



ASM COORDINATOR

TITLE: Ascend Student Ministry Coordinator

REPORTS TO: Director of Family Ministries

EMPLOYMENT STATUS: Full Time (Preferred) or Part-Time¹, Salaried

SUMMARY

Ascend Church is a discipleship-focused church in the fastest-growing area of the Kansas City metro. We are committed to unapologetically preaching the authority of Scripture, exalting Christ in worship, actively pursuing prayer, and boldly sharing the good news of Christ with the world.

The ASM Coordinator plays a vital role in carrying out this mission among students in grades 6–12. Today's students are being shaped by entertainment, education, and social media to view the world through a secular worldview. Parents need support, and students need the stability of the gospel and discipling mentors to guide and prepare the next generation.

Working with the support and oversight of the Director of Family Ministries, the ASM Coordinator serves as a strategic ministry builder who helps shape and carry out a compelling vision for discipling students. This person will evaluate the ministry's current reality, identify opportunities for growth and innovation, develop leaders and sustainable systems, and lead the ministry toward increasing health and effectiveness. The ASM Coordinator will build teams that disciple students, creatively engage cultural trends with biblical truth, and equip parents to shepherd their students with gospel-centered intentionality. These efforts will enhance the church's ability to see lost people saved, saved people matured, and mature people multiplied, all to the glory of God!

QUALIFICATIONS

Gospel Transformation

The ASM Coordinator position is intended for a male who must have a clear testimony of faith in Jesus Christ evidenced by healthy and growing patterns of gospel transformation.

Character

The ASM Coordinator must demonstrate patterns of character in personal life, family life, the local church, and the community consistent with Philippians 2:1–5, 1 Timothy 3:1–7, and Titus 1:5–9.

¹ Full-Time preferred; qualified part-time candidates may be considered. Responsibilities, compensation, and ministry-development expectations will be calibrated to the agreed schedule.

Theology

The candidate must affirm and articulate the doctrinal essentials outlined by Ascend Church and demonstrate competency in theological discussions grounded in sound biblical interpretation.

Personality

We are looking for a strategic, forward-thinking ministry builder who is energized by developing leaders, strengthening systems, and helping a ministry grow in health and reach. The ideal candidate combines imagination with sound judgment and reliable execution, demonstrates strong critical thinking, healthy urgency, and curiosity, and can thoughtfully evaluate established practices while leading change through healthy relationships.

Communication

The candidate should excel in written and verbal communication and possess excellent listening skills.

Education and Experience

A minimum of an undergraduate degree is preferred. Ideal candidates will have experience leading volunteers, discipling students, teaching, preaching, and building or improving ministry programs. They should be able to move from vision and strategy to practical plans, teams, systems, and sustainable execution.

RESPONSIBILITIES

The primary role of the ASM Coordinator is to provide hands-on leadership for the health, development, and growth of Ascend Student Ministries, ensuring that the mission of Ascend Church is effectively carried out for students from sixth grade through high school graduation. In alignment with the Director of Family Ministries, this person will help shape ministry strategy, build a strong leadership culture, and continually pursue greater effectiveness in reaching and discipling students.

Practical Responsibilities

- Function with a theology-first mindset in which theology informs philosophy, philosophy shapes ministry methodology, and innovation is pursued when it advances the mission of Ascend Church.
- Partner with the Director of Family Ministries to translate Ascend Church's vision into a clear, adaptable strategy for ASM, including priorities, annual goals, and practical plans.
- Evaluate current ministry practices, the needs of students and parents, cultural shifts, and opportunities for growth; recommend and lead thoughtful improvements rather than defaulting to what has always been done.

- Recruit, train, equip, develop, and support volunteer leaders, cultivating a leadership pipeline and a team culture in which leaders disciple students and multiply other leaders.
- Lead and continually strengthen weekly gatherings, discipleship environments, and special events so they are biblically grounded, relationally effective, well organized, and aligned with the ministry's strategic priorities.
- Develop and use meaningful measures of ministry health to learn, establish priorities, make informed decisions, and refine strategy with the Director of Family Ministries.
- Research, pilot, and evaluate new approaches to reaching and discipling students, then translate promising ideas into sustainable ministry practices and systems.
- Coordinate with the Family Ministry team (Kids, Students, and Young Adults) and partner with parents to provide a clear, consistent, and compelling pathway of discipleship.
- Steward ministry calendars, communication, resources, and operational details with reliable follow-through, while supporting broader Family Ministry initiatives and church-wide events as assigned.

CORE LEADERSHIP RHYTHMS

Strategic Leadership

- Regularly assess ministry health, listen to students, parents, and leaders, identify strategic priorities, and develop plans that move ASM toward its vision.

Leader Development and Multiplication

- Raise up, disciple, and develop leaders who will effectively disciple students and help build the ministry's capacity for healthy growth.

Biblical Formation and Teaching

- Deliver age-appropriate, biblically grounded teaching and resource students to understand, engage with, and thrive as disciples within the local church, both during their time at Ascend and beyond.

Innovation and Ministry Development

- Engage cultural, social, and theological trends; explore new ministry approaches; and thoughtfully test and refine ideas that equip students with a biblical worldview and advance the mission of Ascend Church.

Planning and Execution

- Translate vision into seasonal and annual plans, clear priorities, dependable systems, and well-executed ministry rhythms, making adjustments as needs and opportunities emerge.

MINISTRY EXPECTATIONS

- Support the vision and mission of Ascend Church through active participation in Family Ministry initiatives and alignment with church leadership.
- Serve collaboratively with staff, volunteers, parents, and church leadership, receiving feedback with humility and helping others navigate healthy change.
- Approach ministry with curiosity, initiative, and a willingness to learn, adapt, and improve without pursuing novelty for its own sake.
- Balance strategic vision and innovation with theological faithfulness, organizational alignment, relational wisdom, and dependable execution.
- Maintain a flexible schedule that regularly includes evenings, weekends, overnight events, retreats, camps, conferences, mission trips, and relational discipleship.
- Travel as needed for ministry opportunities and leadership development.

12-18 MONTH OUTCOMES

Within the first 12-18 months, the ASM Coordinator will have:

- Developed with the Director of Family Ministries a clear ASM strategy, annual priorities, and a practical ministry plan aligned with the mission and vision of Ascend Church.
- Established a healthy, dependable team of trained and supported volunteer leaders, along with a developing leadership pipeline that increases the ministry's capacity to disciple students.
- Strengthened weekly gatherings and discipleship opportunities so they are biblically grounded, relationally effective, well organized, and responsive to the needs of students.
- Built meaningful relationships with students and parents and cultivated a ministry culture where students are known, connected, and growing as disciples of Christ.
- Identified meaningful opportunities for growth and implemented thoughtful improvements or new initiatives that are mission-aligned, sustainable, and responsive to ministry needs.
- Established clear measures of ministry health and regular rhythms for assessment, learning, refinement, and planning, while contributing to healthy transitions across Kids, Students, and Young Adults.
- Demonstrated strategic thinking, sound judgment, healthy urgency, reliable follow-through, and collaborative leadership among staff, volunteers, parents, and church leadership.