

Associate Pastor

- **Position Description and Profile**
- **Church Profile**



Associate Pastor

Dhaka International Christian Church (DICC)
Dhaka, Bangladesh

An Invitation

Dhaka International Christian Church (DICC) is seeking a gifted, humble, and Gospel-centered Associate Pastor to join us in serving a diverse international congregation in Bangladesh.

This is more than a traditional associate pastor position. It is an opportunity to preach God's Word, shepherd believers from many nations, and help equip Christians who will carry the Gospel into every corner of the world through their vocations and future assignments.

Working alongside the Pastor, the successful candidate will share in the preaching, pastoral care, discipleship, and leadership of the church. As experience, trust, and gifting are demonstrated, the role is intended to provide increasing leadership responsibility and may, in time, include consideration as the Pastor.

About Dhaka International Christian Church

Website: www.churchindhaka.com

Vision

To be an international, non-denominational church that God uses to see the lives of Christians transformed by the reality and power of the Kingdom of God; and where doubters and skeptics clearly hear about the Bible's message.

Mission

DICC ministers to expatriates by:

- Nurturing through expository preaching and teaching from the Bible;
- Caring through prayer and Christian fellowship;
- Equipping believers to apply the Christian faith in their calling; and
- Actively engaging them through corporate worship and service to the church.

DICC is an independent, English-speaking evangelical church serving the international community in Dhaka.

Our congregation consists primarily of expatriates and other English-speaking Christians representing many nations (over 60 during the past 4 years), cultures, and evangelical traditions. Because of the transient nature of the congregation, DICC's ministry extends well beyond Bangladesh as members relocate around the world.

The Opportunity

The Associate Pastor serves alongside the Pastor in providing spiritual leadership and pastoral care for the congregation. Responsibilities include:

- Regular expository preaching and Bible teaching.
- Pastoral care, visitation, and prayer ministry.
- Discipleship and mentoring.
- Leadership development.
- Equipping and supporting volunteer ministry leaders.
- Assisting in worship services and the administration of the ordinances.
- Contributing to church administration and strategic planning.
- Building relationships within the international community.
- Helping cultivate the long-term spiritual health and ministry effectiveness of DICC.

The successful candidate will receive intentional mentoring and opportunities for increasing ministry responsibility as experience, gifting, and trust are demonstrated.

Who We Are Seeking

We are praying for a pastor who demonstrates:

A Mature Walk with Christ: A life marked by humility, godly character, spiritual maturity, and dependence upon the Lord.

Faithful Biblical Ministry: A deep commitment to the authority of Scripture and to Christ-centered, expository preaching that faithfully explains and applies God's Word.

Pastoral Experience: Fruitful pastoral ministry including preaching, shepherding, discipleship, and leadership development.

Cross-Cultural Effectiveness: An ability to minister wisely and graciously among people from different nations, cultures, and Christian traditions.

Collaborative Leadership: A servant-hearted leader who works well with others, equips believers for ministry, and values healthy church governance.

Adaptability: The resilience, flexibility, emotional maturity, and sound judgment required for ministry in an international and highly transient environment.

Preferred Qualifications

The successful candidate will normally possess:

- Master of Divinity (or equivalent theological training) from an accredited institution.
- Several years of pastoral ministry experience in leadership role(s)
- Demonstrated effectiveness in expository preaching.
- Experience developing volunteers and ministry leaders.
- Excellent interpersonal and communication skills in a multicultural/national setting.
- Fluent spoken and written English.

International ministry experience is highly desirable.

Life and Ministry in Dhaka

Dhaka is one of the world's largest and most dynamic cities. Serving here requires cultural sensitivity, adaptability, and a heart for people from many backgrounds.

Because of DICC's international congregation, ministry often has a multiplying effect as members relocate throughout the world carrying what they have learned into new churches, workplaces, and communities.

Primary and secondary schooling options are available for expatriate children.

Support and Benefits

This is a support-based ministry position.

Further information regarding ministry support, practical arrangements, and relocation will be provided to candidates who progress through the search process.

Our Search Process

We view pastoral recruitment as a process of mutual discernment. Interested persons are invited to submit:

- Curriculum Vitae (include your passport country)
- A cover letter describing their testimony, pastoral calling, and interest in international ministry.

Because we anticipate significant interest in this position, only candidates whose background appears to align closely with the role will be invited to continue in the search process.

Those invited to proceed will participate in subsequent stages of the search, including a ministry questionnaire, interviews, sermon review, and reference checks.

Next Step

Interested applicants should prepare and send to **DICC.StaffSearch@gmail.com** the following:

- Curriculum Vitae (include passport country)
- Cover Letter: describing the applicant's testimony and calling to pastor in an international church



Church Profile

Brief History

Dhaka International Christian Church began in 1956 as a Bible study established by American agricultural specialists living in Dhaka. It subsequently became a church and has standing with the government. From an early stage, DICC understood its calling to be an international church serving expatriates living and working in Dhaka.

Throughout its history, the church has met in rented facilities, including a school, an expatriate social club, other churches, and hotels.

DICC Today

The current pastor was called in 2021. Since then, DICC has rebuilt from a small online ministry of 8–10 people during the COVID period into an active in-person congregation. During the main ministry months, weekly attendance averages 140–150, with lower attendance during the June–July school break and other school holidays.

The church provides three children's classes when schools are in session and several small groups. Its annual Christmas Carol Service is a significant public event; the most recent service drew more than 250 people, including many from the wider community.

Since 2021, attendees have represented more than 60 nationalities. The current congregation is approximately 28 percent Asian, 15 percent African, and 57 percent from Europe, the Americas, and Oceania.

DICC serves a highly mobile congregation. People regularly arrive in Dhaka, remain for several years, and then relocate elsewhere. Annual congregational turnover is estimated at 30 percent. The church must therefore welcome and integrate newcomers quickly, provide meaningful spiritual nurture during a relatively short period, and prepare people to serve faithfully wherever they go next.

This transience presents both a challenge and an unusual ministry opportunity. DICC's influence extends beyond Dhaka as members carry what they have learned into churches, workplaces, families, and communities around the world.

DICC brings together people from a wide range of church backgrounds, including some with little or no previous church experience. It emphasizes sound biblical teaching, including expository preaching, and a warm, welcoming Christian community.

The pastor is DICC's only full-time staff member. Other ministry and governance responsibilities are carried by volunteers from the expatriate congregation. DICC's leadership team and volunteer ministry leaders reflect the church's multinational character.

Ministry Opportunities and Challenges

Recent growth has created opportunities to expand and deepen DICC's ministries, including further developing small groups, establishing more intentional ministry among youth, and broadening pastoral care. Responding to these needs is central to DICC's search for an Associate Pastor.