



POSITION ANNOUNCEMENT

Align Life Ministries is a gospel-sharing, life-affirming ministry with client locations in Lancaster and Lebanon counties. For more information go to www.alignlifeministries.org.

PREGNANCY SERVICES DIRECTOR – LANCASTER

(Full-time)

Align Life Ministries is seeking a Director to lead pregnancy services at our Lancaster location. This position requires a mature individual with strong interpersonal skills and a desire to compassionately share the gospel of Jesus and reach out to abortion-minded women. A self-starter with experience in direct client care, volunteer recruitment, and management is essential. Spanish-speaking preferred but not required. Forty hours per week, Tuesday through Friday, including two evenings per week, and occasional speaking engagements on weekends.

Compensation is in line with a local non-profit organization of similar size.

All applicants must be in agreement with Align Life Ministries' Statement of Faith; Statement on the Sacredness of Human Life; Statement on Biblical Authority; and Statement on Marriage, Gender, and Sexuality.

If interested, send a resumé and cover letter as soon as possible to: Align Life Ministries, P.O. Box 707, Lebanon, PA 17042-0707, Attn: Mary Anna Wingenroth 717.274.5128 x 304 or MWingenroth@AlignLifeMinistries.org

Posted March 9, 2026



Job Description
Align Life Ministries
PREGNANCY SERVICES DIRECTOR

Rev March 2026

Objectives of the Position: The Pregnancy Services Director leads the assigned service location and ensures that it provides excellent services to clients, which are gospel-centered and mission-aligned.

Reports to: Director of Client Services

Works collaboratively with: Director of Client Services, other Pregnancy Services Directors, Nurse Manager, Client Services Assistant, and Secretary

Supervises: Secretary and on-site volunteers

Qualifications:

1. Be a committed Christian who demonstrates an active personal relationship with Jesus Christ as Savior and Lord.
2. Exhibit a strong commitment, proficiency, and dedication to sharing the gospel with others, the pro-life position, and stewarding sexuality with integrity.
3. Be able to initiate, lead, participate, and thrive in a culture where alignment with the God of the Bible, relational community, and discerning prayer is woven into all aspects of the ministry.
4. Ability to model, teach, and develop the ministry's culture within the location.
5. Excellent interpersonal skills and collaborative leadership skills; high level of personal integrity; innovative problem-solving skills.
6. Be self-motivated, detail-oriented, and able to execute duties with little supervision.
7. Experience in public relations and public speaking; able to represent the ministry at public events, some of which will be on weekends.
8. Have a sincere desire and ability to interact effectively with abortion-vulnerable and abortion-minded women and their significant others.
9. Be able to work a schedule that includes regular evening hours, and possibly weekend hours, as necessary, in order to ensure service availability to abortion-determined clients.
10. Able to implement strategy to fulfill communicated organizational goals.
11. Proficiency with Microsoft Office suite, office equipment, mobile devices, and relevant technology.
12. Able to lift and carry (over short distances) 30 pounds of equipment at a time.
13. Possess a valid driver's license and insurance, and a reliable personal vehicle.
14. Experience in pregnancy resource center ministry, pastoral counseling, social work, and/or medical services preferred.

Clearances: The Pregnancy Services Director must provide successful completion of a Pennsylvania Criminal Background Check, Pennsylvania Child Abuse History Clearance, and the FBI fingerprint based criminal background clearance prior to employment.

