- Teach in one-to-one settings and Bible studies.
- Provide pastoral care: crisis counseling, premarital counseling, general discipleship, etc.
- Preach 1–5 times per year.

Compensation

The Staff Pastor position is a salaried position. Redeemer Al Ain will commit to pay a livable wage including:

- Monthly salary
- Housing allowance
- Medical insurance
- 6 weeks allotted vacation
- Annual plane tickets for family (up to a certain amount)
- Visa expenses

The majority of schools in Al Ain are private school and fees can be expensive. Many families homeschool their children for this reason. If needed, candidates could fundraise additional expenses for school fees.

Applications

To apply, please complete the prospective elder questionnaire and submit it along with a [curriculum vitae pastor-search@redeemeralain.com](mailto:curriculum_vitae_pastor-search@redeemeralain.com).

Redeemer Al Ain Statement of Faith

1 - The Bible

We believe that the Holy Bible, both Old and New Testament Scriptures, are the inspired Word of God, written by man, and are completely free from error in their original form. It is the perfect treasure of heavenly instruction and complete revelation of His will for the salvation of mankind. It is, and will be, the supreme standard and final authority for all Christian faith and life. (2 Tim. 3:16-17; 2 Pet. 1:20-21; Prov. 30:5-6; 1 John 4:1; Matt. 5:18; 1 Cor. 7:40, Rev 22:18-19, 17:17)

2 - The Triune God

We believe that there is one living and true God. He exists eternally as three distinct persons-- the Father, the Son, and the Holy Spirit. Each is fully God and equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. God is the eternal, infinite Creator and supreme Ruler of heaven and earth. He is merciful, just, and loving and governs all things according to His sovereign will for His glory. He is inexpressibly glorious in holiness, and is worthy of all possible honor, confidence, and love. (Matt. 28:19; Ps. 83:18; Rom. 1:20; Rev. 1:4-5, 4:11; Mark 1:9-11, 12:30; Ex. 15:11, 34:5-7; John 10:30; 2 Cor. 13:14; Eph. 2:18; Col. 1:16-17; Heb. 1:1-3)

3 - The State of Humanity

We believe that all the human race is created in the image of God and that through the voluntary sin of our first parents Adam and Eve, we are now all born in sin. As a result, all mankind are now sinners by nature and choice, being utterly void of the holiness required by God and completely inclined to evil. Therefore, all humans are by nature unable to turn to God, incapable of contributing to their own salvation, and are under just condemnation to eternal punishment, without defense or excuse. (Gen. 1:27; Gen. 3:6-24; Ps. 51:5; Rom. 1:20; 3:19; 5:12,19; Eph. 2:1-3)

4 - The Gospel

We believe that the gospel is the good news of what God has accomplished for sinners separated from God by sin, through his Son, our Savior, Jesus Christ. Jesus is fully God and fully man, was conceived by the Holy Spirit, born of a virgin and lived a sinless life in obedience to the Father. He taught the way of God's kingdom, worked miracles, suffered, died and rose from the dead. In His death He made full atonement for our sins and became our sacrificial substitute, absorbing the wrath of God and purchasing forgiveness of our sins. Through his death we are united with him and adopted into the family of God. This good news is the foundation for the life of the Church and our only hope for salvation and sanctification. (Eph. 2:5; John 3:16; Phil. 2:6-7; 2 Cor. 5:21; Is. 53:4-5; Gal. 4:4-7; Mark 1:1; Rom. 1:16-18; Gal. 1:6-9)

5 - The Gift of Salvation

We believe that the blessings of salvation are made free to all by the gospel, and there is nothing one can do apart from this free gift of God to obtain merit, favor or standing before God. It is the duty of all to accept the free gift upon hearing the gospel, and nothing prevents salvation of the greatest sinner on earth but his own depravity and voluntary rejection of the gospel. True faith to accept the gift is initiated and empowered by the Holy Spirit through regeneration, or being born again, by which we are made alive in Christ with a new and holy disposition enabling repentance, faith and obedience. Those accepting the gift of salvation receive the blessing of justification, by which sinners are pardoned from their sin and declared righteous solely on the basis of Christ's righteousness. This perfect righteousness brings them into peace and favor with God. They are brought into God's family as sons along with Christ, securing for them every eternal blessing. (Rev. 22:17; Eph. 1:13-14, 2:4-8, 4:20-24; Tit. 3:5; John 3:3-7, 12:48; Rom. 5:9, 15; 2 Cor. 5:21)

