



<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> \$70-90K+ <i>(based on experience)</i>
<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 vibrant, gospel-centered, multi-ethnic, and intergenerational faith community deeply committed to spiritual formation and mission. Our vision is to see lives transformed by the power of the gospel, equipping believers to serve Christ and impact their communities with truth and love.

As we grow, we are looking for a highly relational, visionary leader who is passionate about discipleship, theological depth, and community-building—someone who can mobilize and equip women to grow in their faith and actively engage in the life of the church.

## POSITION OVERVIEW

The Women’s Ministry Director will provide visionary leadership, strategic oversight, and pastoral care for the women of Redeemer Presbyterian Church. This role is designed for an experienced leader and gifted teacher who thrives in building teams, discipling others, and developing impactful ministry initiatives.

We are seeking a high-capacity leader who will not only teach and shepherd but will empower, equip, and multiply female leaders within the church. The right candidate will bring a deep love for Christ, a heart for theological depth, and a passion for helping women flourish in their faith and calling.

## KEY RESPONSIBILITIES

### Leadership & Vision

- Develop and cast a compelling vision for Women’s Ministry that aligns with Redeemer’s mission and values.
- Cultivate and equip a team of volunteer leaders, mentoring them to disciple and serve others effectively.
- Collaborate cross-functionally with pastoral staff, small group leaders, and ministry teams to ensure an integrated approach to spiritual formation.
- Bring creativity and innovation to engage women across generations, life stages, and backgrounds in meaningful discipleship.

### Discipleship & Teaching

- Develop robust, biblically sound discipleship pathways for women at various stages of their faith journey.
- Lead and oversee Growth Groups (Bible studies, discipleship groups, workshops, and seminars) that foster spiritual growth and biblical literacy.
- Curate and develop theologically rich curriculum and resources that speak to contemporary issues while remaining deeply rooted in Scripture.

### Shepherding & Pastoral Care

- Provide spiritual care, encouragement, and counsel to women in the congregation, walking alongside them through seasons of growth, joy, and challenge.
- Foster a culture of belonging, support, and community, ensuring that all women feel valued and engaged in the life of the church.
- Lead and facilitate mentorship initiatives, helping women develop and use their God-given gifts in



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service to Christ.

### **Ministry Development & Execution**

- Plan and execute retreats, events, and outreach initiatives that foster deeper community and spiritual growth.
- Recruit, train, and empower a dynamic volunteer leadership team, ensuring that ministry efforts are sustainable and impactful.
- Oversee and manage Women's Ministry operations, budgeting, and resource stewardship, ensuring excellence in all programming.

### **PERSONAL & SPIRITUAL QUALIFICATIONS**

- A mature and growing faith in Jesus Christ, with a strong personal devotional life.
- Deep alignment with the theology, vision, and values of Redeemer Presbyterian Church (PCA).
- Highly relational with a heart for shepherding, mentoring, and discipling others.
- A strategic thinker who can assess ministry effectiveness, set clear goals, and adapt as needed.
- Creative and adaptable, able to design and implement innovative ministry initiatives.
- A humble, teachable spirit, marked by wisdom and discernment.

### **REQUIRED COMPETENCIES & EXPERIENCE**

- Theological Depth – Strong biblical and theological knowledge from a Reformed perspective; a Master's degree in Theology, Ministry, or a related field is highly preferred.
- Ministry Leadership – Minimum 5+ years of experience leading Women's Ministry or a similar discipleship-focused role in a church setting.
- Teaching & Communication – Gifted teacher and communicator, able to engage and equip women of diverse backgrounds with clarity, wisdom, and theological accuracy.
- Team Development – Proven ability to identify, mentor, and develop leaders, creating a culture of multiplication within the ministry.
- Organizational Skills – Strong administrative and strategic abilities; able to manage ministry planning, budgeting, and execution with excellence.
- Relational & Pastoral Care – A compassionate heart with experience in counseling and shepherding women through life's challenges and spiritual growth.

### **WHAT WE OFFER**

- A thriving church community with a strong commitment to theological depth, discipleship, and multi-generational ministry.
- A leadership culture that values collaboration, innovation, and personal development.
- An opportunity to shape and lead a flourishing Women's Ministry, investing in the spiritual growth of women for generations to come.
- A supportive and mission-driven pastoral team, passionate about seeing people grow in Christ.
- Competitive compensation and benefits (based on experience).