Duties:

1. Provide primary leadership to ensure overall health and growth of the location
 - a. Establish strong Bible-based spiritual and relational culture among staff and volunteers.
 - b. Maintain and build effective services for clients, in keeping with the ministry's mission.
 - c. Seek to increase ministry to abortion-minded clients and overall client load.
 - d. Ensure that gospel truths are being shared freely and appropriately.
 - e. Develop and grow a strong base of volunteer advocates.
2. Oversee administration of all general service location operations
 - a. Provide Bible-based spiritual and managerial supervision to operations.
 - b. Coordinate daily and monthly schedule of volunteers and clients.
 - c. Oversee client record keeping and review client charts weekly.
 - d. Oversee effective follow-up of clients by volunteers.
 - e. Communicate with volunteers on a regular basis.
 - f. Oversee the ordering of needed supplies.
 - g. Review location monthly client reports; assess for strengths and weaknesses and seek to improve weaker areas.
 - h. Initiate ideas for improving effectiveness to the Director of Client Services.
 - i. Provide client stories, ministry highlights, and other information for ministry publications and promotions, as requested.
3. Oversee administration of medical services
 - a. Oversee medical services at your location.
 - b. Ensure that medical services are being presented appropriately and adequately.
4. Provide excellent supervision and training
 - a. Ensure qualified volunteers are working with clients.
 - b. Screen and interview potential volunteers according to the ministry's procedure.
 - c. Administrate volunteer training, as needed.
 - d. Administrate and conduct volunteer meetings, as needed.
 - e. Select, train, supervise, nurture, mentor, and evaluate volunteers.
 - f. Provide Bible-based spiritual and managerial support, direction, and supervision to paid staff.
 - g. Ensure that ministry culture, team spirit, good communication, motivation, procedural follow-through, and ministry effectiveness are achieved. Be available to address staff concerns.
 - h. Assist Director of Client Services with screening and selecting paid staff members, as requested.
 - i. Provide frequent, regular role playing for staff and volunteers including various scenarios on how to share the gospel with clients.
5. Provide competent and Bible-based spiritual client advocacy and education
 - a. Meet with clients, providing mission-aligned interaction, when volunteers are unavailable.
 - b. Supervise difficult client cases which require intensive help and support.
 - c. Ensure clients receive comprehensive community referrals to address needs that are beyond the scope of services offered by the ministry.

6. Initiate personal and effective public relations
 - a. Develop and maintain positive working relationships with community groups, organizations, and pro-life ministries, as necessary. Look for opportunities to partner with like-minded organizations and ministries. Ensure that client services actively participate in worthwhile community meetings and network with relevant organizations. Attend such meetings as appropriate.
 - b. Represent ministry services to the community to increase clientele, volunteer help, and supporter relations, as requested.
 - c. Oversee and participate in ministry and community information fairs, as requested.
 - d. Write articles and supply photos for ministry publications and promotions, as requested.
 - e. Conduct tours of the location for supporters, pastors, community group representatives, etc.
7. Fulfill staff duties
 - a. Interact with Director of Client Services to relay client or staff needs, progress of location, problems, etc.
 - b. Provide statistics for board reports, as requested.
 - c. Supply weekly location updates to the Director of Client Services.
8. Participate in administration of general client services with the Director of Client Services and other client services staff
 - a. Participate in client services meetings.
 - b. Assist with purchase of volunteer Christmas gifts and volunteer appreciation gifts.
 - c. Participate in revising/updating *Directory of Community Services* on a regular basis.
 - d. Preview and suggest literature and material that will benefit clients.
 - e. Participate in volunteer trainings as requested by the Director of Client Services.
 - f. Participate in administration of volunteer appreciation events.
 - g. Participate in development of standardized office forms and procedures.
9. Other
 - a. Attend conferences and seminars to increase personal effectiveness.
 - b. Uphold the Statements on Ministry Purpose; Vision; Mission; Faith; Sacredness of Human Life; Biblical Authority; Marriage, Gender and Sexuality; The Gospel of the Kingdom of God document; and Core Values; and uphold the policies and procedures of the ministry.
 - c. Maintain healthy staff relationships, participate in staff meetings and gatherings, and participate in fundraising and other ministry events per the Employee Handbook.
 - d. Act as a liaison between the ministry and partner organizations in the area of geographical responsibility and seek avenues to expand/develop those partnerships, as appropriate.