



JOB DESCRIPTION

EASTSIDE CHRISTIAN CHURCH

POSITION TITLE: Director of Local Compassion

EFFECTIVE/REVISED: January 2026

SUPERVISOR'S TITLE: Senior Director of Compassion

DEPARTMENT: Compassion

CAMPUS: Campus

Central

LEADERSHIP LEVEL:

- EXECUTIVE
- DEPARTMENT HEAD
- DIRECTOR
- COACH
- LEADER
- STAFF

EXEMPT CLASSIFICATION:

- PASTOR
- MINISTER EXEMPT
- EXEMPT
- NON-EXEMPT

PAYROLL STATUS:

<input checked="" type="checkbox"/> FULL TIME	<input type="checkbox"/> PART TIME	WEEKLY HOURS: 40
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Eastside’s unofficial motto is “This Is For Everyone.” Eastside’s mission is to Pursue God, Build Community, and Unleash Compassion. If you’re looking to be part of a team that is strategically focused on reaching people far from God, values inspirational leadership and is intentional about promoting a healthy staff culture, then Eastside might be the place for you.

As the Director of Local Compassion at Eastside, you will serve at the intersection of mission, leadership, and community impact. This role is ideal for a relational, strategic leader who is passionate about loving neighbors well and creating meaningful pathways for the church to engage with local communities. You will help shape how Eastside shows up – internally and externally – through a posture of collaboration, discernment, and care. Someone in this position should love God and people, value partnership, steward resources thoughtfully, and be energized by developing people, telling stories of impact, and helping vision move from intention to action.

01. Summary of Position:

The Director of Local Compassion (LC) provides strategic, relational, and operational leadership for all Local Compassion efforts across Eastside’s campuses. This role exists to ensure a consistent, effective, and inspiring expression of Local Compassion that empowers children to thrive, brings hope to families, and strengthens communities. The Director of Local Compassion leads vision, strategy, partnerships, volunteers, and resources to mobilize people serving locally

and to increase meaningful engagement across all campuses. This role requires a leader who can think strategically, communicate inspirationally, build relationships, steward resources wisely, and translate vision into sustainable action across diverse communities

02. Ministerial Functions:

- Provide management of ministry through controlling and maintaining the ministry objectives of the Compassion Department of the church
- Authorized to administer communion, baptize, officiate weddings and funerals, and lead worship and Bible studies in various settings

03. Supervisory Responsibilities:

- Directly supervises employees within the LC department
- Supervises volunteers within the LC department
- Carries out supervisory responsibilities in accordance with Eastside policies and applicable laws
- Responsibilities include interviewing, hiring, training, assigning work, evaluating performance, providing feedback, addressing concerns, and fostering professional growth

04. Duties and Responsibilities:

Local Compassion Vision & Strategy

- Provide strategic leadership and foresight to guide Local Compassion across campuses, assessing campus needs in the process
- Ensure consistent expression of LC vision, values, and practices across campuses.
- Set goals, plan initiatives, and measure progress toward People Serving Locally metrics
- Plan, prepare, and execute LC initiatives for each ministry season
- Regularly evaluate strategies and outcomes, adjusting approaches as needed

Local Partnership Management, Development & Care

- In collaboration with the LC team, identify, develop, and manage partnerships with local agencies and organizations
- Maintain warm, trustworthy, and collaborative relationships with partners, ensuring Eastside is a consistent and valued presence at the table
- Serve as an external-facing representative of Eastside in the community
- Honor partners as subject-matter experts, allowing their insight to guide responsive action
- Wisely discern Biblical issues of justice from divisive issues of politics; accepting that Eastside is a politics-free environment

Changemaker (Volunteer) Management & Mobilization

- Collaborate with LC team and Campus Pastors to recruit, develop and care for volunteers
- Design and manage meaningful volunteer experiences
- Pull back the curtain to help volunteers understand the “why” behind the work
- Delegate effectively and empower others to lead, prioritizing team success over individual recognition

Interdepartmental Collaboration

- Proactively collaborate with Campus Pastors, other ministries and departments
- Identify opportunities to integrate Local Compassion into broader church initiatives

- Foster alignment and shared ownership across teams

Process, Operations & Stewardship

- Develop, manage, and refine processes to meet community needs efficiently
- Utilize organizational systems (eg, Slack, Monday.com, Google Suite) effectively
- Manage LC budgets with discernment and accountability
- Protect people and financial resources by maintaining healthy boundaries
- Make focused decisions, including saying “no” when necessary to do fewer things well

Communication, Storytelling & Vision Casting

- Serve as a compelling communicator and storyteller (written, verbal, and on-camera)
- Cast vision that inspires and re-inspires engagement
- Effectively share and celebrate LC impact with the broader church body

Other

- Perform other responsibilities as assigned by supervisor

05. Qualifications

- Must have a strong personal faith in Jesus as Savior and Lord, and a heart for serving God and others
- Must be a member of Eastside Christian Church, having been baptized by immersion
- Minimum of 3 years of relevant ministry, nonprofit, or community leadership experience
- Bachelor’s degree or equivalent experience required; advanced degree preferred
- Strong proficiency with Google Suite, Microsoft Suite. Ability to quickly learn Slack, Monday.com, and related tools
- Demonstrated investment in ongoing training and education on topics that impact vulnerable communities (trauma, poverty, substance use, mental health, etc)

06. Core Qualities & Competencies

Strategic & Results-Driven

- Ability to think several steps ahead
- Balances big-picture vision with practical execution
- Evaluates impact from macro, mezzo, and micro perspectives

Relational & High EQ

- Warm, approachable, and culturally inclusive
- Builds trust with staff, volunteers, partners, and community members
- Leads with empathy, compassion, and respect

Collaborative & Network-Oriented

- Values collective action over individual outcomes
- Builds bridges across churches, agencies, and community groups
- Leverages shared strengths to maximize impact

Creative Problem Solver & Frugal Innovator

- Brings fresh perspectives and innovative solutions

- Maximizes existing assets and resources
- Comfortable navigating complexity and ambiguity

Organized & Process-Oriented

- Manages multiple campuses and initiatives simultaneously
- Creates clarity through systems, structure, and follow-through

Curious Learner

- Committed to lifelong learning
- Leads with curiosity rather than assumptions
- Seeks understanding before action

Leader & Servant-Hearted

- Humble yet confident and assertive
- Models integrity, consistency, and intentionality
- Willing to jump in and lead by example
- Invested in personal and professional growth and developing others

07. Employment Understanding:

- Agreement to abide by Eastside Christian Church Personnel Manual and Policies, Vision and Beliefs Statement
- Agreement to conduct themselves on and off the job in such a way that would honor Jesus Christ and would demonstrate spiritual leadership, supporting the Code of Conduct policy, and being a positive representative of Eastside Christian Church
- Attendance of First Step at earliest opportunity
- Attendance at Ministry Team meetings and department meetings is required
- This Job Description will be reviewed at least annually with the position's supervisor
- Semi-annual 6x6 goals will be written, obtaining supervisor approval
- Remuneration including wages and benefits, will be set, reviewed, and modified by the Senior Pastor and Leadership Team

08. Physical Demands & Work Environment:

- Must be able to lift and / or move up to or more than 30 pounds
- Combination of office, meeting, and community-based work
- Periods of sitting, standing, walking, and travel between campuses

Eastside reserves the right to modify this job description at any time. This job description is not designed to cover every responsibility or requirement of the position.

We concur with this Job Description.

Staff Member

Supervisor

Date