



<b>Title:</b> Women's Ministry Director	
<b>Department:</b> Women's Ministry	<b>Supervisor Title:</b> Spiritual Formation Pastor
<b>Hours/Week:</b> Full Time	<b>Pay Range:</b> \$70K-\$90K
<b>Benefit Eligibility:</b> TBD	<b>Job Class:</b> Exempt
<b>Schedule:</b> TBD	<b>Location:</b> Redeemer – Encinitas, CA (in-person)

## Summary

Redeemer Presbyterian Church (PCA) is a gospel-centered, multi-ethnic, intergenerational, and outward facing faith community, focused both on the spiritual development of its members and reaching the lost in the community around us. We are committed to fostering a supportive environment that nurtures faith, encourages personal growth, and promotes active engagement in our mission to serve Christ and our community.

### Position Summary:

The Women's Director will provide visionary leadership and oversight for all aspects of the Women's Ministry at Redeemer Presbyterian Church. This role is critical in developing and implementing strategies that inspire, equip, and support women in their spiritual growth and service. The ideal candidate will be a seasoned leader with a deep passion for discipleship, teaching, and the development of robust ministry programs.

## Key Responsibilities

### Leadership and Vision:

- Develop and articulate a compelling vision for the Women's Ministry that aligns with the overall mission and vision of Redeemer Presbyterian Church.
- Provide strategic leadership and oversight for all Women's Ministry activities, programs, and events.
- Identify and cultivate potential leaders within the women's community, providing mentorship and support to develop their leadership skills and to form a healthy volunteer leadership team.
- Collaborate with other adult ministries teams in order to bring vision and mission alignment throughout the ministry.

### Discipleship and Teaching:

- Create, implement, and oversee discipleship programs tailored to meet the diverse needs of women at various stages of their spiritual journey and that align with all Redeemer disciple ministries.
- Teach and facilitate Growth Groups (classes / Bible studies), workshops, and seminars that foster spiritual growth and biblical literacy for the whole congregation.
- Develop and curate curriculum and teaching materials that are doctrinally sound and relevant to contemporary issues.

### Program Development and Management:

- Plan, organize, and execute a variety of events, retreats, and initiatives designed to engage and support the women of Redeemer Presbyterian Church.
- Oversee the recruitment, training, and coordination of volunteers involved in the Women's Ministry.
- Collaborate with other church ministries and staff to ensure cohesive and integrated ministry effort.

### Shepherding Care and Support:

- Provide care, counseling, and support to women in the congregation, offering guidance and encouragement as they navigate life's challenges.
- Foster a welcoming environment where all women feel valued and supported.

### Administrative Duties:

- Manage the Women's Ministry budget, ensuring responsible stewardship of resources.
- Maintain clear and effective communication with church leadership, staff, and congregation regarding Women's Ministry activities and initiatives.



- Evaluate the effectiveness of programs and initiatives, making adjustments as necessary to enhance impact and engagement.

## Qualifications:

- A deep, personal relationship with Jesus Christ and a commitment to the mission and values of Redeemer Presbyterian Church.
- M-Div in Theology, Ministry, or a related field; advanced theological education is preferred.
- Aligned and supportive of the theology and values within the PCA (Presbyterian Church in America).
- A minimum of 5 years of experience leading Women's Ministry or equivalent ministry experience.
- Strong teaching and discipleship skills with a proven ability to develop and implement effective ministry programs.
- Exceptional leadership, organizational, and administrative abilities.
- Excellent communication and interpersonal skills with the ability to connect with and inspire women of all ages and backgrounds.
- A heart for pastoral care and a genuine love for people.
  - Exceptional self-awareness and ability to connect with others on a deep level.
  - A proven influencer and relationship builder, dedicated to fostering the development of others.
  - Strong organizational skills, able to manage multiple projects effectively.
  - Commitment to attendance at all required meetings and events.
  - Physical ability to lift 25+ pounds and move comfortably.

## CHARACTER TRAITS

- A vibrant and growing personal faith, aligned with the ministry's vision.
- A humble and teachable spirit, marked by gospel transformation.
- Creative problem-solving and a willingness to take calculated risks.
- Initiative-driven and innovative.
- A heart that embraces multiethnic and intergenerational ministry.
- An unwavering commitment to innovation and continuous learning.

## CULTURE EXPECTATIONS

- Adaptable and open to evolving ministry paradigms.
- Committed to fostering an environment of grace, growth, and transformation.
- Passionate about building genuine relationships within and beyond the ministry.

## COMPETENCY

- Theological competency: Proficient in major biblical and theological categories, equipped to teach with confidence.
- Organizational competency: Skilled in identifying, building, training, and multiplying teams in a dynamic context.
- Relational competency: Understanding the dynamics of the heart, connecting with others through joys, struggles, and growth.