6 - The Response of Faith

We believe that repentance and faith are sacred duties, brought about in our souls by the Holy Spirit in regeneration, whereby being deeply convinced of our guilt, danger and helplessness, and of the way of salvation by Christ, we turn to God with sincere remorse, confession and supplication for mercy. At the same time we heartily receive the Lord Jesus Christ as our Prophet, Priest and King, and rely on Him alone as the only and all-sufficient Savior. (Acts 11:18; Eph. 2:8; Acts 2:37-38; Ps. 51; Rom. 10:12-13; Heb. 4:14)

7 - The Sovereign Grace

We believe that God chose in Jesus Christ before the foundation of the world the elect, those who would be made regenerate by the Holy Spirit and respond to the gospel in faith. This choice was made fully on His own gracious initiative and was not on the account of any foreseen merit in those who would receive his great mercy. This is perfectly consistent with the free agency of man, and is a most glorious display of God's sovereign goodness, being infinitely free, wise, holy and unchangeable. It utterly excludes boasting by man and promotes humility, love, prayer and trust in God. This sovereign choice is the foundation of Christian assurance. (2 Tim. 1:8-9; Acts 13:48; 2 Thess. 2:13-14; Eph. 1:4-5, 2:8-9; John 6:37-44, 10:25-30; Rom. 8:28-30)

8 - The Christian Life

We believe that those saved by the Holy Spirit are being conformed to the image of Christ through the process of sanctification. It is a progressive work of the Holy Spirit that will continue until death or the glorious return of our Lord. It requires our participation by the denial of self and turning from fleshly desire to renew our minds with God's Word and prayer. It is marked by ongoing confession and repentance, joyful obedience to all of Scripture's commands, active love for God's people and identification and fellowship with them, and a growing hope in God's promises. It is not marked by sinlessness, but by a diligent fight against sin and growth in the fruits of the Spirit. Those who have authentically experienced the saving grace of God and are being kept by God will persevere in Him until the end. This distinguishes them from superficial professors. (Rom. 8:28-30; Phil 2:12-13; Matt. 7:21-23; 16:24-25; 1 Thess. 4:3; Eph. 4:22-24; Gal. 5:16-25; 1 John 1:8-9; 4:17; John 15:10-11)

9 - The Church

We believe that the Church is the Bride of Christ and is comprised of all true believers from every tribe, language, people, and nation throughout all the ages. It is made manifest in local churches, which are marked by the right preaching of God's Word and right administration of the ordinances. Christ is its head and the Word of God is its authority. It is God's primary instrument by which he is fulfilling his redemptive purposes and displaying his glory to the nations through the preaching of the gospel and the making of disciples. God has bestowed spiritual gifts upon all who are in the church for the unity and edification of the church. (Matt. 16:17-19, 28:18-20; Rev. 7:9; Eph. 3:10, 4:11-12; 1 Cor. 11:24-26; 12:4-6; Col. 1:18)

10 - The Ordinances: Baptism and the Lord's Supper

We believe that Christian baptism is the immersion of a believer in water, in the name of the Father, Son, and Holy Spirit; to show forth the believer's faith in our crucified, buried, and risen Savior. It is a solemn and beautiful symbol of our union with Christ in His death and resurrection, by which we have died to sin and been resurrected to a new life, and is done in response to the command of Christ. The Lord's Supper is practiced by believers eating the bread and drinking the cup to commemorate together the dying love of Christ, celebrate their unity in Him, and look forward to joining with Him again when He returns. The Lord's Supper is also observed in obedience to Christ's command. Neither baptism nor the Lord's Supper offer salvation, yet they are a gift of God's sustaining grace to those who believe. They shall be reserved for those who have placed their faith in Jesus Christ, our Lord. (Matt. 28:19; Acts 8:12; Rom. 6:4; 1 Cor. 11:23-26; Luke. 22:14-20; 1 Pet. 3:21)

11 - The Dignity of Man and Woman

We believe that both men and women are together created in the divine image and are therefore equal before God as persons, possessing the same moral dignity and value. Both men and women are recipients of spiritual gifts designed to equip and empower them for ministry in the local church and beyond. We also believe that God in his perfect wisdom has ordained the principle of male headship in the home and in the local church, and that certain governing and teaching roles, namely eldership, are restricted to men. (Gen. 1:26-27; 1 Cor. 11:2-16; Eph. 5:22-33; Col. 3:18-19; 1 Tim. 2:11-15).

12 - The Judgment and the World to Come

We believe that Jesus Christ will return again in all glory and power at the final consummation of his kingdom bringing about the ultimate defeat of Satan and death. On that day, the dead will be raised from the grave and all persons from all of time will face the final judgment. The wicked, who are apart from Christ, will be judged and sentenced to suffering and eternal separation from God in hell. The righteous, who belong to Jesus, will be granted eternal life in the new heavens and new earth, living to the glory of God in ever-increasing joy without death, pain, or mourning of any kind; being in the very presence of God and worshipping him forever. (Rev. 1:7, 20:7-15, 21:1-4; 22:12; Matt. 25:31-41; Acts 1:11; John 5:25-29; 2 Thess. 1:5-10; Phil 3:20-21)

Redeemer Al Ain Church Covenant

Having been brought by God's grace to repent and believe in the Lord Jesus Christ and to give up ourselves to him, we now, in dependence upon His Spirit, resolve to live by faith, and so joyfully establish this covenant with each other:

We will live under the supreme authority of the Bible and the gospel of Jesus Christ. (2 Tim 3:16-17; Heb 1:1-3)

We will work and pray for the unity of the Spirit in the bond of peace. (Eph 4:3)

We will be devoted to one another in brotherly love. With humility and gentleness we will patiently bear with each other, forgiving, encouraging and building one another up, exercising watchfulness over each other and admonishing one another when necessary. (Luke 17:3; Col 3:13; 1 Thes 5:11; 1 Pet 1:22)

We will use our God-given gifts to help build up the church toward maturity. (1 Cor 14:4-5; Rom 12:6; Eph 4:12-13)

We will not neglect to gather together, or to pray for ourselves and others. (Col 4:2; Heb 10:25)

We will endeavor to bring up our children and youth in the training and instruction of the Lord, and by a pure and loving example to seek the salvation of our family and friends. (Eph 6:4; 1 Pet 3:1)

We will stir one another up to love and good works, including encouraging one another to share the hope we have in Christ Jesus with those who do not believe. (Heb 10:24; 1 Pet 3:15)

We will rejoice with those who rejoice and weep with those who weep, helping to carry each other's burdens and sorrows. (Rom 12:15)

We will seek to live carefully in this world, denying ungodliness and worldly passions. We will strive to live self-controlled, upright, and godly lives, as we wait for our blessed hope, the appearing of the glory of our great God and Saviour Jesus Christ. (Titus 2:12; 1 Pet 1:14)

We will defend and maintain an evangelical ministry in this church by upholding the preaching of the Word of God; the administration of the Gospel Ordinances (baptism and the Lord's Supper); and the exercise of church discipline. (2 Tim 4:2; Acts 2:38; 1 Cor 11:26; Matt 18:17; 1 Cor 5:13)

We will contribute cheerfully, generously and regularly to the support of the ministry of the church, the relief of the poor, and the spread of the Gospel through all nations. (Matt 28:19; Luke 12:33; 2 Cor 9:7)

We will, when we move from this place, as soon as possible unite with another church where we can carry out the spirit of this covenant and the principles of God's Word. (Heb 10:25)

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen. (2 Cor 13:14)

Values for Corporate Worship

Trinitarian-Shaped

God-centered

We want our gatherings to recognize God as the focal point of our worship rather than ourselves. He Himself is the treasure of our worship.

Christ-exalting

Our worship should honor every work of Christ, but most particularly in the work of the gospel. That means we will aim:

- To recognize sin and estrangement from God as our biggest problem.
- To praise Jesus Christ as the answer through His life, death, resurrection, and ascension.
- To receive all the benefits Christ has purchased completely as gifts of grace.
- To emphasize trust in Him and all He promises as the way we experience His grace.

Spirit-filled

We want our songs, prayers, teachings and observances to be supernaturally empowered. That means we will aim:

- To humbly rely on God to create and sustain faith in our singing, praying, teaching, listening, and observing.
- To encourage sincere feeling and expression in worship.
- To avail ourselves of flexible structures that allow for pastoral spontaneity.

Congregationally-Experienced

The Word

Our singing, praying, teaching and observing should be founded on and filled with Bible.

Singing

We value participatory singing, therefore we will choose keys, melodies, decreasing and increasing in volume, that facilitate congregational singing.

Diversity

We want our song selection, musical styles and even the complexity of English we use to be chosen in love for those who are attending and those we are wanting to reach. Recognizing that the musical background of our leaders and the selection of good lyrics will limit our expressions, we still aim to stretch ourselves to reflect the musical backgrounds of those in our church and those we want to reach with the songs we choose and the way we play them.

Leadership of Members

We want to display the significance of our covenant commitments to one-another as a church by preserving all leadership in the worship gathering for members.

Head and Heart

We want our worship to be the inseparable process of our minds engaging with the truth, leading to sincere feeling in the heart.

Weight and Joy

We believe that the weightiness of God's reality and the highest joy in life are inseparable. We want to cultivate worship that does not run from the heavy truths of the Bible for the sake of joy, but that embraces them for the sake of joy.